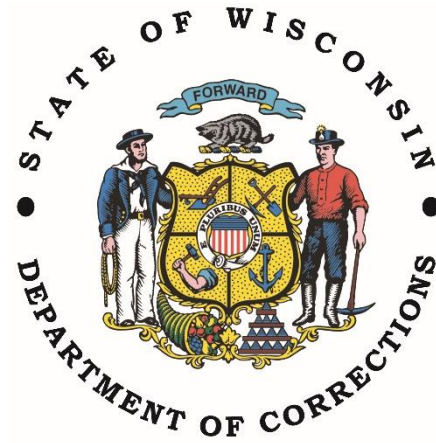


# Wisconsin Department of Corrections

## Staff Assaults

July 1, 2019 – June 30, 2020



Fiscal Year 2020

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Administrator: Lance Wiersma

Assistant Administrator: Autumn Lacy

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Administrator: Ron Hermes

Assistant Administrator: Lance Horozewski

# Staff Assaults

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Fiscal Year 2020

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## Introduction

In 2012, the Wisconsin Department of Corrections' (DOC) Division of Adult Institutions (DAI) created a policy requiring employees to report and track staff assaults. This policy outlined the definition of an assault, established a new reporting system, and defined a procedure for reporting assaults to law enforcement. In September 2012, the new reporting system was implemented to enhance collection, review, and analysis of staff assault data.

This report includes three sections: Division of Adult Institutions, Division of Community Corrections, and Division of Juvenile Corrections. Each section describes the incidents that occurred in that Division during FY20. The status of each incident is categorized as an attempted assault or completed assault. Additionally, each incident type is categorized as battery, throwing, spitting, physical injury, or sexual. For example, if an individual spit at staff but missed the staff member, the incident would be categorized as an attempted assault status and a spitting type incident. The incident status and incident type variables are used to better track and monitor assault trends.

DAI's section of this report includes incidents that occurred at one of the state's 36 adult facilities and at the Wisconsin Resource Center (WRC). WRC is a specialized inpatient mental health facility established as a prison under s. 46.056, Wisconsin Statutes, administered by the Wisconsin Department of Health Services (DHS) in partnership with the DOC.

In February 2016, the Division of Community Corrections (DCC) implemented a division-specific policy for reporting and tracking staff assaults. DCC reports incidents that involve clients as well as family members, associates of the client, unknown actors, or animals that result in an attempted or completed staff assault. DCC's section of this report includes attempted assaults and completed assaults in any of the eight DCC Regions.

In FY14, the Division of Juvenile Corrections (DJC) began electronically recording staff assaults that occurred at Copper Lake School (CLS) and Lincoln Hills School (LHS), the DOC's two juvenile correctional facilities. Staff assaults were reported on incident report forms; however, certain types of incidents were not reported in the electronic system in FY14, FY15, and part of FY16. These gaps appear in the DJC staff assault data. In FY18, DJC began tracking group incidents which involve more than one youth and occasionally more than one staff member.

## Summary

This report examines the different factors associated with staff assaults. Staff assault data became available for all three DOC divisions (DAI, DCC, and DJC) in FY14. Since then, many improvements have been made in data tracking and reporting. For example, beginning in FY18, DJC began tracking group incidents which involve multiple youth and occasionally more than one staff member.

The analysis in this report is based on incidents that occurred in FY20 in DAI, DCC, and DJC. The data address assault incidents, but are not intended to quantify any of the psychological effects of the incidents. All staff involved in these incidents were offered peer support and/or referred to the Employee Services Program. Due to confidentiality requirements, it is not known how many staff used these services.

In FY20, there were 411 total incidents in all three DOC divisions:

- 41 attempted assaults
- 370 completed assaults

The total number of staff involved was 397 and the total number of persons in our care (PIOC), clients, and youth involved was 240. Additionally, a total of 21 group incidents occurred and one unknown actor was involved in DJC incidents. A staff member, PIOC, client, or youth may have been involved in multiple incidents during the report timeframe. For example, a staff member may have been involved in an attempted assault and a completed assault. Additionally, a PIOC, client, or youth may have been involved in multiple completed assaults.

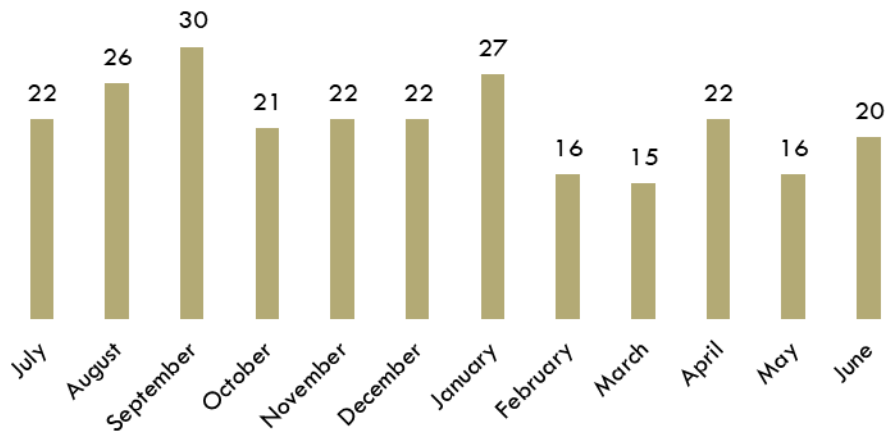
## I. Division of Adult Institutions

In FY20, there were 259 attempted and completed assaults on DAI staff. Of that number, 23 were attempted assaults and 236 were completed assaults. Of the 259 incidents, 269 different staff members and 179 PIOC were involved.

Type	FY13	FY14	FY15	FY16	FY17	FY18	FY19	FY20
Attempted	40	58	62	52	54	34	41	23
Completed	252	245	273	315	263	271	259	236
Total	292	303	335	367	317	305	300	259

In FY20, the largest number of incidents occurred in September (12% or 30). The fewest number of incidents occurred in March (6% or 15). On average, 22 incidents occurred each month during FY20 in DAI.

**DAI FY20 Attempted and Completed Assaults by Month**



## A. Attempted Assaults on DAI Staff

The information in this section includes attempted assaults on DAI staff. These incidents include direct actions by a PIOC towards a staff member where the staff member was not assaulted. Of the 23 attempted assaults reported, 26 different staff members and 19 PIOC were involved.

### Assault Information

**Type of Assault:** Twenty-six percent (6) of the attempted assaults involved battery, 39% (9) involved throwing, 22% (5) involved spitting, 13% (3) involved physical injury by contact, and 0 involved sexual assault. An attempt can be assigned to more than one type of category, as multiple actions could have occurred. For example, if the attempt involved spitting as well as battery by the PIOC, the attempt was assigned to both categories.

**Facility Security Level:** The majority (83% or 19) of attempted assaults occurred at a maximum security facility, and 17% (4) occurred at a medium security facility.

**Restrictive Housing:** Seventy percent (16) of the attempted assaults occurred in a restrictive housing unit or area. The remaining attempts occurred in a general population housing unit or area.

**Specific Location:** Seventy-four percent (17) of the attempted assaults occurred in a cell, cell front, housing unit, or day room. This includes incidents near the cell trap, during cell extractions, in the cell hall, or when objects or substances were thrown from the cell.

### PIOC Information

**Age:** Fifty-two percent (12) of the attempted assaults involved PIOC who were 25 to 29 years old at the time of the attempt. Twenty-six percent (6) of the attempts involved PIOC who were 45 years old or older at the time of the attempt.

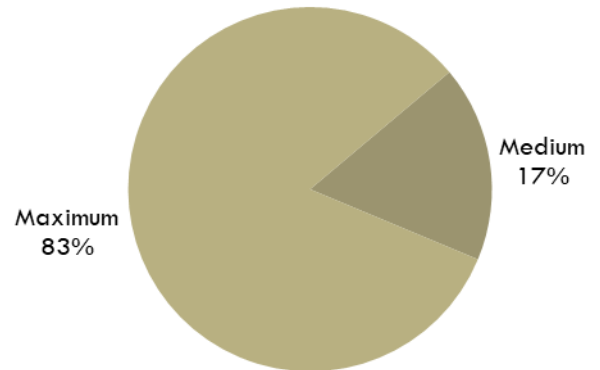
**Mental Health Status:** Seventeen percent (4) of the attempted assaults involved PIOC who had a serious mental health condition at the time of the attempt (e.g., bipolar disorder, schizophrenia, personality disorder, or severe depression).

**Previous Episode of Incarceration:** Forty-four percent (10) of the attempted assaults involved PIOC who had a previous episode of incarceration.

**Offense History:** One hundred percent (23) of the attempted assaults involved PIOC who were incarcerated for a violent offense as their most serious offense. This includes offenses such as murder, sexual assault, and robbery.

**Repeat Offenders:** Seventy percent (16) of the attempted assaults involved PIOC who were only involved in one attempt. The most assaultive PIOC was involved in three attempts.

DAI Attempted Assaults by Facility Security Level



## Sentence Information

**Time in Prison:** Thirteen percent (3) of the attempted assaults involved PIOC who had been in prison for less than one year at the time of the attempt. Fifty-two percent (12) of the attempts involved PIOC who had been in prison between two and five years, and 35% (8) involved PIOC who had been in prison for five or more years at the time of the attempt.

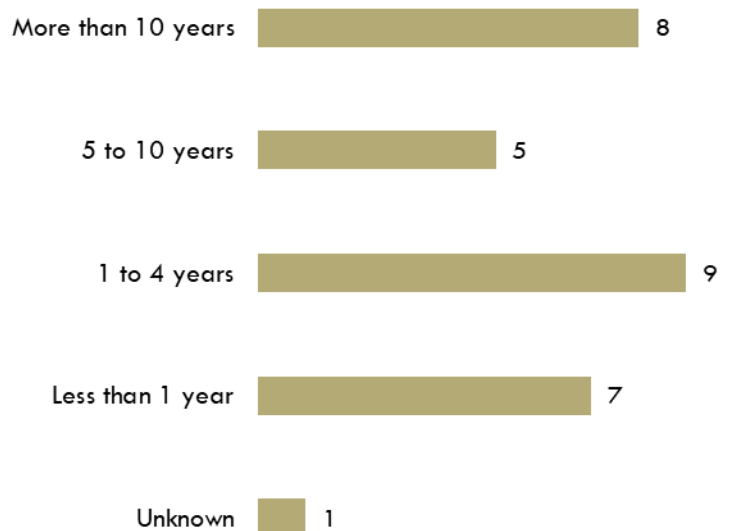
**Time at the Facility:** Thirty percent (7) of the attempted assaults involved PIOC who had been at the facility where the attempt occurred for 12 months or less. Thirty-five (8) percent of the attempted assaults involved PIOC who had been at the facility where the attempt occurred for 36 months or more.

**Time Left to Serve:** Thirty-five percent (8) of the attempted assaults involved PIOC who had less than one year until their expected release date. Nine percent (2) of the attempts involved PIOC who had between two and five years, and 39% (9) involved PIOC who had five or more years until their expected release date. The remaining attempts (17% or 4) involved PIOC who had returned for a violation and did not yet have an expected release date entered into the data system.

## Staff Information

**Seniority:** The majority (30% or 9) of staff involved had been employed between one and four years at the time of the attempt. Additionally, 23% (7) of the staff involved had been employed for less than one year, 17% (5) had been employed between five and ten years, 27% (8) had been employed for more than ten years, and 3% (1) were unknown. Staff may be involved in multiple incidents throughout the reporting period, which may cause a staff member to have multiple seniority date calculations depending on the incident date. Additionally, a staff seniority date may be unknown if they are a contract worker that is not employed by the State of Wisconsin.

### DAI Staff Seniority in Attempted Assaults



## Results

**Referred to Law Enforcement:** Thirty-five percent (8) of the attempted assaults were referred to law enforcement.

**Workers' Compensation Claims:** Of the 23 attempted assaults reported in FY20, one workers' compensation claim was filed. Multiple claims may have been submitted per incident as multiple staff may have been involved.



## B. Completed Assaults on DAI Staff

The information in this section includes completed assaults on DAI staff. These incidents include direct actions by a PIOC towards a staff member where the staff member was assaulted. Of the 236 completed assaults reported, 235 different staff members and 166 PIOC were involved.

### Assault Information

**Type of Assault:** Twenty-seven percent (64) of the assaults involved battery, 42% (98) involved throwing, 22% (52) involved spitting, 19% (44) involved physical injury by contact, and 2% (5) involved sexual assault. An assault can be assigned to more than one type category, as multiple actions could have occurred. For example, if the assault involved spitting as well as battery by the PIOC, the assault was assigned to both categories.

**Facility Security Level:** The majority (68% or 160) of assaults occurred at a maximum security facility, and 32% (76) occurred at a medium security facility.

**Restrictive Housing:** Seventy percent (166) of the assaults occurred in a restrictive housing unit or area. The remaining assaults occurred in a general population housing unit or area.

**Specific Location:** Eighty-six percent (202) of the assaults occurred in a cell, cell front, housing unit, or day room. This includes incidents near the cell trap, during cell extractions, in the cell hall, or when objects or substances were thrown from the cell.

### PIOC Information

**Age:** Fifty percent (117) of the assaults involved PIOC who were 29 years old or younger at the time of the assault. Twenty-five percent (60) of the assaults involved PIOC who were 30 to 39 years old at the time of the assault.

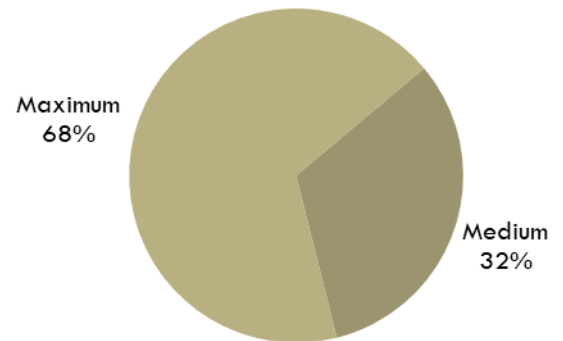
**Mental Health Status:** Thirty-eight percent (89) of the assaults involved PIOC who had a serious mental health condition at the time of the assault (e.g., bipolar disorder, schizophrenia, personality disorder, or severe depression).

**Previous Episode of Incarceration:** Fifty-nine percent (140) of the assaults involved PIOC who had a previous episode of incarceration.

**Offense History:** Ninety percent (212) of the assaults involved PIOC who were incarcerated for a violent offense as their most serious offense. This includes offenses such as murder, sexual assault, and robbery. The most serious offenses for the remaining PIOC were property, drug, or public order offenses.

**Repeat Offenders:** Fifty-five percent (130) of the assaults involved PIOC who were only involved in one assault. The most assaultive PIOC was involved in nine assaults.

**DAI Completed Assaults by Facility Security Level**



## Sentence Information

**Time in Prison:** Sixty-three percent (149) of the assaults involved PIOC who had been in prison for less than two years at the time of the assault. Fifteen percent (36) of the assaults involved PIOC who had been in prison between two and five years, and 22% (51) involved PIOC who had been in prison for five or more years at the time of the assault.

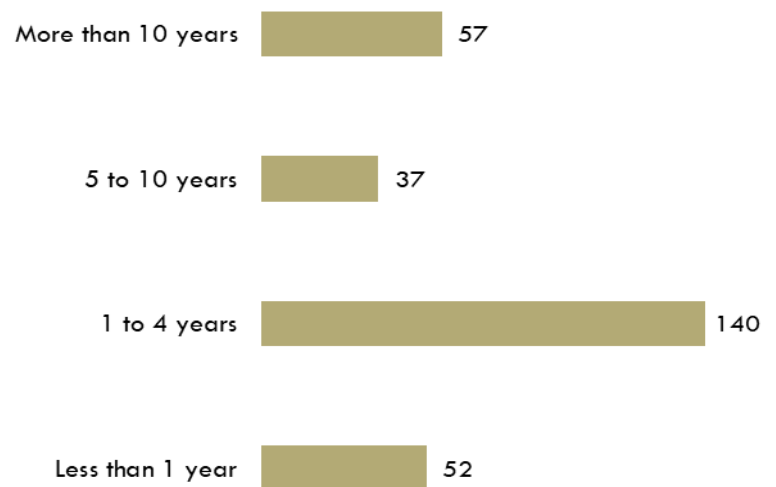
**Time at the Facility:** Sixty-one percent (145) of the assaults involved PIOC who had been at the facility where the assault occurred for 12 months or less. Fourteen percent (32) of the attempted assaults involved PIOC who had been at the facility where the attempt occurred for 36 months or more.

**Time Left to Serve:** Thirty-seven percent (87) of the assaults involved PIOC who had less than two years until their expected release date. Twenty percent (47) of the assaults involved PIOC who had between two and five years, and 22% (50) involved PIOC who had five or more years until their expected release date. The remaining assaults (21% or 50) involved PIOC who had returned for a violation and did not yet have an expected release date entered into the data system.

## Staff Information

**Seniority:** The majority (49% or 140) of staff involved had been employed between one and four years at the time of the assault. Additionally, 18% (52) of the staff involved had been employed for less than one year, 13% (37) had been employed between five and ten years, and 20% (57) had been employed for more than ten years. Staff may be involved in multiple incidents throughout the reporting period, which may cause a staff member to have multiple seniority date calculations depending on the incident date. Additionally, a staff seniority date may be unknown if they are a contract worker that is not employed by the State of Wisconsin.

### DAI Staff Seniority in Completed Assaults



## Results

**Referred to Law Enforcement:** Fifty-five percent (130) of the assaults were referred to law enforcement.

**Workers' Compensation Claims:** Of the 236 completed assaults reported in FY20, 104 workers' compensation claims were filed. Multiple claims may have been submitted per incident as multiple staff may have been involved.

## C. Continuing Strategies in the Prevention and Reduction of Staff Assaults

**Restrictive Housing Reforms:** DAI continues to focus on the use of restrictive housing throughout the institutions. Planned strategies include an overall reduction in the use of restrictive housing, particularly for those with serious mental illness, and in the length of time spent in restrictive housing. Efforts continue to identify the specific needs of the persons in our case and provide them with opportunities to participate in meaningful programs and activities. Participation in programming and other interventions can help to better enable individuals to resolve conflict and deal with stressors, which may lead to a reduction in staff assaults.

**Certified Peer Specialist Program:** The DOC's Certified Peer Specialist Program enrolls selected PIOC in Peer Specialist training so that they become eligible for Wisconsin Certification as a Peer Specialist. In this program, Certified Peer Specialists at a DOC facility can mentor other PIOC to help increase their coping skills and defuse problematic situations, which can reduce a variety of problematic behaviors including staff assaults. This program continues to expand with plans to train more PIOC to serve in this role.

**Crisis Intervention Training:** The Crisis Intervention Partners (CIP) program continues to train correctional staff in crisis intervention techniques for PIOC with mental health issues. The two-day training includes classroom sessions as well as a "hearing voices" exercise and role-play scenarios that involve professional actors. Training staff in this manner provides them with insight into what life is like for PIOC who suffer from a serious mental illness. Successful crisis resolution can prevent staff assaults.

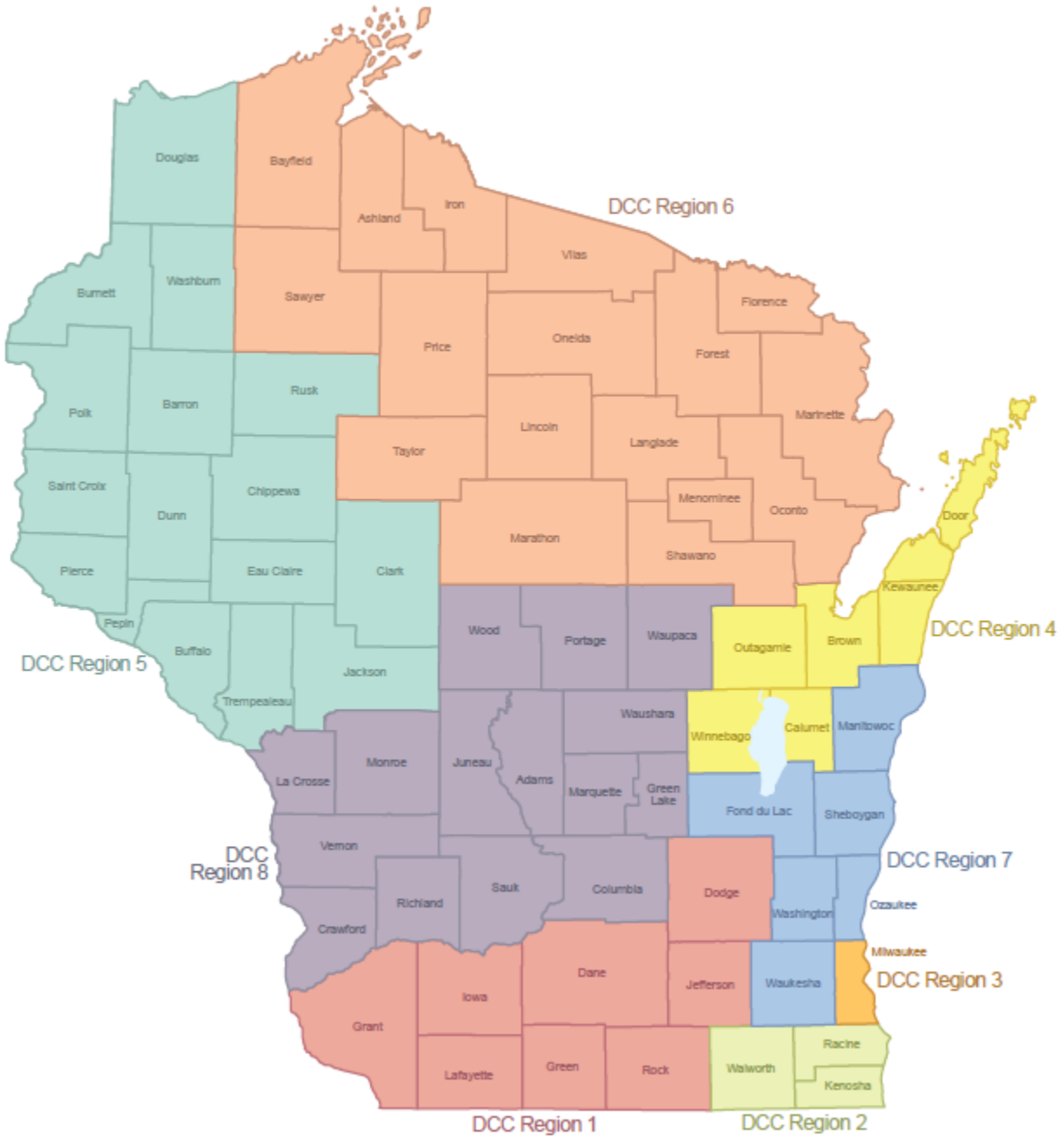
**Review of Staff Assaults:** Reviews by a multidisciplinary team are conducted on all staff assaults that have taken place. During the reviews, the dynamics involved in the assault, as well as any relevant events leading to it, are examined. The focus is centered on making changes and promoting best practices with the goal of reducing and/or preventing future staff assaults.

## II. Division of Community Corrections

In FY20, there were no attempted assaults and no completed assaults on DCC staff.

Type	FY14	FY15	FY16	FY17	FY18	FY19	FY20
Attempted	7	8	5	12	1	0	0
Completed	10	5	12	13	10	2	0
Total	17	13	17	25	11	2	0

DCC is made up of eight Regions, each led by a Regional Chief located at a Regional Office within the Region.



## A. Continuing Strategies in the Prevention and Reduction of Staff Assaults

**Prevention Planning:** DCC continues to direct staff to best practices of custody, search, escort, and transport of clients in an effort to keep staff and clients safe. DCC reviews all incidents where force was used, as well as other safety related incidents, to inform subsequent policy decisions and training initiatives for the next year. DCC is committed to evidence-based practices and has been involved in training all staff in Core Correctional Practices. Core Correctional Practices teaches staff to implement risk reduction strategies in their interactions with clients. DCC currently is on track to have all DCC staff trained by the end of 2020.

**Training:** DCC continues to place emphasis on annual DCC Principles of Subject Control (POSC) training for staff in order to promote staff, client, and community safety. DCC has completed Oleoresin Capsicum (OC) training for all applicable staff. The training ensures all staff have the ability to carry OC according to the requirements outlined in policy.

**Office Layout:** A review of DCC unit office floor plans is ongoing, with a focus on staff safety and security. Per the DCC Custody, Search, Escort and Transport training document, all offices utilize pre-determined custody staging areas, as deemed appropriate per a POSC trainer. All floor plans for new office space are designed with a goal of having a custody staging area and law enforcement assistance locations within the building. DCC also continues to enhance surveillance and safety equipment in offices. Additional metal detectors were installed in a number of DCC offices which previously did not have this equipment in FY20 with plans to expand to additional offices in FY21. In addition, there will be a focus of adding additional security camera systems to offices in FY21.

### III. Division of Juvenile Corrections

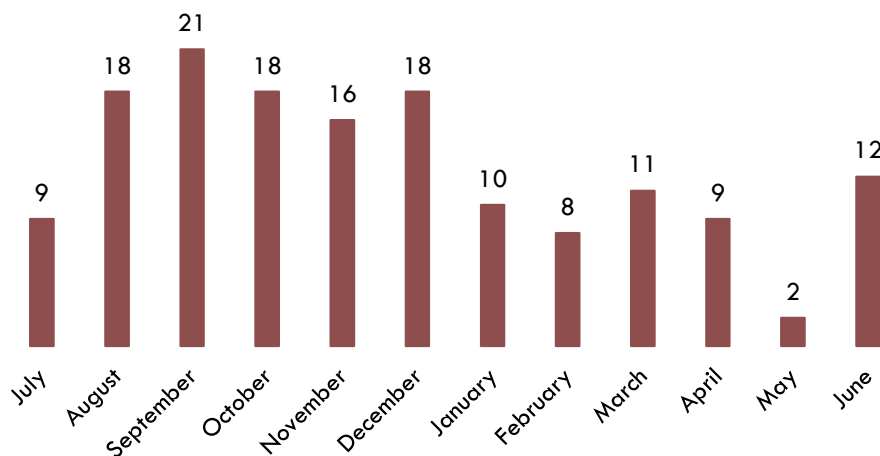
In FY20 there were 152 attempted and completed assaults on DJC staff. Of that number, 18 were attempted assaults and 134 were completed assaults. Of the 152 reported incidents, 121 different staff members, 60 youth, and one unknown actor were involved.

In FY20, there were 21 group incidents reported; of the 21 group incidents reported, one was an attempted assault and 20 were a completed assault. Data regarding specific youth involved in group incidents is not tracked. Therefore, information regarding the specific youth involved in group incidents is not included in the Youth Information or Sentence Information section totals. Additionally, information about unknown actors is not included in the Youth Information or Sentence Information section totals.

Type	FY14	FY15	FY16	FY17	FY18	FY19	FY20
Attempted	0	0	0	33	25	20	18
Completed	16	13	81	105	116	137	134
Total	16	13	81	138	141	157	152

In FY20, September had the most incidents (14% or 21). The fewest number occurred in May (1% or 2). On average, 13 incidents occurred each month during FY20 in DJC.

**DJC FY20 Attempted and Completed Assaults by Month**



## A. Attempted Assaults on DJC Staff

The information in this section includes attempted assaults on DJC staff. These incidents include direct actions by a youth towards a staff member where the staff member was not assaulted. Of the 18 attempted assaults reported, 25 staff members and 15 youth were involved. Additionally, of the 18 attempted assaults, one was considered a group incident.

### Assault Information

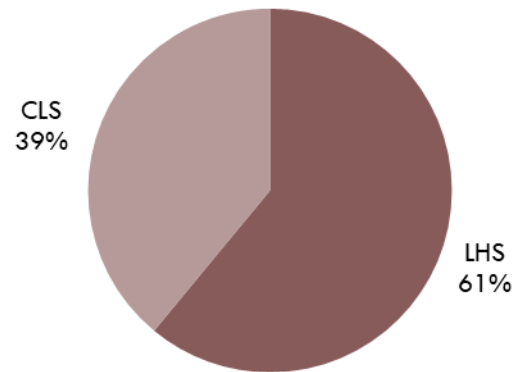
**Type of Assault:** Forty-four percent (8) of the attempted assaults involved battery, 56% (10) involved throwing, 6% (1) involved spitting, and 6% (1) involved physical injury by contact. An attempt can be assigned to more than one type category, as multiple actions could have occurred. For example, if the attempt involved spitting as well as battery by a youth, the attempt was assigned to both categories.

**Facility:** The majority (61% or 11) of attempted assaults occurred at Lincoln Hills School (LHS). The remaining attempts (39% or 7) occurred at Copper Lake School (CLS).

**Group Incidents:** Six percent (1) of the attempted assaults were considered a group incident. All (100% or 1) of the group incidents occurred at LHS.

**Specific Location:** Eighty-three percent (15) of the attempted assaults were located in a youth's room, youth's room front, day room, or housing unit. This includes incidents near the door trap, in the housing unit, or when objects or substances were thrown from the room.

DJC Attempted Assaults by Facility



### Youth Information

**Age:** Twenty-nine percent (5) of the attempted assaults involved youth who were 15 years old or younger at the time of the attempt. Sixty-five percent (11) of the attempts involved youth who were between 16 and 18 years old, and 6% (1) of the attempts involved youth who were 19 years old at the time of the attempt.

### Sentence Information

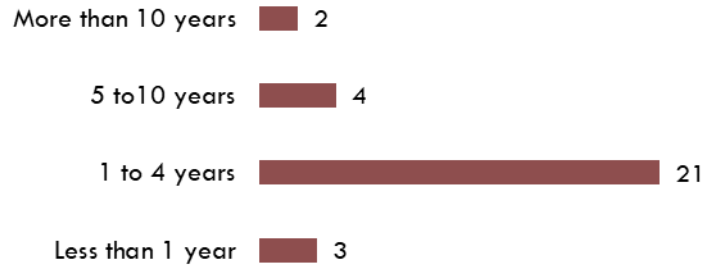
**Time in the Juvenile Facility:** Thirty-five percent (6) of the attempted assaults involved youth who had been in the juvenile correctional facility for less than six months at the time of the attempt. Forty-seven percent (8) of the attempts involved youth who had been at the facility between six months and one year, 12% (2) involved youth who had been at the facility between one and two years, and 6% (1) involved youth who had been at the facility two years or more at the time of the attempt.

**Time Left to Serve:** Twenty-nine percent (5) of the attempted assaults involved youth who had less than six months until their scheduled release date. Eighteen percent (3) of the attempts involved youth who had between six months and one year, 24% (4) involved youth who had between one and two years, and 24% (4) involved youth who had two years or more until their scheduled release date. Six percent (1) had an unknown time left to serve.

## Staff Information

**Seniority:** The majority (70% or 21) of staff involved had been employed between one and four years at the time of the attempt. Additionally, 10% (3) of the staff involved had been employed for less than one year, 13% (4) had been employed between five and ten years, and 7% (2) had been employed for more than ten years. Staff may be involved in multiple incidents throughout the reporting period, which may cause a staff member to have multiple seniority date calculations depending on the incident date.

### DJC Staff Seniority in Attempted Assaults



## Results

**Referred to Law Enforcement:** None of the attempted assaults were referred to law enforcement.

**Workers' Compensation Claims:** Of the 20 attempted assaults reported in FY20, no workers' compensation claims were filed.



## B. Completed Assaults on DJC Staff

The information in this section includes completed assaults on DJC staff. These incidents include direct actions by a youth towards a staff member where a staff member was assaulted. Of the 134 assaults reported, 123 different staff members, 54 youth, and one unknown actor were involved. Additionally, of the 134 assaults reported, 20 were considered a group incident.

### Assault Information

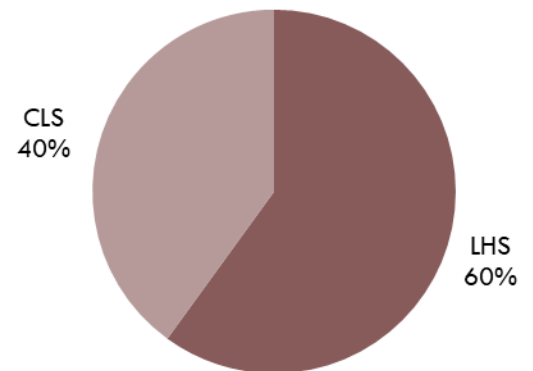
**Type of Assault:** Sixty percent (81) of the assaults involved battery by a youth, 30% (40) involved throwing, 7% (9) involved spitting, 21% (28) involved physical injury by contact, and 3% (4) involved sexual assault. An assault can be assigned to more than one type category, as multiple actions could have occurred. For example, if the assault involved spitting as well as battery by a youth, the assault was assigned to both categories.

**Facility:** The majority (60% or 81) of assaults occurred at LHS. The remaining assaults (40% or 53) occurred at CLS.

**Group Incidents:** Fifteen percent (20) of the assaults were considered a group incident. Of the 20 completed group incidents, 85% (17) occurred at LHS, and 15% (3) occurred at CLS.

**Specific Location:** Sixty-seven percent (90) of the assaults were located in a youth's room, youth's room front, day room, or housing unit. This includes incidents near the door trap, in the housing unit, or when objects or substances were thrown from the room.

DJC Completed Assaults by Facility



### Youth Information

**Age:** Twenty-two percent (25) of the assaults involved youth who were 15 years old or younger at the time of the assault. Seventy-one percent (80) of the assaults involved youth who were between 16 and 18 years old, and 7% (8) of the assaults involved youth who were 19 years old or older at the time of the assault.

### Sentence Information

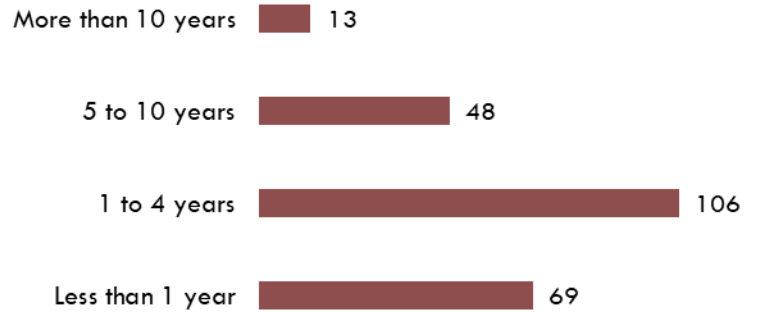
**Time in the Juvenile Facility:** Seventy percent (79) of the assaults involved youth who had been in the juvenile correctional facility for less than six months at the time of the assault. Eighteen percent (20) of the assaults involved youth who had been at the facility between six months and one year, 9% (10) involved youth who had been at the facility between one and two years, and 4% (4) involved youth who had been at the facility for more than two years at the time of the assault.

**Time Left to Serve:** Eleven percent (12) of the assaults involved youth who had less than six months until their scheduled release date. Forty-three percent (48) of the assaults involved youth who had between six months and one year, 27% (30) involved youth who had between one and two years, and 20% (23) involved youth who had two years or more until their scheduled release date.

## Staff Information

**Seniority:** The majority (45% or 106) of staff involved had been employed between one and four years at the time of the assault. Additionally, 29% (69) of the staff involved had been employed for less than one year, 20% (48) had been employed between five and ten years, and 6% (13) had been employed for more than ten years. Staff may be involved in multiple incidents throughout the reporting period, which may cause a staff member to have multiple seniority date calculations depending on the incident date.

### DJC Staff Seniority in Completed Assaults



## Results

**Referred to Law Enforcement:** Thirty-six percent (48) of the assaults were referred to law enforcement.

**Workers' Compensation Claims:** Of the 137 completed assaults reported, 134 workers' compensation claims were filed. Multiple claims may have been submitted per incident as multiple staff may have been involved.

## C. Continuing Strategies in the Prevention and Reduction of Staff Assaults

**Every Interaction Counts Training:** Every Interaction Counts training started in FY20, which is an eight-hour training led by Psychological Services Unit (PSU) staff that focuses on the importance of interactions with youth, ways to actively engage youth in activities on a daily basis on the living unit, and explains group dynamics. Youth assist PSU staff with this training, sharing their perspectives on peer and adult interactions. Group facilitators model appropriate and positive interactions/group dynamics, and also give staff members the chance to practice engaging youth in a more interactive and positive way. Staff are also encouraged to come up with some of their own ideas of interactive groups to run on the units, and practice daily scheduling with them to avoid idle time for youth when they are not scheduled to be in school or in their rooms.

**Verbal Judo Training:** To reduce injury among staff, CLS/LHS secured Wisconsin Department of Administration grant funding to allow 10 instructors to complete train the trainer trainings, and subsequently provide eight-hour Verbal Judo training sessions to all staff who work with youth at the facility with the goal of reducing risk for injury and enhancing staff confidence at effectively de-escalating conflict or potential violent encounters with youth. DJC certified trainers will continue to provide quarterly refresher trainings with practice scenarios to support skill retention and continued application of Verbal Judo skills at the facility going forward.

**Guardian RFID:** CLS/LHS implemented the use of the Guardian RFID system in January 2020 in order to perform visual monitoring as well as track other operational aspects throughout the facility digitally and more efficiently. DJC also purchased a graphical dashboard reporting system to further enhance youth safety and staff accountability through real time data reporting. Together with enhancing youth safety through ensuring visual monitoring accuracy, the dashboard features allow for additional intelligence gathering, data analysis, and climate monitoring to assist DJC in maintaining facility security and preventing serious incidents before they happen. The dual systems will assist management in making data-driven decisions and implementing best practices as they relate to the broader scope of DJC's juvenile correctional practices.

**Dialectical Behavioral Therapy (DBT) as a Behavioral Management Approach:** DBT is a cognitive behavioral approach that increases skill development in youth, to improve relationships between the youth and staff, and to create a positive pro-social environment. DBT is a skill based approach which teaches both self-regulation and pro-social interpersonal skills. DBT encompasses a variety of programs, such as a behavioral motivation program, incentive program, and pro-social reinforcement program. The behavioral motivation program includes principles and methods to help a youth achieve pro-social behavior and to address youth non-compliant behavior in a therapeutic and safe manner. The incentive program is a system of "token" reinforcements for strengthening behaviors to reinforcing behavior in desired ways. The pro-social reinforcement program is a system of tracking and staff reinforcement of youth demonstrating behavior that increases self-improvement, benefits other people or society as a whole. Finally, DBT includes a daily written schedule of activities that support positive youth development.

## Appendix: Staff Assault Definitions

Assault – A physical attack on staff which may cause bodily harm.

Attempted – A PIOC/client/youth is guilty of attempt if either of the following is true: the PIOC/client/youth planned to do something which would have been a rule violation if actually committed, or the PIOC/client/youth did acts which showed a plan to violate the rule when the acts occurred.

Completed – A PIOC/client/youth is guilty of a completed assault if the PIOC/client/youth committed the act of the full offense of an assault.

Injury – Means an injury of any nature which is caused by the event, includes but not limited to mental damage or physical injury resulting in bodily harm.

Client – Any person who is under the supervision of the Department of Corrections and is being supervised in the community by DCC.

Persons in our Care (PIOC) – Any person who is under the supervision of the Department of Corrections and is housed in a WI DAI facility.

Staff Member – An individual who is employed full-time, part-time, contractual basis, or other individuals performing correctional services (e.g., volunteers or interns).

Youth – Any person who is under the supervision of the Department of Corrections, housed in a WI DJC facility or in the community.

Each assault is assigned to one or more of the following categories. These categories are reported to the Association of State Correctional Administrators (ASCA) as part of its Performance Based Measures System (PBMS). The PBMS was developed to establish correctional standards across states and to allow for the appropriate comparisons of performance measures across jurisdictions.

Each type of assault is defined as follows:

- A. Battery - As defined in Wisconsin Statutes s. 940.20, any prisoner who intentionally causes bodily harm or a soft tissue injury, as defined in s. 946.41 (2) (c), to an officer, employee, visitor, or another offender, without his or her consent.
- B. Physical Injury by Contact - Injury to a staff member, caused by a PIOC/client/youth that may or may not result in off-site medical care.
- C. Sexual - As defined in Wisconsin Statutes s. 940.225, any prisoner who has sexual contact or sexual intercourse with another person without consent of that person by use or threat of force or violence.
- D. Spitting - As defined in Wisconsin Statutes s. 946.43(2M), any prisoner who forcibly ejects saliva or other substances from the mouth.
- E. Throwing - As defined in Wisconsin Statutes s. 946.43(2M), any prisoner who throws or expels the blood, semen, vomit, saliva, urine, feces or other bodily substance with the intent that it come into contact with the officer, employee, visitor, or other offender.