

# PREA Facility Audit Report: Final

**Name of Facility:** Jackson Correctional Institution

**Facility Type:** Prison / Jail

**Date Interim Report Submitted:** 11/26/2018

**Date Final Report Submitted:** 06/24/2019

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> Steven Cubello	<b>Date of Signature:</b> 06/24/2019

AUDITOR INFORMATION	
<b>Auditor name:</b>	Cubello, Steven
<b>Address:</b>	
<b>Email:</b>	Steven.Cubello@maryland.gov
<b>Telephone number:</b>	
<b>Start Date of On-Site Audit:</b>	09/19/18
<b>End Date of On-Site Audit:</b>	09/20/18

FACILITY INFORMATION	
<b>Facility name:</b>	Jackson Correctional Institution
<b>Facility physical address:</b>	N6500 Haipek Road, Black River Falls, Wisconsin - 54615
<b>Facility Phone</b>	715-284-4550
<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>	Kevin Garceau	<b>Title:</b>	Security Director
<b>Email Address:</b>	KevinR.Garceau@wisconsin.gov	<b>Telephone Number:</b>	715-284-7350

Warden/Superintendent			
<b>Name:</b>	Lizzie Tegels	<b>Title:</b>	Warden
<b>Email Address:</b>	Elizabeth.Tegels@wisconsin.gov	<b>Telephone Number:</b>	715-284-4550 x7302

Facility PREA Compliance Manager			
<b>Name:</b>		<b>Email Address:</b>	
<b>Name:</b>	Kevin Garceau	<b>Email Address:</b>	KevinR.Garceau@wisconsin.gov

Facility Health Service Administrator			
<b>Name:</b>	Tammy Maassen	<b>Title:</b>	Health Services Supervisor
<b>Email Address:</b>	Tammy.Maassen@wisconsin.gov	<b>Telephone Number:</b>	715-284-4550 x7370

Facility Characteristics		
<b>Designed facility capacity:</b>	837	
<b>Current population of facility:</b>	1001	
<b>Age Range</b>	Adults: 19-80	Youthful Residents: N/A
<b>Facility security level/inmate custody levels:</b>	Medium	
<b>Number of staff currently employed at the facility who may have contact with inmates:</b>	292	

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>	Kevin Carr	<b>Title:</b>	Secretary
<b>Email Address:</b>	Kevin.Carr@wisconsin.gov	<b>Telephone Number:</b>	(608) 240-5065

Agency-Wide PREA Coordinator Information			
<b>Name:</b>	Leigha Weber	<b>Email Address:</b>	Leigha.Weber@wisconsin.gov



## 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 (PREA) on-site audit of Jackson Correctional Institution (JCI) was conducted on September 19, 2018-September 20, 2018, by Steven Cubello (Lead Auditor) and Howard Ray from Maryland, U.S Department of Justice Certified PREA Auditors for Adult Jails and Prisons. This audit was conducted as part of an interstate consortium consisting of Pennsylvania, Maryland, Michigan, and Wisconsin. Audit notices were posted throughout the facility six weeks prior to the onsite review. Leigha Weber, Wisconsin PREA Coordinator verified by email that the notices were posted, documenting the timely posting of the notices. To date, the Auditor has received 2 letters from inmates at this facility.

The audit was conducted using the Online Audit System (PREA OAS) developed by the PREA Resource Center. The JCI staff was requested to complete the Pre-Audit Questionnaire, and it was provided to the auditors along with supporting documents that was uploaded to the PREA OAS in the weeks preceding the on-site review part of the audit. The Pre-Audit preparation by the auditors included a thorough review of all documentation and materials submitted by the facility along with the data included in the completed Pre-Audit Questionnaire. Also, the Auditors contacted the advocacy group that the facility contracts with who was able to give us some valuable insight into the conditions in the facility. The documentation review included agency policies, 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. The review prompted some questions that were asked of the PREA compliance manager during the on-site visit.

On September 19, 2018, the Auditors entered JCI at approximately 0900 hours and an entrance conference occurred shortly thereafter. Present were Lizzie Tegels, JCI Warden; Chris Buesgen, JCI Deputy Warden; Kevin Garceau, JCI PREA Compliance Manager; and Leigha Weber, WIDOC PREA Coordinator. After the entrance conference, a tour of the facility was conducted. At the request of the Auditors, a staff roster (names, shift worked, job classification) and a current list of inmate names was provided. The auditors were provided private offices that could be used for interviews. Inmate and Staff interviewees were conducted using the recommended U.S Dept. of Justice protocols. Random Inmate interviewees were selected based on their housing area and when they entered into JCI. Targeted inmate interviews were based on the PREA handbook guidelines requiring certain categories of inmates to be interviewed and those inmates who requested to speak to the auditors. Staff interviewees included specialized staff and random staff. JCI has an adequate number of staff that works at this facility, some staff have multiple responsibilities.

During the tour, the auditor considered such things as supervision levels, blind spots, compliance with policies, and the overall safety of inmates in this facility. As the tour progressed the auditor observed the placement of cameras, mirrors, staff supervision, cell layout including showers, bathroom stalls, placement of posters and other PREA related information. There were no cameras placed unnecessarily that would infringe on inmate privacy. There were adequate number of signs placed in the facility

providing PREA information and the right to be free from sexual abuse and sexual harassment. The shower area allowed inmates to shower separately and shower stalls have curtains for additional privacy. The bathroom/toilet area is enclosed allowing inmates privacy while still meeting security needs.

To summarize the tour, JCI was very well run. It is obvious that staff care about PREA and the inmates in general. The staff and inmates were very well informed about PREA. Staff knew exactly what to do if an incident were to occur and they understood the agencies policy on PREA.

The Auditors were treated with great hospitality during our stay at JCI. All the staff and inmates were made readily available. We were provided with all documentation that was requested and we were given access to all parts of the facility during the tour.

The Auditors conducted an exit conference on Thursday, September 20, 2018. At this time the auditors informed JCI Staff and the WIDOC PREA Coordinator that the onsite portion of the audit was complete however the auditors would be continuing to review documentation and would likely be asking for additional documentation in the coming weeks. There were a few interviews that could not be conducted onsite, but were conducted by phone after the onsite portion.

## 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.

### Facility Characteristics:

JCI is located at N6500 Haipek Rd, Black River Falls, WI 54615-0232. It spans 42 acres within a land parcel totaling just over 251 acres. JCI began receiving its first inmates in May of 1996. The designated operating capacity at JCI is 837 inmates. They house medium security level inmates. JCI's goal is to provide the protection to the public, staff, and inmates while offering the inmates positive behavioral options and programming to enhance their successful reintegration back into society.

JCI has 198 uniformed staff consisting of 14 Security Supervisors, 56 Correctional Sergeants and 128 Correctional Officer positions. JCI also has 86 non-uniformed staff.

JCI is comprised of multiple buildings with 5 housing areas:

1. Melrose Housing Unit- 104 cell unit which provides housing for 202 inmates (max capacity).
2. Neillsville Housing Unit- 104 cell unit which provides housing for 202 inmates (max capacity).
3. Oxbox Housing Unit- 104 cell unit which provides housing for 202 inmates (max capacity).
4. Quarry Housing Unit- - 104 cell unit which provides housing for 202 inmates (max capacity).
5. X Building- is a 154 bed barracks style housing unit which serves as the reception and orientation unit for all inmates that arrive at JCI.

JCI also has a chapel, a badger industries building, and a multi-purpose building which includes a rec area, laundry room, and indoor gym.

## 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:

115.42: JCI is not using the information obtained from the risk screening in determining work/housing assignments. The goal is to keep those inmates who score at high risk of being sexually victimized from those at high risk of being sexually abusive.

115.53: JCI has recently entered into an agreement with the Bolton Refuge House to provide outside emotional support services. While an agreement is in place, none of the inmates interviewed knew about this service.

115.81: JCI was not able to provide adequate documentation showing that they have seen inmates who were referred to mental health for a follow-up based on the intake screening.

### Summary of Corrective Action Period:

JCI was placed into a Corrective Action Period (CAP) for being found non-compliant on 3 standards (115.42, 115.53, & 115.81). JCI was provided with guidance from the Auditor in order to comply with each standard that it did not meet. During the CAP, JCI completed all of the deficient items and is now in full compliance with all of the standards. Please refer to each individual standard for the details on how each standard was found to be compliant.

Number of Standards Exceeded: 0

Number of Standards Met: 45

115.11, 115.12, 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, 115.41, 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: 0



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<b>Standards</b>
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<b>Auditor Overall Determination Definitions</b>
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- 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)

<b>Auditor Discussion Instructions</b>
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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 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 and Manager</li> </ol> <p>Findings (By Subsection):</p> <p>115.11 (a) Wisconsin Department of Corrections (WIDOC) has a comprehensive policy on sexual abuse and sexual harassment. Executive Directive 72, Sexual Abuse and Sexual Harassment in Confinement (PREA), Section V clearly states that they have a zero tolerance for sexual abuse and sexual harassment in all of its facilities, including those in which they contract with.</p> <p>115.11 (b) WIDOC has designated Leigha Weber as agency-wide PREA coordinator. Ms. Weber reports that she 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) Jackson Correctional Institution (JCI) has designated Kevin Garceau as the facilities PREA Compliance Manager. Mr. Garceau reports that he has sufficient time and authority to coordinate the facility's efforts to comply with the PREA standards.</p> <p>Corrective Action: None</p>

<b>115.12</b>	<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, Site Review):</p> <ol style="list-style-type: none"> <li>1. Pre-Audit Questionnaire</li> <li>2. Signed confinement contracts</li> <li>3. Correspondence with the contract administrator</li> </ol> <p>Findings (By Subsection):</p> <p>115.12 (a) WIDOC contracts with 7 other entities for the confinement of its inmates. All of the contracts require that entity to adopt and comply with the PREA standards.</p> <p>115.12 (b) WIDOC has a policy in place to ensure that the contractor is complying with the PREA standards.</p>

<b>115.13</b>	<b>Supervision and monitoring</b>
	<p data-bbox="305 157 906 189"><b>Auditor Overall Determination:</b> Meets Standard</p> <hr/> <p data-bbox="305 231 557 262"><b>Auditor Discussion</b></p> <hr/> <p data-bbox="305 304 1011 336">Evidence Reviewed (Documents, Interviews, Site Review):</p> <ol data-bbox="305 388 1377 619" style="list-style-type: none"> <li>1. Pre-Audit Questionnaire</li> <li>2. JCI Facility Staffing Plan</li> <li>3. Interviews with PREA Coordinator and Manager</li> <li>4. Rounds Log Books</li> <li>5. PREA Staffing Plan Annual Review Log</li> <li>6. Executive Directive 72: Sexual Abuse and Sexual Harassment in Confinement (PREA)</li> </ol> <p data-bbox="305 661 617 693">Findings (By Subsection):</p> <p data-bbox="305 745 1448 819">115.13 (a) The agency has ensured that JCI has developed a staffing plan on an annual basis and it takes into account the following:</p> <ol data-bbox="305 871 1177 1302" 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. Any findings of inadequacy from internal or external oversight bodies;</li> <li>5. All components of the facility's physical plant</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 or 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 data-bbox="305 1354 1409 1428">115.13 (b) JCI did not have any circumstances where the staffing plan is not complied with. When a circumstance arises, they will fill the needed position with overtime.</p> <p data-bbox="305 1480 1442 1627">115.13 (c) On an annual basis, JCI was able to show documentation that in consultation with the PREA coordinator that they assess, determine, and document whether they need to make changes to the staffing plan, need for additional cameras or other monitoring technologies, and whether or not they have enough staff to ensure that JCI can adhere to the staffing plan.</p> <p data-bbox="305 1680 1448 1911">115.13 (d) In the JCI log books, it clearly shows that supervisors are making rounds on all shifts. Interviews conducted with supervisory staff indicated that they make those rounds unannounced. Interviews with line staff confirmed that supervisors make unannounced rounds on all shifts and they occur at different times/days so a pattern is not developed. Executive Directive 72: Sexual Abuse and Sexual Harassment in Confinement (PREA) prohibits staff members from alerting or notifying other employees that supervisory rounds are occurring.</p> <p data-bbox="305 1963 592 1995">Corrective Action: None</p>

<b>115.14</b>	<b>Youthful inmates</b>
	<p data-bbox="305 239 906 268"><b>Auditor Overall Determination:</b> Meets Standard</p> <hr/> <p data-bbox="305 310 558 340"><b>Auditor Discussion</b></p> <hr/> <p data-bbox="305 386 1010 415">Evidence Reviewed (Documents, Interviews, Site Review):</p> <ol data-bbox="305 466 1377 697" 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 Coordinator and Manager</li> <li>4. Letter from the Administrator, Division of Adult Institutions</li> <li>5. Inmate Roster</li> </ol> <p data-bbox="305 747 617 777">Findings (By Subsection):</p> <p data-bbox="305 827 1442 1016">115.14 (a-c) The WIDOC Division of Adult Institutions prohibits youthful offenders from being housed in an Adult Institution. All Youthful Offenders are now housed within the Wisconsin Division of Juvenile Corrections. A review of the inmate roster and interviews with the Superintendent of the facility confirmed that they have not housed any youthful inmates at JCI within the past 12 months.</p> <p data-bbox="305 1066 591 1096">Corrective Action: None</p>

<b>115.15</b>	<b>Limits to cross-gender viewing and searches</b>
	<p data-bbox="305 157 906 189"><b>Auditor Overall Determination:</b> Meets Standard</p> <hr/> <p data-bbox="305 231 557 262"><b>Auditor Discussion</b></p> <hr/> <p data-bbox="305 304 1010 336">Evidence Reviewed (Documents, Interviews, Site Review):</p> <ol data-bbox="305 388 1372 619" 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. Lesson title: Introduction to Body Searches</li> </ol> <p data-bbox="305 661 617 693">Findings (By Subsection):</p> <p data-bbox="305 745 1412 861">115.15 (a) Both Executive Directive 72 &amp; DAI Policy # 306.17.02 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 data-bbox="305 913 1177 945">115.15 (b) This substandard is N/A. JCI does not house female inmates.</p> <p data-bbox="305 997 1453 1186">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 data-bbox="305 1239 1445 1428">115.15 (d) Executive Directive 72 establishes policies and procedures that enable inmates to shower, perform bodily functions, and change clothing without non-medical staff of the opposite gender viewing their breasts, buttocks, or genitalia, except in exigent circumstances. JCI has a specific tone that is broadcast over the loud speaker system to announce the presence of female staff.</p> <p data-bbox="305 1480 1445 1711">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 inmate's genital status is unknown, they may determine the inmate's 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 data-bbox="305 1764 1453 1984">115.15 (f) WIDOC has an extensive lesson plan dealing with body searches. Lesson Title: Introduction to Body Searches goes into great detail on how to 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.</p>

Corrective Action: None

115.16	Inmates with disabilities and inmates who are limited English proficient
	<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-Americans with Disability Act</li> <li>4. Staff and Inmate Interviews</li> <li>5. AT&amp; T Language Line</li> <li>6. Executive Directive 71: Language Assistance Policy and Implementation for Addressing Needs of Offenders with Limited English Proficiency (LEP)</li> <li>7. I-Speak Cards</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 WIDOC'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. WIDOC has a contract with an interpretation service 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> <p>Corrective Action: None</p>



<b>115.17</b>	<b>Hiring and promotion decisions</b>
	<p data-bbox="305 159 906 191"><b>Auditor Overall Determination:</b> Meets Standard</p> <hr/> <p data-bbox="305 233 557 264"><b>Auditor Discussion</b></p> <hr/> <p data-bbox="305 306 1008 338">Evidence Reviewed (Documents, Interviews, Site Review):</p> <ol data-bbox="305 390 1373 537" 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> </ol> <p data-bbox="305 590 613 621">Findings (By Subsection):</p> <p data-bbox="305 674 1446 863">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 data-bbox="305 915 1430 1020">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 data-bbox="305 1073 1446 1262">115.17 (c) The Wisconsin Correctional Center System (WCCS) HR Department completes a criminal background check that is Consistent with Federal, State, and local law. If an individual is a contract employee, the Central Office would perform a criminal background check. Background checks were reviewed for a sample of new hires and staff that were promoted, to ensure that they were being done.</p> <p data-bbox="305 1314 1430 1377">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 data-bbox="305 1430 1422 1535">115.17 (e) WIDOC has a system in place to ensure that employees have a criminal background check every 5 years. Each employee is listed in a database and every 5 years a new set of fingerprints are obtained.</p> <p data-bbox="305 1587 1430 1703">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 data-bbox="305 1755 1406 1860">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 data-bbox="305 1913 1422 2018">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 upon receiving a request from another institutional employer.</p>

Corrective Action: None

<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. Camera Project Meeting Notes/Write-up Justification</li></ol> Findings (By Subsection):  115.18 (a) JCI has not substantially expanded or modified its facility.  115.18 (b) JCI has not installed or updated a video monitoring system, electronic surveillance system, or other monitoring technology since the last audit.  Corrective Action: None

115.21	<b>Evidence protocol and forensic medical examinations</b>
	<p data-bbox="305 157 906 189"><b>Auditor Overall Determination:</b> Meets Standard</p> <hr/> <p data-bbox="305 231 557 262"><b>Auditor Discussion</b></p> <p data-bbox="305 304 1010 336">Evidence Reviewed (Documents, Interviews, Site Review):</p> <ol data-bbox="305 388 1372 535" 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, PREA Manager, and Random Staff</li> <li>4. Phone Interviews with the SANE and Victim Advocacy Group</li> </ol> <p data-bbox="305 588 617 619">Findings (By Subsection):</p> <p data-bbox="305 661 1437 819">115.21 (a) JCI is responsible for conducting administrative investigations. If the incident is or appears to be criminal, the Jackson County Sheriff's Office will conduct these investigations. All investigations follow a uniform evidence protocol that maximizes the potential for obtaining usable physical evidence.</p> <p data-bbox="305 871 1445 934">115.21 (b) The protocol used by JCI is adapted from the National Commission on Correctional Healthcare Response to Sexual Abuse (2014).</p> <p data-bbox="305 987 1404 1218">115.21 (c) If a sexual abuse incident were to occur at JCI, the victim would be sent to Black River Memorial Hospital in Black River Falls, WI. The auditor spoke with the hospital and verified that they do have Sexual Assault Forensic Examiners (SAFEs) or Sexual Assault Nurse Examiners (SANEs) on staff. If a SAFE/SANE is not on duty, someone is always available on call. Services are provided to the victim without financial cost pursuant to Executive Directive 72, Section XVI.</p> <p data-bbox="305 1270 1388 1459">115.21 (d) JCI makes available to the victim a qualified agency staff member who has received specialized training to serve as a victim advocate. Black River Falls Hospital also offers victims of sexual assault advocacy services at the hospital. Finally, JCI has recently made an agreement with Bolton Refuge House, who also is able to provide support and advocacy services.</p> <p data-bbox="305 1512 1445 1659">115.21 (e) WIDOC Executive Directive 72, Section XVI requires JCI 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. JCI has not had any inmates, in the past 12 months, who reported sexual abuse.</p> <p data-bbox="305 1711 1372 1774">115.21 (f) WIDOC Executive Directive 72 Section XVII requests that the Jackson County Sheriff's Office follow the requirements of paragraph (a) through (e) of this section.</p> <p data-bbox="305 1827 592 1858">Corrective Action: None</p>

<b>115.22</b>	<b>Policies to ensure referrals of allegations for investigations</b>
	<p data-bbox="305 157 906 189"><b>Auditor Overall Determination:</b> Meets Standard</p> <hr/> <p data-bbox="305 231 557 262"><b>Auditor Discussion</b></p> <hr/> <p data-bbox="305 304 1011 336">Evidence Reviewed (Documents, Interviews, Site Review):</p> <ol data-bbox="305 388 1372 535" style="list-style-type: none"> <li>1. Pre-Audit Questionnaire</li> <li>2. Interviews</li> <li>3. WIDOC Webpage</li> <li>4. Executive Directive 72: Sexual Abuse and Sexual Harassment in Confinement (PREA)</li> </ol> <p data-bbox="305 588 617 619">Findings (By Subsection):</p> <p data-bbox="305 661 1412 735">115.22 (a) WIDOC Executive Directive 72 mandates that all allegations of sexual abuse and sexual harassment are investigated completely.</p> <p data-bbox="305 787 1437 934">115.22 (b) The agency has a policy in place that if the allegation is potentially criminal, it will be investigated by the Jackson County Sheriff's Office. All other investigations are handled by the facility by, PREA trained investigators. WIDOC publishes this information on its webpage under Prison Rape Elimination Act Unit.</p> <p data-bbox="305 987 1445 1102">115.22 (c) Executive Directive 72, which is posted on the WIDOC webpage under Prison Rape Elimination Act, details the responsibility of both the agency and the local law enforcement agency responsible for criminal investigations.</p> <p data-bbox="305 1144 592 1176">Corrective Action: None</p>

<b>115.31</b>	<b>Employee training</b>
	<p data-bbox="305 159 906 191"><b>Auditor Overall Determination:</b> Meets Standard</p> <hr/> <p data-bbox="305 233 558 264"><b>Auditor Discussion</b></p> <hr/> <p data-bbox="305 306 1010 338">Evidence Reviewed (Documents, Interviews, Site Review):</p> <ol data-bbox="305 390 769 579" style="list-style-type: none"> <li>1. Pre-Audit Questionnaire</li> <li>2. Staff Interviews</li> <li>3. Online PREA Training Module</li> <li>4. Training Progress Summary Report</li> <li>5. Staff Roster</li> </ol> <p data-bbox="305 632 618 663">Findings (By Subsection):</p> <p data-bbox="305 705 1438 863">115.31 (a) JCI 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 data-bbox="305 915 1446 1461" 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;</li> </ol> <p data-bbox="305 1356 354 1388">and</p> <ol data-bbox="305 1398 1357 1461" style="list-style-type: none"> <li>10. How to comply with relevant laws related to mandatory reporting of sexual abuse to outside authorities.</li> </ol> <p data-bbox="305 1514 1365 1587">115.31 (b) All WIDOC employees receive training for dealing with both female and male inmates.</p> <p data-bbox="305 1640 1446 1713">115.31 (c) JCI 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 data-bbox="305 1766 1446 1871">115.31 (d) WIDOC's 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> <p data-bbox="305 1913 594 1944">Corrective Action: None</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) WIDOC 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. JCI reports that volunteer and contractors have been trained for PREA.</p> <p>115.32 (b) JCI 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) JCI 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) JCI 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) JCI provides a more comprehensive education on their rights to be free from sexual abuse and sexual harassment. JCI has a video that is in English and Spanish that inmates are required to watch.</p> <p>115.33 (c) There were no inmates found to have not been trained on the PREA standards at JCI. 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 JCI 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) JCI maintains a training log that inmates sign in order to document that they have received PREA education.</p> <p>115.33 (f) JCI 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>	

115.34	<p><b>Specialized training: Investigations</b></p> <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) 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 WIDOC 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) WIDOC has 270 trained investigators and each individual's training is maintained in a database.</p> <p>Corrective Action: None</p>
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<b>115.35</b>	<b>Specialized training: Medical and mental health care</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. 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) WIDOC 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) WIDOC has trained 11 Medical and Mental Health Care workers at JCI. The training is documented on a training log.</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 JCI and can be found on the training log.</p> <p>Corrective Action: None</p>

<b>115.41</b>	<b>Screening for risk of victimization and abusiveness</b>
	<p data-bbox="305 159 906 191"><b>Auditor Overall Determination:</b> Meets Standard</p> <hr/> <p data-bbox="305 233 558 264"><b>Auditor Discussion</b></p> <hr/> <p data-bbox="305 306 1010 338">Evidence Reviewed (Documents, Interviews, Site Review):</p> <ol data-bbox="305 390 1373 621" 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 data-bbox="305 667 617 699">Findings (By Subsection):</p> <p data-bbox="305 747 1398 863">115.41 (a) WIDOC 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 data-bbox="305 909 1451 1024">115.41 (b) WIDOC Executive Directive 72, Section XII requires all intake screenings to take place within 72 hours of arrival. Based on a sample of intakes, JCI meets that requirement and usually conducts the screening the same day.</p> <p data-bbox="305 1071 1430 1144">115.41 (c) JCI 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 data-bbox="305 1190 1357 1264">115.41 (d) JCI uses an objective screening instrument that uses the following criteria to assess the inmate's risk of sexual victimizations:</p> <ol data-bbox="305 1310 1187 1709" 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 LGBTI, or gender nonconforming</li> <li>8. Experienced prior sexual victimization</li> <li>9. Inmate's own perception and vulnerability</li> <li>10. Whether the inmate is detained solely for civil immigration purposes</li> </ol> <p data-bbox="305 1755 1446 1871">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 data-bbox="305 1917 1386 1990">115.41 (f) JCI is not currently reassessing the inmates risk of victimization or abusiveness within 30 days of arrival to the facility.</p>

115.41 (g) WIDOC Executive Directive 72 requires JCI to reassess an inmate's status when warranted. This was confirmed during staff interviews stating that they would reassess an inmate when new information is learned.

115.41 (h) WIDOC 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) JCI has done a great job securing the screening form. Based off of interviews and location of the forms, only those staff who need to know, have access to the information disclosed on the form.

<b>115.42</b>	<b>Use of screening information</b>
	<p data-bbox="305 159 906 191"><b>Auditor Overall Determination:</b> Meets Standard</p> <hr/> <p data-bbox="305 233 557 264"><b>Auditor Discussion</b></p> <p data-bbox="305 306 1008 338">Evidence Reviewed (Documents, Interviews, Site Review):</p> <ol data-bbox="305 390 1373 537" 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 data-bbox="305 590 613 621">Findings (By Subsection):</p> <p data-bbox="305 663 1438 1062">115.42 (a) WIDOC 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. JCI classifies those inmates as either a ROA or ROV and keeps them separate in housing/bed assignments. However, JCI does not use the information obtained in the screening tool to keep those inmates classified as an ROA or ROV with regards to housing in their X building which is dorm style housing. This housing unit is where all new intakes are housed, but it usually takes several months to move into one of their other housing units. JCI does ensure that inmates who are classified as a ROV or ROA are not bunked together in the other housing units.</p> <p data-bbox="305 1104 1373 1220">115.42 (b) WIDOC 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 data-bbox="305 1262 1406 1419">115.42 (c) JCI reported that they have had zero 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 data-bbox="305 1461 1422 1577">115.42 (d) JCI reported that they have had zero 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 data-bbox="305 1619 1438 1734">115.42 (e) JCI reported that they have had zero transgender or intersex inmates with the last 12 months. JCI 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 data-bbox="305 1776 1406 1892">115.42 (f) WIDOC 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 JCI.</p> <p data-bbox="305 1934 1406 2018">115.42 (g) WIDOC Executive Directive 72 prohibits placing lesbian, gay, bisexual, transgender, or intersex inmates in dedicated facilities, units or wings solely on the basis of</p>

such identification or status. Based on interviews and tour observations, there is no reason to believe that JCI is not following policy.

Corrective Action Plan:

JCI will need to demonstrate to the Auditor that they are doing everything possible to avoid placing both ROA and ROV inmates in the dorm style housing unit together.

Corrective Action:

During the corrective action period, JCI no longer assigns bunks to those inmates who are found to be at risk of abuse (ROA) on the same side of the housing unit at those who are found to be at risk of victimization (ROV).

JCI has satisfactory completed the corrective action plan and this standard is now considered "meets standard".

<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) WIDOC 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.</p> <p>115.43 (b) JCI has not place inmates at high risk for sexual victimization in involuntary segregated housing. If there was no other option, JCI would make programs, privileges, education, and work opportunities available to the extent possible. This was verified by interviews and reviewing documentation on those inmates placed in segregated housing.</p> <p>115.43 (c) JCI has not place inmates at high risk for sexual victimization in involuntary segregated housing. If the need ever arises, JCI is aware that such an assignment shall not exceed 30 days.</p> <p>115.43 (d) JCI has not place inmates at high risk for sexual victimization in involuntary segregated housing. If the need ever arises, JCI is aware that they need to document the reasons why.</p> <p>115.43 (e) JCI has not place inmates at high risk for sexual victimization in involuntary segregated housing. JCI is aware that inmates placed in involuntary segregated housing for the purpose of keeping an inmate safe from sexual victimization need to be assessed every 30 days to determine the continuing need of separation from the general population.</p> <p>Corrective Action: None</p>	

<b>115.51</b>	<b>Inmate reporting</b>
	<p data-bbox="305 159 906 191"><b>Auditor Overall Determination:</b> Meets Standard</p> <hr/> <p data-bbox="305 233 557 264"><b>Auditor Discussion</b></p> <p data-bbox="305 306 1011 338">Evidence Reviewed (Documents, Interviews, Site Review):</p> <ol data-bbox="305 390 1373 579" 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 data-bbox="305 632 618 663">Findings (By Subsection):</p> <p data-bbox="305 705 1446 894">115.51 (a) WIDOC 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 to submit a report through the Wisconsin DOC webpage.</p> <p data-bbox="305 947 1446 1178">115.51 (b) WIDOC 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 data-bbox="305 1230 1414 1335">115.51 (c) WIDOC 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 data-bbox="305 1388 1438 1493">115.51 (d) WIDOC policy states that staff can utilize the same methods of reporting that inmates can use. Interviews with JCI staff verified that they were well aware of how they could privately report sexual abuse and sexual harassment of inmates.</p> <p data-bbox="305 1545 594 1577">Corrective Action: None</p>

<b>115.52</b>	<b>Exhaustion of administrative remedies</b>
	<p data-bbox="305 159 906 191"><b>Auditor Overall Determination:</b> Meets Standard</p> <hr/> <p data-bbox="305 233 557 264"><b>Auditor Discussion</b></p> <hr/> <p data-bbox="305 306 1011 338">Evidence Reviewed (Documents, Interviews, Site Review):</p> <ol data-bbox="305 390 1377 495" 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 data-bbox="305 548 618 579">Findings (By Subsection):</p> <p data-bbox="305 632 1430 821">115.52 This Standard is N/A. WIDOC 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. JCI had three (3) reports of sexual abuse submitted through the administrative process by inmates in the past 12 months that were forwarded to facility leadership.</p> <p data-bbox="305 873 594 905">Corrective Action: None</p>



115.53	Inmate access to outside confidential support services
	<p data-bbox="305 159 906 191"><b>Auditor Overall Determination:</b> Meets Standard</p> <hr/> <p data-bbox="305 233 557 264"><b>Auditor Discussion</b></p> <hr/> <p data-bbox="305 306 1008 338">Evidence Reviewed (Documents, Interviews, Site Review):</p> <ol data-bbox="305 386 1373 537" 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 data-bbox="305 590 613 621">Findings (By Subsection):</p> <p data-bbox="305 669 1409 936">115.53 (a) JCI has recently entered into an agreement with the Bolton Refuge House to provide inmates with a local support services organization. Bolton Refuge House, which is located in close proximity to JCI provides inmates with emotional support and advocacy services. This auditor spoke with the Secretary at the Bolton Refuge House who confirmed their role was to provide sexual abuse support services to those inmates who need it. While JCI has entered into this agreement, most of the security staff were not aware of this organization and none of the inmates interviewed were aware of these services.</p> <p data-bbox="305 989 1438 1098">115.53 (b) In the WIDOC inmate handbook, inmates are informed about the extent to which communications will be monitored. Inmates receive this information well before they are given access to outside support services.</p> <p data-bbox="305 1150 1446 1260">115.53 (c) WIDOC has entered into an agreement with a community services provider (Bolton Refuge House) that is able to provide confidential emotional support services related to sexual abuse.</p> <p data-bbox="305 1312 581 1344">Corrective Action Plan:</p> <p data-bbox="305 1392 1414 1461">JCI should inform all inmates that they have an agreement with the Bolton Refuge House to provide emotional support services and details on how to communicate with them.</p> <p data-bbox="305 1514 521 1545">Correction Action:</p> <p data-bbox="305 1593 1406 1703">During the corrective action period, JCI placed Bolt Refuge House support posters in every housing unit. They also circulated a memo to all inmates alerting them of this service along with posting it to the inmate TV channel.</p> <p data-bbox="305 1755 1435 1824">JCI has satisfactorily completed the corrective action plan and this standard is now considered "meets standard".</p>

<b>115.54</b>	<b>Third-party reporting</b>
	<p data-bbox="305 157 906 189"><b>Auditor Overall Determination:</b> Meets Standard</p> <hr/> <p data-bbox="305 231 557 262"><b>Auditor Discussion</b></p> <hr/> <p data-bbox="305 304 1011 336">Evidence Reviewed (Documents, Interviews, Site Review):</p> <ol data-bbox="305 388 625 493" style="list-style-type: none"> <li>1. Pre-Audit Questionnaire</li> <li>2. Staff Interview</li> <li>3. Wisconsin Website</li> </ol> <p data-bbox="305 546 613 577">Findings (By Subsection):</p> <p data-bbox="305 619 1437 735">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 data-bbox="305 787 592 819">Corrective Action: None</p>

<b>115.61</b>	<b>Staff and agency reporting duties</b>
	<p data-bbox="305 157 906 189"><b>Auditor Overall Determination:</b> Meets Standard</p> <hr/> <p data-bbox="305 231 557 262"><b>Auditor Discussion</b></p> <hr/> <p data-bbox="305 304 1011 336">Evidence Reviewed (Documents, Interviews, Site Review):</p> <ol data-bbox="305 388 1377 535" 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> <li>4. Informed Consent Forms</li> </ol> <p data-bbox="305 588 617 619">Findings (By Subsection):</p> <p data-bbox="305 661 1450 850">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 data-bbox="305 903 1442 1050">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 data-bbox="305 1102 1453 1207">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 data-bbox="305 1260 1433 1449">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 JCI 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 data-bbox="305 1501 1380 1648">115.61 (e) Agency policy requires all allegations of sexual abuse and sexual harassment including third-party and anonymous reports to be reported to the facility's designated investigators. Staff interviews confirmed that they would report any and all allegations of sexual abuse and sexual harassment.</p> <p data-bbox="305 1701 592 1732">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):  <ol style="list-style-type: none"> <li>1. Executive Directive 72: Sexual Abuse and Sexual Harassment in Confinement (PREA)</li> <li>2. Staff Interviews</li> </ol> Findings (By Subsection):  115.62 (a) Executive Directive 72, Section XVI requires that the facility take immediate action to protect an inmate when it learns that an inmate is subject to a substantial risk of imminent sexual abuse. In the past 12 months, JCI 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 JCI 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):  <ol style="list-style-type: none"> <li>1. Pre-Audit Questionnaire</li> <li>2. Interview with Staff and PREA Compliance Manager</li> <li>3. Investigation Reports</li> </ol> Findings (By Subsection):  115.63 (a,b & c) WIDOC 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. JCI has not been informed by an inmate that they were sexually abused while incarcerated at another facility.  115.63 (d) JCI has not had an incident where they have received a notification from another facility stating that an inmate was sexually abused while they were incarcerated at JCI . Staff is 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>
	<p data-bbox="305 159 906 191"><b>Auditor Overall Determination:</b> Meets Standard</p> <hr/> <p data-bbox="305 233 557 264"><b>Auditor Discussion</b></p> <hr/> <p data-bbox="305 306 1008 338">Evidence Reviewed (Documents, Interviews, Site Review):</p> <ol data-bbox="305 390 1373 537" 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> <li>4. First Responder Cards</li> </ol> <p data-bbox="305 590 613 621">Findings (By Subsection):</p> <p data-bbox="305 663 1422 737">115.64 (a) WIDOC Executive Directive 72, Section XVI details the first responder duties for a security staff member in accordance with the following:</p> <ol data-bbox="305 747 1442 1020" 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 data-bbox="305 1073 1422 1146">JCI has had three (3) incidents 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 data-bbox="305 1188 1422 1262">115.64 (b) WIDOC Executive Directive 72, Section XVI details the first responder's duties for non-security staff member in accordance with the following:</p> <ol data-bbox="305 1272 1263 1346" 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 data-bbox="305 1388 1398 1503">JCI 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 data-bbox="305 1556 594 1587">Corrective Action: None</p>

115.65	Coordinated response
	<p data-bbox="302 155 906 189"><b>Auditor Overall Determination:</b> Meets Standard</p> <hr/> <p data-bbox="302 226 558 260"><b>Auditor Discussion</b></p> <hr/> <p data-bbox="302 302 1010 336">Evidence Reviewed (Documents, Interviews, Site Review):</p> <ol data-bbox="302 382 724 495" style="list-style-type: none"> <li>1. Pre-Audit Questionnaire</li> <li>2. Interviews with Staff</li> <li>3. JCI Coordinated Response Plan</li> </ol> <p data-bbox="302 541 613 575">Findings (By Subsection):</p> <p data-bbox="302 621 1451 777">115.65 (a) JCI 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 JCI indicated during his interview that JCI staff are trained on how to initially respond to an incident of sexual abuse and will take appropriate actions.</p> <p data-bbox="302 823 591 856">Corrective Action: None</p>

115.66	Preservation of ability to protect inmates from contact with abusers
	<p data-bbox="302 1045 906 1079"><b>Auditor Overall Determination:</b> Meets Standard</p> <hr/> <p data-bbox="302 1117 558 1150"><b>Auditor Discussion</b></p> <hr/> <p data-bbox="302 1192 1010 1226">Evidence Reviewed (Documents, Interviews, Site Review):</p> <ol data-bbox="302 1272 626 1344" style="list-style-type: none"> <li>1. Pre-Audit Questionnaire</li> <li>2. Staff Interviews</li> </ol> <p data-bbox="302 1390 613 1423">Findings (By Subsection):</p> <p data-bbox="302 1470 1442 1667">115.66 (a) The WIDOC 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 Warden confirm that they would remove alleged staff sexual abusers from contact with inmates if warranted.</p> <p data-bbox="302 1713 591 1747">Corrective Action: None</p>

<b>115.67</b>	<b>Agency protection against retaliation</b>
	<p data-bbox="305 157 906 189"><b>Auditor Overall Determination:</b> Meets Standard</p> <hr/> <p data-bbox="305 231 557 262"><b>Auditor Discussion</b></p> <hr/> <p data-bbox="305 304 1010 336">Evidence Reviewed (Documents, Interviews, Site Review):</p> <ol data-bbox="305 388 1372 535" 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, Security Director &amp; Retaliation Monitor</li> <li>4. Monitoring Notes &amp; Spreadsheet</li> </ol> <p data-bbox="305 588 617 619">Findings (By Subsection):</p> <p data-bbox="305 661 1421 735">115.67 (a) WIDOC 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 data-bbox="305 787 1437 1018">115.67 (b) WIDOC 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 sexual abuse/harassment 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 data-bbox="305 1071 1429 1218">115.67 (c) WIDOC 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 Superintendent and the Social Worker confirmed they are the individuals who would monitor for retaliation.</p> <p data-bbox="305 1270 1421 1417">115.67 (d) WIDOC 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 data-bbox="305 1470 1437 1617">115.67 (e) WIDOC 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 Superintendent confirmed that he would take the necessary steps to protect any individual who cooperates with an investigation.</p> <p data-bbox="305 1669 592 1701">Corrective Action: None</p>



<b>115.68</b>	<b>Post-allegation protective custody</b>
	<p data-bbox="305 159 906 191"><b>Auditor Overall Determination:</b> Meets Standard</p> <hr/> <p data-bbox="305 233 557 264"><b>Auditor Discussion</b></p> <hr/> <p data-bbox="305 306 1011 338">Evidence Reviewed (Documents, Interviews, Site Review):</p> <ol data-bbox="305 390 1373 537" 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> <li>4. Staff and Inmate Interviews</li> </ol> <p data-bbox="305 590 613 621">Findings (By Subsection):</p> <p data-bbox="305 674 1430 863">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. Interviews with both Staff and Inmates confirmed that inmates who allege to have suffered sexual abuse are not automatically placed in involuntary segregated housing.</p> <p data-bbox="305 915 589 947">Corrective Action: None</p>

115.71	Criminal and administrative agency investigations
	<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 Investigatory staff</li> </ol> <p>Findings (By Subsection):</p> <p>115.71 (a) WIDOC 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.</p> <p>115.71 (b) WIDOC has trained 270 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) WIDOC 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 Jackson County Sheriff’s Office would be called and they would be in charge of the investigation.</p> <p>115.71 (d) WIDOC policy states that when there is evidence that appears to support criminal prosecution, JCI would contact the Jackson County Sheriff’s Office and they would take over the investigations. JCI Investigators interviewed said that they would document this transaction.</p> <p>115.71 (e) WIDOC 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 JCI trained investigators corroborated this policy is followed in practice.</p> <p>115.71 (f) WIDOC Executive Directive 72, Section XVII requires the investigation 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 JCI trained investigators corroborated this policy is followed in practice.</p> <p>115.71 (g) The Jackson County Sheriff’s Office conducts all criminal investigations for allegations of criminal activity at JCI. Their reports follow the requirements of this standard.</p>

115.71 (h) The Jackson County Sheriff's Office conducts all criminal investigations for allegations of criminal activity at JCI. Any substantiated allegations of conduct that appears to be criminal would be forwarded for prosecution.

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

115.71 (j) WIDOC Executive Directive 72, Section XVII requires that if the alleged abuser or victim departs the facility, that the investigation still proceed. Interviews with JCI trained investigators corroborated this policy is followed in practice.

115.71 (k) N/A

115.71 (I) 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 JCI confirmed that they remain informed about the progress of the investigation.

Corrective Action: None

115.72	Evidentiary standard for administrative investigations
	<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 JCI trained investor's corroborated this standard is followed in practice.</p> <p>Corrective Action: None</p>

<b>115.73</b>	<b>Reporting to inmates</b>
	<p data-bbox="305 159 906 191"><b>Auditor Overall Determination:</b> Meets Standard</p> <hr/> <p data-bbox="305 233 558 264"><b>Auditor Discussion</b></p> <hr/> <p data-bbox="305 306 1010 338">Evidence Reviewed (Documents, Interviews, Site Review):</p> <ol data-bbox="305 386 1373 537" 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 &amp; Security Chief</li> <li>4. Pre-Audit Questionnaire</li> </ol> <p data-bbox="305 590 618 621">Findings (By Subsection):</p> <p data-bbox="305 669 1435 858">115.73 (a) WIDOC 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 JCI has seven (7) allegations of sexual abuse in the facility. JCI was able to show the auditor a memo for each allegation documenting the notification.</p> <p data-bbox="305 911 1446 1058">115.73 (b) WIDOC Executive Directive 72, Section XVII requires the facility to request relevant information from the investigation in order to inform the inmate. Interviews with the Security Chief and Investigator confirmed that this would be the practice if an incident requiring another investigative agency were to occur.</p> <p data-bbox="305 1110 1365 1220">115.73 (c) WIDOC 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 data-bbox="305 1230 1435 1461" 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 data-bbox="305 1514 1365 1623">115.73 (d) WIDOC 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 data-bbox="305 1633 1435 1780" style="list-style-type: none"> <li>1. The agency learns that the alleged abuser has been indicted on 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 data-bbox="305 1833 1446 1906">115.73 (e) WIDOC Executive Directive 72 requires all notifications or attempted notifications to be document. JCI provided the auditor with the notifications.</p> <p data-bbox="305 1959 594 1990">Corrective Action: None</p>



<b>115.76</b>	<b>Disciplinary sanctions for staff</b>
	<p data-bbox="305 159 906 191"><b>Auditor Overall Determination:</b> Meets Standard</p> <hr/> <p data-bbox="305 233 557 264"><b>Auditor Discussion</b></p> <hr/> <p data-bbox="305 306 1008 338">Evidence Reviewed (Documents, Interviews, Site Review):</p> <ol data-bbox="305 390 1373 457" 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 data-bbox="305 510 613 541">Findings (By Subsection):</p> <p data-bbox="305 594 1390 741">115.76 (a) WIDOC 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. JCI reports that there have been no staff who have been disciplined for violating the agency's sexual abuse and sexual harassment policies.</p> <p data-bbox="305 793 1390 856">115.76 (b) WIDOC Executive Directive 72, Section XIX states that termination shall be the presumptive disciplinary sanction for staff who have engaged in sexual abuse.</p> <p data-bbox="305 909 1406 1140">115.76 (c) WIDOC 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 member disciplinary history, and the sanctions imposed for comparable offenses by other staff with similar histories. JCI 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 data-bbox="305 1192 1455 1423">115.76 (d) WIDOC 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 agency's policy regarding sexual abuse and sexual harassment, JCI will also report those violations to the applicable licensing body.</p> <p data-bbox="305 1476 594 1507">Corrective Action: None</p>

<b>115.77</b>	<b>Corrective action for contractors and volunteers</b>
	<p data-bbox="305 159 906 191"><b>Auditor Overall Determination:</b> Meets Standard</p> <hr/> <p data-bbox="305 233 557 264"><b>Auditor Discussion</b></p> <hr/> <p data-bbox="305 306 1011 338">Evidence Reviewed (Documents, Interviews, Site Review):</p> <ol data-bbox="305 390 1373 499" 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 Security Director and Warden</li> </ol> <p data-bbox="305 548 615 579">Findings (By Subsection):</p> <p data-bbox="305 632 1414 821">115.77 (a) WIDOC 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 Jackson County Sheriff's Office and to any relevant licensing bodies. JCI reports that they have had zero reports of sexual abuse of an inmate by a contractor or volunteer.</p> <p data-bbox="305 873 1438 1062">115.77 (b) WIDOC Executive Directive 72, Section XIX requires the facility to take appropriate remedial measures and consider whether to further prohibit contact with inmates by a contractor or volunteer who has violated the agency's sexual abuse and sexual harassment policies. JCI reports that they have not had to take any measures against a volunteer or contractor for violating the agency policy.</p> <p data-bbox="305 1115 591 1146">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. Interviews with Security Director</li> </ol> <p>Findings (By Subsection):</p> <p>115.78 (a) WIDOC 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. JCI reports that during that past 12 months there has been one (1) finding of inmate-on-inmate sexual abuse.</p> <p>115.78 (b) WIDOC 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 inmate's disciplinary history, and the sanctions imposed for comparable offenses by other inmates with similar histories.</p> <p>115.78 (c) WIDOC Executive Directive 72 provides that the disciplinary process shall consider whether a perpetrating inmate's 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) WIDOC Executive Directive 72 provides that JCI consider requiring perpetrating inmates to participate in interventions, such as therapy or counseling. JCI also tries to address and correct the underlying reasons or motivations for the abuse.</p> <p>115.78 (e) WIDOC 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) WIDOC 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	Medical and mental health screenings; history of sexual abuse
	<p data-bbox="305 159 906 191"><b>Auditor Overall Determination:</b> Meets Standard</p> <hr/> <p data-bbox="305 233 557 264"><b>Auditor Discussion</b></p> <hr/> <p data-bbox="305 306 1008 338">Evidence Reviewed (Documents, Interviews, Site Review):</p> <ol data-bbox="305 390 1373 579" 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 data-bbox="305 632 613 663">Findings (By Subsection):</p> <p data-bbox="305 716 1446 905">115.81 (a) WIDOC 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. The Auditor was unable to verify if this policy was actually in practice, due to the facility being unable to provide adequate documentation.</p> <p data-bbox="305 957 1414 1146">115.81 (b) WIDOC 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. The auditor was unable to verify if this policy was actually in practice, due to the facility being unable to provide adequate documentation.</p> <p data-bbox="305 1199 1438 1430">115.81 (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 data-bbox="305 1482 1422 1671">115.81 (e) WIDOC 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 data-bbox="305 1724 581 1755">Corrective Action Plan:</p> <p data-bbox="305 1808 1422 1913">JCI will need to show to the auditor, for those inmates who were referred to mental health for a follow-up due to either perpetrating sexual abuse or being a sexual abuse victim, documentation that a meeting took place and that it happened within 14 days of the referral.</p> <p data-bbox="305 1965 521 1997">Corrective Action:</p>

During the corrective action period, JCI sent documentation showing that inmates who accepted a referral to mental health for either perpetrating sexual abuse or being a sexual abuse victim were seen by the Psychological Services Unit (PSU) within 14 days.

<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) WIDOC 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) WIDOC 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) WIDOC 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 JCI.</p> <p>115.82 (d) WIDOC Executive Directive 72, Section XVI requires that sexual abuse victims receive treatment services at no cost.</p> <p>Corrective Action: None</p>

<b>115.83</b>	<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>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> <li>4. Interviews with Medical and Mental Health Staff</li> </ol> <p>Findings (By Subsection):</p> <p>115.83 (a) Executive Directive 72 Section XVI requires JCI 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 our 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 our 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>115.83 (d) This substandard is N/A, JCI is an all-male facility.</p> <p>115.83 (e) This substandard is N/A, JCI is an all-male facility.</p> <p>115.83 (f) Executive Directive 72, Section XVI requires and our interviews with JCI 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 our interviews with JCI 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 our interviews with JCI mental health care staff confirm that JCI 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>
	<p data-bbox="305 157 906 189"><b>Auditor Overall Determination:</b> Meets Standard</p> <hr/> <p data-bbox="305 231 557 262"><b>Auditor Discussion</b></p> <hr/> <p data-bbox="305 304 1010 336">Evidence Reviewed (Documents, Interviews, Site Review):</p> <ol data-bbox="305 388 1372 535" 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 Security Director &amp; Deputy Warden</li> <li>4. Incident Review Documentation</li> </ol> <p data-bbox="305 588 613 619">Findings (By Subsection):</p> <p data-bbox="305 661 1448 819">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. JCI reports that there have been two (2) investigations of alleged sexual abuse.</p> <p data-bbox="305 871 1409 976">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. JCI reported zero sexual abuse investigations. The auditor was able to view the incident review records.</p> <p data-bbox="305 1029 1442 1134">115.86 (c) Executive Directive 72, outlines and JCI staff have an incident review team in place when there is a need to conduct an incident review. The team consists of the Warden, Deputy Warden, the Security Director, and others who are deemed necessary, based on the incident.</p> <p data-bbox="305 1186 1383 1249">115.86 (d) Executive Directive 72, Section XX requires the incident review to consider the following:</p> <ul data-bbox="305 1270 1432 1743" 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 data-bbox="305 1795 1442 1942">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 Security Director indicate that this would be the practice based on any findings and recommendations from the incident review report.</p> <p data-bbox="305 1995 592 2026">Corrective Action: None</p>



<b>115.87</b>	<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 WIDOC is securely retained and maintained for at least 10 years after the data of initial collection.</p> <p>115.87 (b) WIDOC 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) WIDOC 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) WIDOC 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) WIDOC 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>

115.88	<p><b>Data review for corrective action</b></p> <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. 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) WIDOC 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 it 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 WIDOC 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 WIDOC's 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>
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<b>115.89</b>	<b>Data storage, publication, and destruction</b>
	<p data-bbox="305 157 906 189"><b>Auditor Overall Determination:</b> Meets Standard</p> <hr/> <p data-bbox="305 231 557 262"><b>Auditor Discussion</b></p> <hr/> <p data-bbox="305 304 1011 336">Evidence Reviewed (Documents, Interviews, Site Review):</p> <ol data-bbox="305 388 1377 493" 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 data-bbox="305 546 617 577">Findings (By Subsection):</p> <p data-bbox="305 630 1393 703">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 data-bbox="305 745 1450 903">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 WIDOC website under Prison Rape Elimination Act.</p> <p data-bbox="305 945 1385 1060">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 WIDOC and did not see any personally identifiable information.</p> <p data-bbox="305 1102 592 1134">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 (Documents, 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 received all relevant documents that were requested.  115.401 (m) The audit team was provided 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. WIDOC website  Findings (By Subsection):  115.403 (f) The WIDOC website lists all the previous PREA audit reports that were conducted. They can be viewed by going to the following web link <a href="https://doc.wi.gov/Pages/AboutDOC/PrisonRapeEliminationAct.aspx">https://doc.wi.gov/Pages/AboutDOC/PrisonRapeEliminationAct.aspx</a> .  Corrective Action: None