

# PREA Facility Audit Report: Final

**Name of Facility:** Kettle Moraine Correctional Institution

**Facility Type:** Prison / Jail

**Date Interim Report Submitted:** 07/13/2017

**Date Final Report Submitted:** 12/21/2017

Auditor Certification	
The contents of this report are accurate to the best of my knowledge.	<input checked="" type="checkbox"/>
No conflict of interest exists with respect to my ability to conduct an audit of the agency under review.	<input checked="" type="checkbox"/>
I have not included in the final report any personally identifiable information (PII) about any inmate/resident/detainee or staff member, except where the names of administrative personnel are specifically requested in the report template.	<input checked="" type="checkbox"/>
<b>Auditor Full Name as Signed:</b> Howard Ray Jr	<b>Date of Signature:</b> 12/21/2017

AUDITOR INFORMATION	
<b>Auditor name:</b>	Ray, Howard
<b>Address:</b>	
<b>Email:</b>	Howard.Ray@maryland.gov
<b>Telephone number:</b>	
<b>Start Date of On-Site Audit:</b>	06/21/2017
<b>End Date of On-Site Audit:</b>	6/22/2017

FACILITY INFORMATION	
<b>Facility name:</b>	Kettle Moraine Correctional Institution
<b>Facility physical address:</b>	W9071 Forest Drive, Plymouth, Wisconsin - 53073
<b>Facility Phone</b>	920-526-3244
<b>Facility mailing address:</b>	
<b>The facility is:</b>	<input type="radio"/> County <input type="radio"/> Federal <input type="radio"/> Municipal <input checked="" type="radio"/> State <input type="radio"/> Military <input type="radio"/> Private for profit <input type="radio"/> Private not for profit
<b>Facility Type:</b>	<input checked="" type="radio"/> Prison <input type="radio"/> Jail

Primary Contact			
<b>Name:</b>	Thomas Pollard	<b>Title:</b>	Security Director
<b>Email Address:</b>	Thomas.Pollard@wisconsin.gov	<b>Telephone Number:</b>	920-526-9217

Warden/Superintendent			
<b>Name:</b>	Robert Humphreys	<b>Title:</b>	Warden
<b>Email Address:</b>	Robert.Humphreys@wisconsin.gov	<b>Telephone Number:</b>	920-526-9200

Facility PREA Compliance Manager			
<b>Name:</b>	Tom Pollard	<b>Email Address:</b>	Thomas.Pollard@wisconsin.gov

Facility Health Service Administrator			
<b>Name:</b>	William McCreedy	<b>Title:</b>	Health Services Manager
<b>Email Address:</b>	WilliamF.McCreedy@wisconsin.gov	<b>Telephone Number:</b>	920-526-7400

Facility Characteristics		
<b>Designed facility capacity:</b>	783	
<b>Current population of facility:</b>	1182	
<b>Age Range</b>	Adults: 18-79	Youthful Residents:
<b>Facility security level/inmate custody levels:</b>	Medium Security	
<b>Number of staff currently employed at the facility who may have contact with inmates:</b>	309	

AGENCY INFORMATION	
<b>Name of agency:</b>	Wisconsin Department of Corrections
<b>Governing authority or parent agency (if applicable):</b>	State of Wisconsin
<b>Physical Address:</b>	3099 East Washington Avenue, Madison, Wisconsin - 53707
<b>Mailing Address:</b>	PO Box 7925, Madison, Wisconsin - 53707
<b>Telephone number:</b>	(608) 240-5000

Agency Chief Executive Officer Information:			
<b>Name:</b>	Jon Litscher	<b>Title:</b>	Secretary
<b>Email Address:</b>	Jon.Litscher@wisconsin.gov	<b>Telephone Number:</b>	(608) 240-5065

<b>Agency-Wide PREA Coordinator Information</b>			
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<b>Name:</b>	Cheryl Frey	<b>Email Address:</b>	cheryl.frey@wisconsin.gov
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## AUDIT FINDINGS

### **Narrative:**

The auditor's description of the audit methodology should include a detailed description of the following processes during the pre-audit, on-site audit, and post-audit phases: documents and files reviewed, discussions and types of interviews conducted, number of days spent on-site, observations made during the site-review, and a detailed description of any follow-up work conducted during the post-audit phase. The narrative should describe the techniques the auditor used to sample documentation and select interviewees, and the auditor's process for the site review.

The Prison Rape Elimination Act on site audit of the Kettle Moraine Correctional Facility was conducted on June 21-22 2017 ,by Howard Ray Jr(Lead Auditor) and Veronica Moore from Maryland, U.S. Department of Justice PREA Auditors for Adult Jails and Prisons. The audit was conducted as part of an inter state consortium consisting of Pennsylvania, Maryland, Michigan, and Wisconsin . Audit notices were posted through the facility six (6) weeks prior to the on site review. Leigha Weber, Wisconsin Department of Corrections PREA Analyst verified by email that the notices were posted and during the on site tour notices were observed through the facility. The Auditor received ten (10) letters from the facility . Eight (8) of the ten letters were from one individual and those 8 were duplicates of the same letter.

The audit was conducted utilizing the Online Audit System (PREA OAS) developed by the PREA Resource Center. The Kettle Moraine staff was requested to complete the Pre-Audit Questionnaire and it was provided to the auditors along with supporting documents that were uploaded to the PREA OAS in the weeks before the onsite audit phase. The Pre-Audit preparation by the auditors included a thorough of all documentation and materials submitted by the facility along with the data included in the Pre-Audit Questionnaire. The documentation review included agency policies and procedures, forms, education materials, training curriculum, organizational charts, posters, brochures and other PREA related materials that were provided to demonstrate compliance with the PREA standards.

On Wednesday June 21, 2017 both auditors entered Kettle Moraine at 0800 am and an entrance briefing was conducted. Present were Tom Pollard Security Chief(PREA Manager),Leigha Weber Wisconsin PREA Program and Policy Analyst and Deputy Warden ( ) .After the entrance the auditors split up and one auditor toured the facility as the remaining auditor started formal interviews.

A staff roster (names, shift, job classification) and a current inmate roster was provided Auditors were provided private offices for interviews and other related work. Inmate and staff interviewees were conducted using the recommended U.S Department of Justice protocols. Inmate interviewees were selected based on their housing area, special needs, randomly, and those who sent correspondence to the auditors prior to the on site audit. Staff interviewees included specialized staff and and random staff.

During the tour the auditor considered supervision levels, blind spots compliance with policies, and the overall safety of inmates in the facility. The auditor observed the placement of cameras, staff deployment and supervision, housing unit and cell layout to include showers and bathroom stalls, placement of posters and other PREA related information .There were adequate number of signs placed in the facility providing PREA information and the right to be free of sexual abuse and sexual harassment. The shower area allowed inmates to shower separately and shower stalls have curtains . The bathroom area allows inmates privacy while still meeting security needs. Kettle Moraine has 256 cameras which can be monitored from the main control room,chief of security's office and an additional area. The cameras provide a very high level of coverage and assist in keeping inmates safe.

The Kettle Moraine Correctional facility is a highly organized clean well run facility with well thought out camera deployment in addition to the deployment of the staff. The facility staff and inmates were well versed in their responsibilities regarding the PREA standards .

The auditors were provided with all of the additional documentation requested during the audit and given access to all of the facility .

An exit briefing was conducted on Thursday June 22 ,2017 with Warden Robert Humphrey's , Security Chief Tom Pollard, PREA Analyst Leigha Weber and Deputy Warden( ).

## AUDIT FINDINGS

### **Facility Characteristics:**

The auditor's description of the audited facility should include details about the facility type, demographics and size of the inmate or resident population, numbers and type of staff positions, configuration and layout of the facility, numbers of housing units, description of housing units including any special housing units, a description of programs and services, including food service and recreation. The auditor should describe how these details are relevant to PREA implementation and compliance.

The Kettle Moraine Correctional Facility a medium security facility is located in Plymouth, Wisconsin, in rural Sheboygan County on an 87 acres. The facility mission is to ensure public and staff safety, keep inmates in medium custody until such time as they are properly released or transferred; provide for the custodial needs of inmates; motivate inmates to learn and develop skills which will prepare them to adjust to the community; and to work cooperatively within the institution and with the Department and the public and to ensure that healthcare is provided to inmates at the institution consistent with professional , community and correctional care standards . The facility originally opened as a boys school in 1962 with a capacity of 287. The facility currently a medium security male facility with a capacity of 1182 with a physical plant consisting of a perimeter with a 12 foot double fence with razor wire in between and on top to include a fence alarm and seven (7) towers . External to the facility there are two parking lots, a training facility, warehouse and well house . The support buildings consist of :Administration, Food Service, Health Services, Education, Vocational Shops:(Cabinet, welding, masonry, computer automation design and janitorial) , maintenance, garage and gymnasium. There are fifteen inmate housing units : A, B, and C complexes consist of four (4) housing units a piece one (1) through (12) with a capacity of 65 per unit. There are six cameras in each unit consisting of three (3) in the hallway and two (2) in the day room and one (1) in the outside recreation area . The segregated housing unit # 14 has a capacity of 48 and is deployed with (28) cameras. The Program unit #15 which has a capacity of 240 is deployed with 27 cameras . The Intake and support housing unit #16 has a capacity of 140 and is deployed with 18 cameras . There are cumulatively 256 cameras deployed at the facility that allow the viewing of housing units, support buildings and fence lines . They are connected to master control and have viewing in the chief of security office and an additional area .

## AUDIT FINDINGS

### Summary of Audit Findings:

The summary should include the number of standards exceeded, number of standards met, and number of standards not met, along with a list of each of the standards in each category. If relevant, provide a summarized description of the corrective action plan, including deficiencies observed, recommendations made, actions taken by the agency, relevant timelines, and methods used by the auditor to reassess compliance.

Auditor Note: No standard should be found to be "Not Applicable" or "NA". A compliance determination must be made for each standard.

<b>Number of standards exceeded:</b>	0
<b>Number of standards met:</b>	45
<b>Number of standards not met:</b>	0

### Summary of Audit Findings;

115.12: The Wisconsin Department of Corrections is not currently monitoring to ensure that contractors that they contract with for the confinement of inmates are complying with the Prison Rape Elimination Act (PREA).

#### Compliance :

115.12: During the corrective action period the Wisconsin Department of Corrections contacted the contract facilities to determine PREA compliance . The contrasted facilities were require to fill out a questionnaire describing there level of compliance with the standards . The contracted facilities were then required to forward an action plan to the Wisconsin Department of Corrections to come into compliance with the standards . The Wisconsin Department of corrections has developed an internal policy and procedure which outlines the monitoring process and have also created a motoring report for the contractor to complete. Based on the Wisconsin Department of Corrections progress and the plan for active monitoring in the future the facility is compliant . The Department of corrections submitted copies of the questionnaires along with the policy and monitoring tool .

115.41: The Wisconsin Department of Corrections is not properly conducting a reassessment of inmates within 30 days of their arrival at the facility .

#### Compliance ;

115.41; During the corrective action period ,the Wisconsin Department of Corrections implemented a state wide computer program to capture all initial intake screenings and the 30 day reassessment . The auditor was provided a computer generated report showing inmate initial screening within 72 hours of arrival at the facility and documentation that the 30 day reassessment was completed .Kettle Moraine provided the auditor with the requested documentation to satisfy the standard . Corrective action is completed and the facility meets the standard .

Number of Standards Exceeds: 0

Number of Standards Met: 43

115.11, 115.13, 115.14, 115.15, 115.16, 115.17, 115.18, 115.21, 115.22, 115.31, 115.32, 115.33, 115.34, 115.35, 115.42, 115.43, 115.51, 115.52, 115.53, 115.54, 115.61, 115.62, 115.63, 115.64, 115.65, 115.66, 115.67, 115.68, 115.71, 115.72, 115.73, 115.76, 115.77, 115.78, 115.81, 115.82, 115.83, 115.86, 115.87, 115.88, 115.89, 115.401, 115.403

Number of Standards Not Met: 2

115.12, 115.41

Number of Standards Not Met: 0

## Standards

### Auditor Overall Determination Definitions

- Exceeds Standard  
(Substantially exceeds requirement of standard)
- Meets Standard  
(substantial compliance; complies in all material ways with the stand for the relevant review period)
- Does Not Meet Standard  
(requires corrective actions)

### Auditor Discussion Instructions

Auditor discussion, including the evidence relied upon in making the compliance or non-compliance determination, the auditor's analysis and reasoning, and the auditor's conclusions. This discussion must also include corrective action recommendations where the facility does not meet standard. These recommendations must be included in the Final Report, accompanied by information on specific corrective actions taken by the facility.

<b>115.11</b>	<b>Zero tolerance of sexual abuse and sexual harassment; PREA coordinator</b>
	<b>Auditor Overall Determination:</b> Meets Standard
	<b>Auditor Discussion</b>
	<p>Evidence Reviewed ( Documents ,Interviews ,Site Reviews ) :</p> <ol style="list-style-type: none"> <li>1.Pre-Audit Questionnaire</li> <li>2.Executive Directive 72: Sexual Abuse and Sexual Harassment in Confinement (PREA)</li> <li>3.Wisconsin Kettle Moraine Kettle Moraine Institution Organizational Chart</li> <li>4.Interviews with Prea Analyst and Compliance Manager</li> </ol> <p>Findings :</p> <p>115.11(a) The Wisconsin Department of Corrections has a comprehensive policy on sexual abuse and sexual harassment . Executive Directive 72 , Sexual Abuse and Sexual Harassment in Confinement (PREA) Section V states that they have a zero tolerance for sexual abuse and sexual harassment in all state facilities ,to include contract facilities.</p> <p>115.11(b) The Wisconsin Department of Corrections has designated Patrick Hughes as agency-wide PREA coordinator .Mr Hughes has sufficient time and authority to develop ,implement ,and oversee agency efforts to comply with the PREA standards in all of its facilities.</p> <p>115.11(c) The Kettle Moraine Correctional Institution has designated Mr.Tom Pollard as the facilities PREA Compliance Manager . Mr. Pollard reports that he has sufficient time and authority to coordinate the facility's efforts to comply with the PREA standards .</p>

115.12	<b>Contracting with other entities for the confinement of inmates</b>
	<b>Auditor Overall Determination:</b> Meets Standard
	<b>Auditor Discussion</b>
	<p>Evidence Reviewed (Documents,Interviews and Site Review).</p> <ol style="list-style-type: none"> <li>1. Pre-Audit Questionnaire</li> <li>2. Signed Agreements for Temporary Housing</li> <li>3. Correspondence with contract Administrator</li> </ol> <p>Findings :</p> <p>115.12(a) The Wisconsin Department of Corrections contracts with seven (7) local facilities for the confinement of it's inmates . All of the contracts/Agreements require that the facilities adopt and comply with the PREA standards .</p> <p>115.12(b) The Wisconsin Department of Corrections states that there is no active efforts currently in place to ensure that the contractor is complying with the PREA standards .</p> <p>Corrective Action Plan :</p> <p>The Wisconsin Department of Corrections will need to develop a plan that demonstrates to the auditor :(1) An update on the contract facilities progress toward PREA compliance ,(2) Copy's of current or the last PREA compliance audit performed at the contracted facility and a schedule for monitoring visits in addition to documentation of any visits which have occurred .</p> <p>Corrective Action :</p> <p>115.12 - During the corrective action period the Wisconsin Department of Corrections contacted each of the contracted facilities to determine if there was a recent PREA audit conducted .The contracted facilities were required to fill out a questionnaire describing there compliance with the standards . Upon review of the questionnaire's the Wisconsin Department of Corrections required the contracted facility to submit an action plan for compliance with the standards .</p> <p>The Wisconsin Department of Corrections has developed an internal policy and procedure that outlines a monitoring process. They have also created a monitoring report for the contractor to complete . Based on the Department of Corrections progress and the plan for active monitoring in the future the Department is compliant with this standard .</p>

115.13	<b>Supervision and monitoring</b>
	<b>Auditor Overall Determination:</b> Meets Standard
	<b>Auditor Discussion</b>
	<p>Evidence Reviewed (Documents, Interviews ,Site review ):</p> <ol style="list-style-type: none"> <li>1. Pre-Audit Questionnaire</li> <li>2. Kettle Moraine Facility Staffing Plan (April 2017)</li> <li>3. Interview with PREA Analyst and Manager</li> <li>4. Rounds Log Books</li> <li>5. PREA Staffing Plan Annual Review Log</li> <li>6. Kettle Moraine Facility Policy 900.471.06</li> <li>7. Executive Directive 72 : Sexual Abuse and Sexual Harassment in Confinement (PREA)</li> </ol> <p>Findings :</p> <p>115.13(a) The agency has insured that Kettle Moraine has developed a staffing plan on an annual basis and takes into account the following :</p> <ol style="list-style-type: none"> <li>1. Generally accepted detention and correctional practices;</li> <li>2. Any judicial findings of inadequacy ;</li> <li>3. Any findings of inadequacy from Federal investigative agencies;</li> <li>4. All components of the facility's physical plant;</li> <li>5. Any findings of inadequacy from internal or external oversight bodies;</li> <li>6. The composition of the inmate population;</li> <li>7. The number and placement of supervisory staff;</li> <li>8. Institution programs occurring on a particular shift;</li> <li>9. Any applicable state and local laws, regulations or standards;</li> <li>10.The prevalence of substantiated and unsubstantiated incidents of sexual abuse ;and</li> <li>11.Any other relevant factors</li> </ol> <p>115.13(b) There were no variations in the Kettle Moraine staffing plan that resulted them not being compliant with the plan .All potential variations are covered by overtime .</p> <p>115.13(c) On an annual basis, Kettle Moraine showed documentation that in consultation with the PREA coordinator that they asses, determine, and document whether they need to make changes to the staffing plan, have a need for additional cameras or other monitoring technologies and whether they have enough staff to ensure that Kettle Moraine can abide by the staffing plan .</p> <p>115.13(d) Kettle Moraine log books reveal that supervisors are making rounds on all shifts .Interviews with supervisors and staff verified that rounds are unannounced .Additional interviews with staff substantiate that supervisors make unannounced rounds on all shifts and they occur at different times of the day so there is no pattern to the rounds . Kettle moraine 900.471.06 and Executive Directive 72: Sexual Abuse and Sexual Harassment in Confinement (PREA) both prohibit staff members from alerting or notifying other employees that supervisory rounds are occurring .</p>

<b>115.14</b>	<b>Youthful inmates</b>
	<b>Auditor Overall Determination:</b> Meets Standard
	<b>Auditor Discussion</b>
	<p>Evidence Reviewed ( Documents, Interviews, Site Review);</p> <ol style="list-style-type: none"> <li>1. Pre-Audit Questionnaire</li> <li>2. Executive Directive 72: Sexual Abuse and Sexual Harassment in confinement (PREA) Section XII. C.</li> <li>3. Interviews with PREA Analyst and Manager</li> <li>4. Letter from the Administrator, Division of Adult Institutions</li> <li>5. Inmate Roster</li> </ol> <p>Findings:</p> <p>115.14(a-c) The Wisconsin Department of Corrections Division of Adult Institutions prohibits youthful offenders from being housed in an Adult Institution . This eliminates the need for sight ,sound or physical contact between an adult inmate and a youthful offender .All Youthful Offenders are housed within the Wisconsin Division of Juvenile Corrections .A review of the inmate roster and an interview with the warden and Chief of Security confirmed that there were no youthful inmates housed at the facility within the past 12 months .</p>

115.15	<b>Limits to cross-gender viewing and searches</b>
	<b>Auditor Overall Determination:</b> Meets Standard
	<b>Auditor Discussion</b>
	<p>Evidence Reviewed (Documents, Interviews, Site Reviews)</p> <ol style="list-style-type: none"> <li>1. Pre-Audit Questionnaire</li> <li>2. Executive Directive 72: Sexual Abuse and Sexual Harassment in Confinement (PREA) Section X</li> <li>3. Division of Adult Institutions (DAI) Policy # 306.17.02, Searches of Inmates</li> <li>4. Interviews with Staff &amp; Inmates</li> <li>5. Availability of female staff/Staff roster</li> <li>6. Lesson title: Introduction to Body Searches</li> </ol> <p>Findings (By Subsection):</p> <p>115.15 (a) Both Executive Directive 72 &amp; DAI Policy # 306.17 2 prohibit cross-gender strip searches or cross-gender body cavity searches except in exigent circumstances. Interviews with inmates and staff verified that these types of searches have not happened.</p> <p>115.15 (b) Both Executive Directive 72 &amp; DAI Policy # 306.17 2 prohibit cross-gender pat-down searches of female inmates except in exigent circumstances. The facility is a male facility therefor there are no searches of female inmates by male officers .</p> <p>115.15 (c) Due to the makeup of the staff, the facility has not had to conduct any cross gender strip searches or cross-gender visual body cavity searches in an exigent circumstance. Agency policy (Executive Directive 72) requires that if the need were to occur, the facility would document those searches. Based off of interviews, staff was aware of this policy and the requirement to document such searches if this type of search was done.</p> <p>115.15 (d) Kettle Moraine 900.471.05 and Executive Directive 72 establish policies and procedures that enable inmates to shower, perform bodily functions, and change clothing without non-medical staff of the opposite gender viewing there breasts, buttocks, or genitalia, except in exigent circumstances. Kettle Moraine has a specific tone that is broadcast over the loud speaker system to announce the presence of female staff. This was used when the Auditor went on the tour and it was confirmed through inmate interviews that staff use this system and the inmates know what that tone symbolizes.</p> <p>115.15 (e) Executive Directive 72, states that staff may not search or physically examine a transgender or intersex inmate for the sole purpose of determining the inmate’s genital status. If the inmates genital status is unknown, they may determine the inmates genital status through conversations with the inmate, reviewing medical records or by learning information that was part of a broader medical examination conducted in a private setting by medical personnel. This was confirmed by staff and inmate interviews.</p> <p>115.15 (f) The Wisconsin Department of Corrections has an extensive lesson plan dealing with body searches. Lesson Title: Introduction to Body Searches goes into great detail on how to</p>

conduct Pat, Strip, Body Cavity, and Body Content Searches. Staff is trained how to conduct these searches in addition to searches of transgender and intersex inmates so they are searched in a professional and respectful manner that is least intrusive as possible but still meets security needs. This training was confirmed by staff interviews

Corrective Action: None

<b>115.16</b>	<b>Inmates with disabilities and inmates who are limited English proficient</b>
	<b>Auditor Overall Determination:</b> Meets Standard
	<b>Auditor Discussion</b>
	<p>Evidence Reviewed (Documents, Interviews, Site Review):</p> <ol style="list-style-type: none"> <li>1. Pre-Audit Questionnaire</li> <li>2. Executive Directive 72: Sexual Abuse and Sexual Harassment in Confinement (PREA)</li> <li>3. DAI Policy #: 300.00.35</li> <li>4. Staff and Inmate Interviews</li> <li>5. Language Line</li> <li>6. Executive Directive 71: Language Assistance Policy and Implementation for Addressing Needs of Offenders with Limited English Proficiency (LEP)</li> </ol> <p>Findings (By Subsection):</p> <p>115.16 (a) Executive Directive 72 Section XI.B.4. ensures that inmates who have a disability have an equal opportunity to participate in or benefit from all aspects of the Wisconsin Department of Correction's efforts to prevent, detect, and respond to sexual abuse and sexual harassment.</p> <p>115.16 (b) Executive Directive 71 establishes a policy on how to ensure that residents who are limited English Proficient (LEP) have access to all aspects of the facility's efforts related to preventing, detecting, and responding to sexual abuse and sexual harassment. The Wisconsin Department of Corrections has a contract with an interpretation services company to provide a way of communicating with inmates who do not speak English. This was tested onsite and staff knew about this service.</p> <p>115.16 (c) Executive Directive 72 prohibits staff from relying on inmate interpreters or other types of inmate assistants except in exigent circumstances. Staff was well aware of the language interpretation line and how to use this service.</p>

115.17	<b>Hiring and promotion decisions</b>
	<b>Auditor Overall Determination:</b> Meets Standard
	<b>Auditor Discussion</b>
	<p>Evidence Reviewed (Documents, Interviews, Site Review):</p> <ol style="list-style-type: none"> <li>1. Pre-Audit Questionnaire</li> <li>2. Application form</li> <li>3. Interviews with HR Staff</li> <li>4. Executive Directive 72: Sexual Abuse and Sexual Harassment in Confinement (PREA)</li> <li>5. Executive Directive 42: Police Contact, Arrest , and Conviction Policy for Current Employees</li> <li>6. Department of Corrections Human Resources Background Check Procedure</li> </ol> <p>Findings (By Subsection):</p> <p>115.17 (a) Executive Directive 72 prohibits the hiring or promoting of anyone who may have contact with inmates and prohibits the enlisting of services of any contractor who has engaged in sexual abuse in a confinement setting, has been convicted or attempted to engage in sexual activity in the community and/or anyone who has been civilly or administratively adjudicated to have engaged in any sexual activity.</p> <p>115.17 (b) The agency has documentation supporting that it considers any incident of sexual harassment when deciding to hire or promote anyone or to enlist the services of a contractor who may have contact with inmates.</p> <p>115.17 (c) Depending on whether a new hire is considered a direct hire or not, either the Center Office or the Facility completes a criminal background check on that person that is Consistent with Federal, State, and local law. If an individual is considered a direct hire, the facility would do a criminal background check. For all others, the Central Office would complete a criminal background check. A sample of new hires and staff that was promoted was reviewed to ensure that these background checks were being done.</p> <p>115.17 (d) WIDOC performs a criminal background check before enlisting the services of any contractor. This was verified by interviews and supporting documentation.</p> <p>115.17 (e) WIDOC has a system in place to ensure that employees have a criminal background check every 5 years.</p> <p>115.17 (f) The Agency/Facility both ask all applicants and employees who may have contact with inmates directly about previous sexual misconduct in written applications. WIDOC also requires current employees to disclose any such misconduct as they occur.</p> <p>115.17 (g) Agency policy and interviews with HR staff confirm that material omissions regarding sexual misconduct, or the provision of materially false information are grounds for determination.</p> <p>115.17 (h) Interviews with HR staff confirm that the agency will provide information on substantiated allegations of sexual abuse or sexual harassment involving a former employee</p>

upon receiving a request from

<b>115.18</b>	<b>Upgrades to facilities and technologies</b>
	<b>Auditor Overall Determination:</b> Meets Standard
	<b>Auditor Discussion</b>
	Evidence Reviewed (Documents, Interviews, Site Review):  <ol style="list-style-type: none"><li>1. Pre-Audit Questionnaire</li><li>2. Interviews with Staff</li><li>3. Tour Observations</li><li>4. Previous Audit Report</li><li>5. Interview with Warden and Chief of Security</li></ol> Findings :  115.18 (a) There have been no new facility structures nor is there any plans to for any substantial expansions or modifications to any existing facilities .The facility is aware of its obligation to protect inmates from sexual abuse if there were changes made . 115.18(b) The Facility has not expanded it's electronic surveillance systems ,however does have future plans to expand electronic surveillance in several buildings and enhance capabilities where existing cameras are currently located .The agency is aware of it's responsibilities to protect inmates from sexual abuse .

115.21	<b>Evidence protocol and forensic medical examinations</b>
	<b>Auditor Overall Determination:</b> Meets Standard
	<b>Auditor Discussion</b>
	<p>Evidence Reviewed (Documents, Interviews, Site Reviews):</p> <ol style="list-style-type: none"> <li>1. Pre-Audit Questionnaire</li> <li>2. Executive Directive 72: Sexual Abuse and Sexual Harassment in Confinement (PREA)</li> <li>3. Interview with PREA Analyst, PREA Manager, Investigator and Warden</li> </ol> <p>Findings (by Subsection);</p> <p>115.21(a) Kettle Moraine is responsible for conducting administrative investigations .If the incident is criminal , the Seboygan County Police Department will conduct the investigation. All investigations follow a uniform evidence protocol that maximizes the potential for obtaining usable physical evidence .</p> <p>115.21(b) The protocol used by Kettle Moraine is adapted from the National Commission on Correctional Health Care Response to sexual Abuse (2014)</p> <p>115.22(c) If a sexual abuse incident occurs at Kettle Moraine the victim is sent to Aurora Sheboygan Memorial Medical Center . The Auditor spoke with the hospital and verified that they do have Sexual Assault Forensic Examiners (SAFE's) or Sexual Assault Nurse Examiners (SANE's) on staff. If a SAFE/SANE is not on duty someone is always available on call .Services are provided to the victim without cost pursuant to Executive Directive 72 Section XVI.</p> <p>115.21(d) Kettle Moraine makes available to the victim a qualified agency staff person (certified social worker) to serve as victims advocate .Safe Harbor of Seboygan County provides support and advocacy services via an written service agreement with the Wisconsin Department of Corrections for the Kettle Moraine Correctional facility .</p> <p>115.21(e) The Wisconsin Department of Corrections Executive Directive 72 Section XVI requires Kettle Moraine to allow a victim advocate , qualified staff member, or qualified community based member to accompany the victim through the forensic medical examination process and investigatory interviews if requested by the victim .</p> <p>115.21(d) The Wisconsin Department of Corrections Executive Directive 72 Section XVII request that the Seboygan County Police Department follow the requirements of paragraph (a) through of the section.</p>

<b>115.22</b>	<b>Policies to ensure referrals of allegations for investigations</b>
	<b>Auditor Overall Determination:</b> Meets Standard
	<b>Auditor Discussion</b>
	<p>Evidence Reviewed (Documents, Interviews, Site Review):</p> <ol style="list-style-type: none"> <li>1. Pre-Audit Questionnaire</li> <li>2. Interviews</li> <li>3. Wisconsin Department of Corrections Webpage</li> <li>4. Executive Directive 72: Sexual Abuse and Sexual Harassment in Confinement (PREA)</li> </ol> <p>Findings (By Subsection):</p> <p>115.22 (a) Wisconsin Department of Corrections Executive Directive 72 mandates that all allegations of sexual abuse and sexual harassment are investigated completely.</p> <p>115.22 (b) The agency has a policy in place that if the allegation is potentially criminal, it will be investigated by the Sheboygan County Police Department. Administrative Investigations are handled by Prea trained investigators . The Wisconsin Department of Corrections publishes this information on it's website. There were 26 allegations of sexual abuse/harassment in the last 12 months with four referred for criminal investigation .</p> <p>115.22 (c) Executive Directive 72 which is posted on the Wisconsin Department of Corrections webpage under Prison Rape Elimination Act details the responsibility of both the agency and local law enforcement agency responsible for criminal investigations .</p>

<b>115.31</b>	<b>Employee training</b>
	<b>Auditor Overall Determination:</b> Meets Standard
	<b>Auditor Discussion</b>
	<p>Evidence Reviewed (Documents, Interviews, Site Review)</p> <ol style="list-style-type: none"> <li>1. Pre-Audit Questionnaire</li> <li>2. Staff Interviews</li> <li>3. Online PREA Training Module</li> </ol> <p>Findings (By Subsection):</p> <p>115.31 (a) Kettle Moraine submitted documentation from their PREA staff training curriculum. New employees receive classroom training in the academy. Staff already at the facility received PREA training every two years via an online training module. All employees are trained on the following 10 mandated elements:</p> <ol style="list-style-type: none"> <li>1. WIDOC’s zero-tolerance policy for sexual abuse and sexual harassment;</li> <li>2. How to fulfill their responsibilities to prevent, detect, and report sexual abuse and sexual harassment;</li> <li>3. How inmates have the right to be free from sexual abuse and sexual harassment;</li> <li>4. Inmates and employees have the right to be free from retaliation for reporting sexual abuse and sexual harassment;</li> <li>5. The dynamics of sexual abuse and sexual harassment in confinement setting;</li> <li>6. Common reactions of sexual abuse and sexual harassment victims;</li> <li>7. Detecting and responding to signs of threatened and actual sexual abuse;</li> <li>8. How to avoid inappropriate relationships with inmates;</li> <li>9. How to communicate effectively and professionally with inmates, including LBGTQI inmates; and</li> <li>10. How to comply with relevant laws related to mandatory reporting of sexual abuse to outside authorities.</li> </ol> <p>115.31 (b) All Wisconsin Department of Corrections employees receive training for dealing with both female and male inmates.</p> <p>115.31 (c) Kettle Moraine was able to show that all employees at their facility have been trained on PREA. In years where training is not mandatory, staff receive refresher information.</p> <p>115.31 (d) Wisconsin Department of Correction online PREA training module requires that staff receive an 80% or higher in order to pass the course. Individuals who fail the test are able to review the video again and retake the exam. This is logged into the computer system.</p>

<b>115.32</b>	<b>Volunteer and contractor training</b>
	<b>Auditor Overall Determination:</b> Meets Standard
	<b>Auditor Discussion</b>
	<p>Evidence Reviewed (Documents, Interviews, Site Review):</p> <ol style="list-style-type: none"> <li>1. Pre-Audit Questionnaire</li> <li>2. Interview with Volunteer</li> <li>3. Training Documentation</li> <li>4. PREA Guide for Volunteers and Contractors Pamphlet</li> </ol> <p>Findings (By Subsection):</p> <p>115.32 (a) Wisconsin Department of Corrections Policy requires each volunteer and contractor who has contact with inmates to be trained on their responsibilities related the agency's sexual abuse and sexual harassment prevention, detection, and response policies and procedures. Kettle Moraine reports that 100% volunteer and contractors have been trained for PREA.</p> <p>115.32 (b) Kettle Morain requires all volunteers and contractors who have contact with inmates to go through an orientation class that includes PREA training.</p> <p>115.32 (c) Kettle Moraine requires all volunteers and contractors to sign an acknowledgment stating that they have received and understood the training.</p> <p>Corrective Action: None</p>

<b>115.33</b>	<b>Inmate education</b>
	<b>Auditor Overall Determination:</b> Meets Standard
	<b>Auditor Discussion</b>
	<p>Evidence Reviewed (Documents, Interviews, Site Review):</p> <ol style="list-style-type: none"> <li>1. Pre-Audit Questionnaire</li> <li>2. Interviews with Intake Staff, Inmate Training Staff, and Inmates</li> <li>3. Sexual Abuse and Sexual Harassment Prevention and Intervention Handbook</li> <li>4. Inmate PREA Video</li> <li>5. Tour Observations</li> </ol> <p>Findings (By Subsection):</p> <p>115.33 (a) Kettle Moraine inmates receive information explaining the agency’s zero-tolerance policy regarding sexual abuse and sexual harassment during the intake process. They are also given information on how to report incidents or suspicions of sexual abuse. Inmates are told about these policies and are given a Sexual Abuse and Sexual Harassment Prevention and Intervention handbook during intake.</p> <p>115.33 (b) Kettle Moraine provides a more comprehensive education on their rights to be free from sexual abuse and sexual harassment. Kettle Moraine has a video that is in English and Spanish that inmates are required to watch.</p> <p>115.33 (c) Through a review of inmate files and an automated roster and random interviews with inmates it was determined that all inmates at the Kettle Moraine Correctional Facility were trained on PREA standards . Also, Agency Policy Executive Directive 72 requires that all inmates receive PREA education upon transfer to a different facility.</p> <p>115.33 (d) The agency and Kettle Moraine provide education in multiple formats to all inmates including those who are limited English proficient, deaf, visually impaired, or otherwise disabled. Some examples included audio for visually impaired individuals and Spanish signs/videos for those who are limited English proficient. Finally, the agency has a language interpretation line and during interviews staff said they would use that if needed to help ensure those inmates who are limited English proficient received the proper PREA training.</p> <p>115.33 (e) Kettle Moraine maintains a training log that inmates sign in order to document that they have received PREA education.</p> <p>115.33 (f) Kettle Moraine had posters throughout the facility related to PREA and also had the PREA Sexual Abuse and Sexual Harassment Prevention and Intervention Handbook readily available for inmates.</p> <p>Corrective Action:None</p>

<b>115.34</b>	<b>Specialized training: Investigations</b>
	<b>Auditor Overall Determination:</b> Meets Standard
	<b>Auditor Discussion</b>
	<p>Evidence Reviewed (Documentation, Interviews, Site Review)</p> <ol style="list-style-type: none"> <li>1. Pre-Audit Questionnaire</li> <li>2. Executive Directive 72: Sexual Abuse and Sexual Harassment in Confinement (PREA) Section XI</li> <li>3. Training Curriculum</li> <li>4. Training Power point Slides</li> <li>5. Interviews with Investigatory Staff</li> </ol> <p>Findings (By Subsection):</p> <p>115.34 (a) All Wisconsin Department of corrections Investigatory Staff receive the training that is required in § 115.31. Investigatory Staff received extensive training in Madison, Wisconsin at the Central Office related to conducting PREA investigations in a confinement setting.</p> <p>115.34 (b) A review of the training curriculum and based off of interviews with investigatory staff, they were properly trained in interviewing sexual abuse victims. They were also able to explain when to use Miranda and Garrity warnings. The training also included evidence collection.</p> <p>115.34 (c) The Wisconsin Department of Corrections has 253 trained investigators and each individuals training is maintained in a database.</p> <p>Corrective Action: None</p>

115.35	<b>Specialized training: Medical and mental health care</b>
	<b>Auditor Overall Determination:</b> Meets Standard
	<b>Auditor Discussion</b>
	<p>Evidence Reviewed (Documentation, Interviews, Site Review)</p> <ol style="list-style-type: none"> <li>1. Pre-Audit Questionnaire</li> <li>2. Training Curriculum</li> <li>3. PREA Training Computer Module</li> <li>4. Interviews with Medical and Mental Health Care Staff</li> </ol> <p>Findings (By Subsection):</p> <p>115.35 (a) The Wisconsin Department of Corrections has trained all Medical and Mental Health Care Practitioners on the following 4 mandated elements:</p> <ol style="list-style-type: none"> <li>1. How to detect and assess signs of sexual abuse and sexual harassment</li> <li>2. How to preserve evidence</li> <li>3. How to respond effectively and professionally to victims of sexual abuse and sexual harassment</li> <li>4. How and to whom to report allegations or suspicions of sexual abuse and sexual harassment.</li> </ol> <p>115.35 (b) This substandard is N/A. All inmates requiring forensic medical examinations are sent to the hospital where the examination is performed by either a SAFE/SANE nurse.</p> <p>115.35 (c) Medical Staff at Kettle Moraine do not perform forensic examinations .All Forensic examinations are performed at Aurora Sheboygan Medical Center .</p> <p>115.35 (d) ALL employees having contact with inmates including Medical and Mental Health Care workers receive the training required under § 115.31. Documentation of the training received is maintained at Kettle Moraine Correctional Facility and can be found on the training log.</p> <p>Corrective Action: None</p>

115.41	<b>Screening for risk of victimization and abusiveness</b>
	<b>Auditor Overall Determination:</b> Meets Standard
	<b>Auditor Discussion</b>
	<p>Evidence Reviewed (Documents, Interviews, Site Review):</p> <ol style="list-style-type: none"> <li>1. Pre-Audit Questionnaire</li> <li>2. Interviews with Staff and Inmates</li> <li>3. PREA Screening Tool</li> <li>4. Inmate Roster</li> <li>5. Executive Directive 72: Sexual Abuse and Sexual Harassment in Confinement (PREA) Section XII</li> </ol> <p>Findings (By Subsection):</p> <p>115.41 (a) The Wisconsin Department of Corrections Executive Directive 72 Section XII requires all inmates to be assessed during intake and upon transfer to another facility for their risk of being sexually abused by other inmates or sexually abusive toward other inmates.</p> <p>115.41 (b) The Wisconsin Department of Corrections Executive Directive 72 Section XII requires all intake screenings to take place within 72 hours of arrival. Based on a sample of intakes, Kettle Moraine meets that requirement and usually conducts the screening the same day.</p> <p>115.41 (c) Kettle Moraine uses an objective screening instrument to assess inmates of their risk of being sexually abused by others or being sexually abusive toward other inmates.</p> <p>115.41 (d) Kettle Moraine uses an objective screening instrument that uses the following criteria to assess the inmates risk of sexual victimizations:</p> <ol style="list-style-type: none"> <li>1. Whether the inmate has a mental, physical, or developmental disability</li> <li>2. Age of the inmate</li> <li>3. Physical build of the inmate</li> <li>4. Prior incarceration status</li> <li>5. Whether prior incarceration status is exclusively nonviolent</li> <li>6. Prior convictions for sex offenses</li> <li>7. Whether the inmate is LBGTI, or gender nonconforming</li> <li>8. Experienced prior sexual victimization</li> <li>9. Inmates own perception and vulnerability</li> <li>10. Whether the inmate is detained solely for civil immigration purposes</li> </ol> <p>115.41 (e) The initial screening tool considers prior acts of sexual abuse, prior convictions for violent offenses, and prior history of institutional violence to determine if the inmate is at risk of being sexually abusive.</p> <p>115.41 (f) Kettle Moraine is not currently reassessing the inmates risk of victimization or abusiveness within 30 days of arrival to the facility.</p>

115.41 (g) Wisconsin Department of Corrections Executive Directive 72 requires Kettle Moraine to reassess an inmates status when warranted. This was confirmed during staff interviews stating that they reassess inmate's when new information is learned.

115.41 (h) Wisconsin Department of Corrections Executive Directive 72 states that an inmate may not be disciplined for refusing to answer or not disclosing completed information related to the intake screening tool.

115.41 (i) Kettle Moraine has done a great job securing the screening form. Based off of interviews and access location of the forms, only those staff who need to know have access to the information disclosed or obtained on the form have access to it.

**Corrective Action:**

Kettle Moraine will need to demonstrate to the auditor that any new inmate that arrives at the facility has been reassessed for the risk of victimization or abusiveness based on any additional, relevant information received by the facility since the initial intake screening. The reassessment should not exceed 30 days from the inmates arrival at Kettle Moraine. The facility should provide to the auditor documentation on a monthly basis that reassessments are being conducted.

Corrective Action ; 115.41- During the corrective action period the Wisconsin Department of Corrections implemented a state wide computer program to capture all initial intake screenings and the 30 day reassessment . The auditors were provided a computer generated report showing inmate initial screening within 72 hours of arrival at the facility and documentation that the 30 day reassessment was completed . Kettle moraine provided the auditor with the required documentation to satisfy the standard .

115.42	<b>Use of screening information</b>
	<b>Auditor Overall Determination:</b> Meets Standard
	<b>Auditor Discussion</b>
	<p>Evidence Reviewed (Documents, Interviews, Site Review):</p> <ol style="list-style-type: none"> <li>1. Pre-Audit Questionnaire</li> <li>2. Staff and Inmate Interviews</li> <li>3. Risk of Abusiveness ( ROA) or Risk of Victimization (ROV) Database</li> <li>4. Executive Directive 72: Sexual Abuse and Sexual Harassment in Confinement (PREA)</li> </ol> <p>Findings (By Subsection):</p> <p>115.42 (a) Wisconsin Department of Corrections Executive Directive 72 states that the facility shall use the information obtained in the screening tool to help keep those at high risk of being sexually victimized from those at high risk of being sexually abusive in housing, bed, work, education, and program assignments. Kettle Moraine classifies those inmates as either a ROA or ROV and tries to keep those individuals separate from each other as much as possible.</p> <p>115.42 (b) Wisconsin Department of Corrections Executive Directive 72 requires individualized determinations how to ensure the safety of each inmate. This was confirmed that it was being done through the screening staff.</p> <p>115.42 (c) Kettle Moraine reported that they have had 0 transgender or intersex inmates within the last 12 months. During interviews with staff, they said that they would consider whether to house those inmates in a male or female institution on a case-by-case basis which is consistent with Agency policy.</p> <p>115.42 (d) Kettle Moraine reported that they have had 0 transgender or intersex inmates within the last 12 months. During interviews with staff, they said that if they did, they were aware of the Agencies policy and would reassess those inmates at least twice a year.</p> <p>115.42 (e) Kettle Moraine reported that they have had zero transgender or intersex inmates with the last 12 months. Kettle Moraine would ensure that transgender or intersex inmates can shower separately from other inmates. In fact, all the showers are individual stalls that have privacy curtains.</p> <p>115.42 (f) Wisconsin Department of Corrections Executive Directive 72 requires a transgender or intersex inmate’s own views with respect to his or her own safety shall be given serious consideration. Interviews with staff verified this would be the practice if they had these inmates at Kettle Moraine.</p> <p>115.42 (g) Wisconsin Department of Corrections Executive Directive 72 prohibits placing lesbian, gay, bisexual, transgender, or intersex inmates in dedicated facilities, units or wings solely on the basis of such identification or status. Based off of interviews and tour observations, there is no reason to believe that Kettle Moraine is not following policy.</p>

Corrective Action: None

<b>115.43</b>	<b>Protective Custody</b>
	<b>Auditor Overall Determination:</b> Meets Standard
	<b>Auditor Discussion</b>
	<p>Evidence Reviewed ( Documents, Interviews,Site Review):</p> <ol style="list-style-type: none"> <li>1. Pre-Audit Questionnaire</li> <li>2. Staff and Inmate Interviews</li> <li>3. Tour Observations</li> <li>4. Executive Directive 72: Sexual Abuse and Sexual Harassment in Confinement (PREA)</li> </ol> <p>Findings (By Subsection):</p> <p>115.43 (a) Wisconsin Department of Corrections Executive Directive 72 Section XIII prohibits placing inmates at high risk for sexual victimization in involuntary segregated housing unless an assessment of all available alternatives have been made. Kettle Moraine does not have segregated housing.</p> <p>115.43 (b) Kettle Moraine does not place inmates at high risk for sexual victimization in segregated housing. Inmates identified at risk are either transferred or placed in a different housing unit. Due to the physical layout of the facility and the number of housing units the facility has adequate flexibility to move potential or at risk inmates within the facility . This was verified by tour observations and interviews with staff.</p> <p>115.43 (c) Kettle Moraine does not assign high risk inmates for sexual victimization to segregated housing. This was verified by tour observations and interviews with staff.</p> <p>115.43 (d) Kettle Moraine does not have offenders under the age of 18 and does not place offenders with high risk for sexual victimization to segregated housing. This was verified by tour observations and interviews with staff.</p> <p>115.43 (e) Kettle Moraine does not place offenders with high risk for sexual victimization to segregated housing. This was verified by tour observations and interviews with staff.</p> <p>Corrective Action: None</p>

<b>115.51</b>	<b>Inmate reporting</b>
	<b>Auditor Overall Determination:</b> Meets Standard
	<b>Auditor Discussion</b>
	<p>Evidence Reviewed (Documents, Interviews, Site Review):</p> <ol style="list-style-type: none"> <li>1. Pre-Audit Questionnaire</li> <li>2. Staff and Inmate Interviews</li> <li>3. Executive Directive 72: Sexual Abuse and Sexual Harassment in Confinement (PREA)</li> <li>4. Tour Observations</li> <li>5. Wisconsin DOC website</li> </ol> <p>Findings (By Subsection):</p> <p>115.51 (a) Wisconsin Department of Corrections provides multiple internal ways for inmates to privately report PREA related issues. Inmates are given a red PREA guidebook and within that guidebook it list all the internal ways an inmate can report. Inmates can tell any staff person, send a request to any staff person, Call the PREA hotline reporting number, and or tell a family member and they can submit a report through the Wisconsin DOC webpage.</p> <p>115.51 (b) Wisconsin Department of Corrections also provides inmates ways to report sexual abuse and sexual harassment that is not part of the agency. Inmates are able to contact local law enforcement and they are also able to call 888 from their inmate phones. There is no pin needed and the call goes directly to an outside entity that is not part of the agency. They are able to immediately forward all reports to agency officials and If the inmate chooses to, they can remain anonymous upon request.</p> <p>115.51 (c) Wisconsin Department of Corrections policy mandates that staff need to accept all reports and shall document any verbal reports. Interviews with staff confirmed that they would accept any type of report made, whether it was verbal, in writing, anonymous, or from a third party.</p> <p>115.51 (d) Wisconsin Department of Corrections policy states that staff can utilize the same methods of reporting that inmates can use. Interviews with Kettle Moraine staff verified that they were well aware of how they could privately report sexual abuse and sexual harassment of inmates.</p> <p>Corrective Action: None</p>

<b>115.52</b>	<b>Exhaustion of administrative remedies</b>
	<b>Auditor Overall Determination:</b> Meets Standard
	<b>Auditor Discussion</b>
	<p>Evidence Reviewed (Documents, Interviews, Site Review):</p> <ol style="list-style-type: none"> <li>1. Pre-Audit Questionnaire</li> <li>2. Executive Directive 72: Sexual Abuse and Sexual Harassment in Confinement (PREA)</li> <li>3. Interviews with PREA Coordinator &amp; Administrative Remedies Staff Person</li> </ol> <p>Findings (By Subsection):</p> <p>115.52 This Standard is N/A. Wisconsin Department of Corrections does not have a formal administrative procedure to address inmate grievances regarding sexual abuse. If a report of sexual abuse is submitted through the administrative remedies system, it is immediately forwarded to facility leadership. Kettle Moraine has not had any reports of sexual abuse submitted through the administrative process by inmates in the past 12 months.</p> <p>Corrective Action: None</p>

<b>115.53</b>	<b>Inmate access to outside confidential support services</b>
	<b>Auditor Overall Determination:</b> Meets Standard
	<b>Auditor Discussion</b>
	<p>Evidence Reviewed (Documents, Interviews, Site Review):</p> <ol style="list-style-type: none"> <li>1. Pre-Audit Questionnaire</li> <li>2. Executive Directive 72: Sexual Abuse and Sexual Harassment in Confinement (PREA)</li> <li>3. Interviews with PREA Compliance Manager, Local Advocacy Group, &amp; Random Staff</li> <li>4. Tour Observations</li> </ol> <p>Findings (By Subsection):</p> <p>115.53 (a) Kettle Moraine makes available to inmates a local support services organization, there information is posted throughout the facility. The Healing Center, which is located in close proximity to Kettle Moraine provides inmates with emotional support and advocacy services. This auditor spoke with Deb Lee at Safe Harbor 920-452-7640 who confirmed their role with providing support services to inmates to need support services related to sexual abuse. Kettle Moraine does not house individuals solely for civil immigration purposes.</p> <p>115.53 (b) In the Wisconsin Department of Corrections inmate handbook, inmates are informed about the extent to which communications will be monitored. Inmates receive this information well before they are giving access to outside support services.</p> <p>115.53 (c) Wisconsin Department of Corrections has documentation showing attempts to enter into an agreement with a community services provider that is able to provide confidential emotional support services related to sexual abuse. The Memoranda of Understanding is currently being reviewed at the advocacy center.</p> <p>Corrective Action: None</p>

<b>115.54</b>	<b>Third-party reporting</b>
	<b>Auditor Overall Determination:</b> Meets Standard
	<b>Auditor Discussion</b>
	<p>Evidence Reviewed (Documents, Interviews, Site Review):</p> <ol style="list-style-type: none"> <li>1. Pre-Audit Questionnaire</li> <li>2. Staff Interview</li> <li>3. Wisconsin Website</li> </ol> <p>Findings (By Subsection):</p> <p>115.54 (a) The Wisconsin Department of Corrections website lists all the staff who work in the PREA Unit with their contact number. Also on the website is an email link with instructions for third party reporting.</p> <p>Corrective Action: None</p>

<b>115.61</b>	<b>Staff and agency reporting duties</b>
	<b>Auditor Overall Determination:</b> Meets Standard
	<b>Auditor Discussion</b>
	<p>Evidence Review (Documents, Interviews, Site Review):</p> <ol style="list-style-type: none"> <li>1. Pre-Audit Questionnaire</li> <li>2. Executive Directive 72: Sexual Abuse and Sexual Harassment in Confinement (PREA)</li> <li>3. Interviews with Staff</li> </ol> <p>Findings (By Subsection):</p> <p>115.61 (a) Executive Directive 72 Section XIV requires all staff to report immediately any knowledge, suspicion, or information regarding an incident of sexual abuse or sexual harassment that occurred in a facility. The Directive also prohibits retaliating against any inmate or staff who would report an incident of sexual abuse or sexual harassment. Interviews with staff indicated that they understood their reporting obligation.</p> <p>115.61 (b) Executive Directive 72 Section XIV prohibits staff from revealing any information related to a sexual abuse report to anyone other than to the extent necessary. Interviews with staff indicated that they understood that they were only to reveal information to those who needed to know.</p> <p>115.61 (c) Executive Directive 72 Section XIV requires all Medical and Mental Health Staff to report Sexual Abuse and Sexual Harassment to officials. Medical and Mental Health Staff have inmates signed informed consents at the initiation of services</p> <p>.</p> <p>115.61 (d) Executive Directive 72 Section XIV requires the facility to report any sexual abuse allegation of youthful and vulnerable adults to the designated entity under the applicable mandatory reporting laws. Since Kettle Moraine does not house any youthful offenders, staff indicated that they would report any sexual abuse allegations of a vulnerable adult to the proper authorities.</p> <p>115.61 (e) Agency policy requires all allegations of sexual abuse and sexual harassment including third-party and anonymous reports. Staff interviews confirmed that they would report any and all allegations of sexual abuse and sexual harassment.</p> <p>Corrective Action: None</p>

<b>115.62</b>	<b>Agency protection duties</b>
	<b>Auditor Overall Determination:</b> Meets Standard
	<b>Auditor Discussion</b>
	Evidence Reviewed (Documents, Interviews, Site Review):  1. Executive Directive 72: Sexual Abuse and Sexual Harassment in Confinement (PREA) 2. Staff Interviews  Findings (By Subsection):  115.62 (a) Executive Directive 72 Section XVI requires that the facility take immediate action to protect an inmate when its learns that an inmate is subject to a substantial risk of imminent sexual abuse. In the past 12 months, Kettle Moraine has not had a case where they have learned about an inmate who was subject to a substantial risk of imminent sexual abuse. Staff at Kettle Moraine said they would take every measure possible to keep that inmate safe.  Corrective Action: None

<b>115.63</b>	<b>Reporting to other confinement facilities</b>
	<b>Auditor Overall Determination:</b> Meets Standard
	<b>Auditor Discussion</b>
	Evidence Reviewed (Documents,Interviews, Site Review):  1. Pre-Audit Questionnaire 2. Interview with Staff and Superintendent 3. Incident Report  Findings (By Subsection):  115.63 (a,b & c) Wisconsin Department of Corrections has a policy that requires a facility that has received an allegation of an inmate who was sexually abused at another facility, the head of the facility that receives the allegation must notify the head of the facility where the allegation occurred within 72 hours. Kettle Moraine had one incident and the allegation was sent via an incident report to the Warden of the facility where the allegation occurred.  115.63 (d) Kettle Moraine has not had an incident where they have received a notification from another facility stating that an inmate was sexual abused while they were incarcerated at Kettle Moraine . Staff are aware of the PREA requirement and Executive Directive 72 mandating that they investigate the allegation.  Corrective Action: None



<b>115.64</b>	<b>Staff first responder duties</b>
	<b>Auditor Overall Determination:</b> Meets Standard
	<b>Auditor Discussion</b>
	<p>Evidence Reviewed (Documents, Interviews, Site Review):</p> <ol style="list-style-type: none"> <li>1. Pre-Audit Questionnaire</li> <li>2. Interviews with Staff</li> <li>3. Executive Directive 72: Sexual Abuse and Sexual Harassment in Confinement (PREA)</li> </ol> <p>Findings (By Subsection):</p> <p>115.64 (a) Wisconsin Department of Corrections Executive Directive 72 Section XVI details the first responder duties for a security staff member in accordance with the following:</p> <ol style="list-style-type: none"> <li>1. Separate the alleged victim and abuser</li> <li>2. Preserve and protect any crime scene until appropriate steps can be taken to collect any evidence</li> <li>3. If the abuse occurred within a time period that still allows for collection of physical evidence, request that the alleged victim not take any actions that could destroy the physical evidence</li> <li>4. If the abuse occurred within a time period that still allows for collection of physical evidence, ensure that the alleged abuser not take any actions that could destroy the physical evidence</li> </ol> <p>Kettle Moraine has not had an incident where a security member had to act as a first responder. Interviews with security staff confirmed they knew their role if such an incident were to occur.</p> <p>115.64 (b) WIDOC Executive Directive 72 Section XVI details the first responder duties for non-security staff member in accordance with the following:</p> <ol style="list-style-type: none"> <li>1. Request that victim not take any actions that could destroy physical evidence</li> <li>2. Notify security staff</li> </ol> <p>Kettle Moraine has not had an incident where a non-security member had to act as a first responder. Interviews with non-security staff confirmed they knew their role if such an incident were to occur.</p> <p>Corrective Action: None</p>

<b>115.65</b>	<b>Coordinated response</b>
	<b>Auditor Overall Determination:</b> Meets Standard
	<b>Auditor Discussion</b>
	Evidence Reviewed(Documents, /interviews, Site Review):  1. Pre-Audit Questionnaire 2. Interviews with Staff 3. Kettle Moraine Coordinated Response Plan  Findings (By Subsection):  115.65 (a) Kettle Moraine has a detailed coordinated response plan. The plan details what each person/discipline should do if a sexual abuse incident were to occur. The Warden of Kettle Moraine indicated during her interview that Kettle Moraine staff are trained on how to initially respond to an incident of sexual abuse and will take appropriate actions.  Corrective Action: None

<b>115.66</b>	<b>Preservation of ability to protect inmates from contact with abusers</b>
	<b>Auditor Overall Determination:</b> Meets Standard
	<b>Auditor Discussion</b>
	Evidence Reviewed (Documents, Interviews,Site Review):  1. Pre-Audit Questionnaire 2. Staff Interviews  Findings (By Subsection):  115.66 (a) The Kettle Moraine has not entered into any collective bargaining agreement or any other agreement that would limit the agency’s ability to remove alleged staff sexual abusers from contact with any inmate pending the outcome of an investigation. Interviews with the Agency Head and the Superintended confirm that they would remove alleged staff sexual abusers from contact with inmates if warranted.  Corrective Action: None

115.67	<b>Agency protection against retaliation</b>
	<b>Auditor Overall Determination:</b> Meets Standard
	<b>Auditor Discussion</b>
	<p>Evidence Reviewed (Documents, Interviews, Site Review):</p> <ol style="list-style-type: none"> <li>1. Pre-Audit Questionnaire</li> <li>2. Executive Directive 72: Sexual Abuse and Sexual Harassment in Confinement (PREA)</li> <li>3. Interviews with Agency Head, Superintendent &amp; Staff</li> </ol> <p>Findings (By Subsection):</p> <p>115.67 (a) Wisconsin Department of Corrections Executive Directive 72 establishes an agency policy that protects all staff and inmates who report sexual abuse or sexual harassment from retaliation by others.</p> <p>115.67 (b) Wisconsin Department of Corrections Executive Directive 72 establishes different measures for protecting inmates and staff members who fear retaliation for reporting sexual abuse/harassment. Interviews with the Agency Head and Warden both confirm that they will do everything possible to keep those who have reported safe. Some examples of things they would do is housing changes, transfers to another institution, and removal of alleged staff to name a few.</p> <p>115.67 (c) Wisconsin Department of Corrections Executive Directive 72 requires the facility to monitor the conduct and treatment of those who report sexual abuse or sexual harassment for a minimum of 90 days. Interviews with the PREA manager, Warden and the Social Worker confirmed they are the individuals who would monitor for retaliation.</p> <p>115.67 (d) Wisconsin Department of Corrections Executive Directive 72 requires periodic state check of those who report sexual abuse and sexual harassment. Interviews with the Superintendent and Social Worker confirmed they would conduct periodic status checks to ensure that there were no signs suggesting possible retaliation.</p> <p>115.67 (e) Wisconsin Department of Corrections Executive Directive 72 requires that anyone who cooperates with an investigation and fears retaliation will receive appropriate measures to help protect that individual against retaliation. Interviews with the Warden confirmed that he would take the necessary steps to protect any individual who cooperates with an investigation.</p> <p>Corrective Action: None</p>

<b>115.68</b>	<b>Post-allegation protective custody</b>
	<b>Auditor Overall Determination:</b> Meets Standard
	<b>Auditor Discussion</b>
	<p>Evidence Reviewed( Documents, Interviews, Site Review):</p> <ol style="list-style-type: none"> <li>1. Pre-Audit Questionnaire</li> <li>2. Executive Directive 72: Sexual Abuse and Sexual Harassment in Confinement (PREA)</li> <li>3. Tour Observations</li> </ol> <p>Findings (By Subsection):</p> <p>115.68 (a) WIDOC Executive Directive 72 prohibits the placement of inmates who allege to have suffered sexual abuse in involuntary segregated housing unless an assessment of all available alternatives has been made. There have been no instances of involuntary segregated housing as confirmed by the Warden, PREA manager, and Chief of Security .</p> <p>Corrective Action: None</p>

115.71	<b>Criminal and administrative agency investigations</b>
	<p><b>Auditor Overall Determination:</b> Meets Standard</p> <p><b>Auditor Discussion</b></p> <p>Evidence Reviewed (Documents, Interviews, Site Review):</p> <ol style="list-style-type: none"> <li>1. Pre-Audit Questionnaire</li> <li>2. Executive Directive 72: Sexual Abuse and Sexual Harassment in Confinement (PREA)</li> <li>3. Interviews with Investigatory staff</li> </ol> <p>Findings (By Subsection):</p> <p>115.71 (a) Wisconsin Department of Corrections Executive Directive 72 Section XVII mandates that Investigators investigate all allegations of sexual abuse and sexual harassment promptly, thoroughly, and objectively for all allegations. Interviews with staff in charge of conducting investigations confirmed that they follow this policy. Kettle Moraine reports that they have had 33 allegations of sexual abuse and sexual harassment in the past 12 months.</p> <p>115.71 (b) Wisconsin Department of Corrections has trained 253 staff member in the Department who have received specialized training in sexual abuse investigations. These staff members received a training certificate demonstrating that they have completed the training.</p> <p>115.71 (c) Wisconsin Department of Corrections Investigators were trained in how to gather and preserve direct and circumstantial evidence. WIDOC follows their evidence protocol and first responder protocol related to protecting and preserving the scene and evidence. If the sexual abuse allegation potentially involves criminal behavior, the Milwaukee Police Department would be called and they would be in charge of the investigation.</p> <p>115.71 (d) Wisconsin Department of Corrections policy states that when there is evidence that appears to support criminal prosecution, Kettle Moraine would contact the Sheboygan County Police Department and they would take over the investigations. Kettle Moraine Investigators interviewed said that they would document this transaction.</p> <p>115.71 (e) Wisconsin Department of Corrections Executive Directive 72 Section XVII prohibits requiring an inmate who alleges sexual abuse to submit to a polygraph examination or other truth-telling device as a condition for proceeding with the investigation. Also, the credibility of an alleged victim, suspect, or witness shall be assessed on an individual basis. Interviews with Kettle Moraine trained investigator's corroborated this policy is followed in practice.</p> <p>115.71 (f) Wisconsin Department of Corrections Executive Directive 72 Section XVII requires the Investigations staff to make an effort to determine whether staff actions or failures to act contributed to the abuse and document in a written report a description of the evidence, the reasoning behind credibility assessments, and investigative facts and findings. Interviews with Kettle Moraine trained investigator's corroborated this policy is followed in practice.</p> <p>115.71 (g) The Sheboygan County Police Department conducts all criminal investigations for allegations of criminal activity at Kettle Moraine. Their reports follows the requirements of this standard.</p>

115.71 (h) The Sheboygan County Police Department conducts all criminal investigations for allegations of criminal activity at Kettle Moraine. Any substantiated allegations of conduct that appears to be criminal would be forwarded for prosecution.

115.71 (l) Wisconsin Department of Corrections Executive Directive 72 Section XVII requires that all written reports pertaining to the administrative or criminal investigation of alleged sexual abuse and sexual harassment for as long as the alleged abusers is incarcerated or employed by the agency, plus 10 years.

115.71 (j) Wisconsin Department of corrections Executive Directive 72 Section XVII requires that if the alleged abuser or victim departs the facility, that the investigation still proceed. Interviews with Kettle Moraine trained investigator’s corroborated this policy is followed in practice.

115.71 (k) N/A

115.71 (l) WIDOC Executive Directive 72 Section XVII requires that when an outside investigation of sexual abuse occurs, that the facility cooperate with outside investigators and that they remain informed about the progress. Interviews with MWCC confirmed that they remain informed about the progress of the investigation.

Corrective Action: None

115.72	<b>Evidentiary standard for administrative investigations</b>
	<b>Auditor Overall Determination:</b> Meets Standard
	<b>Auditor Discussion</b>
	<p>Evidence Reviewed (Documents,Interviews,Site Review):</p> <ol style="list-style-type: none"> <li>1. Executive Directive 72: Sexual Abuse and Sexual Harassment in Confinement (PREA)</li> <li>2. Interviews with Investigatory staff</li> </ol> <p>Findings (By Subsection):</p> <p>115.72 (a) Executive Directive 72 Section XVII prohibits Investigatory staff from imposing a standard higher than a preponderance of the evidence in determining whether allegations of sexual abuse or sexual harassment are substantiated. Interviews with Kettle Moraine trained investigator’s corroborated this standard is followed in practice.</p> <p>Corrective Action: None</p>

115.73	<b>Reporting to inmates</b>
<b>Auditor Overall Determination:</b> Meets Standard	
<b>Auditor Discussion</b>	
<p>Evidence Reviewed ( Documents, Interviews, Site Review):</p> <ol style="list-style-type: none"> <li>1. Executive Directive 72: Sexual Abuse and Sexual Harassment in Confinement (PREA)</li> <li>2. Sample Notification Letter</li> <li>3. Interviews with Investigatory staff</li> <li>4. Pre-Audit Questionnaire</li> </ol> <p>Findings (By Subsection):</p> <p>115.73 (a) Wisconsin Department of Corrections Executive Directive 72 Section XVII requires the inmate to receive notification as to whether the allegation has been determined to be substantiated, unsubstantiated, or unfounded. In the past 12 months Kettle Moraine had 33 allegations of sexual abuse in the facility. Kettle Moraine was able to show the auditor a sample letter .</p> <p>115.73 (b) Wisconsin Department of Corrections Executive Directive 72 Section XVII requires the facility to request relevant information from the investigation in order to inform the inmate. Interviews with the Superintendent and Investigator confirmed that this would be the practice if an incident requiring another investigative agency were to occur.</p> <p>115.73 (c) Wisconsin Department of Corrections Executive Directive 72 Section XVII requires the facility to inform the inmate who alleges that a staff member committed sexual abuse against the inmate whenever:</p> <ol style="list-style-type: none"> <li>1. The staff member is no longer posted within the inmate’s unit</li> <li>2. The staff member is no longer employed at the facility</li> <li>3. The agency learns that the staff member has been indicted on a charge related to sexual abuse within the facility</li> <li>4. The agency learns that the staff member has been convicted on a charge related to sexual abuse with the facility</li> </ol> <p>115.73 (d) Wisconsin Department of Corrections Executive Directive 72 Section XVII requires the facility to inform the inmate who alleges that another inmate committed sexual abuse against the inmate whenever:</p> <ol style="list-style-type: none"> <li>1. The agency learns that the alleged abuser has been indicted or a charge related to sexual abuse within the facility</li> <li>2. The agency learns that the alleged abuser has been convicted on a charge related to sexual abuse within the facility.</li> </ol> <p>115.73 (e) Wisconsin Department of Corrections Executive Directive 72 requires all notifications or attempted notifications to be document. Kettle Moraine provided the auditor with a sample letter if an incident were to occur that would require notification.</p>	

	Corrective Action: None
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<b>115.76</b>	<b>Disciplinary sanctions for staff</b>
	<b>Auditor Overall Determination:</b> Meets Standard
	<b>Auditor Discussion</b>
	<p>Evidence Reviewed ( Documents, Interviews, Site Review):</p> <ol style="list-style-type: none"> <li>1. Executive Directive 72: Sexual Abuse and Sexual Harassment in Confinement (PREA)</li> <li>2. Pre-Audit Questionnaire</li> </ol> <p>Findings (By Subsection):</p> <p>115.76 (a) Wisconsin Department of Corrections Executive Directive 72 Section XIX states that staff shall be subject to disciplinary sanctions up to and including termination for violating agency sexual abuse or sexual harassment policies. Kettle Moraine reports that there have been no staff who have been disciplined for violating the agencies sexual abuse and sexual harassment policies.</p> <p>115.76 (b) Wisconsin Department of Corrections Executive Directive 72 Section XIX states that termination shall be the presumptive disciplinary sanction for staff who have engaged in sexual abuse.</p> <p>115.76 (c) Wisconsin Department of corrections Executive Directive 72 Section XIX states that disciplinary sanctions for violations of agency policies relating to sexual abuse or sexual harassment shall be commensurate with the nature and circumstances of the acts committed, the staff members disciplinary history, and the sanctions imposed for comparable offenses by other staff with similar histories. Kettle Moraine reports that there have been zero staff who have been disciplined for violating the agencies policies relating to sexual abuse and sexual harassment.</p> <p>115.76 (d) Wisconsin Department of Corrections Executive Directive 72 Section XIX states that all terminations for violations of agency sexual abuse or sexual harassment, or resignations by staff that would have been terminated shall be reported to Milwaukee Police Department unless it was clearly not criminal. Those staff who have a license by a licensing board and violent the agencies policy regarding sexual abuse and sexual harassment, Kettle Moraine will also report those violations to the applicable licensing body.</p> <p>Corrective Action: None</p>

<b>115.77</b>	<b>Corrective action for contractors and volunteers</b>
	<b>Auditor Overall Determination:</b> Meets Standard
	<b>Auditor Discussion</b>
	<p>Evidence Reviewed (Documents, Interviews, Site Review):</p> <ol style="list-style-type: none"> <li>1. Pre-Audit Questionnaire</li> <li>2. Executive Directive 72: Sexual Abuse and Sexual Harassment in Confinement (PREA)</li> <li>3. Interviews with the Superintendent</li> </ol> <p>Findings (By Subsection):</p> <p>115.77 (a) Wisconsin Department of Corrections Executive Directive 72 Section XIX provides that any contractor or volunteer who engages in sexual abuse shall be prohibited from contract with inmates. Potentially criminal conduct would be reported to Milwaukee Police Department and to any relevant licensing bodies. Kettle Moraine reports that they have had zero reports of sexual abuse of an inmate by a contractor or volunteer.</p> <p>115.77 (b) Wisconsin Department of Corrections Executive Directive 72 Section XIX requires the facility to take appropriate remedial measures and considers whether to further prohibit contact with inmates by a contractor or volunteer who has violated the agencies sexual abuse and sexual harassment policies. Kettle Moraine reports that they have not had to take any measures against a volunteer or contractor for violating the agency policy.</p> <p>Corrective Action: None</p>

<b>115.78</b>	<b>Disciplinary sanctions for inmates</b>
	<b>Auditor Overall Determination:</b> Meets Standard
	<b>Auditor Discussion</b>
	<p>Evidence Reviewed (Documents, Interviews, Site Review):</p> <ol style="list-style-type: none"> <li>1. Pre-Audit Questionnaire</li> <li>2. Executive Directive 72: Sexual Abuse and Sexual Harassment in Confinement (PREA)</li> <li>3. Facility Superintendent</li> </ol> <p>Findings (By Subsection):</p> <p>115.78 (a) Wisconsin Department of Corrections Executive Directive 72 provides that inmates who have committed offender-on-offender sexual abuse are subject to disciplinary sanctions pursuant to a formal disciplinary process. Kettle Moraine reports that during that past 12 months there have been one findings of inmate-on-inmate sexual abuse.</p> <p>115.78 (b) Wisconsin Department of Corrections Executive Directive 72 provides that the sanctions for inmate-on-inmate sexual abuse should be commensurate with the nature and circumstances of the violation, the inmates disciplinary history and the sanctions imposed for comparable offenses by other inmates with similar histories.</p> <p>115.78 (c) Wisconsin Department of Corrections Executive Directive 72 provides that the disciplinary process shall consider whether a perpetrating inmates mental disabilities or mental illness contributed to his or her behavior when determining what type of sanction, if any, should be imposed.</p> <p>115.78 (d) Wisconsin Department of Corrections Executive Directive 72 provides that Kettle Moraine consider requiring perpetrating inmates to participate in interventions, such as therapy or counseling. Kettle Moraine should also address and correct the underlying reasons or motivations for abuse.</p> <p>115.78 (e) Wisconsin Department of Corrections Executive Directive 72 provides that an inmate may only be disciplined for sexual contact with an employee upon a finding that the employee did not consent to such contact.</p> <p>115.78 (f) Wisconsin Department of Corrections Executive Directive 72 prohibits disciplinary action against an inmate that made a report of sexual abuse in good faith even if an investigation does not establish evidence sufficient to substantiate the allegation. The sexual abuse report does not constitute a false report.</p> <p>Corrective Action: None</p>

115.81	<b>Medical and mental health screenings; history of sexual abuse</b>
	<b>Auditor Overall Determination:</b> Meets Standard
	<b>Auditor Discussion</b>
	<p>Evidence Reviewed (Documents, Interviews, Site Review):</p> <ol style="list-style-type: none"> <li>1. Pre-Audit Questionnaire</li> <li>2. Executive Directive 72: Sexual Abuse and Sexual Harassment in Confinement (PREA)</li> <li>3. Interviews with Medical and Mental Health</li> <li>4. Authorization for Disclosure of Non-Health Confidential Information Form</li> <li>5. Authorization for Use and Disclosure of Protected Health Information Form</li> </ol> <p>Findings (By Subsection):</p> <p>115.81 (a) Wisconsin Department of Corrections Executive Directive 72 Section XII requires that all inmates who have disclosed prior sexual victimization during an intake screening are offered a follow-up meeting with a mental health practitioner within 14 days of the initial or follow-up screening. During the past 12 months, Kettle Moraine 46 inmate who disclosed prior sexual victimization and that individual was offered a follow-up meeting with a mental health practitioner.</p> <p>115.81 (b) Wisconsin Department of Corrections Executive Directive 72 Section XII requires that all inmates who have previously perpetrated sexual abuse, as indicated during the intake screening are offered a follow-up meeting with a mental health practitioner within 14 days of the screening. During the past 12 months, Kettle Moraine had 12 inmate who previously perpetrated sexual abuse and that individual was offered a follow-up meeting with a mental health practitioner.</p> <p>115.31 (d) WIDOC Executive Directive 72 Section XII requires that appropriate controls be placed on the dissemination of information gathered from the initial and follow-up screenings to ensure that sensitive information is not exploited. Information related to sexual victimization or abusiveness that occurred in an institutional setting is strictly limited to medical and mental health clinicians and other employees, as necessary, to inform treatment plans and security and management decisions.</p> <p>115.81 (e) Wisconsin Department of Corrections Executive Directive 72 Section XII requires medical and mental health practitioners to obtain informed consent from the inmates before reporting information about prior sexual victimization that did not occur in an institutional setting. Interviews with medical and mental health staff confirmed that they follow this policy and the auditor reviewed a copy of the informed consent form.</p> <p>Corrective Action: None</p>

<b>115.82</b>	<b>Access to emergency medical and mental health services</b>
	<b>Auditor Overall Determination:</b> Meets Standard
	<b>Auditor Discussion</b>
	<p>Evidence Reviewed (Documents, Interviews, Site Review):</p> <ol style="list-style-type: none"> <li>1. Pre-Audit Questionnaire</li> <li>2. Interviews with Medical and Mental Health Staff</li> <li>3. Interviews with Security and Non-Security Staff</li> <li>4. Executive Directive 72: Sexual Abuse and Sexual Harassment in Confinement (PREA)</li> <li>5. Off-Site Service Request and Report (DOC-3001) Form</li> </ol> <p>Findings (By Subsection):</p> <p>115.82 (a) Wisconsin Department of Corrections Executive Directive 72 Section XVI requires inmate victims of sexual abuse to receive timely, unimpeded access to emergency medical treatment and crisis intervention services that is determined by medical and mental health practitioners according to their judgement. Interviews with medical and mental health providers indicated that the victim would receive the medical services required by this subsection.</p> <p>115.82 (b) Wisconsin Department of Corrections Executive Directive 72 Section XVI requires that if no qualified medical or mental health practitioners are on duty at the time of a report of recent sexual abuse is made, staff first responders will take steps to protect the victim and will notify the appropriate medical practitioners immediately. Interviews with both security and non-security staff verified that this would be the practice if an incident were to occur.</p> <p>115.82 (c) Wisconsin Department of Corrections Executive Directive 72 Section XVI requires inmate victims of sexual abuse while incarcerated to be offered timely information about and timely access to emergency contraception and sexually transmitted infections prophylaxis. Interviews with medical staff confirmed that this policy is in practice at Kettle Moraine.</p> <p>115.82 (d) Wisconsin Department of Corrections Executive Directive 72 Section XVI requires that sexual abuse victims receive treatment services at no cost.</p> <p>Corrective Action: None</p>

115.83	<b>Ongoing medical and mental health care for sexual abuse victims and abusers</b>
<b>Auditor Overall Determination:</b> Meets Standard	
<b>Auditor Discussion</b>	
<p>1. Pre-Audit Questionnaire  2. Executive Directive 72: Sexual Abuse and Sexual Harassment in Confinement (PREA)  3. Tour Observations  4. Interviews with Medical and Mental Health Staff</p> <p>Findings (By Subsection):</p> <p>115.83 (a) Executive Directive 72 Section XVI requires Kettle Moraine to offer medical and mental health evaluations and treatment to all inmates who have been sexual victimized while incarcerated.</p> <p>115.83 (b) Executive Directive 72 Section XVI requires and interviews with medical and mental health staff confirmed that victims of sexual abuse/harassment would receive appropriate levels of service as required by this subsection.</p> <p>115.83 (c) Executive Directive 72 Section XVI requires and interviews with medical and mental health staff confirmed that victims of sexual abuse receive medical and mental health services that is consistent with the community level of care</p> <p>.</p> <p>115.83 (d) Executive Directive 72 Section XVI requires and interviews with Kettle Moraine medical staff confirm that inmate victims of sexual abusive vaginal penetration while incarcerated will be offered pregnancy tests.</p> <p>115.83 (e) Executive Directive 72 Section XVI requires and interviews with Kettle Moraine medical staff confirm that if an inmate gets pregnant as a result of sexual abuse while incarcerated the victim will receive timely and comprehensive information about all lawful pregnancy-related medical services.</p> <p>115.83 (f) Executive Directive 72 Section XVI requires and interviews with Kettle Moraine medical staff confirm that inmate victims of sexual abuse while incarcerated will be offered test for sexual transmitted infections as medically appropriate.</p> <p>115.83 (g) Executive Directive 72 Section XVI requires and interviews with Kettle Moraine medical staff confirm that treatment services will be provided at no financial cost for the victim.</p> <p>115.83 (h) Executive Directive 72 Section XVI requires and interviews with Kettle Moraine mental health care staff confirm that Kettle Moraine attempts to conduct a mental health evaluation of all know inmate-on-inmate abusers within 60 days of learning about such sexual abuse history.</p> <p>Corrective Action: None</p>	

<b>115.86</b>	<b>Sexual abuse incident reviews</b>
	<b>Auditor Overall Determination:</b> Meets Standard
	<b>Auditor Discussion</b>
	<p>Evidence Reviewed (Documentation, Interviews, Site Review):</p> <ol style="list-style-type: none"> <li>1. Pre-Audit Questionnaire</li> <li>2. Executive Directive 72: Sexual Abuse and Sexual Harassment in Confinement (PREA)</li> <li>3. Interviews with the Superintendent</li> </ol> <p>Findings (By Subsection):</p> <p>115.86 (a) Executive Directive 72 Section XX requires the facility to conduct a sexual abuse incident review at the conclusion of every sexual abuse investigation unless it was determined to be unfounded. Kettle Moraine reports that there have been 33 investigations of alleged sexual abuse.</p> <p>115.86 (b) Executive Directive 72 Section XX requires the facility to conduct an incident review within 30 days of the conclusion of the investigation. Kettle Moraine reported 33 sexual abuse investigations which are in various stages. The auditor was able to view records pertaining to this sub-standard. Staff are aware of their role when sexual abuse investigation's occur and there need to conduct an incident review.</p> <p>115.86 (c) Executive Directive 72 outlines and Kettle Moraine staff have an incident review team in place when there is a need to conduct an incident review. The team consists of the Warden, the Security Chief ,medical Deputy Warden and mental health of the facility, and others who are deemed necessary based on the incident.</p> <p>115.86 (d) Executive Directive 72 Section XX requires the incident review to consider the following:</p> <ul style="list-style-type: none"> <li>• Whether the allegation of investigation or investigation indicates a need to change policy or practice to better prevent, detect, or respond to sexual abuse</li> <li>• Whether the incident or allegation was motivated by race, ethnicity, gender identity, lesbian, gay, bisexual, transgender, or intersex identification, status or perceived status; gang affiliation; or was motivated or otherwise caused by other group dynamics at the facility</li> <li>• Whether the area in the facility where the incident allegedly occurred to assess whether physical barriers in the area may enable abuse</li> <li>• Whether there was adequate staffing levels in that area during the different shifts</li> <li>• Whether monitoring technology should be deployed or augmented to supplement supervision by employees</li> <li>• Prepare a report of its findings and submit the report to the facility head and PREA Compliance Manager.</li> </ul> <p>115.86 (e) Executive Directive 72 Section XX requires the facility to implement the recommendations for improvement, or shall document its reasons for not doing so. Interviews with the facility administrators indicate that this would be the practice based on any findings and recommendations from the incident review report.</p>

	Corrective Action: None
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115.87	<b>Data collection</b>
	<b>Auditor Overall Determination:</b> Meets Standard
	<b>Auditor Discussion</b>
	<p>Evidence Reviewed (Documents, Interviews, Site Review):</p> <ol style="list-style-type: none"> <li>1. Pre-Audit Questionnaire</li> <li>2. Executive Directive 72: Sexual Abuse and Sexual Harassment in Confinement (PREA)</li> <li>3. Wisconsin DOC Website</li> </ol> <p>Findings (By Subsection):</p> <p>115.87 (a)/(c) Executive Directive 72 Section XXI details the types of data that needs to be collected and it is, at a minimum, all the necessary data to answer all the questions from the most recent version of the Survey of Sexual Violence conducted by the DOJ. Data collected by the Wisconsin Department of Corrections is securely retained and maintained for at least 10 years after the data of initial collection.</p> <p>115.87 (b) Wisconsin Department of Corrections Executive Directive 72 Section XXI requires and practice indicates that they aggregate the incident based sexual abuse data on a annually bases.</p> <p>115.87 (d) Wisconsin Department of Corrections Executive Directive 72 Section XXI requires them to maintain, review, and collect data as needed from all available incident-based documents, including reports, investigation files, and sexual abuse incident reviews.</p> <p>115.87 (e) Wisconsin Department of Corrections Executive Directive 72 Section XXI requires the agency to obtain incident based and aggregated data from the private contractors it uses for the confinement of its inmates.</p> <p>115.87 (f) Wisconsin Department of Corrections Executive Directive 72 Section XXI requires that the agency provide all such data from the previous calendar year to the DOJ no later than June 30th.</p> <p>Corrective Action: None</p>

<b>115.88</b>	<b>Data review for corrective action</b>
	<b>Auditor Overall Determination:</b> Meets Standard
	<b>Auditor Discussion</b>
	<p>Evidence Reviewed (Documentation, Interviews, Site Review):</p> <ol style="list-style-type: none"> <li>1. Pre-Audit Questionnaire</li> <li>2. Interviews with Agency Head, PREA Coordinator, and PREA Compliance Manager</li> <li>3. WIDOC PREA Annual Report</li> <li>4. Executive Directive 72: Sexual Abuse and Sexual Harassment in Confinement (PREA)</li> </ol> <p>Findings (By Subsection):</p> <p>115.88 (a) Wisconsin Department of Corrections Executive Directive 72 Section XXI requires and documentation reviewed confirm that WIDOC reviews data collected and aggregated pursuant to §115.87. WIDOC prepares an annual report of its findings, and its posts that annual report on its webpage.</p> <p>115.88 (b) Executive Directive 72 Section XXI requires and documentation reviewed confirms that the annual report prepared by the Wisconsin Department of Corrections includes a comparison of the current year's data and corrective actions with those from the prior years.</p> <p>115.88 (c) Executive Directive 72 Section XXI requires that the annual report be posted publicly to the DOC's website. The auditor confirmed that the annual report is posted on the Wisconsin Department of Corrections website .</p> <p>115.88 (d) Executive Directive 72 Section XXI states that they may redact specific material from the reports when publications would present a clear and specific threat to safety and security .</p> <p>Corrective Action; None</p>

<b>115.89</b>	<b>Data storage, publication, and destruction</b>
	<b>Auditor Overall Determination:</b> Meets Standard
	<b>Auditor Discussion</b>
	<p>Evidence Reviewed (Documents, Interviews, Site Review):</p> <ol style="list-style-type: none"> <li>1. Pre-Audit Questionnaire</li> <li>2. Executive Directive 72: Sexual Abuse and Sexual Harassment in Confinement (PREA)</li> <li>3. Interviews with PREA Coordinator</li> </ol> <p>Findings (By Subsection):</p> <p>115.89 (a &amp; d) Executive Directive 72 Section XXI requires that data collected pursuant to § 115.87 is securely retained and that the information is maintained for at least 10 years.</p> <p>115.89 (b) Executive Directive 72 Section XXI requires that all aggregated sexual abuse data from the facilities under its control and those that it contracts with are made readily available to the public on its website. The auditor confirmed that the data is posted on the Wisconsin Department of Corrections website under Prison Rape Elimination Act.</p> <p>115.89 (c) Executive Directive 72 Section XXI requires that all personal identifiers are removed before making the data available to the public. The auditor reviewed the reports listed on the Wisconsin Department of Corrections and did not see any personally identifiable information.</p> <p>Corrective Action: None</p>

<b>115.401</b>	<b>Frequency and scope of audits</b>
	<b>Auditor Overall Determination:</b> Meets Standard
	<b>Auditor Discussion</b>
	Evidence Reviewed (Documentation,Interviews, Site Review):  1. WIDOC Website 2. Inmate Interviews 3. Tour Observations  Findings (By Subsection):  115.401 (a) The Wisconsin Department of Corrections has 40 facilities that are required to be audited under the PREA standards. While the agency did not audit one-third of its facilities in each of the years of the first cycle it has completed all of the audits within the 3 year period.  115.401 (h) The audit team was able to enter all areas within the facility without restriction.  115.401 (i) The audit team was received any relevant documents that were requested.  115.401 (m) The audit team was provide with offices that allowed for private interviews.  115.401 (n) Inmates were able to send confidential information to the auditor in the same way they would communicate with legal counsel . Corrective Action: None

<b>115.403</b>	<b>Audit contents and findings</b>
	<b>Auditor Overall Determination:</b> Meets Standard
	<b>Auditor Discussion</b>
	Evidence Reviewed (Documents,Interviews,Site Review):  1. Wisconsin Department of Corrections website  Findings (By Subsection):  115.403 (f) The Wisconsin Department of Corrections website lists all the previous PREA audit reports that were conducted. They can be viewed by going to the following web link <a href="http://doc.wi.gov/About/DOC-Overview/Office-of-the-Secretary/Prison-Rape-Elimination-Act-Unit">http://doc.wi.gov/About/DOC-Overview/Office-of-the-Secretary/Prison-Rape-Elimination-Act-Unit</a> .  Corrective Action: None



## Appendix: Provision Findings

115.11 (a)	<b>Zero tolerance of sexual abuse and sexual harassment; PREA coordinator</b>	
	Does the agency have a written policy mandating zero tolerance toward all forms of sexual abuse and sexual harassment?	yes
	Does the written policy outline the agency's approach to preventing, detecting, and responding to sexual abuse and sexual harassment?	yes

115.11 (b)	<b>Zero tolerance of sexual abuse and sexual harassment; PREA coordinator</b>	
	Has the agency employed or designated an agency-wide PREA Coordinator?	yes
	Is the PREA Coordinator position in the upper-level of the agency hierarchy?	yes
	Does the PREA Coordinator have sufficient time and authority to develop, implement, and oversee agency efforts to comply with the PREA standards in all of its facilities?	yes

115.11 (c)	<b>Zero tolerance of sexual abuse and sexual harassment; PREA coordinator</b>	
	If this agency operates more than one facility, has each facility designated a PREA compliance manager? (N/A if agency operates only one facility.)	yes
	Does the PREA compliance manager have sufficient time and authority to coordinate the facility's efforts to comply with the PREA standards? (N/A if agency operates only one facility.)	yes

115.12 (a)	<b>Contracting with other entities for the confinement of inmates</b>	
	If this agency is public and it contracts for the confinement of its inmates with private agencies or other entities including other government agencies, has the agency included the entity's obligation to comply with the PREA standards in any new contract or contract renewal signed on or after August 20, 2012? (N/A if the agency does not contract with private agencies or other entities for the confinement of inmates.)	yes

115.12 (b)	<b>Contracting with other entities for the confinement of inmates</b>	
	Does any new contract or contract renewal signed on or after August 20, 2012 provide for agency contract monitoring to ensure that the contractor is complying with the PREA standards? (N/A if the agency does not contract with private agencies or other entities for the confinement of inmates OR the response to 115.12(a)-1 is "NO".)	yes

115.13 (a)	<b>Supervision and monitoring</b>	
	Does the agency ensure that each facility has developed a staffing plan that provides for adequate levels of staffing and, where applicable, video monitoring, to protect inmates against sexual abuse?	yes
	Does the agency ensure that each facility has documented a staffing plan that provides for adequate levels of staffing and, where applicable, video monitoring, to protect inmates against sexual abuse?	yes
	Does the agency ensure that each facility's staffing plan takes into consideration the generally accepted detention and correctional practices in calculating adequate staffing levels and determining the need for video monitoring?	yes
	Does the agency ensure that each facility's staffing plan takes into consideration any judicial findings of inadequacy in calculating adequate staffing levels and determining the need for video monitoring?	yes
	Does the agency ensure that each facility's staffing plan takes into consideration any findings of inadequacy from Federal investigative agencies in calculating adequate staffing levels and determining the need for video monitoring?	yes
	Does the agency ensure that each facility's staffing plan takes into consideration any findings of inadequacy from internal or external oversight bodies in calculating adequate staffing levels and determining the need for video monitoring?	yes
	Does the agency ensure that each facility's staffing plan takes into consideration all components of the facility's physical plant (including "blind-spots" or areas where staff or inmates may be isolated) in calculating adequate staffing levels and determining the need for video monitoring?	yes
	Does the agency ensure that each facility's staffing plan takes into consideration the composition of the inmate population in calculating adequate staffing levels and determining the need for video monitoring?	yes
	Does the agency ensure that each facility's staffing plan takes into	yes

	consideration the number and placement of supervisory staff in calculating adequate staffing levels and determining the need for video monitoring?	
	Does the agency ensure that each facility's staffing plan takes into consideration the institution programs occurring on a particular shift in calculating adequate staffing levels and determining the need for video monitoring?	yes
	Does the agency ensure that each facility's staffing plan takes into consideration any applicable State or local laws, regulations, or standards in calculating adequate staffing levels and determining the need for video monitoring?	yes
	Does the agency ensure that each facility's staffing plan takes into consideration the prevalence of substantiated and unsubstantiated incidents of sexual abuse in calculating adequate staffing levels and determining the need for video monitoring?	yes
	Does the agency ensure that each facility's staffing plan takes into consideration any other relevant factors in calculating adequate staffing levels and determining the need for video monitoring ?	yes

<b>115.13 (b)</b>	<b>Supervision and monitoring</b>	
	In circumstances where the staffing plan is not complied with, does the facility document and justify all deviations from the plan? (N/A if no deviations from staffing plan.)	na

<b>115.13 (c)</b>	<b>Supervision and monitoring</b>	
	In the past 12 months, has the facility, in consultation with the agency PREA Coordinator, assessed, determined, and documented whether adjustments are needed to: The staffing plan established pursuant to paragraph (a) of this section?	yes
	In the past 12 months, has the facility, in consultation with the agency PREA Coordinator, assessed, determined, and documented whether adjustments are needed to: The facility's deployment of video monitoring systems and other monitoring technologies?	yes
	In the past 12 months, has the facility, in consultation with the agency PREA Coordinator, assessed, determined, and documented whether adjustments are needed to: The resources the facility has available to commit to ensure adherence to the staffing plan?	yes

115.13 (d)	Supervision and monitoring	
	Has the facility/agency implemented a policy and practice of having intermediate-level or higher-level supervisors conduct and document unannounced rounds to identify and deter staff sexual abuse and sexual harassment?	yes
	Is this policy and practice implemented for night shifts as well as day shifts?	yes
	Does the facility/agency have a policy prohibiting staff from alerting other staff members that these supervisory rounds are occurring, unless such announcement is related to the legitimate operational functions of the facility?	yes

115.14 (a)	Youthful inmates	
	Does the facility place all youthful inmates in housing units that separate them from sight, sound, and physical contact with any adult inmates through use of a shared dayroom or other common space, shower area, or sleeping quarters? (N/A if facility does not have youthful inmates (inmates <18 years old).)	na

115.14 (b)	Youthful inmates	
	In areas outside of housing units does the agency maintain sight and sound separation between youthful inmates and adult inmates? (N/A if facility does not have youthful inmates (inmates <18 years old).)	na
	In areas outside of housing units does the agency provide direct staff supervision when youthful inmates and adult inmates have sight, sound, or physical contact? (N/A if facility does not have youthful inmates (inmates <18 years old).)	na

115.14 (c)	Youthful inmates	
	Does the agency make its best efforts to avoid placing youthful inmates in isolation to comply with this provision? (N/A if facility does not have youthful inmates (inmates <18 years old).)	na
	Does the agency, while complying with this provision, allow youthful inmates daily large-muscle exercise and legally required special education services, except in exigent circumstances? (N/A if facility does not have youthful inmates (inmates <18 years old).)	na
	Do youthful inmates have access to other programs and work opportunities to the extent possible? (N/A if facility does not have youthful inmates (inmates <18 years old).)	na

115.15 (a)	Limits to cross-gender viewing and searches	
	Does the facility always refrain from conducting any cross-gender strip or cross-gender visual body cavity searches, except in exigent circumstances or by medical practitioners?	yes

115.15 (b)	Limits to cross-gender viewing and searches	
	Does the facility always refrain from conducting cross-gender pat-down searches of female inmates in non-exigent circumstances? (N/A here for facilities with less than 50 inmates before August 20,2017.)	yes
	Does the facility always refrain from restricting female inmates' access to regularly available programming or other out-of-cell opportunities in order to comply with this provision? (N/A here for facilities with less than 50 inmates before August 20,2017.)	yes

115.15 (c)	Limits to cross-gender viewing and searches	
	Does the facility document all cross-gender strip searches and cross-gender visual body cavity searches?	yes
	Does the facility document all cross-gender pat-down searches of female inmates?	yes

115.15 (d)	<b>Limits to cross-gender viewing and searches</b>	
	Does the facility implement a policy and practice that enables inmates to shower, perform bodily functions, and change clothing without nonmedical staff of the opposite gender viewing their breasts, buttocks, or genitalia, except in exigent circumstances or when such viewing is incidental to routine cell checks?	yes
	Does the facility require staff of the opposite gender to announce their presence when entering an inmate housing unit?	yes

115.15 (e)	<b>Limits to cross-gender viewing and searches</b>	
	Does the facility always refrain from searching or physically examining transgender or intersex inmates for the sole purpose of determining the inmate's genital status?	yes
	If an inmate's genital status is unknown, does the facility determine genital status during conversations with the inmate, by reviewing medical records, or, if necessary, by learning that information as part of a broader medical examination conducted in private by a medical practitioner?	yes

115.15 (f)	<b>Limits to cross-gender viewing and searches</b>	
	Does the facility/agency train security staff in how to conduct cross-gender pat down searches in a professional and respectful manner, and in the least intrusive manner possible, consistent with security needs?	yes
	Does the facility/agency train security staff in how to conduct searches of transgender and intersex inmates in a professional and respectful manner, and in the least intrusive manner possible, consistent with security needs?	yes

115.16 (a)	<b>Inmates with disabilities and inmates who are limited English proficient</b>	
	Does the agency take appropriate steps to ensure that inmates with disabilities have an equal opportunity to participate in or benefit from all aspects of the agency's efforts to prevent, detect, and respond to sexual abuse and sexual harassment, including: inmates who are deaf or hard of hearing?	yes
	Does the agency take appropriate steps to ensure that inmates with disabilities have an equal opportunity to participate in or benefit from all	yes

	aspects of the agency's efforts to prevent, detect, and respond to sexual abuse and sexual harassment, including: inmates who are blind or have low vision?	
	Does the agency take appropriate steps to ensure that inmates with disabilities have an equal opportunity to participate in or benefit from all aspects of the agency's efforts to prevent, detect, and respond to sexual abuse and sexual harassment, including: inmates who have intellectual disabilities?	yes
	Does the agency take appropriate steps to ensure that inmates with disabilities have an equal opportunity to participate in or benefit from all aspects of the agency's efforts to prevent, detect, and respond to sexual abuse and sexual harassment, including: inmates who have psychiatric disabilities?	yes
	Does the agency take appropriate steps to ensure that inmates with disabilities have an equal opportunity to participate in or benefit from all aspects of the agency's efforts to prevent, detect, and respond to sexual abuse and sexual harassment, including: inmates who have speech disabilities?	yes
	Does the agency take appropriate steps to ensure that inmates with disabilities have an equal opportunity to participate in or benefit from all aspects of the agency's efforts to prevent, detect, and respond to sexual abuse and sexual harassment, including: Other (if "other," please explain in overall determination notes.)	yes
	Do such steps include, when necessary, ensuring effective communication with inmates who are deaf or hard of hearing?	yes
	Do such steps include, when necessary, providing access to interpreters who can interpret effectively, accurately, and impartially, both receptively and expressively, using any necessary specialized vocabulary?	yes
	Does the agency ensure that written materials are provided in formats or through methods that ensure effective communication with inmates with disabilities including inmates who: Have intellectual disabilities?	yes
	Does the agency ensure that written materials are provided in formats or through methods that ensure effective communication with inmates with disabilities including inmates who: Have limited reading skills?	yes
	Does the agency ensure that written materials are provided in formats or through methods that ensure effective communication with inmates with disabilities including inmates who: are blind or have low vision?	yes

115.16 (b)	Inmates with disabilities and inmates who are limited English proficient	
	Does the agency take reasonable steps to ensure meaningful access to all aspects of the agency's efforts to prevent, detect, and respond to sexual abuse and sexual harassment to inmates who are limited English proficient?	yes
	Do these steps include providing interpreters who can interpret effectively, accurately, and impartially, both receptively and expressively, using any necessary specialized vocabulary?	yes

115.16 (c)	Inmates with disabilities and inmates who are limited English proficient	
	Does the agency always refrain from relying on inmate interpreters, inmate readers, or other types of inmate assistance except in limited circumstances where an extended delay in obtaining an effective interpreter could compromise the inmate's safety, the performance of first-response duties under §115.64, or the investigation of the inmate's allegations?	yes

115.17 (a)	<b>Hiring and promotion decisions</b>	
	Does the agency prohibit the hiring or promotion of anyone who may have contact with inmates who has engaged in sexual abuse in a prison, jail, lockup, community confinement facility, juvenile facility, or other institution (as defined in 42 U.S.C. 1997)?	yes
	Does the agency prohibit the hiring or promotion of anyone who may have contact with inmates who has been convicted of engaging or attempting to engage in sexual activity in the community facilitated by force, overt or implied threats of force, or coercion, or if the victim did not consent or was unable to consent or refuse?	yes
	Does the agency prohibit the hiring or promotion of anyone who may have contact with inmates who has been civilly or administratively adjudicated to have engaged in the activity described in the two bullets immediately above?	yes
	Does the agency prohibit the enlistment of services of any contractor who may have contact with inmates who has engaged in sexual abuse in a prison, jail, lockup, community confinement facility, juvenile facility, or other institution (as defined in 42 U.S.C. 1997)?	yes
	Does the agency prohibit the enlistment of services of any contractor who may have contact with inmates who has been convicted of engaging or attempting to engage in sexual activity in the community facilitated by force, overt or implied threats of force, or coercion, or if the victim did not consent or was unable to consent or refuse?	yes
	Does the agency prohibit the enlistment of services of any contractor who may have contact with inmates who has been civilly or administratively adjudicated to have engaged in the activity described in the two bullets immediately above?	yes

115.17 (b)	<b>Hiring and promotion decisions</b>	
	Does the agency consider any incidents of sexual harassment in determining whether to hire or promote anyone, or to enlist the services of any contractor, who may have contact with inmates?	yes

115.17 (c)	Hiring and promotion decisions	
	Before hiring new employees who may have contact with inmates, does the agency: perform a criminal background records check?	yes
	Before hiring new employees who may have contact with inmates, does the agency: consistent with Federal, State, and local law, make its best efforts to contact all prior institutional employers for information on substantiated allegations of sexual abuse or any resignation during a pending investigation of an allegation of sexual abuse?	yes

115.17 (d)	Hiring and promotion decisions	
	Does the agency perform a criminal background records check before enlisting the services of any contractor who may have contact with inmates?	yes

115.17 (e)	Hiring and promotion decisions	
	Does the agency either conduct criminal background records checks at least every five years of current employees and contractors who may have contact with inmates or have in place a system for otherwise capturing such information for current employees?	yes

115.17 (f)	Hiring and promotion decisions	
	Does the agency ask all applicants and employees who may have contact with inmates directly about previous misconduct described in paragraph (a) of this section in written applications or interviews for hiring or promotions?	yes
	Does the agency ask all applicants and employees who may have contact with inmates directly about previous misconduct described in paragraph (a) of this section in any interviews or written self-evaluations conducted as part of reviews of current employees?	yes
	Does the agency impose upon employees a continuing affirmative duty to disclose any such misconduct?	yes

<b>115.17 (g)</b>	<b>Hiring and promotion decisions</b>	
	Does the agency consider material omissions regarding such misconduct, or the provision of materially false information, grounds for termination?	yes

<b>115.17 (h)</b>	<b>Hiring and promotion decisions</b>	
	Does the agency provide information on substantiated allegations of sexual abuse or sexual harassment involving a former employee upon receiving a request from an institutional employer for whom such employee has applied to work? (N/A if providing information on substantiated allegations of sexual abuse or sexual harassment involving a former employee is prohibited by law.)	yes

<b>115.18 (a)</b>	<b>Upgrades to facilities and technologies</b>	
	If the agency designed or acquired any new facility or planned any substantial expansion or modification of existing facilities, did the agency consider the effect of the design, acquisition, expansion, or modification upon the agency's ability to protect inmates from sexual abuse? (N/A if agency/facility has not acquired a new facility or made a substantial expansion to existing facilities since August 20, 2012, or since the last PREA audit, whichever is later.)	yes

<b>115.18 (b)</b>	<b>Upgrades to facilities and technologies</b>	
	If the agency installed or updated a video monitoring system, electronic surveillance system, or other monitoring technology, did the agency consider how such technology may enhance the agency's ability to protect inmates from sexual abuse? (N/A if agency/facility has not installed or updated a video monitoring system, electronic surveillance system, or other monitoring technology since August 20, 2012, or since the last PREA audit, whichever is later.)	yes

115.21 (a)	<b>Evidence protocol and forensic medical examinations</b>	
	If the agency is responsible for investigating allegations of sexual abuse, does the agency follow a uniform evidence protocol that maximizes the potential for obtaining usable physical evidence for administrative proceedings and criminal prosecutions? (N/A if the agency/facility is not responsible for conducting any form of criminal OR administrative sexual abuse investigations.)	yes

115.21 (b)	<b>Evidence protocol and forensic medical examinations</b>	
	Is this protocol developmentally appropriate for youth where applicable? (N/A if the agency/facility is not responsible for conducting any form of criminal OR administrative sexual abuse investigations.)	yes
	Is this protocol, as appropriate, adapted from or otherwise based on the most recent edition of the U.S. Department of Justice’s Office on Violence Against Women publication, “A National Protocol for Sexual Assault Medical Forensic Examinations, Adults/Adolescents,” or similarly comprehensive and authoritative protocols developed after 2011? (N/A if the agency/facility is not responsible for conducting any form of criminal OR administrative sexual abuse investigations.)	yes

115.21 (c)	<b>Evidence protocol and forensic medical examinations</b>	
	Does the agency offer all victims of sexual abuse access to forensic medical examinations, whether on-site or at an outside facility, without financial cost, where evidentiarily or medically appropriate?	yes
	Are such examinations performed by Sexual Assault Forensic Examiners (SAFEs) or Sexual Assault Nurse Examiners (SANEs) where possible?	yes
	If SAFEs or SANEs cannot be made available, is the examination performed by other qualified medical practitioners (they must have been specifically trained to conduct sexual assault forensic exams)?	yes
	Has the agency documented its efforts to provide SAFEs or SANEs?	yes

115.21 (d)	<b>Evidence protocol and forensic medical examinations</b>	
	Does the agency attempt to make available to the victim a victim advocate from a rape crisis center?	yes
	If a rape crisis center is not available to provide victim advocate services, does the agency make available to provide these services a qualified staff member from a community-based organization, or a qualified agency staff member?	yes
	Has the agency documented its efforts to secure services from rape crisis centers?	yes

115.21 (e)	<b>Evidence protocol and forensic medical examinations</b>	
	As requested by the victim, does the victim advocate, qualified agency staff member, or qualified community-based organization staff member accompany and support the victim through the forensic medical examination process and investigatory interviews?	yes
	As requested by the victim, does this person provide emotional support, crisis intervention, information, and referrals?	yes

115.21 (f)	<b>Evidence protocol and forensic medical examinations</b>	
	If the agency itself is not responsible for investigating allegations of sexual abuse, has the agency requested that the investigating entity follow the requirements of paragraphs (a) through (e) of this section? (N/A if the agency/facility is responsible for conducting criminal AND administrative sexual abuse investigations.)	yes

115.21 (h)	<b>Evidence protocol and forensic medical examinations</b>	
	If the agency uses a qualified agency staff member or a qualified community-based staff member for the purposes of this section, has the individual been screened for appropriateness to serve in this role and received education concerning sexual assault and forensic examination issues in general? (N/A if agency attempts to make a victim advocate from a rape crisis center available to victims per 115.21(d) above.)	yes

115.22 (a)	<b>Policies to ensure referrals of allegations for investigations</b>	
	Does the agency ensure an administrative or criminal investigation is completed for all allegations of sexual abuse?	yes
	Does the agency ensure an administrative or criminal investigation is completed for all allegations of sexual harassment?	yes

115.22 (b)	<b>Policies to ensure referrals of allegations for investigations</b>	
	Does the agency have a policy and practice in place to ensure that allegations of sexual abuse or sexual harassment are referred for investigation to an agency with the legal authority to conduct criminal investigations, unless the allegation does not involve potentially criminal behavior?	yes
	Has the agency published such policy on its website or, if it does not have one, made the policy available through other means?	yes
	Does the agency document all such referrals?	yes

115.22 (c)	<b>Policies to ensure referrals of allegations for investigations</b>	
	If a separate entity is responsible for conducting criminal investigations, does such publication describe the responsibilities of both the agency and the investigating entity? (N/A if the agency/facility is responsible for criminal investigations. See 115.21(a).)	yes

115.31 (a)	<b>Employee training</b>	
	Does the agency train all employees who may have contact with inmates on its zero-tolerance policy for sexual abuse and sexual harassment?	yes
	Does the agency train all employees who may have contact with inmates on how to fulfill their responsibilities under agency sexual abuse and sexual harassment prevention, detection, reporting, and response policies and procedures?	yes
	Does the agency train all employees who may have contact with inmates on inmates' right to be free from sexual abuse and sexual harassment?	yes
	Does the agency train all employees who may have contact with inmates on the right of inmates and employees to be free from retaliation for reporting sexual abuse and sexual harassment?	yes
	Does the agency train all employees who may have contact with inmates on the dynamics of sexual abuse and sexual harassment in confinement?	yes
	Does the agency train all employees who may have contact with inmates on the common reactions of sexual abuse and sexual harassment victims?	yes
	Does the agency train all employees who may have contact with inmates on how to detect and respond to signs of threatened and actual sexual abuse?	yes
	Does the agency train all employees who may have contact with inmates on how to avoid inappropriate relationships with inmates?	yes
	Does the agency train all employees who may have contact with inmates on how to communicate effectively and professionally with inmates, including lesbian, gay, bisexual, transgender, intersex, or gender nonconforming inmates?	yes
	Does the agency train all employees who may have contact with inmates on how to comply with relevant laws related to mandatory reporting of sexual abuse to outside authorities?	yes

115.31 (b)	<b>Employee training</b>	
	Is such training tailored to the gender of the inmates at the employee's facility?	yes
	Have employees received additional training if reassigned from a facility that houses only male inmates to a facility that houses only female inmates, or vice versa?	yes

115.31 (c)	<b>Employee training</b>	
	Have all current employees who may have contact with inmates received such training?	yes
	Does the agency provide each employee with refresher training every two years to ensure that all employees know the agency's current sexual abuse and sexual harassment policies and procedures?	yes
	In years in which an employee does not receive refresher training, does the agency provide refresher information on current sexual abuse and sexual harassment policies?	yes

115.31 (d)	<b>Employee training</b>	
	Does the agency document, through employee signature or electronic verification, that employees understand the training they have received?	yes

115.32 (a)	<b>Volunteer and contractor training</b>	
	Has the agency ensured that all volunteers and contractors who have contact with inmates have been trained on their responsibilities under the agency's sexual abuse and sexual harassment prevention, detection, and response policies and procedures?	yes

115.32 (b)	<b>Volunteer and contractor training</b>	
	Have all volunteers and contractors who have contact with inmates been notified of the agency's zero-tolerance policy regarding sexual abuse and sexual harassment and informed how to report such incidents (the level and type of training provided to volunteers and contractors shall be based on the services they provide and level of contact they have with inmates)?	yes

<b>115.32 (c)</b>	<b>Volunteer and contractor training</b>	
	Does the agency maintain documentation confirming that volunteers and contractors understand the training they have received?	yes

<b>115.33 (a)</b>	<b>Inmate education</b>	
	During intake, do inmates receive information explaining the agency's zero-tolerance policy regarding sexual abuse and sexual harassment?	yes
	During intake, do inmates receive information explaining how to report incidents or suspicions of sexual abuse or sexual harassment?	yes

<b>115.33 (b)</b>	<b>Inmate education</b>	
	Within 30 days of intake, does the agency provide comprehensive education to inmates either in person or through video regarding: Their rights to be free from sexual abuse and sexual harassment?	yes
	Within 30 days of intake, does the agency provide comprehensive education to inmates either in person or through video regarding: Their rights to be free from retaliation for reporting such incidents?	yes
	Within 30 days of intake, does the agency provide comprehensive education to inmates either in person or through video regarding: Agency policies and procedures for responding to such incidents?	yes

<b>115.33 (c)</b>	<b>Inmate education</b>	
	Have all inmates received such education?	yes
	Do inmates receive education upon transfer to a different facility to the extent that the policies and procedures of the inmate's new facility differ from those of the previous facility?	yes

115.33 (d)	Inmate education	
	Does the agency provide inmate education in formats accessible to all inmates including those who are limited English proficient?	yes
	Does the agency provide inmate education in formats accessible to all inmates including those who are deaf?	yes
	Does the agency provide inmate education in formats accessible to all inmates including those who are visually impaired?	yes
	Does the agency provide inmate education in formats accessible to all inmates including those who are otherwise disabled?	yes
	Does the agency provide inmate education in formats accessible to all inmates including those who have limited reading skills?	yes

115.33 (e)	Inmate education	
	Does the agency maintain documentation of inmate participation in these education sessions?	yes

115.33 (f)	Inmate education	
	In addition to providing such education, does the agency ensure that key information is continuously and readily available or visible to inmates through posters, inmate handbooks, or other written formats?	yes

115.34 (a)	Specialized training: Investigations	
	In addition to the general training provided to all employees pursuant to §115.31, does the agency ensure that, to the extent the agency itself conducts sexual abuse investigations, its investigators have received training in conducting such investigations in confinement settings? (N/A if the agency does not conduct any form of administrative or criminal sexual abuse investigations. See 115.21(a).)	yes

115.34 (b)	<b>Specialized training: Investigations</b>	
	Does this specialized training include techniques for interviewing sexual abuse victims? (N/A if the agency does not conduct any form of administrative or criminal sexual abuse investigations. See 115.21(a).)	yes
	Does this specialized training include proper use of Miranda and Garrity warnings? (N/A if the agency does not conduct any form of administrative or criminal sexual abuse investigations. See 115.21(a).)	yes
	Does this specialized training include sexual abuse evidence collection in confinement settings? (N/A if the agency does not conduct any form of administrative or criminal sexual abuse investigations. See 115.21(a).)	yes
	Does this specialized training include the criteria and evidence required to substantiate a case for administrative action or prosecution referral? (N/A if the agency does not conduct any form of administrative or criminal sexual abuse investigations. See 115.21(a).)	yes

115.34 (c)	<b>Specialized training: Investigations</b>	
	Does the agency maintain documentation that agency investigators have completed the required specialized training in conducting sexual abuse investigations? (N/A if the agency does not conduct any form of administrative or criminal sexual abuse investigations. See 115.21(a).)	yes

115.35 (a)	<b>Specialized training: Medical and mental health care</b>	
	Does the agency ensure that all full- and part-time medical and mental health care practitioners who work regularly in its facilities have been trained in how to detect and assess signs of sexual abuse and sexual harassment?	yes
	Does the agency ensure that all full- and part-time medical and mental health care practitioners who work regularly in its facilities have been trained in how to preserve physical evidence of sexual abuse?	yes
	Does the agency ensure that all full- and part-time medical and mental health care practitioners who work regularly in its facilities have been trained in how to respond effectively and professionally to victims of sexual abuse and sexual harassment?	yes
	Does the agency ensure that all full- and part-time medical and mental health care practitioners who work regularly in its facilities have been trained in how and to whom to report allegations or suspicions of sexual abuse and sexual harassment?	yes

<b>115.35 (b)</b>	<b>Specialized training: Medical and mental health care</b>	
	If medical staff employed by the agency conduct forensic examinations, do such medical staff receive appropriate training to conduct such examinations? (N/A if agency medical staff at the facility do not conduct forensic exams.)	na

<b>115.35 (c)</b>	<b>Specialized training: Medical and mental health care</b>	
	Does the agency maintain documentation that medical and mental health practitioners have received the training referenced in this standard either from the agency or elsewhere?	yes

<b>115.35 (d)</b>	<b>Specialized training: Medical and mental health care</b>	
	Do medical and mental health care practitioners employed by the agency also receive training mandated for employees by §115.31?	yes
	Do medical and mental health care practitioners contracted by and volunteering for the agency also receive training mandated for contractors and volunteers by §115.32?	yes

<b>115.41 (a)</b>	<b>Screening for risk of victimization and abusiveness</b>	
	Are all inmates assessed during an intake screening for their risk of being sexually abused by other inmates or sexually abusive toward other inmates?	yes
	Are all inmates assessed upon transfer to another facility for their risk of being sexually abused by other inmates or sexually abusive toward other inmates?	yes

<b>115.41 (b)</b>	<b>Screening for risk of victimization and abusiveness</b>	
	Do intake screenings ordinarily take place within 72 hours of arrival at the facility?	yes

115.41 (c)	Screening for risk of victimization and abusiveness	
	Are all PREA screening assessments conducted using an objective screening instrument?	yes

115.41 (d)	Screening for risk of victimization and abusiveness	
	Does the intake screening consider, at a minimum, the following criteria to assess inmates for risk of sexual victimization: (1) Whether the inmate has a mental, physical, or developmental disability?	yes
	Does the intake screening consider, at a minimum, the following criteria to assess inmates for risk of sexual victimization: (2) The age of the inmate?	yes
	Does the intake screening consider, at a minimum, the following criteria to assess inmates for risk of sexual victimization: (3) The physical build of the inmate?	yes
	Does the intake screening consider, at a minimum, the following criteria to assess inmates for risk of sexual victimization: (4) Whether the inmate has previously been incarcerated?	yes
	Does the intake screening consider, at a minimum, the following criteria to assess inmates for risk of sexual victimization: (5) Whether the inmate's criminal history is exclusively nonviolent?	yes
	Does the intake screening consider, at a minimum, the following criteria to assess inmates for risk of sexual victimization: (6) Whether the inmate has prior convictions for sex offenses against an adult or child?	yes
	Does the intake screening consider, at a minimum, the following criteria to assess inmates for risk of sexual victimization: (7) Whether the inmate is or is perceived to be gay, lesbian, bisexual, transgender, intersex, or gender nonconforming (the facility affirmatively asks the inmate about his/her sexual orientation and gender identity AND makes a subjective determination based on the screener's perception whether the inmate is gender non-conforming or otherwise may be perceived to be LGBTI)?	yes
	Does the intake screening consider, at a minimum, the following criteria to assess inmates for risk of sexual victimization: (8) Whether the inmate has previously experienced sexual victimization?	yes
	Does the intake screening consider, at a minimum, the following criteria to assess inmates for risk of sexual victimization: (9) The inmate's own perception of vulnerability?	yes
	Does the intake screening consider, at a minimum, the following criteria to assess inmates for risk of sexual victimization: (10) Whether the inmate is detained solely for civil immigration purposes?	yes

115.41 (e)	Screening for risk of victimization and abusiveness	
	In assessing inmates for risk of being sexually abusive, does the initial PREA risk screening consider, when known to the agency: prior acts of sexual abuse?	yes
	In assessing inmates for risk of being sexually abusive, does the initial PREA risk screening consider, when known to the agency: prior convictions for violent offenses?	yes
	In assessing inmates for risk of being sexually abusive, does the initial PREA risk screening consider, when known to the agency: history of prior institutional violence or sexual abuse?	yes

115.41 (f)	Screening for risk of victimization and abusiveness	
	Within a set time period not more than 30 days from the inmate's arrival at the facility, does the facility reassess the inmate's risk of victimization or abusiveness based upon any additional, relevant information received by the facility since the intake screening?	no

115.41 (g)	Screening for risk of victimization and abusiveness	
	Does the facility reassess an inmate's risk level when warranted due to a: Referral?	yes
	Does the facility reassess an inmate's risk level when warranted due to a: Request?	yes
	Does the facility reassess an inmate's risk level when warranted due to a: Incident of sexual abuse?	yes
	Does the facility reassess an inmate's risk level when warranted due to a: Receipt of additional information that bears on the inmate's risk of sexual victimization or abusiveness?	yes

115.41 (h)	Screening for risk of victimization and abusiveness	
	Is it the case that inmates are not ever disciplined for refusing to answer, or for not disclosing complete information in response to, questions asked pursuant to paragraphs (d)(1), (d)(7), (d)(8), or (d)(9) of this section?	yes

<b>115.41 (i)</b>	<b>Screening for risk of victimization and abusiveness</b>	
	Has the agency implemented appropriate controls on the dissemination within the facility of responses to questions asked pursuant to this standard in order to ensure that sensitive information is not exploited to the inmate's detriment by staff or other inmates?	yes

<b>115.42 (a)</b>	<b>Use of screening information</b>	
	Does the agency use information from the risk screening required by § 115.41, with the goal of keeping separate those inmates at high risk of being sexually victimized from those at high risk of being sexually abusive, to inform: Housing Assignments?	yes
	Does the agency use information from the risk screening required by § 115.41, with the goal of keeping separate those inmates at high risk of being sexually victimized from those at high risk of being sexually abusive, to inform: Bed assignments?	yes
	Does the agency use information from the risk screening required by § 115.41, with the goal of keeping separate those inmates at high risk of being sexually victimized from those at high risk of being sexually abusive, to inform: Work Assignments?	yes
	Does the agency use information from the risk screening required by § 115.41, with the goal of keeping separate those inmates at high risk of being sexually victimized from those at high risk of being sexually abusive, to inform: Education Assignments?	yes
	Does the agency use information from the risk screening required by § 115.41, with the goal of keeping separate those inmates at high risk of being sexually victimized from those at high risk of being sexually abusive, to inform: Program Assignments?	yes

<b>115.42 (b)</b>	<b>Use of screening information</b>	
	Does the agency make individualized determinations about how to ensure the safety of each inmate?	yes

115.42 (c)	Use of screening information	
	When deciding whether to assign a transgender or intersex inmate to a facility for male or female inmates, does the agency consider on a case-by-case basis whether a placement would ensure the inmate's health and safety, and whether a placement would present management or security problems (NOTE: if an agency by policy or practice assigns inmates to a male or female facility on the basis of anatomy alone, that agency is not in compliance with this standard)?	yes
	When making housing or other program assignments for transgender or intersex inmates, does the agency consider on a case-by-case basis whether a placement would ensure the inmate's health and safety, and whether a placement would present management or security problems?	yes

115.42 (d)	Use of screening information	
	Are placement and programming assignments for each transgender or intersex inmate reassessed at least twice each year to review any threats to safety experienced by the inmate?	yes

115.42 (e)	Use of screening information	
	Are each transgender or intersex inmate's own views with respect to his or her own safety given serious consideration when making facility and housing placement decisions and programming assignments?	yes

115.42 (f)	Use of screening information	
	Are transgender and intersex inmates given the opportunity to shower separately from other inmates?	yes

115.42 (g)	Use of screening information	
	Unless placement is in a dedicated facility, unit, or wing established in connection with a consent decree, legal settlement, or legal judgment for the purpose of protecting lesbian, gay, bisexual, transgender, or intersex inmates, does the agency always refrain from placing: lesbian, gay, and bisexual inmates in dedicated facilities, units, or wings solely on the basis of such identification or status?	yes
	Unless placement is in a dedicated facility, unit, or wing established in connection with a consent decree, legal settlement, or legal judgment for the purpose of protecting lesbian, gay, bisexual, transgender, or intersex inmates, does the agency always refrain from placing: transgender inmates in dedicated facilities, units, or wings solely on the basis of such identification or status?	yes
	Unless placement is in a dedicated facility, unit, or wing established in connection with a consent decree, legal settlement, or legal judgment for the purpose of protecting lesbian, gay, bisexual, transgender, or intersex inmates, does the agency always refrain from placing: intersex inmates in dedicated facilities, units, or wings solely on the basis of such identification or status?	yes

115.43 (a)	Protective Custody	
	Does the facility always refrain from placing inmates at high risk for sexual victimization in involuntary segregated housing unless an assessment of all available alternatives has been made, and a determination has been made that there is no available alternative means of separation from likely abusers?	yes
	If a facility cannot conduct such an assessment immediately, does the facility hold the inmate in involuntary segregated housing for less than 24 hours while completing the assessment?	yes

115.43 (b)	Protective Custody	
	Do inmates who are placed in segregated housing because they are at high risk of sexual victimization have access to: Programs to the extent possible?	yes
	Do inmates who are placed in segregated housing because they are at high risk of sexual victimization have access to: Privileges to the extent possible?	yes
	Do inmates who are placed in segregated housing because they are at high risk of sexual victimization have access to: Education to the extent possible?	yes
	Do inmates who are placed in segregated housing because they are at high risk of sexual victimization have access to: Work opportunities to the extent possible?	yes
	If the facility restricts access to programs, privileges, education, or work opportunities, does the facility document: The opportunities that have been limited?	yes
	If the facility restricts access to programs, privileges, education, or work opportunities, does the facility document: The duration of the limitation?	yes
	If the facility restricts access to programs, privileges, education, or work opportunities, does the facility document: The reasons for such limitations?	yes

115.43 (c)	Protective Custody	
	Does the facility assign inmates at high risk of sexual victimization to involuntary segregated housing only until an alternative means of separation from likely abusers can be arranged?	yes
	Does such an assignment not ordinarily exceed a period of 30 days?	yes

115.43 (d)	Protective Custody	
	If an involuntary segregated housing assignment is made pursuant to paragraph (a) of this section, does the facility clearly document: The basis for the facility's concern for the inmate's safety?	yes
	If an involuntary segregated housing assignment is made pursuant to paragraph (a) of this section, does the facility clearly document: The reason why no alternative means of separation can be arranged?	yes

115.43 (e)	Protective Custody	
	In the case of each inmate who is placed in involuntary segregation because he/she is at high risk of sexual victimization, does the facility afford a review to determine whether there is a continuing need for separation from the general population EVERY 30 DAYS?	yes

115.51 (a)	Inmate reporting	
	Does the agency provide multiple internal ways for inmates to privately report: Sexual abuse and sexual harassment?	yes
	Does the agency provide multiple internal ways for inmates to privately report: Retaliation by other inmates or staff for reporting sexual abuse and sexual harassment?	yes
	Does the agency provide multiple internal ways for inmates to privately report: Staff neglect or violation of responsibilities that may have contributed to such incidents?	yes

115.51 (b)	Inmate reporting	
	Does the agency also provide at least one way for inmates to report sexual abuse or sexual harassment to a public or private entity or office that is not part of the agency?	yes
	Is that private entity or office able to receive and immediately forward inmate reports of sexual abuse and sexual harassment to agency officials?	yes
	Does that private entity or office allow the inmate to remain anonymous upon request?	yes
	Are inmates detained solely for civil immigration purposes provided information on how to contact relevant consular officials and relevant officials at the Department of Homeland Security?	yes

115.51 (c)	Inmate reporting	
	Does staff accept reports of sexual abuse and sexual harassment made verbally, in writing, anonymously, and from third parties?	yes
	Does staff promptly document any verbal reports of sexual abuse and sexual harassment?	yes

115.51 (d)	Inmate reporting	
	Does the agency provide a method for staff to privately report sexual abuse and sexual harassment of inmates?	yes

115.52 (a)	Exhaustion of administrative remedies	
	Is the agency exempt from this standard? NOTE: The agency is exempt ONLY if it does not have administrative procedures to address inmate grievances regarding sexual abuse. This does not mean the agency is exempt simply because an inmate does not have to or is not ordinarily expected to submit a grievance to report sexual abuse. This means that as a matter of explicit policy, the agency does not have an administrative remedies process to address sexual abuse.	no

115.52 (b)	Exhaustion of administrative remedies	
	Does the agency permit inmates to submit a grievance regarding an allegation of sexual abuse without any type of time limits? (The agency may apply otherwise-applicable time limits to any portion of a grievance that does not allege an incident of sexual abuse.) (N/A if agency is exempt from this standard.)	na
	Does the agency always refrain from requiring an inmate to use any informal grievance process, or to otherwise attempt to resolve with staff, an alleged incident of sexual abuse? (N/A if agency is exempt from this standard.)	na

115.52 (c)	Exhaustion of administrative remedies	
	Does the agency ensure that: An inmate who alleges sexual abuse may submit a grievance without submitting it to a staff member who is the subject of the complaint? (N/A if agency is exempt from this standard.)	na
	Does the agency ensure that: Such grievance is not referred to a staff member who is the subject of the complaint? (N/A if agency is exempt from this standard.)	na

115.52 (d)	Exhaustion of administrative remedies	
	Does the agency issue a final agency decision on the merits of any portion of a grievance alleging sexual abuse within 90 days of the initial filing of the grievance? (Computation of the 90-day time period does not include time consumed by inmates in preparing any administrative appeal.) (N/A if agency is exempt from this standard.)	na
	If the agency claims the maximum allowable extension of time to respond of up to 70 days per 115.52(d)(3) when the normal time period for response is insufficient to make an appropriate decision, does the agency notify the inmate in writing of any such extension and provide a date by which a decision will be made? (N/A if agency is exempt from this standard.)	na
	At any level of the administrative process, including the final level, if the inmate does not receive a response within the time allotted for reply, including any properly noticed extension, may an inmate consider the absence of a response to be a denial at that level? (N/A if agency is exempt from this standard.)	na

115.52 (e)	Exhaustion of administrative remedies	
	Are third parties, including fellow inmates, staff members, family members, attorneys, and outside advocates, permitted to assist inmates in filing requests for administrative remedies relating to allegations of sexual abuse? (N/A if agency is exempt from this standard.)	na
	Are those third parties also permitted to file such requests on behalf of inmates? (If a third party files such a request on behalf of an inmate, the facility may require as a condition of processing the request that the alleged victim agree to have the request filed on his or her behalf, and may also require the alleged victim to personally pursue any subsequent steps in the administrative remedy process.) (N/A if agency is exempt from this standard.)	na
	If the inmate declines to have the request processed on his or her behalf, does the agency document the inmate's decision? (N/A if agency is exempt from this standard.)	na

115.52 (f)	Exhaustion of administrative remedies	
	Has the agency established procedures for the filing of an emergency grievance alleging that an inmate is subject to a substantial risk of imminent sexual abuse? (N/A if agency is exempt from this standard.)	na
	After receiving an emergency grievance alleging an inmate is subject to a substantial risk of imminent sexual abuse, does the agency immediately forward the grievance (or any portion thereof that alleges the substantial risk of imminent sexual abuse) to a level of review at which immediate corrective action may be taken? (N/A if agency is exempt from this standard.)	na
	After receiving an emergency grievance described above, does the agency provide an initial response within 48 hours? (N/A if agency is exempt from this standard.)	na
	After receiving an emergency grievance described above, does the agency issue a final agency decision within 5 calendar days? (N/A if agency is exempt from this standard.)	na
	Does the initial response and final agency decision document the agency's determination whether the inmate is in substantial risk of imminent sexual abuse? (N/A if agency is exempt from this standard.)	na
	Does the initial response document the agency's action(s) taken in response to the emergency grievance? (N/A if agency is exempt from this standard.)	na
	Does the agency's final decision document the agency's action(s) taken in response to the emergency grievance? (N/A if agency is exempt from this standard.)	na

115.52 (g)	Exhaustion of administrative remedies	
	If the agency disciplines an inmate for filing a grievance related to alleged sexual abuse, does it do so ONLY where the agency demonstrates that the inmate filed the grievance in bad faith? (N/A if agency is exempt from this standard.)	na

115.53 (a)	<b>Inmate access to outside confidential support services</b>	
	Does the facility provide inmates with access to outside victim advocates for emotional support services related to sexual abuse by giving inmates mailing addresses and telephone numbers, including toll-free hotline numbers where available, of local, State, or national victim advocacy or rape crisis organizations?	yes
	Does the facility provide persons detained solely for civil immigration purposes mailing addresses and telephone numbers, including toll-free hotline numbers where available of local, State, or national immigrant services agencies?	yes
	Does the facility enable reasonable communication between inmates and these organizations and agencies, in as confidential a manner as possible?	yes

115.53 (b)	<b>Inmate access to outside confidential support services</b>	
	Does the facility inform inmates, prior to giving them access, of the extent to which such communications will be monitored and the extent to which reports of abuse will be forwarded to authorities in accordance with mandatory reporting laws?	yes

115.53 (c)	<b>Inmate access to outside confidential support services</b>	
	Does the agency maintain or attempt to enter into memoranda of understanding or other agreements with community service providers that are able to provide inmates with confidential emotional support services related to sexual abuse?	yes
	Does the agency maintain copies of agreements or documentation showing attempts to enter into such agreements?	yes

115.54 (a)	<b>Third-party reporting</b>	
	Has the agency established a method to receive third-party reports of sexual abuse and sexual harassment?	yes
	Has the agency distributed publicly information on how to report sexual abuse and sexual harassment on behalf of an inmate?	yes

115.61 (a)	Staff and agency reporting duties	
	Does the agency require all staff to report immediately and according to agency policy any knowledge, suspicion, or information regarding an incident of sexual abuse or sexual harassment that occurred in a facility, whether or not it is part of the agency?	yes
	Does the agency require all staff to report immediately and according to agency policy any knowledge, suspicion, or information regarding retaliation against inmates or staff who reported an incident of sexual abuse or sexual harassment?	yes
	Does the agency require all staff to report immediately and according to agency policy any knowledge, suspicion, or information regarding any staff neglect or violation of responsibilities that may have contributed to an incident of sexual abuse or sexual harassment or retaliation?	yes

115.61 (b)	Staff and agency reporting duties	
	Apart from reporting to designated supervisors or officials, does staff always refrain from revealing any information related to a sexual abuse report to anyone other than to the extent necessary, as specified in agency policy, to make treatment, investigation, and other security and management decisions?	yes

115.61 (c)	Staff and agency reporting duties	
	Unless otherwise precluded by Federal, State, or local law, are medical and mental health practitioners required to report sexual abuse pursuant to paragraph (a) of this section?	yes
	Are medical and mental health practitioners required to inform inmates of the practitioner's duty to report, and the limitations of confidentiality, at the initiation of services?	yes

115.61 (d)	Staff and agency reporting duties	
	If the alleged victim is under the age of 18 or considered a vulnerable adult under a State or local vulnerable persons statute, does the agency report the allegation to the designated State or local services agency under applicable mandatory reporting laws?	yes

<b>115.61 (e)</b>	<b>Staff and agency reporting duties</b>	
	Does the facility report all allegations of sexual abuse and sexual harassment, including third-party and anonymous reports, to the facility's designated investigators?	yes

<b>115.62 (a)</b>	<b>Agency protection duties</b>	
	When the agency learns that an inmate is subject to a substantial risk of imminent sexual abuse, does it take immediate action to protect the inmate?	yes

<b>115.63 (a)</b>	<b>Reporting to other confinement facilities</b>	
	Upon receiving an allegation that an inmate was sexually abused while confined at another facility, does the head of the facility that received the allegation notify the head of the facility or appropriate office of the agency where the alleged abuse occurred?	yes

<b>115.63 (b)</b>	<b>Reporting to other confinement facilities</b>	
	Is such notification provided as soon as possible, but no later than 72 hours after receiving the allegation?	yes

<b>115.63 (c)</b>	<b>Reporting to other confinement facilities</b>	
	Does the agency document that it has provided such notification?	yes

<b>115.63 (d)</b>	<b>Reporting to other confinement facilities</b>	
	Does the facility head or agency office that receives such notification ensure that the allegation is investigated in accordance with these standards?	yes

115.64 (a)	Staff first responder duties	
	Upon learning of an allegation that an inmate was sexually abused, is the first security staff member to respond to the report required to: Separate the alleged victim and abuser?	yes
	Upon learning of an allegation that an inmate was sexually abused, is the first security staff member to respond to the report required to: Preserve and protect any crime scene until appropriate steps can be taken to collect any evidence?	yes
	Upon learning of an allegation that an inmate was sexually abused, is the first security staff member to respond to the report required to: Request that the alleged victim not take any actions that could destroy physical evidence, including, as appropriate, washing, brushing teeth, changing clothes, urinating, defecating, smoking, drinking, or eating, if the abuse occurred within a time period that still allows for the collection of physical evidence?	yes
	Upon learning of an allegation that an inmate was sexually abused, is the first security staff member to respond to the report required to: Ensure that the alleged abuser does not take any actions that could destroy physical evidence, including, as appropriate, washing, brushing teeth, changing clothes, urinating, defecating, smoking, drinking, or eating, if the abuse occurred within a time period that still allows for the collection of physical evidence?	yes

115.64 (b)	Staff first responder duties	
	If the first staff responder is not a security staff member, is the responder required to request that the alleged victim not take any actions that could destroy physical evidence, and then notify security staff?	yes

115.65 (a)	Coordinated response	
	Has the facility developed a written institutional plan to coordinate actions among staff first responders, medical and mental health practitioners, investigators, and facility leadership taken in response to an incident of sexual abuse?	yes

<b>115.66 (a)</b>	<b>Preservation of ability to protect inmates from contact with abusers</b>	
	Are both the agency and any other governmental entities responsible for collective bargaining on the agency's behalf prohibited from entering into or renewing any collective bargaining agreement or other agreement that limit the agency's ability to remove alleged staff sexual abusers from contact with any inmates pending the outcome of an investigation or of a determination of whether and to what extent discipline is warranted?	yes

<b>115.67 (a)</b>	<b>Agency protection against retaliation</b>	
	Has the agency established a policy to protect all inmates and staff who report sexual abuse or sexual harassment or cooperate with sexual abuse or sexual harassment investigations from retaliation by other inmates or staff?	yes
	Has the agency designated which staff members or departments are charged with monitoring retaliation?	yes

<b>115.67 (b)</b>	<b>Agency protection against retaliation</b>	
	Does the agency employ multiple protection measures, such as housing changes or transfers for inmate victims or abusers, removal of alleged staff or inmate abusers from contact with victims, and emotional support services for inmates or staff who fear retaliation for reporting sexual abuse or sexual harassment or for cooperating with investigations?	yes

115.67 (c)	Agency protection against retaliation	
	Except in instances where the agency determines that a report of sexual abuse is unfounded, for at least 90 days following a report of sexual abuse, does the agency: Monitor the conduct and treatment of residents or staff who reported the sexual abuse to see if there are changes that may suggest possible retaliation by inmates or staff?	yes
	Except in instances where the agency determines that a report of sexual abuse is unfounded, for at least 90 days following a report of sexual abuse, does the agency: Monitor the conduct and treatment of inmates who were reported to have suffered sexual abuse to see if there are changes that may suggest possible retaliation by inmates or staff?	yes
	Except in instances where the agency determines that a report of sexual abuse is unfounded, for at least 90 days following a report of sexual abuse, does the agency: Act promptly to remedy any such retaliation?	yes
	Except in instances where the agency determines that a report of sexual abuse is unfounded, for at least 90 days following a report of sexual abuse, does the agency: Monitor any inmate disciplinary reports?	yes
	Except in instances where the agency determines that a report of sexual abuse is unfounded, for at least 90 days following a report of sexual abuse, does the agency: Monitor inmate housing changes?	yes
	Except in instances where the agency determines that a report of sexual abuse is unfounded, for at least 90 days following a report of sexual abuse, does the agency: Monitor inmate program changes?	yes
	Except in instances where the agency determines that a report of sexual abuse is unfounded, for at least 90 days following a report of sexual abuse, does the agency: Monitor negative performance reviews of staff?	yes
	Except in instances where the agency determines that a report of sexual abuse is unfounded, for at least 90 days following a report of sexual abuse, does the agency: Monitor reassignments of staff?	yes
	Does the agency continue such monitoring beyond 90 days if the initial monitoring indicates a continuing need?	yes

115.67 (d)	Agency protection against retaliation	
	In the case of inmates, does such monitoring also include periodic status checks?	yes

<b>115.67 (e)</b>	<b>Agency protection against retaliation</b>	
	If any other individual who cooperates with an investigation expresses a fear of retaliation, does the agency take appropriate measures to protect that individual against retaliation?	yes

<b>115.68 (a)</b>	<b>Post-allegation protective custody</b>	
	Is any and all use of segregated housing to protect an inmate who is alleged to have suffered sexual abuse subject to the requirements of § 115.43?	yes

<b>115.71 (a)</b>	<b>Criminal and administrative agency investigations</b>	
	When the agency conducts its own investigations into allegations of sexual abuse and sexual harassment, does it do so promptly, thoroughly, and objectively? (N/A if the agency/facility is not responsible for conducting any form of criminal OR administrative sexual abuse investigations. See 115.21(a).)	yes
	Does the agency conduct such investigations for all allegations, including third party and anonymous reports? (N/A if the agency/facility is not responsible for conducting any form of criminal OR administrative sexual abuse investigations. See 115.21(a).)	yes

<b>115.71 (b)</b>	<b>Criminal and administrative agency investigations</b>	
	Where sexual abuse is alleged, does the agency use investigators who have received specialized training in sexual abuse investigations as required by 115.34?	yes

<b>115.71 (c)</b>	<b>Criminal and administrative agency investigations</b>	
	Do investigators gather and preserve direct and circumstantial evidence, including any available physical and DNA evidence and any available electronic monitoring data?	yes
	Do investigators interview alleged victims, suspected perpetrators, and witnesses?	yes
	Do investigators review prior reports and complaints of sexual abuse involving the suspected perpetrator?	yes

<b>115.71 (d)</b>	<b>Criminal and administrative agency investigations</b>	
	When the quality of evidence appears to support criminal prosecution, does the agency conduct compelled interviews only after consulting with prosecutors as to whether compelled interviews may be an obstacle for subsequent criminal prosecution?	yes

<b>115.71 (e)</b>	<b>Criminal and administrative agency investigations</b>	
	Do agency investigators assess the credibility of an alleged victim, suspect, or witness on an individual basis and not on the basis of that individual's status as inmate or staff?	yes
	Does the agency investigate allegations of sexual abuse without requiring an inmate who alleges sexual abuse to submit to a polygraph examination or other truth-telling device as a condition for proceeding?	yes

<b>115.71 (f)</b>	<b>Criminal and administrative agency investigations</b>	
	Do administrative investigations include an effort to determine whether staff actions or failures to act contributed to the abuse?	yes
	Are administrative investigations documented in written reports that include a description of the physical evidence and testimonial evidence, the reasoning behind credibility assessments, and investigative facts and findings?	yes

<b>115.71 (g)</b>	<b>Criminal and administrative agency investigations</b>	
	Are criminal investigations documented in a written report that contains a thorough description of the physical, testimonial, and documentary evidence and attaches copies of all documentary evidence where feasible?	yes

<b>115.71 (h)</b>	<b>Criminal and administrative agency investigations</b>	
	Are all substantiated allegations of conduct that appears to be criminal referred for prosecution?	yes

<b>115.71 (i)</b>	<b>Criminal and administrative agency investigations</b>	
	Does the agency retain all written reports referenced in 115.71(f) and (g) for as long as the alleged abuser is incarcerated or employed by the agency, plus five years?	yes

<b>115.71 (j)</b>	<b>Criminal and administrative agency investigations</b>	
	Does the agency ensure that the departure of an alleged abuser or victim from the employment or control of the agency does not provide a basis for terminating an investigation?	yes

<b>115.71 (l)</b>	<b>Criminal and administrative agency investigations</b>	
	When an outside entity investigates sexual abuse, does the facility cooperate with outside investigators and endeavor to remain informed about the progress of the investigation? (N/A if an outside agency does not conduct administrative or criminal sexual abuse investigations. See 115.21(a).)	yes

<b>115.72 (a)</b>	<b>Evidentiary standard for administrative investigations</b>	
	Is it true that the agency does not impose a standard higher than a preponderance of the evidence in determining whether allegations of sexual abuse or sexual harassment are substantiated?	yes

<b>115.73 (a)</b>	<b>Reporting to inmates</b>	
	Following an investigation into an inmate's allegation that he or she suffered sexual abuse in an agency facility, does the agency inform the inmate as to whether the allegation has been determined to be substantiated, unsubstantiated, or unfounded?	yes

<b>115.73 (b)</b>	<b>Reporting to inmates</b>	
	If the agency did not conduct the investigation into an inmate's allegation of sexual abuse in an agency facility, does the agency request the relevant information from the investigative agency in order to inform the inmate? (N/A if the agency/facility is responsible for conducting administrative and criminal investigations.)	yes

115.73 (c)	Reporting to inmates	
	Following a inmate's allegation that a staff member has committed sexual abuse against the resident, unless the agency has determined that the allegation is unfounded, or unless the resident has been released from custody, does the agency subsequently inform the resident whenever: The staff member is no longer posted within the inmate's unit?	yes
	Following a inmate's allegation that a staff member has committed sexual abuse against the resident, unless the agency has determined that the allegation is unfounded, or unless the resident has been released from custody, does the agency subsequently inform the resident whenever: The staff member is no longer employed at the facility?	yes
	Following a inmate's allegation that a staff member has committed sexual abuse against the resident, unless the agency has determined that the allegation is unfounded, or unless the resident has been released from custody, does the agency subsequently inform the resident whenever: The agency learns that the staff member has been indicted on a charge related to sexual abuse in the facility?	yes
	Following a inmate's allegation that a staff member has committed sexual abuse against the resident, unless the agency has determined that the allegation is unfounded, or unless the resident has been released from custody, does the agency subsequently inform the resident whenever: The agency learns that the staff member has been convicted on a charge related to sexual abuse within the facility?	yes

115.73 (d)	Reporting to inmates	
	Following an inmate's allegation that he or she has been sexually abused by another inmate, does the agency subsequently inform the alleged victim whenever: The agency learns that the alleged abuser has been indicted on a charge related to sexual abuse within the facility?	yes
	Following an inmate's allegation that he or she has been sexually abused by another inmate, does the agency subsequently inform the alleged victim whenever: The agency learns that the alleged abuser has been convicted on a charge related to sexual abuse within the facility?	yes

<b>115.73 (e)</b>	<b>Reporting to inmates</b>	
	Does the agency document all such notifications or attempted notifications?	yes

<b>115.76 (a)</b>	<b>Disciplinary sanctions for staff</b>	
	Are staff subject to disciplinary sanctions up to and including termination for violating agency sexual abuse or sexual harassment policies?	yes

<b>115.76 (b)</b>	<b>Disciplinary sanctions for staff</b>	
	Is termination the presumptive disciplinary sanction for staff who have engaged in sexual abuse?	yes

<b>115.76 (c)</b>	<b>Disciplinary sanctions for staff</b>	
	Are disciplinary sanctions for violations of agency policies relating to sexual abuse or sexual harassment (other than actually engaging in sexual abuse) commensurate with the nature and circumstances of the acts committed, the staff member's disciplinary history, and the sanctions imposed for comparable offenses by other staff with similar histories?	yes

<b>115.76 (d)</b>	<b>Disciplinary sanctions for staff</b>	
	Are all terminations for violations of agency sexual abuse or sexual harassment policies, or resignations by staff who would have been terminated if not for their resignation, reported to: Law enforcement agencies(unless the activity was clearly not criminal)?	yes
	Are all terminations for violations of agency sexual abuse or sexual harassment policies, or resignations by staff who would have been terminated if not for their resignation, reported to: Relevant licensing bodies?	yes

115.77 (a)	<b>Corrective action for contractors and volunteers</b>	
	Is any contractor or volunteer who engages in sexual abuse prohibited from contact with inmates?	yes
	Is any contractor or volunteer who engages in sexual abuse reported to: Law enforcement agencies (unless the activity was clearly not criminal)?	yes
	Is any contractor or volunteer who engages in sexual abuse reported to: Relevant licensing bodies?	yes

115.77 (b)	<b>Corrective action for contractors and volunteers</b>	
	In the case of any other violation of agency sexual abuse or sexual harassment policies by a contractor or volunteer, does the facility take appropriate remedial measures, and consider whether to prohibit further contact with inmates?	yes

115.78 (a)	<b>Disciplinary sanctions for inmates</b>	
	Following an administrative finding that an inmate engaged in inmate-on-inmate sexual abuse, or following a criminal finding of guilt for inmate-on-inmate sexual abuse, are inmates subject to disciplinary sanctions pursuant to a formal disciplinary process?	yes

115.78 (b)	<b>Disciplinary sanctions for inmates</b>	
	Are sanctions commensurate with the nature and circumstances of the abuse committed, the inmate's disciplinary history, and the sanctions imposed for comparable offenses by other inmates with similar histories?	yes

115.78 (c)	<b>Disciplinary sanctions for inmates</b>	
	When determining what types of sanction, if any, should be imposed, does the disciplinary process consider whether an inmate's mental disabilities or mental illness contributed to his or her behavior?	yes

<b>115.78 (d)</b>	<b>Disciplinary sanctions for inmates</b>	
	If the facility offers therapy, counseling, or other interventions designed to address and correct underlying reasons or motivations for the abuse, does the facility consider whether to require the offending inmate to participate in such interventions as a condition of access to programming and other benefits?	yes

<b>115.78 (e)</b>	<b>Disciplinary sanctions for inmates</b>	
	Does the agency discipline an inmate for sexual contact with staff only upon a finding that the staff member did not consent to such contact?	yes

<b>115.78 (f)</b>	<b>Disciplinary sanctions for inmates</b>	
	For the purpose of disciplinary action does a report of sexual abuse made in good faith based upon a reasonable belief that the alleged conduct occurred NOT constitute falsely reporting an incident or lying, even if an investigation does not establish evidence sufficient to substantiate the allegation?	yes

<b>115.78 (g)</b>	<b>Disciplinary sanctions for inmates</b>	
	Does the agency always refrain from considering non-coercive sexual activity between inmates to be sexual abuse? (N/A if the agency does not prohibit all sexual activity between inmates.)	yes

<b>115.81 (a)</b>	<b>Medical and mental health screenings; history of sexual abuse</b>	
	If the screening pursuant to § 115.41 indicates that a prison inmate has experienced prior sexual victimization, whether it occurred in an institutional setting or in the community, do staff ensure that the inmate is offered a follow-up meeting with a medical or mental health practitioner within 14 days of the intake screening?	yes

115.81 (b)	<b>Medical and mental health screenings; history of sexual abuse</b>	
	If the screening pursuant to § 115.41 indicates that a prison inmate has previously perpetrated sexual abuse, whether it occurred in an institutional setting or in the community, do staff ensure that the inmate is offered a follow-up meeting with a mental health practitioner within 14 days of the intake screening? (N/A if the facility is not a prison.)	yes

115.81 (c)	<b>Medical and mental health screenings; history of sexual abuse</b>	
	If the screening pursuant to § 115.41 indicates that a jail inmate has experienced prior sexual victimization, whether it occurred in an institutional setting or in the community, do staff ensure that the inmate is offered a follow-up meeting with a medical or mental health practitioner within 14 days of the intake screening?	yes

115.81 (d)	<b>Medical and mental health screenings; history of sexual abuse</b>	
	Is any information related to sexual victimization or abusiveness that occurred in an institutional setting strictly limited to medical and mental health practitioners and other staff as necessary to inform treatment plans and security management decisions, including housing, bed, work, education, and program assignments, or as otherwise required by Federal, State, or local law?	yes

115.81 (e)	<b>Medical and mental health screenings; history of sexual abuse</b>	
	Do medical and mental health practitioners obtain informed consent from inmates before reporting information about prior sexual victimization that did not occur in an institutional setting, unless the inmate is under the age of 18?	yes

115.82 (a)	<b>Access to emergency medical and mental health services</b>	
	Do inmate victims of sexual abuse receive timely, unimpeded access to emergency medical treatment and crisis intervention services, the nature and scope of which are determined by medical and mental health practitioners according to their professional judgment?	yes

115.82 (b)	<b>Access to emergency medical and mental health services</b>	
	If no qualified medical or mental health practitioners are on duty at the time a report of recent sexual abuse is made, do security staff first responders take preliminary steps to protect the victim pursuant to § 115.62?	yes
	Do security staff first responders immediately notify the appropriate medical and mental health practitioners?	yes

115.82 (c)	<b>Access to emergency medical and mental health services</b>	
	Are inmate victims of sexual abuse offered timely information about and timely access to emergency contraception and sexually transmitted infections prophylaxis, in accordance with professionally accepted standards of care, where medically appropriate?	yes

115.82 (d)	<b>Access to emergency medical and mental health services</b>	
	Are treatment services provided to the victim without financial cost and regardless of whether the victim names the abuser or cooperates with any investigation arising out of the incident?	yes

115.83 (a)	<b>Ongoing medical and mental health care for sexual abuse victims and abusers</b>	
	Does the facility offer medical and mental health evaluation and, as appropriate, treatment to all inmates who have been victimized by sexual abuse in any prison, jail, lockup, or juvenile facility?	yes

115.83 (b)	<b>Ongoing medical and mental health care for sexual abuse victims and abusers</b>	
	Does the evaluation and treatment of such victims include, as appropriate, follow-up services, treatment plans, and, when necessary, referrals for continued care following their transfer to, or placement in, other facilities, or their release from custody?	yes

<b>115.83 (c)</b>	<b>Ongoing medical and mental health care for sexual abuse victims and abusers</b>	
	Does the facility provide such victims with medical and mental health services consistent with the community level of care?	yes

<b>115.83 (d)</b>	<b>Ongoing medical and mental health care for sexual abuse victims and abusers</b>	
	Are inmate victims of sexually abusive vaginal penetration while incarcerated offered pregnancy tests? (N/A if all-male facility.)	yes

<b>115.83 (e)</b>	<b>Ongoing medical and mental health care for sexual abuse victims and abusers</b>	
	If pregnancy results from the conduct described in paragraph § 115.83(d), do such victims receive timely and comprehensive information about and timely access to all lawful pregnancy-related medical services? (N/A if all-male facility.)	yes

<b>115.83 (f)</b>	<b>Ongoing medical and mental health care for sexual abuse victims and abusers</b>	
	Are inmate victims of sexual abuse while incarcerated offered tests for sexually transmitted infections as medically appropriate?	yes

<b>115.83 (g)</b>	<b>Ongoing medical and mental health care for sexual abuse victims and abusers</b>	
	Are treatment services provided to the victim without financial cost and regardless of whether the victim names the abuser or cooperates with any investigation arising out of the incident?	yes

<b>115.83 (h)</b>	<b>Ongoing medical and mental health care for sexual abuse victims and abusers</b>	
	If the facility is a prison, does it attempt to conduct a mental health evaluation of all known inmate-on-inmate abusers within 60 days of learning of such abuse history and offer treatment when deemed appropriate by mental health practitioners? (NA if the facility is a jail.)	yes

<b>115.86 (a)</b>	<b>Sexual abuse incident reviews</b>	
	Does the facility conduct a sexual abuse incident review at the conclusion of every sexual abuse investigation, including where the allegation has not been substantiated, unless the allegation has been determined to be unfounded?	yes

<b>115.86 (b)</b>	<b>Sexual abuse incident reviews</b>	
	Does such review ordinarily occur within 30 days of the conclusion of the investigation?	yes

<b>115.86 (c)</b>	<b>Sexual abuse incident reviews</b>	
	Does the review team include upper-level management officials, with input from line supervisors, investigators, and medical or mental health practitioners?	yes

115.86 (d)	<b>Sexual abuse incident reviews</b>	
	Does the review team: Consider whether the allegation or investigation indicates a need to change policy or practice to better prevent, detect, or respond to sexual abuse?	yes
	Does the review team: Consider whether the incident or allegation was motivated by race; ethnicity; gender identity; lesbian, gay, bisexual, transgender, or intersex identification, status, or perceived status; gang affiliation; or other group dynamics at the facility?	yes
	Does the review team: Examine the area in the facility where the incident allegedly occurred to assess whether physical barriers in the area may enable abuse?	yes
	Does the review team: Assess the adequacy of staffing levels in that area during different shifts?	yes
	Does the review team: Assess whether monitoring technology should be deployed or augmented to supplement supervision by staff?	yes
	Does the review team: Prepare a report of its findings, including but not necessarily limited to determinations made pursuant to §§ 115.86(d)(1)-(d)(5), and any recommendations for improvement and submit such report to the facility head and PREA compliance manager?	yes

115.86 (e)	<b>Sexual abuse incident reviews</b>	
	Does the facility implement the recommendations for improvement, or document its reasons for not doing so?	yes

115.87 (a)	<b>Data collection</b>	
	Does the agency collect accurate, uniform data for every allegation of sexual abuse at facilities under its direct control using a standardized instrument and set of definitions?	yes

115.87 (b)	<b>Data collection</b>	
	Does the agency aggregate the incident-based sexual abuse data at least annually?	yes

<b>115.87 (c)</b>	<b>Data collection</b>	
	Does the incident-based data include, at a minimum, the data necessary to answer all questions from the most recent version of the Survey of Sexual Violence conducted by the Department of Justice?	yes

<b>115.87 (d)</b>	<b>Data collection</b>	
	Does the agency maintain, review, and collect data as needed from all available incident-based documents, including reports, investigation files, and sexual abuse incident reviews?	yes

<b>115.87 (e)</b>	<b>Data collection</b>	
	Does the agency also obtain incident-based and aggregated data from every private facility with which it contracts for the confinement of its inmates? (N/A if agency does not contract for the confinement of its inmates.)	yes

<b>115.87 (f)</b>	<b>Data collection</b>	
	Does the agency, upon request, provide all such data from the previous calendar year to the Department of Justice no later than June 30? (N/A if DOJ has not requested agency data.)	yes

<b>115.88 (a)</b>	<b>Data review for corrective action</b>	
	Does the agency review data collected and aggregated pursuant to § 115.87 in order to assess and improve the effectiveness of its sexual abuse prevention, detection, and response policies, practices, and training, including by: Identifying problem areas?	yes
	Does the agency review data collected and aggregated pursuant to § 115.87 in order to assess and improve the effectiveness of its sexual abuse prevention, detection, and response policies, practices, and training, including by: Taking corrective action on an ongoing basis?	yes
	Does the agency review data collected and aggregated pursuant to § 115.87 in order to assess and improve the effectiveness of its sexual abuse prevention, detection, and response policies, practices, and training, including by: Preparing an annual report of its findings and corrective actions for each facility, as well as the agency as a whole?	yes

<b>115.88 (b)</b>	<b>Data review for corrective action</b>	
	Does the agency's annual report include a comparison of the current year's data and corrective actions with those from prior years and provide an assessment of the agency's progress in addressing sexual abuse?	yes

<b>115.88 (c)</b>	<b>Data review for corrective action</b>	
	Is the agency's annual report approved by the agency head and made readily available to the public through its website or, if it does not have one, through other means?	yes

<b>115.88 (d)</b>	<b>Data review for corrective action</b>	
	Does the agency indicate the nature of the material redacted where it redacts specific material from the reports when publication would present a clear and specific threat to the safety and security of a facility?	yes

<b>115.89 (a)</b>	<b>Data storage, publication, and destruction</b>	
	Does the agency ensure that data collected pursuant to § 115.87 are securely retained?	yes

<b>115.89 (b)</b>	<b>Data storage, publication, and destruction</b>	
	Does the agency make all aggregated sexual abuse data, from facilities under its direct control and private facilities with which it contracts, readily available to the public at least annually through its website or, if it does not have one, through other means?	yes

<b>115.89 (c)</b>	<b>Data storage, publication, and destruction</b>	
	Does the agency remove all personal identifiers before making aggregated sexual abuse data publicly available?	yes

<b>115.89 (d)</b>	<b>Data storage, publication, and destruction</b>	
	Does the agency maintain sexual abuse data collected pursuant to § 115.87 for at least 10 years after the date of the initial collection, unless Federal, State, or local law requires otherwise?	yes

<b>115.401 (a)</b>	<b>Frequency and scope of audits</b>	
	During the three-year period starting on August 20, 2013, and during each three-year period thereafter, did the agency ensure that each facility operated by the agency, or by a private organization on behalf of the agency, was audited at least once.? (N/A before August 20, 2016.)	yes

<b>115.401 (b)</b>	<b>Frequency and scope of audits</b>	
	During each one-year period starting on August 20, 2013, did the agency ensure that at least one-third of each facility type operated by the agency, or by a private organization on behalf of the agency, was audited?	yes

<b>115.401 (h)</b>	<b>Frequency and scope of audits</b>	
	Did the auditor have access to, and the ability to observe, all areas of the audited facility?	yes

<b>115.401 (i)</b>	<b>Frequency and scope of audits</b>	
	Was the auditor permitted to request and receive copies of any relevant documents (including electronically stored information)?	yes

<b>115.401 (m)</b>	<b>Frequency and scope of audits</b>	
	Was the auditor permitted to conduct private interviews with inmates, residents, and detainees?	yes

<b>115.401 (n)</b>	<b>Frequency and scope of audits</b>	
	Were inmates permitted to send confidential information or correspondence to the auditor in the same manner as if they were communicating with legal counsel?	yes

<b>115.403 (f)</b>	<b>Audit contents and findings</b>	
	The agency has published on its agency website, if it has one, or has otherwise made publicly available, all Final Audit Reports within 90 days of issuance by auditor. The review period is for prior audits completed during the past three years PRECEDING THIS AGENCY AUDIT. In the case of single facility agencies, the auditor shall ensure that the facility's last audit report was published. The pendency of any agency appeal pursuant to 28 C.F.R. § 115.405 does not excuse noncompliance with this provision. (N/A if there have been no Final Audit Reports issued in the past three years, or in the case of single facility agencies that there has never been a Final Audit Report issued.)	yes