

PREA Facility Audit Report: Final

Name of Facility: Gordon Correctional Center

Facility Type: Prison / Jail

Date Interim Report Submitted: NA

Date Final Report Submitted: 01/01/2020

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"/>
Auditor Full Name as Signed: Wendy J. Hart	Date of Signature: 01/01/2020

AUDITOR INFORMATION	
Auditor name:	Hart, Wendy
Address:	
Email:	HartW2@michigan.gov
Telephone number:	
Start Date of On-Site Audit:	11/19/2019
End Date of On-Site Audit:	11/19/2019

FACILITY INFORMATION	
Facility name:	Gordon Correctional Center
Facility physical address:	10401 East County Road, Gordon, Wisconsin - 54838
Facility Phone	
Facility mailing address:	

Primary Contact	
Name:	Christine Suter
Email Address:	christine.suter@wisconsin.gov
Telephone Number:	715-376-2680

Warden/Jail Administrator/Sheriff/Director	
Name:	Quala Champagne
Email Address:	Quala.Champagne@wisconsin.gov
Telephone Number:	608-240-5310

Facility PREA Compliance Manager	
Name:	Christine Suter
Email Address:	Christine.Suter@wisconsin.gov
Telephone Number:	

Facility Characteristics	
Designed facility capacity:	89
Current population of facility:	93
Average daily population for the past 12 months:	92
Has the facility been over capacity at any point in the past 12 months?	Yes
Which population(s) does the facility hold?	
Age range of population:	22-66
Facility security levels/inmate custody levels:	Minimum and Minimum Community
Does the facility hold youthful inmates?	No
Number of staff currently employed at the facility who may have contact with inmates:	17
Number of individual contractors who have contact with inmates, currently authorized to enter the facility:	2
Number of volunteers who have contact with inmates, currently authorized to enter the facility:	7

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

Agency Chief Executive Officer Information:	
Name:	Kevin Carr
Email Address:	Kevin.Carr@wisconsin.gov
Telephone Number:	(608) 240-5065

Agency-Wide PREA Coordinator Information			
Name:	Leigha Weber	Email Address:	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.

An audit to determine compliance with PREA standards was conducted on November 19, 2019, at the Gordon Correctional Center (GCC), 10401 East County Road G, Gordon, WI, Wisconsin Department of Corrections (WIDOC). The audit was conducted through a contract between Great Lakes PREA Auditing and Consulting and the Wisconsin Department of Corrections. For this audit, the audit team was comprised of Department of Justice certified auditors Wendy Hart (primary auditor) and Yvonne Gorton (secondary auditor) with support staff Paul Gorton and Vicki Close. Previous PREA audits were conducted for this facility in October, 2015 and August, 2017. Both audits resulted in determinations of full compliance with the standards.

The Wisconsin Department of Corrections central office is located in Madison, Wisconsin. Its Department of Adult Institutions (DAI) oversees both correctional institutions and correctional centers. Each correctional institution has a warden, and the Wisconsin Correctional Center System (WCCS) has a warden who oversees all 14 correctional centers. The warden's office is located in Madison, with each correctional center overseen by a superintendent who reports directly to the WCCS warden.

Leigha Weber, the WIDOC PREA Director, (agency PREA Coordinator) initiated the audit in the Online Audit System in September of 2019 and the auditor completed an audit initiation form in accordance with recently-established audit practice on October 15, 2019. The completed Pre-Audit Questionnaire (PAQ) was released to the auditor on October 24, 2019, following coordination between the auditor, facility PREA Compliance Manager and the agency PREA Director. This allowed 26 days for the audit team to review the information provided in the PAQ.

Pre-Onsite Audit Phase

Prior to the onsite review, the lead auditor communicated by telephone and e-mail with the PREA Director (agency PREA Coordinator) for the Wisconsin Department of Corrections (WIDOC), and the facility superintendent (who is also the PREA Compliance Manager) to discuss the audit process and purposes, and the role of auditors. The team was provided with a copy of the directions the PREA Director provided to facility staff, discussing logistics, sequence of events for pre-audit, audit and post-audit phases of the audit process, including discussion of final and interim reports if corrective action is needed. The instructions reinforced that auditors will be requesting documents and that staff are to provide them. It was specifically stated that this also includes medical and investigative files. It was agreed that the audit team would arrive at 7:00 am for introductions and an opening meeting with the Superintendent and facility staff to review the plan for the audit.

On October 2, 2019, the audit team provided large-print notices to be posted throughout the facility that included the audit dates, auditor contact information, and addressed the confidentiality of correspondence to the auditor, both in English and Spanish. These were sent via e-mail to the Agency PREA Director, who immediately passed them along to the facility compliance manager, along with the

team's request for date-stamped photographs of the posted notices in each housing unit and various locations where staff and inmates gather. The audit team was provided with a copy of the PREA Coordinator's instructions regarding posting the notices, which included placing them in housing units and other areas as requested, and printing the notices on colored paper. The purpose for the notices was to provide staff and inmates an opportunity to write to the auditor in advance of the audit, should they so desire. The morning of October 8th, the auditor received photographs verifying the postings via e-mail that confirmed the notices were posted in visible areas in housing units and areas, including the visiting room, staff break room, visiting room, kitchen, laundry, main hallway and Employment Services office, in both English and Spanish. No mail from the facility inmates or staff was received by the auditor prior to or following the onsite portion of the audit. The agency PREA Director's instructions with the postings indicated that staff were to treat correspondence to the auditors as legal mail. The audit team would have discreetly requested to interview any inmates or staff who wrote to the auditor by adding them to the list of names randomly selected for interviews.

Background check request forms for auditors entering the facility were provided by the agency PREA coordinator and completed as requested for audit team members in order to enter the facility and have contact with inmates. The auditor requested, and received, contact information for the facility PREA Compliance Manager on October 7, 2019 and subsequently, initial contact was made. On October 24, 2019, the PAQ was released to the auditors. The audit team met to review information received in the Pre-Audit Questionnaire (PAQ) and to plan strategy for the audit. Two members of the team were certified auditors so were able to access the OAS in order to review documentation in preparation for the audit. The other two members of the team were support staff with experience working with inmates in a confinement facility. Policy and procedures and samples of blank templates, forms and checklists were provided for multiple standards, but very little information with PII was included in order to triangulate compliance with the standards. However, during the onsite review, the facility and agency were forthcoming with any documentation requested while the team was onsite, and via e-mail as requested by the team.

Additional information and documentation were requested during the onsite portion of the audit, and there was communication, pre- and post-audit, between the auditor and the Agency Head designee, facility PREA Compliance Manager/Superintendent, agency PREA Director, WCCS Warden, Human Resources staff, victim advocacy, SANE and SART staff, sergeants working overnight who were not available during the onsite portion of the audit, local law enforcement and a volunteer. Additional documentation received per requests included investigation information, PREA inmate risk assessment and education documentation. Some communication was made to clarify or verify information provided or facility practices. Agency and facility staff graciously responded to requests to the satisfaction of the auditor.

During interviews, information was provided that there is an MOU between CASDA, Gordon Correctional Center and WIDOC. A copy of the MOU was provided with the PAQ. Review of the MOU demonstrated that the agreement is for CASDA to provide both outside emotional support, and for victim advocacy services in support of an inmate sexual abuse victim.

Prior to the onsite portion of the audit, the auditors reviewed the WIDOC website to glean more information about the agency and the facility, and to review any reports from prior PREA audits of the facility. Auditors also read the agency's most recent annual PREA report. The WIDOC Prison Rape Elimination web page is comprehensive. It contains their Executive Directive 72 (PREA), other PREA information, reporting information, including a link for third parties/community members to contact the

PREA office to report sexual abuse. This reporting link was tested and the auditor received a response the following day. The site also contains volunteer/training and contracted agency information. Also conveniently available on the web page are the current and previously PREA annual narrative reports, and Survey on Sexual Victimization summary reports (SSV-2) and previously-completed PREA audit reports for all the WIDOC facilities. The web address is <https://doc.wi.gov/Pages/AboutDOC/PrisonRapeEliminationAct.aspx>

On-site Audit Phase

The audit team arrived at 7:00 a.m. on November 19, 2019 and were escorted to a central area of the facility used as the visiting room and waiting area for inmates scheduled for transportation on work crews or to see someone in the administrative part of the building. Inmates were not allowed access to this area as we conducted our brief entrance meeting. After introductions and welcoming remarks, a discussion of the audit schedule and process took place.

Present at the opening meeting, in addition to the audit team, were:

- Agency PREA Director and a PREA office senior analyst
- Superintendent/PREA Compliance Manager
- 1 Captain
- 2 Sergeants
- 1 Social Worker

The audit process and previously-requested rosters of staff and inmates were reviewed. Requested rosters included a roster of inmates, including targeted inmates (disabled, including deaf or blind, limited English Proficient - LEP, any who reported sexual abuse/sexual harassment, who disclosed prior victimization during risk screening, LGBTI inmates). Other documentation provided included a roster of facility staff including shifts worked during the onsite audit, including specialized staff, contractors and volunteers as identified in the PREA protocols. Contact information for the local victim advocate and hospital had been provided in the PAQ. Interview selections were provide to the team members and the superintendent to coordinate the interviews. Following the meeting, one of the audit team members began interviews immediately. The remaining team members began the onsite review.

The superintendent confirmed that interview rooms for each auditor would be provided for confidential interviews of both inmates and staff and that most specialized staff could be interviewed in their offices.

INTERVIEWS

Gordon Correctional Center provides work-release opportunities to inmates so a large portion are off-site any given day. The inmate population was 93 on November 19, 2019 as indicated on the inmate roster; however, only 54 were on grounds at the conclusion of the meeting when we began interviews.

Interviews were conducted with facility administration and other specialized and randomly selected staff, as well as targeted and randomly selected inmates. Auditors interviewed the random and specialized staff as well as random and available targeted inmates identified in the PREA Auditor Handbook, using published protocols.

INMATE INTERVIEWS

The lack of inmates who fit the targeted interview criteria required that the audit team interviewed additional random inmates to attain the required number of interviews as specified in the handbook. Requirements for this work release camp prohibit most physically or mentally disabled inmates, according

to staff. Additionally, a staff member indicated that transgender or intersex staff were more likely to qualify for a center in a more populated area where services would be more available to meet their needs. One hard of hearing and one potentially limited English proficient inmate were interviewed. Protocols used for these two inmates included the targeted and random protocols.

Fifteen inmates were randomly selected for interview. This number comprised just over 15 percent of the total population, and almost one third of the inmates present during the onsite portion of the audit as more than half were off-site at work assignments. Selections were made using an alpha roster of inmates and confirmation that the inmates were not working outside of the facility that day. Facility staff efficiently provided the inmates requested as verified at the beginning of each interview. Neither auditors nor inmates had to wait long to begin each interview.

Inmate Interview Totals

15 random

1 hard of hearing

1 limited English Proficient

STAFF INTERVIEWS

Staff selected for interview onsite included:

OFF SITE

Agency Head/Designee

PREA Director

Agency PREA Contractor

WCCS Warden

WCCS Security Director – Incident Review Team

CASDA

SART

Cumberland Hospital

Douglas County Sheriff Department

2 Overnight officers not available during onsite portion of audit

ON SITE

1 superintendent

7 security staff (6 sergeants and 1 Captain)

4 non-uniform (Social Worker, Nurse, Food Svc Leader, Employment Service Specialist)

2 contractors (Nurse, Employment Service Specialist)

1 volunteer

The recommended Department of Justice interview protocols were used in conducting both staff and inmate interviews. Each member of the audit team was provided a room from which to work and conduct confidential interviews with both inmates and staff. Some interviews were conducted in staff offices. Inmates were escorted by staff to the auditors to be interviewed.

Facility Site Review

Following the entrance meeting, one auditor started interviews while the other three members of the team went on the site review, accompanied by the agency PREA team members and facility leadership.

The review began with an explanation of the room where the entrance meeting took place. It was a large room just to the right of the front door, with several tables in it. One of the "walls" was made up of the control center doors and windows. It was explained this is the visiting room as well as the staging area where inmates wait for transportation off-site, or for being processed back in afterward. All inmates are pat-searched upon return. There is a bathroom off this room where random strip searches are conducted when inmates return to the facility from work release.

The auditor was able to enter the control center where the monitors were viewed to ascertain that opposite gender staff are not able to view inmates in a state of undress while changing clothes, while showering or performing bodily functions. There is a camera inside the entryway to the bathroom, but it is positioned so that inside the toilet stalls or showers are not visible. It shows movement in the common parts of the bathroom, and shower entryway.

The staff pointed out the control center log book, the sexual assault evidence kits, and the PREA binder with coordinating instructions and contact information to guide staff in the event an incident of sexual abuse. The kits were sealed closed with zip ties, and staff explained that there were instructions inside on how to use each item in the kit, which contained sheets, gloves, evidence collection supplies, required forms and relevant items. Any breaking of the seal required a log entry to be made. The audit team noted that from the control center, sergeants had an excellent view of the visiting room area and a window to be able to see all the way down the main hall of the housing unit. The logbook was reviewed and frequent supervisory rounds noted, during all shifts and in no predictable pattern of days or times.

The audit team exited through a door on the right side of the visiting room to enter into the main hallway of the housing unit. The housing unit consists of one long hallway with various occupancy rooms on either side, and two intersecting shorter hallways with rooms on either side of the short hallways. The room sizes range from 2 to approximately 16 inmates.

Of immediate note was the blue light on in the main hallway. Facility staff explained that when female staff are working and may be in the housing unit, the blue light is turned on. There is also a tone that is activated in the building that announces when they are entering the housing unit.

Yellow audit notices were observed throughout the facility. Posters identifying reporting methods were also observed throughout the facility. Among the reporting methods on the posters, were two hotline numbers, #777 (internal to WIDOC) and #888 (to the external agency that agreed to accept reports of sexual abuse and forward them to the agency for investigation). Information was also posted with contact information for the rape crisis hotline for CASDA. There is no charge for these calls, a personal identification number is not required for the calls and the calls are not recorded. The recording instructs an inmate he does not have to give his name to make a report. Auditors called these lines to test the hotline numbers and left messages requesting acknowledgement of the messages.

Auditors viewed each room on the main and side hallways. Photos of the inmates that reside in each room are posted at the room doors. It was explained this helps staff identify each person assigned to the room, to ensure that only assigned inmates are in each room.

Two of the audit team members conducted informal interviews with inmates during the site review. Due to the low number of staff employed at the facility (17), any staff member present to be informally interviewed during the site review was also formally interviewed during the formal interview process.

It was reported the facility has deployed 16 cameras to monitor inside and outside the building. Auditors observed that cameras and mirrors have been strategically placed to increase visibility of areas throughout the facility. Some additional actions facility administration mentioned they had taken to reduce risk in isolated areas includes removing a door to a janitor closet and adding a logbook in the kitchen area. Also, the kitchen and dining area are off limits when not open, and food for the weekends when the food service leader is not working is removed from the basement storage rooms and staged for use outside of the locked storage areas. The administrator indicated that additional rounds have been scheduled through the kitchen area.

Also in the basement, it was pointed out that a camera was installed and window placed in a door to create a better view through the large poly-com/multipurpose room down the hallway where the food services office and storage is located, creating better visibility and security with the door locked. It was demonstrated that doors to offices or areas that off limits were locked.

An additional camera in the basement covers the area where the barber shop is located. There is a window into the barber shop. It is open at set times on scheduled days, and only one inmate other than the barber is allowed to be there at a time. There is also a locked area where files and office supplies are stored, a maintenance office and tool crib in the basement.

On the main floor, near the end of the main hallway is a bank of phones and a day room, with the gym just beyond them. PREA posters and audit notifications were observed throughout these areas.

The review continued outside where the team viewed the maintenance garage and the education building. It was reported the education building is not staffed full-time since the loss of the teacher position at the facility, but is open when a regularly-scheduled volunteer comes to the facility 2 days a week. A sergeant will be posted in the building while it is open. The education building contains a library and potentially a music room for keyboards and guitar that is being piloted.

After reviewing all the areas of the facility where inmates could go, the rest of the audit team began interviews.

Risk Screenings for Sexual Victimization and Aggressiveness

Executive Directive 72 requires that initial risk screenings are conducted for all incoming inmates within 72 hours of arrival, then a follow-up screening be conducted within 30 days of arrival. During interviews with staff responsible for risk screening and the PREA Compliance Manager, it was learned that the social workers meet with new arrivals, normally the day of arrival but no later than 72 hours after arrival. At that time, the social worker briefs each incoming inmate on a variety of topics related to the facility, including the facility's zero tolerance for sexual abuse and sexual harassment, and how to report at the facility. They also conduct the initial and follow-up risk screenings to determine whether the individual's history or verbal information provided in a face-to-face interview and records review, suggest the inmate is at risk of sexual victimization or aggressiveness. If either is determined, the inmate would be designated "ROV" (risk of victimization) or "ROA (risk of abusiveness) this information is placed in the "special handling" notes for the individual in the department's automated information system WICS, in order to ensure appropriate housing, programming and work assignments.

Inmate Education

The social workers also brief the incoming inmates on a variety of topics related to the facility, including

the facility's zero tolerance for sexual abuse and sexual harassment, and how to report at the facility.

Inmates' PREA education is tracked and signed in WICS. Inmates are provided the WIDOC's "Red Book" with information about the department's zero tolerance of sexual abuse and sexual harassment the day they arrive. The book also provide specific contact information for local law enforcement and the agency through whom they may receive emotional support. Prisoner PREA education includes a comprehensive video presentation. The video, viewed by the auditor, was produced in coordination between the WIDOC and Wisconsin Coalition Against Sexual Abuse (CASA). It contains a lot of good information for inmates, not just regarding the agency's zero tolerance for sexual abuse and reporting procedures, but also provided information about what a victim of sexual abuse might experience, and measures that could be taken to get through such an experience.

File Review

Personnel files were not reviewed onsite. The human resources staff member provided sample proof of background checks, as requested by the auditor, for staff hired or promoted in the last 12 months.

Digital files were reviewed for PREA risk screenings, prisoner education and staff training, with reports from those databases printed as well. Paper records were reviewed for documentation of risk screenings and prisoner education prior to establishment of the databases, and also for contractor and volunteer training.

Investigations

No investigation files were available to review as there were no allegations of sexual abuse and sexual harassment reported during the audit period. Much of the evidence related to compliance with related standards had to be based on interview evidence and agency policy and procedures. Three investigative staff were interviewed while the audit team was onsite. No inmates interviewed indicated they had reported sexual abuse, and all 17 interviewed related they were aware of at least one method to report sexual abuse; 14 related at least two methods.

Cases involving potentially criminal behavior are referred to the Douglas County Sheriff Department for investigation as indicated by interviews with facility leadership and investigators. A phone call by the auditor to the Douglas County Sheriff Department verified that they would conduct criminal investigations referred by facility staff.

A copy of the MOU with CASDA was provided in the PAQ and includes victim advocacy and outside confidential emotional support services for inmates who have experienced sexual abuse. The superintendent related that she participates with county sexual assault response teams (SARTs) from both Barron and Douglas Counties which meet (separately) on a monthly basis, and that the CASDA director runs the Douglas County Sexual Assault Response Team (SART). Contact information was provided to the audit team for CASDA, SANE Nurse Line for Barron County and several area hospitals.

Exit Conference.

The auditor conducted an exit conference with agency officials, late afternoon on November 19, 2019. Present at this meeting, in addition to the auditor team, were:

- Superintendent/PREA Compliance Manager
- Agency PREA Director and PREA Analyst
- 1 Captain

• 1 Social Worker

Areas of non-compliance were unidentified at that point, and it was discussed that documentation and information received onsite would need to be reviewed and analyzed before determinations of compliance for all the standards could be determined. The audit team complimented the superintendent about her processes and progress as they relate to PREA Compliance. Timelines for the report were discussed. Having had a PREA audit in each of the previous audit cycles, staff were well aware of the process and requirements of the PREA audit.

Post-Audit

Acknowledgement of auditors' test calls to the hotlines (#777 and #888) was received via email from the agency PREA office by this auditor within a day, including a description, as requested, of the process for following up with messages left on the internal and external PREA reporting hotlines. Testing of the WIDOC website available for third party reporting occurred post-audit. A response and explanation of follow-up procedures was provided the following day.

A representative from CASDA was interviewed via telephone. She confirmed the MOU between her organization, WIDOC and Gordon. She indicated the agreement provides for an advocate to accompany a sexual assault victim through a SANE exam and any investigative interviews if requested. She indicated she has not gone to the facility, only because there haven't been any allegations, but she's confident she would not have any problems getting in if she was asked to go. She also reported that both GCC's superintendent and captain sit on their sexual assault response team and their community coordinated response team. She feels they have a great working relationship.

During a telephone interview, a staff member from Cumberland Memorial Hospital, in Cumberland, Wisconsin, related that St. Croix Valley SART has contracts with local hospitals to provide forensic exams, when needed, for the facility. He did say that they had not had any inmate sexual abuse victims from Gordon Correctional Facility, but that the SART services are available for area correctional facilities, including the county jail. He indicated that they have provided some forensic exams for confinement facilities, mostly for suspect exams, but would provide them for an inmate victim of sexual abuse. He also stated their organization would contact a victim advocate He indicated that Gordon Correctional Center staff have been part of the SART group "for years," and are knowledgeable, informed and involved.

A forensic nurse co-coordinator for the St. Croix Valley SART responded via email to a call to the SANE nurse line for Barron County provided in documentation from GCC. She reported that if St. Croix Valley SART was called to do an exam, they would be able to provide a SANE to conduct it. She said "It would be most victim centered and allow us to practice at our fullest if that victim were transferred for an exam to the nearest Emergency Department". She said there would not be a charge for such services to that patient/victim. She further stated male victims receive sexually transmitted infection prophylaxis. She also confirmed St. Croix County SART is contracted with all of the hospitals in Barron County (Lakeview Medical Center Rice Lake, Cumberland Medical Center and Lakeland North Mayo Barron), which are the hospitals listed in the documentation provided by GCC to the audit team.

Email and telephone contact with the agency PREA Director and facility compliance manager occurred as it was determined additional information was required to determine compliance with the standards. Both were very good about providing documentation requested.

The auditor contacted the Douglas County Sheriff Office, where it was confirmed that Douglas County

investigators would conduct investigations of criminal activity within GCC, including reports of sexual abuse involving prisoners.

Because there are so few staff available at the facility, a number of staff completed two or more interview protocols. Most were counted as the primary position for the specialized interview, with the remaining included as supplemental interviews to the primary interview counted, or supplemental random interviews. Information collected for a specialized protocol not counted in the total number of staff was still used in triangulating evidence during the audit. Interviews were conducted while on site or by telephone, pre- or post-audit to include: Agency Head/Designee, Agency PREA Director, Agency PREA Contract Monitor, WCCS Warden, WCCS Security Director, Facility Superintendent/PREA Compliance Manager, Intermediate or higher level supervisor, 12 random staff interviews to include all shifts, 1 health care, 3 investigative staff, 2 contractors, 2 incident review team members, 1 staff who conducts risk screening, 2 staff who conduct retaliation monitoring, 4 non-uniformed potential first responder staff, a volunteer; representatives from the country sexual assault and response team (SART), victim advocacy, local hospital, and local law enforcement agency. The facility does not have youthful offenders or segregation. The two sets of interviews included individuals interviewed for 12 random and 27 specialized interviews. All security staff are considered first responders.

The recommended Department of Justice interview protocols were used in conducting both staff and inmate interviews. Each member of the audit team was provided a room from which to work and conduct confidential interviews with both inmates and staff. Some interviews were conducted in staff offices. Inmates were escorted by staff to the auditors to be interviewed.

AUDIT FINDINGS

Facility Characteristics:

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

The Gordon Correctional Center (GCC) is a minimum-minimum community security correctional facility housing adult male offenders, and is part of the Wisconsin Correctional Center System, an "institution" comprised of 14 correctional centers, overseen by a single warden whose office is centrally located in Madison. GCC has a designed capacity of 89 offenders and a current population of 93 as of the onsite audit, with an average daily population of 92. Seventeen staff are currently employed and there are 7 volunteers and 2 contractors, who may have contact with inmates, currently authorized to enter the facility. The age range of the population of inmates, or "Persons In Our Care" (PIOC) is reported as 22 - 66 years of age.

In the 1930s Gordon Correctional Center was opened to help reduce overcrowding of another WIDOC facility, and was incorporated into the Wisconsin Correctional Center System (WCCS) in 1962. The facility is located in rural Wisconsin in an annex of the Brule River State Forest, near the village of Gordon, WI. There is no fence around the property. Auditors noted there was substantial fencing around trash areas, and the staff explained it was due to the wildlife in the area, such as bear, that try to get into it. The facility has deployed sixteen cameras to monitor the interior and the grounds of this facility.

The facility consists of a main building containing administrative offices, a dining facility, a gym, an education building/library, a barber shop, an employment services office and one housing unit with a combination of rooms with varying capacities. They range in size from two-man rooms, up to approximately 16-man rooms. There are no segregation or single housing cells at the facility, however there are two temporary holding cells where an inmate awaiting transport to a local jail may be held for a short time. There is a food service area and there is a staff person who is authorized to proctor food service certification exams. There is a laundry in which a single inmate works per shift to launder the state-issued clothing. Inmates wishing to wash their own clothes are provided an area to do so. In addition to the main building, there is a maintenance garage and an education building with a library on the grounds.

The grounds recreational opportunities include a walking track, a large garden area, and a creek where inmates may catch and release fish when they are not working.

Facility staff include an administrator, a captain, security sergeants and non-uniformed staff to include a contracted nurse and employment services specialist, a social worker, and food service leader. There is a minimum staffing pattern of two sergeants on each shift. There is also a work release sergeant and a project crew sergeant. There are no mental health staff.

GCC offers work release programs with local employers through which employment is provided for qualified inmates, with an emphasis made on maintaining that employment placement after the inmate's release. Funds earned through work release help to pay fees, restitution, and other obligations. Offsite work opportunities are determined based on an evaluation of risk and of each individual's case.

Placements cannot be guaranteed for all eligible inmates. Work release and offsite opportunities are a privilege, not a right, and are provided at the discretion of the center superintendent and warden.

The GCC project crew assists local government agencies and non-profit organizations on a variety of work projects, incorporating a positive work experience, building new skills, and giving back to the community. Community service opportunities are also offered with staff or agency supervision.

Staff explained that as inmates are approaching release dates and qualify for the camp program, the department will often send them to a camp near the area of the state to which they will release. It was further reported that inmates generally start out working in the center or on a project crew for a minimal wage, and after a period of adjustment and demonstration of their work ethic may be employed at “local” businesses, most of which are approximately 50 minutes away. Inmate drivers are assigned to the GPS – tracked vans to transport inmate workers to their community work assignments.

It was also explained that when inmates arrive at the center, they are placed in the larger dorms, and can earn their way through good conduct and length of time at the facility to rooms with fewer roommates, all the way to a 2-person room. During interviews it was learned that most inmates are at the center for work-release, but there are some who have committed to work for a specific period of time at the center to help support facility operations, such as with food service operations.

The Wisconsin Correctional Center objectives include maintaining safe and secure centers, providing work experience opportunities for eligible inmates prior to their release, providing education and treatment programming that meets the needs of the inmate population, and providing inmates being released to the community with the tools needed to succeed. Inmates can participate in work release, project work crews, and develop skills to increase their employability. In addition, staff work with assigned probation and parole agents, and other community partners, to address the risks and the needs of each inmate. Inmates released from a Center are provided proper documents, i.e., Social Security Card, Wisconsin Driver's License or identification card to enhance their employability in the community.

The primary goal of the Wisconsin Correctional Center System is to prepare offenders for release to the community by helping them, through the work release program, obtain employment that will allow them to develop and demonstrate good work habits, pay their obligations and save money for release.

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.

Number of standards exceeded:	2
Number of standards met:	43
Number of standards not met:	0

Standards Not Met:
0

Standards Met:
115.11, 115.12, 115.13, 115.14, 115.15,115.16, 115.17, 115.18, 115.22,115.31, 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 and 115.403.

Standards Exceeded:
115.21 and 115.32

Standards

Auditor Overall Determination Definitions

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

Auditor Discussion Instructions

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

115.11	Zero tolerance of sexual abuse and sexual harassment; PREA coordinator
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>DOCUMENTATION</p> <ol style="list-style-type: none"> 1. Executive Directive 72, Sexual Abuse and Sexual Harassment in Confinement (PREA) 2. Agency PREA Director Position Description 3. Agency Organizational Chart <p>INTERVIEWS</p> <ol style="list-style-type: none"> 1. PREA Director (WIDOC PREA Coordinator) 2. PREA Compliance Manager <p>DISCUSSION</p> <p>(a) Executive Directive 72, Sexual Abuse and Sexual Harassment in Confinement (PREA) outlines the Wisconsin Department of Corrections (WIDOC) policy, procedure and processes as they relate to preventing, detecting and responding to sexual abuse and sexual harassment of inmates under its jurisdiction. Its scope includes all staff, contractors and volunteers with the Wisconsin Department of Corrections. It establishes a zero tolerance policy for sexual abuse, sexual harassment and report-related retaliation within its facilities and addresses requirements for those agencies with which the WIDOC contracts for confinement of its inmates. Executive Directive 72 also defines terms related to prohibited sexual conduct in WIDOC facilities and addresses sanctions for such conduct for both staff and inmates. Sections of the policy include reference to the PREA standards with which they correspond.</p> <p>The Directive reinforces that the DOC provides a coordinated victim-centered response to reports of sexual abuse and sexual harassment. This includes providing medical and mental health services to victims of sexual abuse and sexual harassment while investigating all allegations. The DOC provides multiple avenues to report allegations of sexual abuse and sexual harassment and, further, recognizes the right of employees and offenders to be free from retaliation for reporting sexual abuse and sexual harassment.</p> <p>It requires that the DOC trains all staff members, contractors and volunteers to recognize, respond to and report sexual abuse and sexual harassment and requires that the DOC provides offenders with a comprehensive orientation that details their right to be free from sexual abuse, sexual harassment and report-related retaliation. The directive also includes the requirement that the DOC employs a data collection method to accurately track and aggregate sexual abuse and sexual harassment incidents, identify core causal factors and take corrective action so as to align with a zero tolerance environment.</p> <p>(b) The agency has established the position of PREA Director to serve as the agency's PREA coordinator within the WIDOC Secretary's Office. During a review of the annual report, it was noted that the number of staff in the PREA office increased in 2018, each responsible for various elements of PREA compliance throughout the department. The agency PREA Director's position description was provided with the Preaudit Questionnaire (PAQ) in addition to an organizational chart showing where her office fits in the organization, demonstrating that this position has direct access to the WIDOC Secretary to be able to develop, implement and</p>

oversee agency efforts to comply with the PREA standards in all WIDOC facilities.

(c) At Gordon Correctional Center (GORDON), the Superintendent serves as the PREA Compliance Manager, leads the facility management team and reports directly to the Wisconsin Correctional Center System (WCCS) warden.

During an interview, the superintendent confirmed that while there is never enough time, she makes time, makes managing her PREA-related responsibilities a high priority, so, yes, she does have enough time.

She stressed the importance of training both staff and inmates. She mentioned that from Day 1, new staff, volunteers and contractors start receiving training about PREA. Can show how things are getting better. She talked about improvements that have been made, such as considering all rounds to be PREA rounds, monthly staff meetings that include PREA considerations and possible improvements, and the importance of following-up to ensure PREA practices are being carried out correctly and consistently.

CONCLUSION

Based on the above evidence, the facility is found compliant with this standard.

115.12	Contracting with other entities for the confinement of inmates
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>DOCUMENTATION</p> <ol style="list-style-type: none"> 1. WIDOC Contract Compliance Review Report Form – DOC-2845 - Blank 2. DAI Policy #410.00.01 PREA Compliance Review of Contracted Facilities, effective 4/1/18 3. DOC-2845 Contract Compliance Review Report (Oneida) 4. DOC-2845 Contract Compliance Review Report (Sauk) 5. DOC-2845 Contract Compliance Review Report (Jefferson) 6. DOC-2845 Contract Compliance Review Report (Juneau) 7. DOC-2845 Contract Compliance Review Report (Vernon) 8. DOC-2845 Contract Compliance Review Report (Sheboygan) 9. DOC-2845 Contract Compliance Review Report (Racine) 10. DOC-2845 Contract Compliance Review Report (Vilas) 11. Vilas County PREA MOA 12. Oneida PREA MOA 13. Sauk County PREA MOA 14. Fond du Lac PREA MOA 15. Dunn County MOA 16. Juneau County MOA 17. Vernon County MOA 18. Jefferson County MOA 19. Ozaukee County MOA 20. Racine County MOA 21. Milwaukee House of Corrections MOA 22. Winnebago County MOA <p>INTERVIEWS</p> <ol style="list-style-type: none"> 1. PREA Contract Administrator <p>DISCUSSION</p> <p>(a) Documentation provided with the pre-audit questionnaire (PAQ) demonstrates that the Wisconsin Department of Corrections (WIDOC) has entered into 12 Memoranda of Agreement with other agencies to house WIDOC inmates. All of these are county facilities. Review of the MOAs demonstrates that the agencies agree to fully comply with the PREA Standards.</p> <p>(b) WIDOC has demonstrated a great amount of activity and focus on compliance with this standard over the past year. The PREA Office has established a streamlined and increasingly consistent monitoring process between WIDOC and the facilities with which it contracts. In an interview, the PREA Contract Administrator indicated that her position was created at the end of 2018. The MOA's include agreement to fully comply with the standards and to submit to monitoring for compliance by the WIDOC.</p> <p>Documentation that the agency is actively monitoring these agencies for compliance and required corrective action was provided with the PAQ.</p>

Based on the above evidence, the facility is found compliant with this standard.

115.13	Supervision and monitoring
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>DOCUMENTATION</p> <ol style="list-style-type: none"> 1. Executive Directive 72, IX, Supervision and Monitoring 2. Facility Staffing Plan 3. Logbook excerpt - unannounced rounds samples 4. PREA Director Log of Staffing Plan reviews <p>INTERVIEWS</p> <ol style="list-style-type: none"> 1. PREA Coordinator 2. Warden 3. Facility Superintendent 4. PREA Compliance Manager 5. Intermediate and Higher Level Staff <p>DISCUSSION</p> <p>(a) Review of most recent staffing plan demonstrated that it does address all of the elements listed in the standard. The PAQ notes the staffing plan is predicated on the average daily number of inmates, which is reported as 92. During interviews, the warden and PREA compliance manager both reinforced that all the required elements listed were considered. (1) Generally accepted detention and correctional practices; (2) Any judicial findings of inadequacy; (3) Any findings of inadequacy from Federal investigative agencies; (4) Any findings of inadequacy from internal or external oversight bodies; (5) All components of the facility’s physical plant (including “blind- spots” or areas where staff or inmates may be isolated); (6) The composition of the inmate population; (7) The number and placement of supervisory staff; (8) Institution programs occurring on a particular shift; (9) Any applicable State or local laws, regulations, or standards; (10) The prevalence of substantiated and unsubstantiated incidents of sexual abuse; and (11) Any other relevant factors. The WCCS warden indicated that she meets weekly with the HR Director to review position control and review vacancies. She shares this information with the facility superintendents to discuss the positions that can be filled. Long-term leaves of absence are also discussed with occasional acting positions being approved. She also stated that as a short-term emergency fix, captains and superintendents can cover absences, but the most common method to ensure compliance with the staffing plan is to use overtime for uniform and non-uniform staff. The facility superintendent mentioned during her interview that the staffing plan is pretty comprehensive and is updated annually in coordination with the PREA office and updates are shared with staff and noted in meeting minutes.</p> <p>(b) The warden further stated that overtime would be mandated to cover required positions in the event of a staff shortage. The superintendent indicated that on a rare instance that staffing falls below the staffing plan, most often due to a medical emergency, staff would document the deviation on an incident report before the end of their shift. Three samples of incident reports were included on the OAS. All were due to medical emergencies, and described actions taken to stop movement or postpone certain activities until the required staff arrived at the facility.</p>

(c) During an interview, the agency PREA Coordinator indicated that the facilities coordinate with her during staffing plans reviews which occur at least annually. She provided a spreadsheet of her review of staffing plans from previous years to present. The roster indicated Gordon Correctional Center had reviews conducted on 3/25/19, 4/12/18, 7/20/17, and 4/20/16 as required by Executive Directive 72, Section IX, Supervision and Monitoring, Section A. and the standard (no less frequently than once each year). She further described that the agency provides a template for the plans, and she reminds them at the beginning of each year to review the plan. She reminds as they're reviewing their plan, to look at their facilities through the lens of sexual safety – are movement, physical layout and staffing set up to work toward sexual safety. She reviews each plan and all sign off. She indicated the plan should be stored in a place where it is accessible to staff.

(d) Executive Directive 72 requires unannounced rounds to be conducted on all 3 shifts to deter staff sexual abuse and sexual harassment. WIDOC has established a practice of documenting such rounds being documented in the unit logbook. Samples of recorded supervisory rounds were provided on the OAS for various days and shifts throughout the audit period to demonstrate that rounds were conducted and documented. The logbook was reviewed in control center during the onsite review, which corroborated that the rounds were documented as required. No discernable patterns in time or frequency of rounds were noted.

Executive Directive 72 states that employees are prohibited from alerting other employees that these rounds are occurring, unless such announcement is related to the legitimate operational functions of the facility.

CONCLUSION

Based on the above evidence, the facility is found compliant with this standard.

115.14	Youthful inmates
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>DOCUMENTATION</p> <ol style="list-style-type: none"> 1. DAI Policy 302.00.20, Placement of Juveniles in Adult Correctional Sites 2. Letter from Administrator, Division of Adult Institutions, December 19, 2016 3. Executive Directive 72, XIII, C (placement of youthful inmates) <p>INTERVIEWS</p> <ol style="list-style-type: none"> 1. Superintendent <p>DISCUSSION</p> <p>Per the above documentation, inmates under the age of 18 will not be housed in any Division of Adult Institutions (DAI) facility. They will be housed in Division of Juvenile Corrections (DJC) facilities. If sentenced as an adult, the offender will remain within the DJC and be transferred to a DAI facility at age 18. It was stated in the preaudit questionnaire and reiterated by staff that there have been no youthful offenders housed at Gordon Correctional Center during this audit period. The superintendent confirmed that youthful inmates are not sent to this facility.</p> <p>CONCLUSION</p> <p>Based on the above evidence, the facility is found compliant with this standard.</p>

115.15	Limits to cross-gender viewing and searches
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>DOCUMENTATION</p> <ol style="list-style-type: none"> 1. Executive Directive 72, Sections X, Cross-Gender Searches, and XI, Training and Education, A3. 2. DAI Policy 306.17.02, Searches of Inmates 3. DAI Policy 306.16.01, Use of Body Cameras 4. DAI policy 500.70.28 Transgender Inmates 5. Searches Lesson Plan <p>INTERVIEWS</p> <ol style="list-style-type: none"> 1. Warden or Designee 2. PREA Compliance Manager 3. Intermediate or Higher Level Staff 4. Random Inmates 5. PREA Coordinator <p>OBSERVATIONS</p> <ol style="list-style-type: none"> 1. Use of Opposite Gender Announcement, Tone and Light during onsite review 2. Review of video monitors viewing areas where a prisoner could be in a state of undress <p>DISCUSSION</p> <p>(a) Executive Directive 72 and DAI 306.17.02 both prohibit cross-gender strip searches and cross-gender visual body cavity searches except in exigent circumstances. The facility reported that no cross-gender strip or body cavity searches were conducted during the audit period, so there were no interviews conducted of nonmedical staff who have conducted such searches, nor any logs available.</p> <p>(b) While agency policy ED 72 and DAI 306.17.02 prohibit cross-gender searches of female inmates (except in exigent circumstances), Gordon Correctional Center does not house female offenders. All security staff interviewed indicated that they have received training on conducting cross-gender pat-down searches at the academy or during in-service training.</p> <p>(c) Executive Directive 72 requires that all searches shall be documented using DOC 1523. Per DAI directives, strip searches shall be conducted using an "L" model where one staff conducts the search and the other observes the search to ensure it is done correctly. The person observing the staff member does not view the inmate. The facility reported that no cross-gender strip or body cavity searches were conducted during the audit period; therefore, no logs were available for review. Security staff confirmed that females do not conduct the strip search, but if a male staff is not available to observe the staff member, a female may be assigned as observer, in accordance with policy.</p> <p>(d) Executive Directive 72 has been implemented by the facility to enable inmates to shower, perform bodily functions and change clothing without nonmedical staff of the opposite gender viewing their breasts, buttocks, or genitalia, except in exigent circumstances of when such</p>

viewing is incidental to routine cell checks. DAI 306.16.01 also addresses protections from viewing body camera footage by opposite gender staff where a prisoner is in a state of undress.

Since this facility houses male inmates, it is required that female staff's presence is announced upon entering the unit. This may be done by voice, but is normally done using a tone that can be heard throughout the unit as well as a blue light activated prior to the female entering the unit. In interviews of 17 random inmates, all indicated that female staff announce their presence in the unit. All confirmed that the bell ringing and blue light on indicated a female was entering or on the unit. One indicated that he could not hear the bell, but was aware of the light being on. During informal interviews and conversation during the onsite review, staff and inmates confirmed this process and it was observed being used when female staff were in the unit. It was also confirmed that the bell and light are used for no other purposes and there are no similar sounds used for anything else within the facility. The light was visible throughout each unit. The superintendent related that the blue light and audible tone are activated when a female staff member enters an area where an inmate could be in a state of undress.

The auditors viewed monitors in the control center to determine that cross-gender viewing of inmate genitalia, buttock and breasts was not possible when viewing the monitors.

The housing units are multi-room hallways that range from 2- to 4-man rooms to a large room with approximately 16 beds. . The bathroom and shower is in the hallway, with sinks and toilet stalls one side of the wall, and showers on the other. There is also a wall perpendicular to the wall that divides the bathroom, and shower, that restricts visibility into the showers while the inmates are showering.

Cameras are positioned so as not to view the prisoners breasts, buttocks or genitals when showering or performing bodily functions. Each of the 17 random inmates interviewed reported they are not ever naked in front of females at this facility. The Inmate Handbook admonishes inmates that they must be fully dressed anytime they are outside of their rooms; with the exception of wearing a robe and shower shoes to the shower.

(e) Executive Directive 72 and DAI 306.17.02 both prohibit searches of transgender and intersex inmates solely to determine the inmate's genital status. Genital status will be determined based on conversations with the inmate, reviewing medical records, or as part of a broader medical exam conducted in private by a medical practitioner. Based on formal interviews with random staff, this was clearly understood that such a search is prohibited by policy. The facility reported that there were no transgender or intersex inmates at the facility, so no interviews with transgender or intersex inmates were conducted.

(f) As required by agency and facility policy, staff receive training updates yearly, including training related to personal searches, according to formal and informal interviews with staff. During interviews, all eight uniformed staff indicated that they received this training at the academy and refresher training. Upon review of the module, it was verified that the academy and update search training module includes a video demonstrating proper searches, including proper search of transgender and intersex inmates and that the lesson plan shows that a simulated search is also demonstrated.

CONCLUSION

Based on the above evidence, the facility is found to be compliant with the standard.

115.16	Inmates with disabilities and inmates who are limited English proficient
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>DOCUMENTATION</p> <ol style="list-style-type: none"> 1. Executive Directive 72, XVI. A 4, First Responder 2. DAI 300.00.35, Americans with Disabilities Act 3. DAI Policy 300.00.61 Language assistance for Limited English Proficiency (LEP) Inmates. 4. Contract for Language Translation/Interpretation Services. 5. PREA posters and inmate educational materials in English and Spanish 6. Executive Directive 71, Language Assistance Policy and Implementation for Addressing Needs of Offenders with Limited English Proficiency (LEP), Section V, Determining Appropriate Language Assistance Services <p>INTERVIEWS</p> <ol style="list-style-type: none"> 1. Agency Head/Designee 2. Random Staff 3. Disabled or Limited English Proficient Inmates <p>DISCUSSION</p> <p>(a)(b) The Agency Head/Designee indicated that the agency has established procedures to provide inmates with disabilities and with limited English proficiency (LEP) equal opportunity to participate in or benefit from all aspects of the agency's efforts to prevent, detect and respond to sexual abuse and sexual harassment. She related that each facility has a disability coordinator and each inmate's needs are assessed at intake. This is also confirmed in agency policy as listed above. She went on to mention that the agency offers a language line for interpretation and that PREA materials are available in English, Spanish, Braille, and audio. She indicated the PREA inmate education video is available in English and Spanish and with closed captioning. During an interview, the superintendent also mentioned that the agency uses ISpeak cards to identify language needs and has video phones and equipment available to assist with communication for hearing impaired inmates. In the PAQ, the facility provided posters with PREA Reporting methods and outside emotional support agency contact information, as well as the prisoner guidebook in Spanish. The posters were observed throughout the building during the onsite review. The PAQ also contained pages from current contracts to provide sign language interpreter and foreign language interpreter services for inmates.</p> <p>(c) During 12 random staff interviews, 11 indicated they would not allow an inmate to interpret for a person making a complaint of sexual abuse, the question was missed during the interview with the 12th. All 11 asked said they were not aware of an inmate ever being used to interpret for another inmate in regard to allegations related to sexual abuse or sexual harassment. Use of professional interpreters and/or the facility's use of the language line was widely discussed and are addressed in Executive Directive 71 and 72 as cited above. No limited English proficient inmates were identified during the audit.</p> <p>CONCLUSION</p> <p>Based on the above evidence, the facility is found compliant with this standard</p>



115.17	Hiring and promotion decisions
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>DOCUMENTATION</p> <ol style="list-style-type: none"> 1. Executive Directive 72, Sexual Abuse and Sexual Harassment in Confinement (PREA), Section VI. A. 3 Personnel, Hiring and Promotion Decisions 2. Executive Directive 42, Police Contact, Arrest, and Conviction Policy for Current Employees 3. DAI Policy 309.06.03, Volunteers, Pastoral Visitors, Program Guests and Interns 4. WIDOC HR Policy 200.30.507, revised 12/2018, Employment References – Guidelines for Obtaining and Providing References. 5. DOC-Candidate Ref Check form, 1098R, revised 11/2018 6. WIDOC Background Check Procedure, revised 11/2018 7. Background Check Authorization form, 1098D, effective 8/2016 8. Background check samples for each type of personnel action 9. DAI Volunteer Application, including Pastoral Visitor/Program Guest/Intern DOC-2674 <p>INTERVIEWS</p> <ol style="list-style-type: none"> 1. Human Resources Staff <p>DISCUSSION</p> <p>(a) Agency policy prohibits hiring or promoting anyone who has engaged in sexual activity as described in this provision. This prohibition was confirmed during an interview with a Human Resources staff member for the Wisconsin Correctional Centers System. Executive Directive 42, Police Contact, Arrest, and Conviction Policy for Current Employees originated in January of 2014. Review of the files demonstrated that required background checks are being conducted.</p> <p>(b) Agency policy states that incidents of sexual harassment will be considered in hiring, promoting, or enlisting the services of any employee. The PREA Director coordinated a request from the auditor to provide specific background check verifications from the Wisconsin Corrections Center System (WCCS) Human Resource office. This request included the background checks for staff hired or promoted by the facility during the last twelve months, including security, non-security and contracted staff. The response was received, verifying the background checks had been completed. The facility indicated 100 percent of the 17 staff, including the two contractors, employed during the audit period have had the required background checks as per policy and procedure.</p> <p>(c)(d) The agency published a Human Resources Procedure in 2016, revised in 2018, which addresses guidelines for those who conduct background checks and outlines the process for conducting a background check of all new hires and promoting staff. During an interview, a Human Resources staff member verified that background checks are conducted on new hires and promoting staff, contractors, volunteers and interns. It was also explained during the interview that all applicants fill out the background check authorization form which also includes questions that must be answered yes or no whether the applicant has a history of any of the elements of this standard. The background check authorization is then put in a sealed envelope and kept until a selection is made. The background check will then be completed</p>

only for the selected candidate and will include information regarding driving records, and Wisconsin Department of Justice and National Crime Information Center (NCIC) databases. If negative information is discovered, a determination will be made whether the person is still eligible to be hired and, if so, the request to hire must be approved by the Bureau of Personnel and Human Resources within the Division of Management Services for approval.

(e) According to the Background Check Procedures, fingerprints are taken upon hire of applicants, contractors, and interns or others as applicable IAW federal security regulations. The date of the fingerprint is entered into a database. The Bureau of Personnel and Human Resources lets the facility know when each employee's five-year fingerprinting and background check is due. The Human Resources staff member stated that the background check process is required every five years for employees, both full-time and limited term, based on the last fingerprint date. They use a system called Portal 100. Persons promoting or transferring prior to the five-year timeframe will have a background check earlier than the five years.

(f)(g) During the interview, the background check authorization form (WIDOC 1098D) was reviewed and demonstrated that the questions required to be asked directly are required to be completed. Executive Directive 42 was reviewed by this auditor. It outlines the employee's, contractor's or intern's continuing affirmative duty to report police contacts, arrests and convictions. Section VI, Reporting Requirements, requires notification of non-work police contact by the start of the employee's next scheduled work day or within 48 hours, whichever occurs first. Employees who fail to disclose police contact, arrests and/or criminal convictions, who aren't truthful about details, who don't cooperate with the background check, or if it is discovered after hire that an employee did not disclose a prior criminal record, may be subject to disciplinary action up to and including discharge. For interns, it would be grounds to not be retained.

(h) Agency policy states that DOC shall make its best effort to obtain and, when requested, provide information from all prior institutional employers on substantiated allegations of sexual abuse or sexual harassment or any resignation during a pending investigation of a sexual abuse allegation. During the interview it was stated that it is not prohibited to release employee information if requested with a signed Background Check Authorization form from an employee. She indicated that just as WIDOC asks other jurisdictions for information when hiring staff, they share information with the requesting jurisdictions as well. She stated she has responded to such requests in the past. She indicated that, per state statute, human resources conducts a file review for applicants that includes information related to discipline and attendance, when requested by any state agency that is considering hiring a former WIDOC staff member.

CONCLUSION

Based on the above evidence, the facility is found compliant with this standard.

115.18	Upgrades to facilities and technologies
	<p data-bbox="252 170 895 203">Auditor Overall Determination: Meets Standard</p> <p data-bbox="252 248 523 282">Auditor Discussion</p> <p data-bbox="252 327 507 360">DOCUMENTATION</p> <p data-bbox="252 371 762 405">PAQ information about added cameras</p> <p data-bbox="252 461 432 495">INTERVIEWS</p> <ol data-bbox="252 506 488 618" style="list-style-type: none"> 1. Agency Head 2. Warden 3. Superintendent <p data-bbox="252 674 432 707">DISCUSSION</p> <p data-bbox="252 719 1477 1178">(a) During her interview, the Agency Head/Designee indicated that when planning substantial modifications to facilities, the agency and facility leadership together evaluate the current situation and look at other applicable standards, the facility staffing plan, patterns of incidence of sexual abuse, and compare with similar facilities. In her interview, the warden of the 14 centers that make up the Wisconsin Correctional Center System (WCCS), related that when they do modifications, they look at staffing patterns, technological resources such as cameras, and at additional things like doors, and windows, things you can see through. During the onsite review, it appeared to the audit team that camera and mirror placement was well-thought-out. The superintendent pointed out where a camera and window had been placed in the basement, to create better visibility and coverage. She also indicated that some cameras are being replaced to better mesh with digital upgrades of camera system.</p> <p data-bbox="252 1234 1477 1906">(b) The Agency Head/Designee related that technology is used to protect inmates from sexual abuse in several ways, to include consulting with facility staff and the PREA Unit in Central Office, looking at staffing plans, looking for patterns of allegations at WIDOC facilities and even considering what agencies in other states are doing. In addition, best practices and correctional standards are considered. The warden indicated the PCM and supervisory staff review camera placement and discuss with the Security Director and warden during a site visit or via phone. She mentioned that, for work release sites, WCCS uses GPS so staff review and assign routes for facility vehicles. That way vehicles can be tracked so facility staff will know if the vehicles stay on the routes when using inmate drivers to transport inmates to work release assignments, and additional vehicles that staff use for transports for medical, etc., runs. The superintendent indicated that while they haven't had any real changes in monitoring technology, they are always pushing for new cameras and are currently requesting to have video installed in the GCC vans for added safety and security of inmates during transport. She related they are expecting new cameras next year or the year after. She discussed her "wish list" where she would like to see additional cameras and that the warden has indicated the van cameras are in the plans.</p> <p data-bbox="252 1962 443 1995">CONCLUSION</p> <p data-bbox="252 2007 1382 2040">Based on the above information, the facility is found to be compliant with this standard.</p>

115.21	Evidence protocol and forensic medical examinations
	Auditor Overall Determination: Exceeds Standard
	Auditor Discussion
	<p>DOCUMENTS</p> <ol style="list-style-type: none"> 1. Executive Directive 72: Sexual Abuse and Sexual Harassment in Confinement (PREA), Section XVI. Initial Response and Care, and Section XVII, Investigation 2. Wisconsin Department of Corrections Prison Rape Elimination Act Victim Accompaniment Guide 3. National Commission on Correctional Health Care – Standards for Health Services in Prisons (2014). 4. DAI Policy 500.30.19 HSU Procedures in the Event of Sexual Abuse 5, DAI Policy 306.00.14 Protection, Gathering and Preservation of Evidence 6. SUPPORT SERVICES WORKSHOP FOR WISCONSIN DEPARTMENT OF CORRECTIONS VICTIM SERVICES COORDINATORS agenda, 4/2018 7. WIDOC Office of the Secretary, DOC-2767 (9/2015), SEXUAL ABUSE INCIDENT, VICTIM SERVICES COORDINATOR RESPONSE Reference Guide and Checklist 8. WIDOC DAI Sexual Abuse and Sexual Harassment Prevention and Intervention: A Resource for Inmates 9. Certificate of Completion of Support Services Workshop by GCC Victim Services Coordinator 10. Email Request by WIDOC to Law Enforcement Agencies Requesting Compliance with 115.21(f) <p>INTERVIEWS</p> <ol style="list-style-type: none"> 1. Center Against Sexual and Domestic Abuse (CASDA)– Victim Advocate 2. Sexual Assault Response team representative 3. Hospital representative 4. PREA Compliance Manager 5. Facility Victim Services Coordinator <p>DISCUSSION</p> <p>(a) Agency policy outlines appropriate staff requirements to preserve and protect evidence in order to maximize the potential for obtaining usable physical evidence for administrative proceedings and criminal prosecutions. Staff are provided with training and are given cards to carry in their ID card holders to reinforce the proper steps to take when responding to an incident of sexual abuse as confirmed through training staff and random staff interviews. The facility maintains a forensic evidence collection kit for use in a sexual abuse incident.</p> <p>(b) WIDOC's evidence protocol is based on National Commission on Correctional Health Care - Response to Sexual Abuse and is appropriate for youth; however, this facility does not house youthful offenders.</p> <p>(c) When evidentiarily appropriate, forensic examinations of inmate victims of sexual assault are provided by Sexual Assault Nurse or Forensic Examiners (SANE or SAFE staff) at various local hospitals in coordination with local county Sexual Assault Response teams at no cost to the victim. Formal and informal interviews with WIDOC staff, county SART staff and hospital</p>

staff confirmed that a victim would never be charged financially for a forensic examination resulting from sexual abuse. The facility reported that during the audit period, no sexual abuse incidents were alleged, so no inmates were transported to a hospital for a forensic exam. Agency policy prescribes the process to protect the evidence, to prepare the prisoner to understand the examination process, to make the appropriate contacts with the hospital and victim advocate and the facility victim services, and to process transportation required with a victim of sexual abuse.

(d)(e) This facility has an MOU with the Center Against Sexual and Domestic Abuse (CASDA) in Douglas County, Superior, WI to provide victim advocacy for inmates at this facility. During an interview with an administrator of the center it was confirmed that an MOU exists between CASDA, Gordon Correctional Center, and the Wisconsin Department of Corrections. A copy of the MOU was provided with the PAQ, demonstrating the formal agreement has been in place since early 2017.

It includes victim advocacy and outside confidential emotional support services for inmates who have experienced sexual abuse. The superintendent related that she participates with county sexual assault response teams (SARTs) from both Barron and Douglas Counties which meet (separately) on a monthly basis, and that the CASDA director runs the Douglas County Sexual Assault Response Team (SART). Contact information was provided to the audit team for CASDA, SANE Nurse Line for Barron County and several area hospitals. An example of the "red book" provided to inmates at intake included a mailing address and toll-free crisis line for CASDA, in Superior, WI.

One employee related that if an inmate wanted to talk with someone about a crisis, including sexual abuse, they are told at intake to come to the control center window and report they are "in crisis" and the victim services coordinator will assist immediately to discuss or assist in making appropriate confidential contacts. The facility victim service coordinator confirmed that she assists with coordination of victim advocate and forensic exams for inmate victims of sexual abuse.

(f) A copy of an email from the WIDOC PREA Coordinator requesting all Wisconsin law enforcement agencies that support WIDOC correctional institutions to follow provisions (a)-(e) of this standard was provided with the PAQ, demonstrating compliance with this standard on behalf of all WIDOC facilities.

(g) Auditor is not required to audit this standard.

(h) The facility superintendent indicated that a qualified advocate will be provide to an inmate victim of sexual abuse through the community domestic and sexual abuse center, CASDA. She also indicated support could also be received through coordination with the Douglas County Sexual Assault Team or Barron County Sexual Assault Response Team, with which she or her staff meet monthly to ensure that the needs of the persons in their care are represented.

The facility has established a practice of informing inmates at GCC of a method to confidentially get crisis support when needed through the victim services coordinator. In addition, despite the facility not receiving reports of sexual victimization, GCC staff participate

with two local county SARTs as reported by facility staff and confirmed by hospital and SART representatives.

CONCLUSION

Based on the above evidence, the facility is found to exceed this standard.

115.22	Policies to ensure referrals of allegations for investigations
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>DOCUMENTATION</p> <ol style="list-style-type: none">1. Executive Directive 72: Sexual Abuse and Sexual Harassment in Confinement (PREA), Section XVII. Investigations2. DAI Policy #: 303.00.05 Law Enforcement Referrals3. https://doc.wi.gov/Pages/AboutDOC/PrisonRapeEliminationAct.aspx4. Pre-Audit Questionnaire <p>INTERVIEWS</p> <ol style="list-style-type: none">1. Agency Head/Designee2. Investigative Staff3. Warden4. Superintendent5. Local Law Enforcement Agency <p>(a) Executive Directive 72 requires that an administrative investigation is conducted for all allegations of sexual abuse and sexual harassment. This requirement was confirmed in staff interviews, including those with the Agency Head Designee, Warden, Superintendent, investigative staff, and during informal interviews with a victim services staff member. The agency reported that there were no investigations of sexual abuse or sexual harassment at this facility during the audit period.</p> <p>(b)(c) Executive Directive 72 is posted on the WIDOC website, and outlines the agency's policies as they relate to PREA. As such, it also requires that all allegations be investigated, and those that may be criminal in nature are also required to be referred to law enforcement for criminal investigation. The auditor contacted the Douglas County Sheriff Office and received confirmation that it does accept and investigate allegations of criminal behavior involving the correctional facilities in the vicinity.</p> <p>(d)(e) The auditor is not required to audit these provisions.</p> <p>CONCLUSION</p> <p>Based on the above evidence, the facility is found compliant with this standard.</p>

115.31	Employee training
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>DOCUMENTS</p> <ol style="list-style-type: none"> 1. Executive Directive 72: Sexual Abuse and Sexual Harassment in Confinement (PREA), Section XI. A. 1. Training and Education. 2. Screenshots of the required online module for all WIDOC staff complete upon hire, 3. All editions of WIDOC PREA Office newsletter 4. Screenshots of the required online module all Wisconsin Department of Corrections employees 5. DEPARTMENT OF CORRECTIONS WISCONSIN, Division of Management Services form DOC-1558 6. Employment Statement of Acknowledgement 7. WIDOC Correctional Officer Preservice Program Statute Information 8. Gordon Correctional Center (GORDON) Staff Training Report (Preservice).xlsx 9. Gordon Staff Training Database Reports (2017 Refresher and Staff/Contractor PREA training Report since 2015) <p>INTERVIEWS</p> <ol style="list-style-type: none"> 1. Random Staff Interviews 2. PREA Director <p>DISCUSSION</p> <p>(a) Executive Directive 72: Sexual Abuse and Sexual Harassment in Confinement (PREA), Section XI. A. 1. Training and Education, outlines requirements and processes for providing PREA-related training to all staff who may have contact with inmates. The policy requires as topics a minimum of all of the elements listed in this standard. This training is provided during the preservice training (academy) as well as every two years for existing employees. Screenshots of the online training module was reviewed which confirmed that these topics are covered. In addition, all random staff interviewed indicated that they had received this training, either as a current employee or "in the academy". Documentation of the statute indicated staff receive academy training when hired and when promoted. Staff interviewed appeared to be very knowledgeable about prevention, detection and response for sexual abuse and sexual harassment based on their affirmative responses to the training questions and discussion during the interviews.</p> <p>(b) Executive Directive 72 also requires that training an employee receives is tailored to the gender of the inmates at the employee's institution. No matter how long a person has been employed with the WIDOC, they must complete a 2-4 week training when arriving at this institution, whether for transfer or promotion. This is to familiarize the staff member with the institution and any gender-specific training that must be given. All training is tracked in a department-wide database application. The application allows supervisors to track their staff's completion of training and allows individual staff to receive reminders when training is due, print their certificates and track their progress as well. E-mails are sent to staff to inform them when training updates are required.</p>

(c) During interviews with staff, it was stated that staff receive PREA training every year, alternating between initial and refresher training as required by Executive Directive 72. Review of training records for all staff verifies The auditor completed a thorough review the training records for each staff member. Documentation was provided for all 17 current staff, including uniformed, nonuniformed and contracted staff.

In addition, examples of refresher information have been observed during the audit. One example was a small white laminated card that has been distributed to staff since before the audit period. It contains sexual abuse responder information and is kept with their ID cards, which staff showed auditors during some interviews. The cards provided a synopsis of procedures to follow when receiving information or learning about an incident of sexual abuse. This is a very helpful reference for staff, especially those who have never been in a situation to respond to sexual abuse. In addition, samples of newsletters from the WIDOC PREA Office were reviewed to demonstrate the communication of PREA-related information to all staff on a continuing basis. WIDOC is not only training staff about required PREA elements, but is enabling them to have a glance into the PREA initiatives at the agency level, to be able to understand the "big picture".

(d) Through review of the module and discussion with the PREA Director, it was confirmed that there are checks on learning throughout the module, and a certificate is received with a score following successful completion of a quiz at the end of the course that electronically verifies understanding of the course material. Also provided was the DOC 1558, an acknowledgement form on which the employee verifies that he/she is responsible to read and understand the information provided and to ask questions if there is anything they don't understand. This form is maintained in their personnel file. Staff sign once their questions or concerns about their understanding have been answered, in addition to the electronic verification of understanding. Following successful completion of the module, with electronic verification of understanding in the form of a score and certificate, the training is recorded in the training database.

CONCLUSION

Based on the above evidence, the facility is found to be compliant with the standard.

115.32	Volunteer and contractor training
	Auditor Overall Determination: Exceeds Standard
	Auditor Discussion
	<p>DOCUMENTS</p> <ol style="list-style-type: none"> 1. Executive Directive 72, Section XI, Training and Education 2. WIDOC, Office of the Secretary, DOC-2786 (5/2016), PREA, Sexual Abuse and Sexual Harassment in Confinement Training, Contractor Statement of Acknowledgement 3. Sexual Abuse and Sexual Harassment in Confinement, PREA, UPDATED 2/18, Contractor and Volunteer Training 4. DAI 309.06.03, Volunteer Manual, Sexual Abuse and Sexual Harassment In Confinement: A Guide for Volunteers and Contractors, revised 5/2019 5. DAI Volunteer, Pastoral Visitor, Program Guest & Intern, Orientation 6. Documentation of successful completion of training <p>INTERVIEWS</p> <ol style="list-style-type: none"> 1. Volunteer Interview 2. Contractor Interviews <p>DISCUSSION</p> <p>(a) The facility reports that two contractors and seven volunteers enter the facility that may have contact with inmates. Review of the documentation included with the PAQ demonstrated that the training used a PowerPoint online training presentation with quizzes, and included elements of the training required by the standard. The agency has also published a manual for volunteers that is to be provided to volunteers to support their training. PREA-specific materials are also provided for volunteers and contractors, including the brochure “WIDOC Sexual Abuse and Sexual Harassment in Confinement: A Guide for Volunteers and Contractors.”</p> <p>(b) Executive Directive 72 requires the training elements delineated in this standard and they are included on the signature form as well. Both also include that the level and type of training provided to volunteers correlate to the services they provide and the level of contact they have with inmates. Training provided to all volunteers appears to be comprehensive, with a 3-hour module, a manual, brochure and references. The two contracted staff at the facility receive the same training as employees. Both contractors were interviewed during the onsite portion of the audit and confirmed they receive the same general PREA training as employees and related information and required documentation of understanding related to agency PREA policy and processes consistent with employee requirements and responses during the interviews.</p> <p>There were no volunteers available to interview during the onsite review of the facility, and a random sample of one of the seven facility volunteers was interviewed by phone following the onsite portion of the audit. He indicated he had been there more than a couple years and that the facility conducts refresher trainings for volunteers approximately every year . He last completed it in the Fall of this year. It was clear from the interview that he knew about the agency’s zero tolerance policy and how to report knowledge or suspicions of sexual abuse or sexual harassment of inmates. He indicated he would report to the sergeant or captain in the</p>

event of suspicion or knowledge of sexual abuse or sexual harassment of an inmate.

(c) As of March of 2018, an updated form was provided to all Volunteer Coordinators which includes the language that they were notified of the agency's zero tolerance policy, trained on their responsibilities under the agency's policies, and that their signature verifies that they have received and understand training on DOC policies and their responsibilities. The memo announcing the updated form included directions to agency Volunteer Coordinators to process the forms for inclusion in the statewide volunteer database and for the facility PREA Coordinators to maintain the originals. Documentation of contractor training was included with the report of successful completion from the staff training database. In addition, a completed, comprehensive checklist for facility orientation and training was provided for one of them as sample documentation to demonstrate the depth. of the staff and contractor training for new staff at the facility.

CONCLUSION

Based on the above evidence, the facility is found to exceed this standard, especially as it relates to volunteers.

115.33	Inmate education
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>DOCUMENTS</p> <ol style="list-style-type: none"> 1. Executive Directive 72: Sexual Abuse and Sexual Harassment in Confinement (PREA), Section XI. B. Offender Education 2. Sexual Abuse in Confinement - A Resource for Offenders and local information insert 3. Inmate and Youth PREA Education Facilitator Guide 4. DAI Policy #: 410.20.01, Inmate PREA Education, 04/20/18 5. WIDOC, DAI, Sexual Abuse and Sexual Harassment Prevention and Intervention - A Resource for Inmates 6. GORDON - Inmate Handbook <p>INTERVIEWS</p> <ol style="list-style-type: none"> 1. Intake Staff 2. Random Inmate Interviews 3. Random Staff Interviews <p>OBSERVATIONS</p> <p>Video titled, "Sexual Abuse and Sexual Harassment Prevention and Intervention" (2017). Produced by Wisconsin Department of Corrections, Wisconsin Coalition Against Sexual Assault and a local media firm. The video may be viewed via the department's public website at https://doc.wi.gov/Pages/AboutDOC/PrisonRapeEliminationAct.aspx</p> <p>DISCUSSION</p> <p>Executive Directive 72 outlines agency requirements for PREA education for inmates. The facility shall provide comprehensive education regarding the agency's zero tolerance policy, offenders' right to be free from sexual abuse, sexual harassment and disclosure-related retaliation and WIDOC's policies and procedures for responding to such incidents.</p> <p>(a)(b) Executive Directive 72, section XI B, Offender Education, requires that offenders shall receive information regarding the department's zero tolerance regarding sexual abuse and sexual harassment and how to report such incidents or suspicions. The policy's timeline for comprehensive inmate PREA education is within 30 days of arrival at the facility. This comprehensive education includes information regarding inmates' right to be free from sexual abuse and sexual harassment, their right to be free from retaliation for reporting such incidents, and agency policies and procedures for responding to such incidents. It includes facility-specific information, including local victim advocacy/outside emotional support contact information.</p> <p>Prisoner PREA education materials are available in nine versions:</p> <ol style="list-style-type: none"> 1. Male Inmate (English) 2. Male Inmate (English Subtitles) 3. Male Inmate (Spanish) 4. Female Inmate (English) 5. Female Inmate (English Subtitles)

6. Female Inmate (Spanish)
7. Youth (English)
8. Youth (English Subtitles)
9. Youth (Spanish)

Facilities play the appropriate video(s) depending upon the audience's needs. The video was viewed by the auditor.

All 17 random inmates interviewed indicated they were told about the zero tolerance and how to report sexual abuse and sexual harassment when they first came to the facility. Of those, 13 said it was the day they arrived or the day after, 4 indicated they had received it but didn't give a timeframe. All listed at least one way to report during the interview. A copy of the booklet each inmate receives titled "Sexual Abuse and Sexual Harassment, Prevention and Intervention, A Resource for Inmates" which is called the "Red Book" was also provided by staff. Review of the video and the follow-up information demonstrated that they both provide information that is comprehensive, relevant and useful.

They affirmed the information included zero tolerance for sexual harassment and sexual abuse, right to be free from sexual abuse, sexual harassment and to not be punished for reporting it. Signed acknowledgement of receipt of PREA materials and these specific statements was provided for all 17 inmates interviewed. These demonstrated that all were completed but 4 were outside the 30-day window. Staff indicated that there was a time during staff turnover when the timelines were missed for some individuals but that all were subsequently completed. Review of a report of the 24 new arrivals during the 2 1/2 months between September 4 and the audit demonstrated that all inmates arriving following the summer transition have been educated timely – 1 at 27 days, 2 at 20 days and 21 within a day or two of arrival. All 17 inmates randomly interviewed stated that they had received the comprehensive PREA education shortly after arrival at Gordon Correctional Center.

(c) Staff related that during orientation, incoming inmates view the video and are briefed on facility-specific information, including reporting sexual abuse and sexual harassment at this specific facility. Also provided at orientation is a completed form 41B with contact information for specific local community resources such as the Center Against Sexual and Domestic Abuse (CASDA) and the Douglas County Sheriff Department. The agency provides a template (POC-41B) for required information that facility staff provide to augment the video and the "Red Book" with facility-specific information to be related following the video during orientation.

(d) The "Red Book" and the inmate handbook are both available in English and Spanish. The "Red Book" is also available in Braille and audio versions as demonstrated by the documentation provided with the preaudit questionnaire. During 12 random staff interviews, 11 indicated they would not allow an inmate to interpret for another inmate and two were not sure. Three mentioned that they use "I Speak" cards to determine the appropriate language for interpretation, and eight mentioned they would use a language line or an interpreter would be made available to assist inmates with limited English proficiency. Three staff stated they did not think persons with language barriers or medical disabilities would be transferred to the facility for the Challenge Program. Staff also mentioned that a video phone to assist with interpretation for hearing impaired inmates was also available at the facility.

(e) The facility documents the PREA inmate education in their WICS database since 2017. Prior to the availability of the database, inmate education was recorded on paper forms and maintained in the prisoner files. Following orientation, inmates sign that they have received the inmate education using an electronic signature pad to record the signature in WICS. Due to the short duration of the Challenge Program, no such records would have been in inmate files for education at this facility. Sample documentation of PREA education was requested and provided for each of the inmates interviewed during the onsite portion of the audit, verifying that all had received the education within 30 days of arrival at the facility. Most commonly, it was received within two weeks.

(f) PREA information is continually available to inmates through their copy of the "Red Book", their contact information form for outside support, their inmate handbook, and PREA posters visible throughout the institution which were observed by the auditors in the upper and lower levels of the building during the site review. The PREA posters provide a reminder that sexual abuse is not part of their sentence, and that they can report using the WIDOC hotline (777) and outside entity line (888) Capitol police, or tell any staff.

CONCLUSION

Based on the above evidence, the facility is found to be compliant with this standard.

115.34	Specialized training: Investigations
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>DOCUMENTS</p> <ol style="list-style-type: none"> 1. Executive Directive 72: Sexual Abuse and Sexual Harassment in Confinement (PREA), Section XI, Training and Education 2. Training Module, Sexual Abuse and Sexual Harassment Investigations 3. Investigator Training Outline 4. Agency list of PREA-trained investigators by facility <p>INTERVIEWS</p> <ol style="list-style-type: none"> 1. Investigative Staff <p>DISCUSSION</p> <p>(a)(b) Executive Directive 72 requires that staff who investigate incidents of sexual abuse and sexual harassment shall receive specialized training on techniques for interviewing sexual abuse victims. It requires that training must include proper sexual abuse evidence collection in confinement settings and the criteria and evidence required to substantiate a case for administrative action or prosecutorial referral and proper use of Miranda, Garrity and Oddsen warnings. Review of the online (intranet) training module demonstrated that these elements are included. The Oddsen warning is specific to Wisconsin employment law. A review of training records demonstrates that each investigator has also completed the PREA refresher training for all staff in 2019. Understanding of the course material was documented through certificates of satisfactory completion for each investigator demonstrating they achieved a passing score on a quiz at the end of the module.</p> <p>During an interview with investigative staff, it was confirmed that investigators attend a course specific to investigations that includes a portion specific to investigating sexual abuse in confinement. The training outline included on the PAQ verifies the content of the training as 40 hours of specialized training - 24 hours related to general investigations, and 16 hours specific to investigations of sexual abuse and PREA-related requirements. Review of the slides from Module 8, Sexual Abuse and Sexual Harassment in Confinement, shows that it includes some general PREA and cultural information, as well as Garrity/Oddsen and Miranda warnings, and how interview sexual abuse victims, sexual abuse evidence collection in confinement settings and criteria and evidence required to substantiated a case for administrative or prosecution referral. The investigative staff related that the training included topics such as investigation basics, report writing, PREA, employee relations, supervisory information and agency policy and procedure, including evidence collection. Use of the WIDOC's sexual abuse evidence collection kits was mentioned and it was stated that there are instructions included in each kit to assist with proper evidence collection.</p> <p>(c) Gordon Correctional Center currently has 3 investigators trained to conduct sexual abuse investigations listed on the statewide PREA-trained investigator roster. Each investigator's training dates were confirmed upon review of the agency's statewide "Staff Trained to Investigate Reports of Sexual Abuse and Sexual Harassment in Confinement Directory", as of October, 2019.</p>

CONCLUSION

Based on the above evidence, the facility is found compliant with the standard.

115.35	Specialized training: Medical and mental health care
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>DOCUMENTATION</p> <ol style="list-style-type: none"> 1. Executive Directive 72: Sexual Abuse and Sexual Harassment in Confinement (PREA), Section XI. Training and Education, 2. Screenshots of the required online module all Wisconsin Department of Corrections for healthcare employees 3. GORDON Staff Training Report (Healthcare) <p>INTERVIEWS</p> <ol style="list-style-type: none"> 1. Health Care staff <p>DISCUSSION</p> <p>The Pre-Audit Questionnaire (PAQ) indicated that the facility employs 1 health care staff who regularly works in the facility.</p> <p>(a)(c) Agency policy requires that all medical and mental health care practitioners who work regularly in a DOC facility(ies) shall be trained on detecting and assessing signs of sexual abuse and sexual harassment, preserving physical evidence, responding effectively and professionally to victims and properly reporting allegations or suspicions of sexual abuse and sexual harassment. It also requires documentation of such training. Review of the training module demonstrates that these elements are covered in the training and review of the training records demonstrate that it is documented.</p> <p>(b) WIDOC staff do not conduct forensic examinations. Information was provided to the auditor that there are several options for facilities where an inmate could be taken for a forensic exam, in coordination with a county Sexual Assault Response Team..</p> <p>(d) Executive Directive 72 requires that health care and mental health staff complete the same PREA training received by other facility staff, in addition to specialized training for health care and mental health staff in accordance with the standard. It was reported on the PAQ that 100% of health care and mental health staff have completed the required training. Review of the training report shows she has completed the general PREA training for all staff, and her completion of the specialized health care training is documented on the certificate of completion provided. In addition, she affirmed in interviews that she has completed both trainings.</p> <p>CONCLUSION</p> <p>Based on the above evidence, the facility is found to be compliant with this standard.</p>

115.41	Screening for risk of victimization and abusiveness
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>DOCUMENTATION</p> <ol style="list-style-type: none"> 1. Executive Directive 72: Sexual Abuse and Sexual Harassment in Confinement (PREA), Section XII, Risk Assessment 2. Division of Adult Institutions (DAI) Policy #410.30.01, Screening for Risk of Sexual Abusiveness and Sexual Victimization 3. Reports from Wisconsin Integrated Corrections System (WICS) database documenting assessments for the inmates randomly selected for interviews. 4. Blank PREA Screening Tool (Male): Transfer Assessment or Reassessment, DOC-2781B <p>INTERVIEWS</p> <ol style="list-style-type: none"> 1. Staff responsible for conducting risk assessments 2. Random Inmate Interviews <p>DISCUSSION</p> <p>(a) WIDOC Executive Directive 72 (ED 72): Sexual Abuse and Sexual Harassment in Confinement (PREA) Section XII, Risk Assessment, page 8, outlines the requirements for risk assessments to be accomplished for each inmate upon transfer to a facility. Department of Adult Institutions (DAI) Policy 410.30.01 Screening for Risk of Sexual Abusiveness and Sexual Victimization, addresses conducting risk screening related to sexual abuse and further defines the risk assessment process for staff. ED 72, Section A indicates that an initial assessment must be completed upon arrival of every offender to a facility.</p> <p>(b) ED 72 and DAI 410.30.01 further require that initial screening will ordinarily take place within 72 hours of arrival. When interviewed, staff responsible for conducting risk assessments related that inmates are usually screened within 72 hours. At this facility, social workers conduct the screenings. Of 17 responses to relevant questions during formal inmate interviews, all reported they participated in an initial risk assessment right after they arrived. The facility reported on the PAQ that of the 198 inmates who arrived during the audit period and stayed more than 72 hours at the facility, and the 185 who were stayed more than 30 days, 100% were assessed within 72 hours and 30 days, respectively, using the automated risk assessment tool. While onsite, the audit team was provided printouts from WICS for the initial risk assessments for each of the random inmates selected for interview. Review of the 17 risk assessment documents confirmed that all were screened within 1-2 days of arrival.</p> <p>(c) As of October, 2017, the assessment tool has been automated through Wisconsin Integrated Corrections System (WICS). Staff described to the auditor that an assessment is entered into WICS. The risk screening process asks the same questions for all offenders. Each response has a numeric value assigned to a negative or positive answer. The numbers are totaled for each part of the assessment and if a certain number is reached for either portion of the assessment, a determination is made that the offender is at risk of victimization (ROV) or risk of aggression (ROA). Either outcome becomes a "special handling" note to assist staff in making proper placement decisions to better enhance the safety of inmates.</p>

(d)(e) This policy and procedure also spells out the elements that must be considered when determining risk of sexual abuse or sexual abusiveness. ED 72, and the PREA Screening Tool (Male): Transfer Assessment or Reassessment, DOC-2781B elements mirror the standards, with the addition of "prior acts of sexual abuse, prior convictions for violent offenses and/or history of prior institutional violence or sexual abuse." A staff member responsible for risk screenings indicated health care staff conducts an interview with the inmate for the initial part of the assessment. This is where the questions about fears or concerns, sexual orientation/identification and sexual abusiveness or victimization are asked. Then the security staff member completes the assessment with information obtained from the inmate's file. He indicated that health care staff initiates the assessments the day after the inmate arrives, and he completes them within 72 hours of arrival. He also indicated a backup has been identified in the event he is away from the facility.

(f)(g) Executive Directive 72, Section XII, requires that an inmate's risk level be reassessed within 30 days of the initial risk screening and when warranted due to a referral, request, incident of sexual abuse, or receipt of additional information that bears on the inmate's risk of sexual victimization or abusiveness. During an interview with staff who conduct risk screenings, it was related that the follow-up risk assessment is usually conducted within 22 to 30 days of arrival, but no more than 30 days. Of the 17 inmates interviewed, 15 indicated they had a subsequent risk assessment, 7 indicated it was around 3 weeks or a month after arrival, 8 didn't provide a timeframe, one wasn't sure when, and one didn't remember (the latter two had been there less than 30 days). Follow-up risk assessments were requested for the 17 inmates randomly selected for interview onsite and 16 were provided. Two had not been reassessed, but had been at the facility less than 30 days. Of the 15 that had been at the facility long enough to require a reassessment 1 was done at 20 days of arrival, 1 at 26, 6 at 27, 3 at 28, 1 at 29, and 2 at 30 days; all within 30 days of arrival.

Executive Directive 72, XII Risk Assessments, paragraph D, Adult Facility-Based Intake Screening states that an offender's risk level shall be reassessed when warranted due to a referral, request, incident of sexual abuse or receipt of additional information that bears on the offender's risk of sexual victimization or abusiveness. There have been no reported incidents of sexual abuse at this facility since the last PREA audit, nor was there evidence provided that reassessment was requested or completed for any of the inmates during their 140-day stay at the facility.

(h) The above policies prohibit discipline for a prisoner who refuses to answer questions during a risk assessment, ED72, XII. A. and DAI 410.30.01, I G. The social worker indicated a prisoner would never be disciplined for not answering the questions, or for giving false information. The staff interviewed confirmed that a prisoner would not be disciplined in any way for refusing to answer any of the questions on the risk assessment.

(i) Responses to questions are contained within WICS, to which access is available based on a staff member's assigned profiles within the system. During a WICS Risk Assessment demonstration, it was stated that access to the risk assessment data is limited to few and that the system records who makes entries into records. All who access must sign a confidentiality agreement.

ED72, XII F. and DAI 410.30.01, both require appropriate controls to be placed on the

dissemination of information gathered during the risk assessment to ensure sensitive information is not exploited to the inmate's detriment by employees or other inmates. Risk screening is conducted in a private office. It was also related that only the Captain, Superintendent and Social Workers have access to the risk assessments.

CONCLUSION

Based on the above evidence, the facility is found to be compliant with this standard.

115.42	Use of screening information
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>DOCUMENTATION</p> <ol style="list-style-type: none"> 1. Executive Directive 72: Sexual Abuse and Sexual Harassment in Confinement (PREA), Section XIII. Placement 2. DAI Policy 410.30.01, Screening for Risk of Sexual Abusiveness and Sexual Victimization, Section II, Use of Screening Information 3. DAI Policy 500.70.27, Transgender Inmates <p>INTERVIEWS</p> <ol style="list-style-type: none"> 1. PREA Coordinator 2. PREA Compliance Manager 3. Staff Responsible for Risk Screening <p>DISCUSSION</p> <p>(a)(b) Executive Directive 72: Sexual Abuse and Sexual Harassment in Confinement (PREA), Section XIII. Placement, A. and DAI Policy 410.30.01, Screening for Risk of Sexual Abusiveness and Sexual Victimization, Section II, Use of Screening Information, A and B, confirm that the intent of the risk screening is to inform staff in making decisions related to housing, work, education and programming assignments to keep separate and appropriately supervise those who score with a high risk of sexual aggression (ROA) or victimization (ROV). Both policies also require that individualized determinations are made regarding how to ensure the safety of each inmate. During interviews, a staff member responsible for risk screening indicated that the risk screening is used for determining appropriate room assignments and work assignments, including the van driver job. We look at who the inmate passengers are in the van, which inmate is driving the van. She mentioned they use off-site review forms, which include a spot for including risk assessment results for work assignments. She indicated the superintendent checks inmate risk screening results constantly when placing inmates. She went on to explain they have no programs at this facility, most prisoners are assigned jobs – off-site or in the facility.</p> <p>(d) (e) ED 72, XIII Placement E. DAI 410.30.01 II E Use of Screening Information and DAI 500.70.72 II A and B all address that placement of transgender or intersex inmates will be made on a case-by-case basis and consider whether a placement would ensure the inmate's health and safety, and whether the placement would present management or security problems. The inmate's own views with respect to his or her own safety shall be given serious consideration. They also all require that placement and programming assignments be assessed at least twice yearly to review any threats to safety experienced by the inmate. A staff member indicated that the facility staff regularly do offsite reviews, sometimes as often as weekly, to review inmate assignments. She indicated a transgender or intersex inmate's views of his or her safety would be given serious consideration in placement decisions.</p> <p>The PREA Compliance Manager indicated that there were no transgender or intersex inmates at Gordon and that it is one of the only facilities that doesn't accept them, if known, due to lack of services there. They could be placed at another center that has access to resources. The</p>

auditor notes this is important because the center system provides work release opportunities for inmates nearing release from the Wisconsin Department of Corrections.

(f) The above sections of these policies also provide for the opportunity for a transgender or intersex inmate to shower separately from other offenders. During an interview, the superintendent indicated they do not house transgender or intersex inmates at this facility. She also indicated if a transgender or intersex person was erroneously transferred there, it would be for a short period of time and they do have a single shower that could be temporarily opened up for them.

(g) ED 72, XIII Placement E. DAI 410.30.01 both prohibit transgender or intersex inmates from placement in dedicated locations solely based on their identification or status. The PREA Coordinator related in an interview that WIDOC doesn't have dedicated units for any demographic other than security level or programming needs. Any unit may house any gender identity or orientation, unless they have certain programming or security needs. She stated that housing is based on release date, security level, programming needs, and the body that directs placement doesn't have access to the information that the prisoner is a transgender or intersex inmate. She further indicated that it conflicts with agency policy and we don't permit such placement.

CONCLUSION

Based on the above evidence, the facility is found compliant with this standard.

115.43	Protective Custody
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>DOCUMENTATION</p> <ol style="list-style-type: none"> 1. Executive Directive 72: Sexual Abuse and Sexual Harassment in Confinement (PREA), Section XIII. B. 1. Offenders at High Risk of Sexual Victimization 2. DAI Policy 410.30.01, Screening for Risk of Sexual Abusiveness and Sexual Victimization. <p>INTERVIEWS</p> <ol style="list-style-type: none"> 1. Warden or Designee 2. Superintendent <p>DISCUSSION</p> <p>This facility does not have restrictive housing capabilities. The warden indicated their practice would be guided by Executive Directive 72. Paragraph XIII B 1 requires that offenders at high risk of sexual victimization shall not be separated from the general population unless an assessment of all available alternatives has been made and a determination has been made that there is no available alternative means of separation from likely abusers. If an assessment cannot be conducted immediately, the facility may separate the offender involuntarily from the general population for less than 24 hours while completing the assessment. She stated that they might have to place an inmate in temporary hold for a very limited period pending a move, couple hours or same day. They try not to make it punitive. It was discussed that they can separate inmates through room assignments, off-site work locations and shifts, and for work assignments at the facility, could separate by work and shift assignments, as well.</p> <p>CONCLUSION</p> <p>Based on the evidence above, the facility is found to be in compliance with this standard.</p>

115.51	Inmate reporting
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>DOCUMENTATION</p> <ol style="list-style-type: none"> 1. Executive Directive 72: Sexual Abuse and Sexual Harassment in Confinement (PREA), Section XIV. Reporting Sexual Abuse, Sexual Harassment and Retaliation 2 & 3. Inmate Handbook Prisoner Education, English and Spanish 4 & 5. PREA Poster with reporting information, English and Spanish 6. Poster to report on behalf of an inmate w/website and other methods, English and Spanish poster 7. Poster showing 888 - outside line 8. Webpage screenshot for US Department of Homeland Security Immigration Enforcement Detention Facility Locator <p>INTERVIEWS</p> <ol style="list-style-type: none"> 1. PREA Coordinator 2. PREA Compliance Manger 3. Random sample of staff 4. Random sample of inmates <p>OBSERVATIONS</p> <p>Posters available throughout the housing units</p> <p>Telephones operational, successful tests of hotline numbers</p> <p>DISCUSSION</p> <p>(a)(b) It was verified that the agency has established procedures as outlined in policy for multiple internal methods for inmates to privately report sexual abuse, sexual harassment, retaliation for participating in an investigation of sexual abuse or harassment, and staff neglect or violation of responsibilities that may have contributed to such incidents. This was confirmed through interviews with the PREA Compliance Manager and agency PREA Director, as well as during the onsite review where posters with hotline numbers were visible in each housing unit (#777 and #888) . During random inmate interviews, all 17 inmates related at least one of the available methods to report - tell the sergeant or other staff, use the phone to call 777 or 888, write to their social worker or another staff that they trust, or could contact someone on the outside to report. All but three mentioned two or more methods. #777 is the WIDOC hotline to the agency PREA Unit. Most inmates also indicated they could call someone on the outside. #888 is the hotline to Capital Police, the outside entity that has agreed to forward allegations to the PREA Unit where they will be forwarded to the facility for investigation. Of 12 random staff interviewed 11 provided three or more methods for inmates to privately report, two provided at least one, including: reporting to staff, anonymously, via hotlines, in person or writing to staff or contacting the police department or family. The hotline numbers are visible on posters throughout the facility. The call may remain anonymous, it does not require a PIN to make the call or the reporter can leave their name if they so choose. Auditors called the two hotline numbers from phones within the housing units and were able to leave messages for which receipt was verified to the auditor via e-mail within a day.</p>

It was noted on the PAQ that WIDOC does not house inmates detained solely for immigration purposes. Also provided was a screenshot of the US Department of Homeland Security Immigration Enforcement Detention Facility Locator showing that no centers were located in Wisconsin.

(c)(d) All staff confirmed during random interviews that any allegation received in any format would be reported and documented. Most indicated it would be documented on an incident report (IR), some added they would document it in the logbook as well.

Review of WIDOC policy indicates that all reports shall be accepted and documented. Of 17 random inmates interviewed, all mentioned at least one method, 13 listed three or more. All but one reported they could make a report without giving their name. The one who didn't know indicated it was because he hadn't had to ever call it, but was familiar with the phone numbers. All 17 knew they could make a report verbally or in writing. None of the randomly-selected inmates indicated that they had made a report of sexual abuse at this facility. All random staff interviewed reported at least one way to privately report sexual abuse and sexual harassment of inmates, including using hotlines, going directly to supervisor or administration, in person or in writing.

CONCLUSION

Based on the above evidence, the facility is found compliant with this standard.

115.52	Exhaustion of administrative remedies
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>WIDOC's grievance process is called the Inmate Complaint process. The agency does not have administrative procedures to address inmate grievances regarding sexual abuse. When a complaint of sexual abuse or sexual harassment is received by the inmate complaint examiner, as indicated in Executive Directive 72, it is immediately redirected and referred for sexual abuse and/or sexual harassment investigation.</p> <p>The agency has implemented many of the elements of this standard as best practices; however, they are outside the inmate complaint process. Inmates will be notified within 30 days of the initial complaint that an investigation into the portion of the complaint alleging sexual abuse or sexual harassment has commenced and the Inmate Complaint Review process has concluded. The complaint process shall not include a mandatory informal resolution process, nor will a time limit be imposed on when an offender may submit a complaint of sexual abuse or sexual harassment. Each facility shall ensure that an offender who alleges sexual abuse or sexual harassment may submit a complaint without submitting to an employee who is the subject of the complaint, nor will the complaint be referred to the person who is the subject of the complaint.</p> <p>Executive Directive 72 also requires that third parties, including fellow offenders, family, friends, attorneys and outside advocates, shall be permitted to assist an offender in writing the sexual harassment or sexual abuse complaint. When an offender alleges that he or she is subject to a substantial risk of imminent sexual abuse, staff shall immediately forward the allegation to facility leadership for immediate corrective action. Facility staff will provide an initial response within 48 hours and issue a final decision within 5 calendar days.</p> <p>CONCLUSION Based on the above evidence the facility is found compliant with this standard.</p>

115.53	Inmate access to outside confidential support services
	<p>Auditor Overall Determination: Meets Standard</p> <p>Auditor Discussion</p> <p>DOCUMENTATION</p> <ol style="list-style-type: none"> 1. Executive Directive 72: Sexual Abuse and Sexual Harassment in Confinement (PREA), Section XVI. 2. Inmate Handbook SA/SH Prevention and Intervention: A Resource for Inmates and addendum (SA/SH in Confinement: A Resource for Offenders) 3. PREA and Emotional Support Poster 4. Blank forms and completed sample with facility/hospital information 5. MOU between CASDA, WIDOC and facility <p>INTERVIEWS</p> <ol style="list-style-type: none"> 1. Random Inmates 2. CASDA Representative 3. Inmate Who Reported Sexual Abuse (none available) <p>OBSERVATIONS</p> <p>Emotional Support Posters displayed throughout the facility</p> <p>DISCUSSION</p> <p>(a)(b)(c) WIDOC provides access to outside victim advocates for emotional support services related to sexual abuse. Inmates are informed of this support during orientation, and through posters throughout the facility. At facility orientation and at the beginning of an investigation, inmates receive a form that contains the name, address and telephone number for CASDA, which also provides victim advocacy related to sexual abuse. It also contains a disclosure on the bottom to inform the inmate that their call could be monitored or mail opened with security director's approval, in accordance with policy. This is a half-sheet form, WIDOC POC- 41B, that fits inside the PREA information booklet that they receive. A copy of the booklet and insert were provided to the auditor for review.</p> <p>The agency PREA Director indicated the Wisconsin Department of Corrections does not confine individuals solely for immigration purposes.</p> <p>When interviewed, the administrator for the rape crisis center verified the MOU with this facility and that they would provide support. Posters containing the contact information for CASDA were observed by the audit team during the onsite portion of the audit. Of 17 random inmates interviewed, all were aware of the outside support agency. Two named CASDA, most said they saw it on posters which one said were all over the place, and one listed that he saw them in the lunchroom, on walls in the hallway, in the gym, computer room and bathroom. All 17 also reported that the call would be free.</p> <p>CONCLUSION</p> <p>Based on the above evidence, the facility is found to be in compliance with this standard.</p>

115.54	Third-party reporting
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>DOCUMENTATION</p> <ol style="list-style-type: none"> 1. Executive Directive 72, Section XIV B, Third Party Reporting 2. WIDOC website for community reporting, https://doc.wi.gov/Pages/AboutDOC/PrisonRapeEliminationAct.aspx 3. PREA Poster - how to report on behalf of any inmate. <p>INTERVIEWS</p> <ol style="list-style-type: none"> 1. Random and Specialized Staff 2. Random Inmates <p>DISCUSSION</p> <p>Agency policy requires that all allegations of sexual abuse and sexual harassment must be investigated, no matter where the allegation comes from, and that fact was echoed throughout the staff interviews. Posters with information for reporting sexual abuse on behalf of an inmate were observed during the onsite portion of the audit. Of 17 randomly-selected inmates interviewed, 15 reported they were aware that other people could make a report for them. One wasn't sure but thought you could, and one didn't specifically indicate whether he knew you could. He said he could contact family members about it, but would prefer to contact staff.</p> <p>This auditor viewed the WIDOC website that provides information to the community on how to report sexual abuse by phone or email. A link on the WIDOC website provides a contact box to allow anyone in the community to make a report of sexual abuse or sexual harassment on the behalf of an inmate. This link was tested on December 18, and a response was received December 19, 2019, verifying the link is active and describing the message retrieval and investigation process that would follow as a result of any message containing an allegation of sexual abuse or sexual harassment.</p> <p>CONCLUSION</p> <p>Based on the above evidence, the facility is found compliant with this standard.</p>

115.61	Staff and agency reporting duties
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>DOCUMENTATION</p> <p>1. Executive Directive 72: Sexual Abuse and Sexual Harassment in Confinement (PREA), Section XIV. C. 1. Reporting Sexual Abuse, Sexual Harassment and Retaliation, Employee Reporting</p> <p>INTERVIEWS</p> <p>2. PREA Coordinator</p> <p>3. Warden</p> <p>4. Medical and Mental Health Staff</p> <p>5. Random Sample of Staff</p> <p>DISCUSSION</p> <p>(a) Executive Directive 72 states that employees shall accept reports made verbally, in writing, anonymously, and from third parties, will promptly document any verbal reports and immediately report any knowledge, suspicion or information regarding an incident of sexual abuse or sexual harassment that occurred in a facility, whether it is a part of the DOC or not. In addition, any incidents of retaliation against offenders or employees who reported such an incident, and/or any employee neglect or violation of responsibilities that may have contributed to an incident or retaliation must also be reported. During interviews with random staff, all 13 staff indicated they were to report knowledge, suspicion or information regarding an incident of sexual abuse or sexual harassment. A volunteer and two contractors confirmed their knowledge of that duty as well when they were interviewed.</p> <p>(b) The directive prohibits staff from disclosing information related to a sexual abuse report to anyone that does not need to know and directs that staff shall report to their supervisors and others necessary for appropriate response as per policy. Eleven the random staff interviewed indicated that information about sexual abuse should be confidential. Methods related to accomplish confidentiality were to ensure only those who need to know should be told or when logging the incident in the logbook to not include specifics about the sexual abuse or to otherwise contain the information from being spread beyond those who require it for proper response to the incident. The remaining two did not address confidentiality during their interview.</p> <p>(c) The agency requires that medical staff provide notice to inmates at the initiation of services of limits of confidentiality and their requirement to report incidents of sexual abuse that occurred in an institution as required by agency policy and the standards. During an interview, the health care staff confirmed that health care staff inform inmates at the initiation of services that health care staff are required to report sexual abuse that occurred in a facility. She further stated that, although she is not aware of any allegations of sexual abuse or sexual harassment at the facility, she knows she is required to report any knowledge, suspicion or information about sexual abuse or sexual harassment to a supervisor immediately upon learning of it.</p>

(d) For victims under 18 or who are considered a vulnerable adult, policy requires the DOC to report the allegation to the designated state or local bodies under applicable mandatory reporting laws. During interviews, the warden and the PREA Director indicated the response would be basically the same with a few additions. Meet immediate needs, medical or emotional, would send out for SANE, if w/in 120 hours. Connect with outside or internal support services. There would be added responsibility of reporting to child or adult protective services and law enforcement for those vulnerable populations. It was reported in the PAQ that inmates under the age of 18 are not housed at this facility. This was confirmed by the PREA Director, who related that, since December of 2017, no youthful inmates have been housed in WIDOC adult facilities. They would be housed at Lincoln Hills/Copper Lake until they turn 18. At that point, they will be assigned a facility within the Division of Adult Facilities to serve the remainder of their sentence.

(e) The warden and superintendent reiterated that all allegations of sexual abuse and sexual harassment, including those from third-party and anonymous sources are reported directly to the designated facility investigators. They further stated that anonymous or third party complaints would be accepted, including those from another inmate or a family member. Executive Directive 72 requires that all sexual abuse and sexual harassment allegations be investigated.

CONCLUSION

Based on the above evidence, the facility is found to be compliant with this standard.

115.62	Agency protection duties
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>DOCUMENTATION</p> <p>1. Executive Directive 72, XVI Initial Response and Care</p> <p>INTERVIEWS</p> <p>1. Agency Head/Designee 2. Warden 3. Random Staff</p> <p>DISCUSSION</p> <p>Executive Directive 72 requires that when the department or facility learns that an offender is subject to a substantial risk of imminent sexual abuse, it shall take immediate action to protect the offender. The facility reports that there were no reports of an inmate being subject to substantial risk of imminent sexual abuse during the audit period, and that it would take immediate action to protect the inmate if such a situation arose. The Warden indicated that that the agency absolutely prohibits placing an inmate with a substantial risk of imminent sexual abuse into segregated housing unless other less restrictive housing is not available. During interviews with the Agency Head/Designee, Warden and randomly selected staff, it was further supported that the staff would respond right away. Examples of the immediate action included determining the true level of risk, ensuring the potential victim was separated from the potential victim, making a housing unit change or a facility change if necessary, try to isolate or remove the threat, try to resolve conflict if an issue, monitor the inmates. Documentation was also discussed as important, to create an incident report, and COMPAS note with pertinent information.</p> <p>This facility does not have restricted housing, so that is not an option unless the inmate is transferred.</p> <p>CONCLUSION</p> <p>Based on the above evidence, the facility is found to be compliant with this standard.</p>

115.63	Reporting to other confinement facilities
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>DOCUMENTATION</p> <p>1. Executive Directive 72, XIV C. Employee Reporting</p> <p>INTERIEWS</p> <p>1. Agency Head/Designee 2. Warden</p> <p>DISCUSSION</p> <p>Executive Directive 72 requires that when an allegation of sexual abuse is received that occurred at another facility, the head or designee of the facility will notify the head or designee of the facility where the alleged abuse occurred within 72 hours. The facility reported that during the audit period, there was one report of previous sexual abuse at another WIDOC facility. The Superintendent provided documentation of the action taken. Because the inmate indicated it happened more than ten years ago, was previously reported and that it had been investigated, the superintendent conducted an incident report search and verified the report and multiple previous reports to the head of the facility. She contacted the WIDOC PREA Director for guidance on how to proceed with required notifications. The PREA Director informed her it was not necessary to contact the facility head for additional follow-up in this case as long as the notification had previously been made and an investigation did take place. The sole inmate who reported previous abuse was not available for interview while the audit team was at the facility.</p> <p>The directive also requires that when an allegation is received from another facility alleging an incident of sexual abuse occurred at a WIDOC facility, the appointing authority at the facility must ensure that the allegation is investigated. The facility reported there have been no reports of sexual abuse received from other facilities by this facility. When interviewed, the superintendent indicated that all allegations received by other institutions that an inmate was sexually abused while at this facility would be investigated in the same manner as any other sexual abuse allegation received.</p> <p>The agency head/designee related that there are two points of contact for receiving allegations of sexual abuse alleged to have occurred at a WIDOC facility; the Warden at the facility or the PREA Director in Central Office. The standard procedure, when one is notified, is for them to notify the other person, and then begin an investigation. For notification of sexual abuse that allegedly occurred at another facility, if it goes from one facility to another of our facilities, the Wardens communicate and if the notification is received by the PREA Director, the PREA Director notifies the appropriate people, including the Warden and the Security Director of the institution where the inmate had been incarcerated when the alleged assault happened. She provided an example where a parolee had reported to his parole agent that he had been sexually abused at a WIDOC facility, who reported it to the PREA Director, who made the appropriate notifications to the facility head.</p> <p>The WCCS warden indicated that when a report is received that an inmate was sexually</p>

abused in one of the correctional centers, whoever receives the report notifies her. As the warden, she will alert the superintendent of the center where it allegedly happened, to begin an investigation. She indicated that it happens so seldom that she was not aware of any examples of such allegations being reported from another facility or agency during the audit period.

CONCLUSION

Based on the above evidence, the facility is found to be compliant with this standard.

115.64	Staff first responder duties
	<p>Auditor Overall Determination: Meets Standard</p> <p>Auditor Discussion</p> <p>DOCUMENTATION</p> <ol style="list-style-type: none"> 1. Executive Directive 72, XVI First Responders 2. Pocket Cards - Response steps by staff type (Health Care, Security, Non-security) 3. Duties for Security and Non-security in response to sexual abuse <p>INTERVIEWS</p> <p>Random Sample of Staff-Responders</p> <p>DISCUSSION</p> <p>(a) Agency policy and the facility's coordinated sexual abuse coordinated response plan require that all first responders report and document the incident to security staff or a supervisor, and if responding within a timeframe that still allows for the collection of physical evidence, request victim to not do anything that would damage evidence, such as eat, drink, smoke, shower, brush teeth, urinate, defecate, or change clothing. In addition, policy and the response plan also require security staff responders to separate the victim and suspect, ensure the safety of the victim, secure the scene, maintain the evidence and record chain of custody of the evidence on form DOC-1445, Chain of Custody. They also require that security staff ensure the inmate suspect doesn't do anything that would damage the evidence. Laminated, ID card sized cards, have been provided to refresh staff with first responder requirements when responding to sexual abuse. These cards are provided for security, non-security and health care/mental health staff. This is an outstanding method for ensuring staff are reminded of appropriate actions in the event of sexual abuse.</p> <p>The facility reported and the agency confirmed there were no allegations of sexual abuse of an inmate at the facility during the audit period.</p> <p>All security staff are considered first responders. Interviews with 12 random staff confirmed that staff understand what their required duties would be in the event of an incident of sexual abuse.</p> <p>(b) Two non-uniformed staff and two contractors interviewed were familiar with their responsibilities to report the incident immediately to uniformed staff requirement and related various actions to request the victim not take, in order to preserve evidence. The responses included ensuring the victim was safe, requesting that they not change clothes, shower or brush their teeth. During the interviews, it was clear they all understood that it would be a priority to notify security staff and to request that evidence be protected. Use of the reference cards for non-uniformed staff and health care staff will assist staff in ensuring all appropriate steps are followed.</p> <p>CONCLUSION</p> <p>Based on the above evidence, the facility is found to be compliant with this standard.</p>

115.65	Coordinated response
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>DOCUMENTATION</p> <ol style="list-style-type: none"> 1. Sexual Abuse Coordinated Response Plan (PREA Binder) 2. Reference cards provided to staff for response <p>INTERVIEW</p> <p>Superintendent</p> <p>DISCUSSION</p> <p>The facility has developed a comprehensive sexual abuse coordinated response plan, in accordance with Executive Directive 72. The plan was viewed in a binder in control center. Control Center staff were familiar with it. It outlines duties of all staff in response to learning of imminent risk of inmate sexual abuse and when an incident of sexual abuse occurs or is alleged to have occurred. The plan includes elements of response, confidentiality, duties by roles and position, investigation, review team requirements, and duties when a report is received alleging sexual abuse at another institution or in the community.</p> <p>When interviewed, the superintendent cited that all staff have first responder cards to assist with proper steps in responding to sexual abuse. The auditor noted that control center maintains sealed evidence kits for use in the event of sexual abuse which also contains supplies and instructions for the collection, handling, and preservation of evidence.</p> <p>Additionally, the superintendent reported that the PREA binder outlines the plan in more detail. It provides information for appropriate contacts such as law enforcement, Hospital, SANE nurse and the SANE staff notify the advocate. She indicated the facility does the transport and that the suspect and the victim would be transported to separate hospitals. She also mentioned that her staff participates with monthly SART meetings in Douglas and Barron Counties to ensure the needs of the facility population are met.</p> <p>Based on the above evidence, the facility is found to be compliant with this standard.</p>

115.66	Preservation of ability to protect inmates from contact with abusers
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>The PREA Director and the agency head designee both indicated that the State of Wisconsin public employees do not work under any union bargaining agreements. The agency head designee explained that is in compliance with a state statute, Act 10.</p> <p>CONCLUSION Based on the above evidence, the facility is found compliant with this standard.</p>

115.67	Agency protection against retaliation
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>DOCUMENTATION</p> <ol style="list-style-type: none"> 1. Executive Directive 72, XVIII, Retaliation 2. Sexual Abuse and Sexual Harassment Incident Victim Services Coordinator Checklist DOC-2767 3. Monitoring form for staff DOC-2805 <p>INTERVIEWS</p> <ol style="list-style-type: none"> 1. Agency Head/Designee 2. Warden 3. Designated Staff Member Charged with Monitoring Retaliation <p>DISCUSSION</p> <p>(a)(e) Executive Directive 72 requires that each facility shall designate a employee(s) to monitor retaliation to ensure that all offenders and employees involved in the reporting or investigation of sexual abuse and/or sexual harassment are protected. Documentation provided by the facility indicates that the superintendent and the social worker/victim services coordinator are the staff assigned to monitor for retaliation and both confirmed this in interviews. At this facility, the superintendent monitors staff who report sexual abuse or participate in a sexual abuse investigation and the victim services coordinator does the same for inmates who report or who express fear for participating with an investigation of sexual abuse.</p> <p>(b) During interviews, staff at various levels addressed multiple protection measures that could be taken for inmates or staff who fear retaliation for reporting sexual abuse or sexual harassment or for cooperating with investigations. The agency head/designee and the warden indicated these include the possibility of housing changes to remove an inmate from a potential threat. They talked about moving or transferring a person who was a known threat in a situation. Either inmate or a staff person could be transferred to remove an abuser from contact with a victim. The agency head/designee indicated they make sure those who fear retaliation have a couple choices about which path they can take if they need to.</p> <p>(c) Executive Directive 72 requires that monitoring shall be conducted for at least 90 days following the report of sexual abuse. Monitoring will include the conduct and treatment of the offender(s) or employee(s) who reported the sexual abuse and the offender(s) who was reported to have experienced sexual abuse to determine if retaliation occurred. It further states staff shall act quickly to remedy the situation. During interviews, the agency head designee, superintendent and victim services coordinator all stated that inmates are monitored for at least 90 days, more if they deem it necessary. They mentioned they look for typical signs that might indicate retaliation, such as program or housing changes, conduct reports, etc. It was reported that for staff, they look at performance reviews, assignments and reassignments, and different patterns of behavior, and document everything.</p> <p>(d) For offenders, such monitoring shall include periodic status checks, per policy. The facility</p>

Victim Services Coordinator mentioned the monitoring would include regular meetings with the inmate and that they would be documented. The superintendent confirmed status checks would be every 30 days and that they would let the monitored person know they have the right to be free from retaliation and if they are experiencing it to let her know. The agency uses the above form and checklist to document monitoring.

(f) Executive Directive 72 states that the agency's obligation to monitor for retaliation shall terminate if the investigation determines that the allegation is unfounded.

Based on the above evidence, the facility is found to be compliant with this standard.

115.68	Post-allegation protective custody
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>DOCUMENTATION</p> <ol style="list-style-type: none"> 1. Executive Directive 72: Sexual Abuse and Sexual Harassment in Confinement (PREA), Section XIII. B. 1. Offenders at High Risk of Sexual Victimization 2. REVIEW OF INMATE IN RESTRICTIVE HOUSING form <p>INTERVIEWS</p> <ol style="list-style-type: none"> 1. Warden or Designee <p>DISCUSSION</p> <p>This facility does not have segregated or restrictive housing. This discussion will address the agency's policy regarding use of restricted housing for offenders at high risk. The superintendent reiterated that they do not have restrictive housing at this facility and that she has not and would never lock up an alleged victim.</p> <p>The above directive prohibits separating offenders at high risk of sexual victimization from the general population unless an assessment of all available alternatives has been made and it has been determined that there is no other available means of separation from likely abusers. It further indicates that if an assessment cannot be made immediately, the facility may separate the offender involuntarily from general population for less than 24 hours while completing the assessment. The warden indicated that the agency absolutely prohibits placing inmates at high risk for sexual victimization or who have alleged sexual abuse, unless there are no other available alternatives.</p> <p>Policy also requires that offenders separated for this purpose will still have access to programs, privileges, education or work opportunities to the extent possible. Any access to these opportunities shall be documented along with the reason and duration for such limitations. Such separation shall only be used until an alternative means of placement can be arranged and shall not ordinarily exceed 30 days.</p> <p>Per policy, every 30 days, the facility shall afford the offender a review to determine whether there is a continuing need for separation from the general population. Facility staff reported in the PAQ and informal and formal interviews with administrative staff that there had been no inmates placed in restrictive housing due to alleging to have suffered sexual abuse.</p> <p>CONCLUSION</p> <p>Based on the above evidence, the facility is found to be compliant with this standard.</p>

115.71	Criminal and administrative agency investigations
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>DOCUMENTATION</p> <ol style="list-style-type: none"> 1. Executive Directive #72, Sexual Abuse and Sexual Harassment in Confinement (PREA), XVII Investigations. 2. Investigator Training Curriculum 3. Investigator Training Completion Records 4. State of Wisconsin Records Retention Documentation <p>INTERVIEWS</p> <ol style="list-style-type: none"> 1. PREA Director 2. Warden or Designee 3. Facility PREA Compliance Manager 4. Investigative Staff <p>DISCUSSION</p> <p>The facility reports they have not received any sexual abuse or sexual harassment allegations during the audit period and; therefore, have not conducted any sexual abuse or sexual harassment investigations.</p> <p>(a) Executive Directive 72, Sexual Abuse and Sexual Harassment in Confinement (PREA), Section XVII, Page 15, paragraphs A through M, contains the agency's policy related to criminal and administrative agency investigations. It requires that all allegations of sexual harassment and sexual abuse be investigated promptly, thoroughly, and objectively. It also requires all allegations, including third party and anonymous reports, to be investigated. Interviews with 13 Random Staff, Investigators and the Facility PCM indicated that all allegations will be investigated, no matter how the reports are received. Three investigative staff were interviewed and reported investigations would begin right away.. They also confirmed third party and anonymous complaints would be investigated as well.</p> <p>(b) A review of agency policy verifies that when sexual abuse is alleged, the agency requires that investigators who have received special training in sexual abuse investigations be responsible for conducting the investigations. Documentation of Training completion for facility investigators was also reviewed to confirm the identified sexual abuse investigators at the facility had the required training. All three named investigators verified during interviews that they had received the information specially designed for investigating allegations of sexual abuse and sexual harassment in confinement settings. Review of the training module confirmed that the training included the appropriate material as required in standard 115.34.</p> <p>(c) Agency policy requires that investigators gather and preserve direct and circumstantial evidence, including any available physical and DNA evidence and any electronic monitoring data, and that they follow a uniform evidence protocol that maximizes the potential for preserving and/or collecting usable evidence. During interviews, investigative and random staff were able to articulate their evidence collection and preservation processes. Staff mentioned that the facility maintains a kit in the control center, which the auditors were shown during the</p>

site review, to be used when collecting and preserving evidence from a victim and suspect of a sexual assault. Instructions are provided in the kit.

(d) Any allegation that involves potentially criminal behavior will be referred to the local police agency, the Douglas County Sheriff Office, for investigation as directed in Executive Directive 72. The superintendent affirmed she reports all potentially criminal behavior to law enforcement. The PREA Director indicated that WIDOC facilities have very positive and strong partnerships local law enforcement. She further stated that WIDOC trains their investigators to stand down and wait on law enforcement and only conduct a parallel investigation if law enforcement gives the green light, otherwise facility investigators wait for law enforcement to finish their criminal investigation before conducting the administrative investigation. The Agency Head Designee, PREA Director, and Warden all indicated that investigations of potentially criminal behavior are referred to law enforcement, as one stated, for a “first right of refusal” and that a parallel administrative investigation would be completed with the permission of law enforcement.

Executive Directive 72 states that staff investigators will not conduct compelled interviews for potentially criminal investigations. During interviews, investigative staff indicated they would work with the law enforcement agency who is conducting the criminal investigation and not conduct compelled interviews without talking with them first.

(e) Agency policy requires that credibility of victims, suspects, and witnesses be assessed on an individual basis and that no inmate be required to submit to a polygraph examination or other truth-telling device as a condition of proceeding with the investigation. Investigators confirmed in interviews that they do not conduct any lie detector tests when investigating allegations and that credibility is based on evidence found while conducting the investigation.

(f) Executive Directive 72 states that administrative investigations shall include an effort to determine whether employee actions or failures to act contributed to the abuse. Two of the three investigators indicated they would only be assigned to conduct investigations of alleged inmate on inmate sexual abuse. If they found evidence that staff actions or failure to act contributed to abuse, they would refer it to a supervisor for the investigator assigned to conduct investigations related to staff misconduct. The third investigator indicated that they would look at the evidence and review documentation to make that determination.

(g) Investigators are trained and required by policy to document investigations in a written report that includes a description of the physical and testimonial evidence, the reasoning behind credibility assessments and the investigative facts and findings. There were no investigations conducted to assess this requirement. All three investigators confirmed they complete written reports. One indicated it was on a DOC form and would include all the information of what they did during the investigation, such as interviews, review of camera footage.

(h) Policy requires that allegations that appear to be criminal are referred to law enforcement. It was indicated in the PAQ that law enforcement would be responsible for referring potentially criminal conduct for prosecution.

(i) According to the PREA Director, the agency will retain all written reports of investigations

conducted by themselves and by the law enforcement agencies that conduct the criminal investigations. Policy requires that investigative reports be maintained for as long as the alleged abuser is incarcerated or employed by the DOC, plus ten years.

(j) Agency policy stipulates that departure of the alleged abuser or victim from employment does not provide a basis for terminating an investigation. All three investigators indicated an investigation would continue.

(k) Auditor is not required to audit this provision.

(l) Executive Directive 72 indicates that when outside agencies investigate sexual abuse, the facility shall cooperate with outside investigators and shall work to remain informed about the progress of the investigation. Investigative staff and the PREA compliance manager indicated that when the local law enforcement agency conducts the facility's criminal allegations, staff ask the criminal investigators to keep the facility informed of progress. They indicated that facility staff cooperate with the investigation and provide assistance as requested by the investigators.

CONCLUSION

Based on the above evidence, the facility is found compliant with the standard.

115.72	Evidentiary standard for administrative investigations
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>DOCUMENTATION</p> <ol style="list-style-type: none"> 1. Executive Directive #72 Sexual Abuse and Sexual Harassment in Confinement (PREA) 2. Department of Corrections Sexual Abuse and Sexual Harassment Investigator Training Curriculum, State of Wisconsin <p>INTERVIEWS</p> <p>Investigative Staff</p> <p>DISCUSSION</p> <p>(a) Executive Directive 72 identifies, in Section XVII, paragraph G, that the agency shall impose no standard higher than a preponderance of the evidence in determining whether allegations of sexual abuse or sexual harassment are substantiated. During review of the training curriculum, the auditor noted this information is also included in the training curriculum. All three investigative staff who were interviewed were well acquainted with the Agency's requirement and were able to explain it.</p> <p>CONCLUSION</p> <p>Based on the above evidence, the facility is found compliant with this standard.</p>

115.73	Reporting to inmates
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>DOCUMENTATION</p> <ol style="list-style-type: none"> 1. Executive Directive #72 Sexual Abuse and Sexual Harassment in Confinement (PREA) 2. Department of Corrections Forms, DOC-2768, DOC-2768A, and DOC-2768B - forms used to inform the alleged victim of sexual abuse findings with definitions of substantiated, unsubstantiated, and unfounded. <p>INTERVIEWS</p> <ol style="list-style-type: none"> 1. Investigative Staff 2. Warden/Superintendent <p>DISCUSSION</p> <p>There were no sexual abuse or sexual harassment allegations during the audit period and, therefore, no notifications of findings or status of suspects were available.</p> <p>(a) Executive Directive 72, Section XVII, Paragraph K, states that following an investigation of an allegation of sexual abuse, the facility will inform the alleged victim and document such notification, as to the outcome of the investigation, whether the allegation has been determined to be substantiated, unsubstantiated, or unfounded.</p> <p>(b) Executive Directive #72 identifies that if an agency outside the WDOC conducts the investigation, the agency is responsible for obtaining the relevant information from the investigative agency to inform the alleged victim of the findings.</p> <p>(c)(d) The above policy also requires notification be provided to an inmate alleged to be the victim of sexual abuse by a staff member when the staff member is no longer posted in the unit or employed by the facility, or when the staff member has been indicted, charged or convicted on a charge related to sexual abuse within the facility. There have been no allegations, and no investigations, of sexual abuse by inmates at the facility during the audit period: therefore, there were no instances in which inmates were to be notified of indictments, charges or convictions related to sexual abuse within the facility.</p> <p>(e) Agency policy, Executive Directive 72, does require, in Section XVII, paragraphs K and L, that all notifications to inmates described under this standard are documented. The agency provides the above-mentioned forms as templates for those notifications. Each one is written around one of the findings for the facility to notify the inmate whether the outcome of the investigation was substantiated, unsubstantiated or unfounded. Each notification is in the form of a memo to the inmate, and includes the finding and a definition of substantiated, unsubstantiated, or unfounded as appropriate, a description of advocacy services available and how to access those services, and the name of a staff person to contact with any questions they might have.</p> <p>In the past 12 months, no notifications were made at the facility, so none were documented.</p> <p>CONCLUSION</p> <p>Based on the above evidence, the facility is found compliant with the standard.</p>



115.76	Disciplinary sanctions for staff
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>DOCUMENTATION</p> <p>1. Executive Directive 72, Sexual Abuse and Sexual harassment in Confinement (PREA)</p> <p>INTERVIEWS</p> <p>1. Facility PREA Compliance Manager 2. Agency PREA Coordinator</p> <p>DISCUSSION</p> <p>(a)(b)The above policy identifies that staff members who are found to have violated the DOC sexual abuse, sexual harassment and retaliation policies shall be subject to disciplinary sanctions up to and including termination. It further states that termination shall be the presumptive disciplinary sanction for staff who have engaged in sexual abuse. As reported on the PAQ, and confirmed by the agency PREA Director and facility staff, no allegations of sexual abuse at this facility during the audit period, so no staff who were found to have violated agency sexual abuse or sexual harassment policies during the audit period, and no discipline of staff for sexual abuse or sexual harassment. There were no terminations of staff or resignations in lieu of termination for violating sexual abuse or sexual harassment policies.</p> <p>(c) During interviews with facility administration, it was confirmed that disciplinary sanctions for violations of agency policies relating to sexual abuse or sexual harassment are commensurate with the nature and circumstances of the acts committed, the staff member's disciplinary history, and the sanctions imposed for comparable offenses by other staff with similar histories. This is also reflected in Executive Directive 72, XIX Administrative Sanctions.</p> <p>During the audit period no staff at this facility were disciplined for violation of agency sexual abuse or sexual harassment policies.</p> <p>(d) The directive also requires that violations of the sexual abuse and sexual harassment policies, or resignations by staff in lieu of termination, shall be reported to law enforcement agencies (if the misconduct was criminal) and to relevant licensing bodies. The facility identifies that in the past 12 months, no staff were alleged to have violated agency sexual abuse or sexual harassment policies, so no reports were made to law enforcement agencies or licensing bodies.</p> <p>CONCLUSION</p> <p>Based on the above evidence, the facility is found compliant with this standard.</p>

115.77	Corrective action for contractors and volunteers
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>DOCUMENTATION Executive Directive #72 Sexual Abuse and Sexual Harassment in Confinement (PREA)</p> <p>INTERVIEWS Superintendent</p> <p>DISCUSSION (a) Executive Directive 72, Section XIX, Administrative Sanctions, identifies that a volunteer or contractor who engages in sexual abuse shall be prohibited from contact with offenders and shall be reported to relevant licensing bodies. The facility reports that, in the last 12 months, there have been no allegations of sexual abuse or sexual harassment involving contractors or volunteers; therefore, no contractors or volunteers reported to law enforcement agencies or any relevant licensing bodies.</p> <p>(b) Executive Directive 72 says that any volunteer or contractor who engages in sexual abuse shall be prohibited from contact with offenders and that appropriate remedial measures will be taken by the facility to ensure the safety of offenders who have contact with volunteers and contractors. The superintendent indicated that if found true, the contractor would no longer be allowed to come in to the facility. She had no doubt they know better, they received information about policies against sexual abuse and sexual harassment at orientation, training, and annual refreshers.</p> <p>CONCLUSION Based on the above evidence, the facility is found compliant with this standard.</p>

115.78	Disciplinary sanctions for inmates
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>DOCUMENTATION</p> <p>1. Executive Directive 72 Sexual Abuse and Sexual Harassment in Confinement (PREA)</p> <p>INTERVIEWS</p> <p>1. Warden</p> <p>2. Medical and Mental Health Staff</p> <p>DISCUSSION</p> <p>(a) Executive Directive 72, in Section XIX, Paragraph B, No. 1, identifies that offenders who commit offender-on-offender sexual abuse will be subject to disciplinary sanctions pursuant to a formal disciplinary process. The facility reports that in the last 12 months, there were no administrative findings of inmate-on-inmate sexual abuse that occurred at the facility and no criminal findings of guilt for inmate-on-inmate sexual abuse that occurred at the facility.</p> <p>(b)(c) Agency policy does call for sanctions to be commensurate with the nature and circumstances of the violation, the offender's disciplinary history and the sanctions imposed for comparable offenses by other offenders with similar histories, and for the disciplinary process to consider whether a perpetrating offender's mental disabilities or mental illness may have contributed to his or her behavior when determining what type of sanction should be imposed. No such sanctions were imposed in the last 12 months. When asked about the disciplinary sanctions for sexual abuse, the superintendent indicated she has never had to deal with it, but that sanctions would be in accordance with department policy, in coordination with the PREA office.</p> <p>(d) The facility does offer therapy, counseling, or other interventions designed to address and correct the underlying reasons or motivations for abuse and does consider requiring perpetrating offenders to participate in these interventions to address and correct underlying reasons or motivations for the abuse. (Executive Directive 72, Section XIX, Paragraph B, No. 4).</p> <p>(e)(f) Executive Directive 72, Section XIX, Paragraph B, No. 5 directs that an offender may only be disciplined for sexual contact with an employee upon a finding the employee did not consent to such contact. Per the same paragraph, No. 6, reports of sexual abuse or sexual harassment made in good faith based upon a reasonable belief that the alleged conduct occurred will not result in an inmate who makes the allegation being disciplined. There was no evidence of any allegations made during the audit period that was not made in good faith, so no evidence of an inmate being disciplined for making a complaint was available.</p> <p>(g) Per Executive Directive 72, Section XIX, Paragraph B, No.7, the agency does prohibit all sexual activity between inmates but does not deem consensual sexual activities as sexual abuse if it is determined that the activity is not coerced.</p>

CONCLUSION

Based on the above evidence, the facility is found compliant with the standard.

115.81	Medical and mental health screenings; history of sexual abuse
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>DOCUMENTATION</p> <ol style="list-style-type: none"> 1. Executive Directive 72 Sexual Abuse and Sexual Harassment in Confinement (PREA) 2. ISSS065B - PREA Admission - Adult Male Facility - Online Screening Forms 3. DAI 500.70.02 Mental Health Screening, Assessment and Referral, Section VI PREA Referrals 4. Health care informed consent forms <p>INTERVIEWS</p> <ol style="list-style-type: none"> 1. Staff Responsible for Risk Screening 2. Medical and Mental Health Staff 3. Superintendent <p>DISCUSSION</p> <p>(a) The above agency policies The Agency uses a computerized database to record screenings of inmates admitted to the facility. The access to this on-line screening tool is limited by restricting log-in and password information to only those employees who need access to this information to perform their jobs. Questions No. 6 and 7 ask the offender if they have ever been the victim of unwanted or abusive sexual contact in the community or while confined. An affirmative response to either question generates a pop-up box, which requires that the screener offers the inmate a referral to medical or mental health. If the inmate accepts a referral, upon selecting the “yes” button, another pop-up is activated that contains a field to enter the date the inmate is referred. The superintendent reported that, in the last 12 months, one inmate disclosed prior victimization during screening and when an offer to see mental health and health was made to him, he declined. He indicated it had occurred sometime around 2006 and had been investigated.</p> <p>(b)(c) The facility houses adult male offenders, and all inmates who indicate during intake screening that they have previously perpetrated sexual abuse or that they experienced sexual victimization either in an institutional setting or in the community, are offered a follow- up meeting with a mental health practitioner, to be conducted within 14 days of the screening. The facility reports that, within the last 12 months, no inmates have disclosed during intake screening that they previously perpetrated sexual abuse.</p> <p>(d) Information related to sexual victimization or abusiveness that occurred in an institutional setting is strictly limited to medical and mental health practitioners, and to other staff who need this information to perform their jobs, i.e., by limiting log-on and password access to the online database system.</p> <p>(e) A medical health practitioner confirmed that she obtains informed consent from inmates before reporting any information about prior sexual victimization that did not occur in an institutional setting. This is documented using, DOC-1923, Limits of Confidentiality of Health Information, DOC 1163A, Authorization for Use and Disclosure of Protected Health Information (PHI), and DOC-1163 Authorization for Disclosure of Non-Health Confidential Information and</p>

include the inmate's signature. There are no inmates under the age of 18 at this facility, so there were no reports from inmates under 18 to be referred to appropriate agencies.

CONCLUSION

Based on the above evidence, the facility is found compliant with the standard.

115.82	Access to emergency medical and mental health services
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>DOCUMENTATION</p> <ol style="list-style-type: none"> 1. Division of Adult Institutions Policy #500.30.19, Sexual Abuse - Health Services Unit procedure in the Event of Sexual Abuse, Effective Date 04/01/17 2. DOC-3001 Off-site Service Request and Report 3. Executive Directive 72 Sexual Abuse and Sexual Harassment in Confinement (PREA), Treatment, Services and Advocacy 4. Division of Adult Institutions 316.00.01 - Inmate Co-Payment for Health Services - Chart <p>INTERVIEWS</p> <ol style="list-style-type: none"> 1. Medical and Mental Health Staff 2. Random Staff <p>DISCUSSION</p> <p>(a) DAI Policy #500.30.19 outlines the process for ensuring health care staff provides prompt and appropriate health care interventions in response to reported incidents of sexual abuse. The written plan calls for the first staff member to receive the information to notify the on-site Security supervisor and the Health Services Unit Manager (SHU) who will then coordinate the HSU response. This corresponds with Executive Directive 72 response requirements. Interviews with Medical Health staff indicated that treatment they provide is determined by their professional judgment. There are no mental health staff at this facility.</p> <p>A record of all treatment provided by both Medical Health staff is documented in a computerized departmental database that houses offender electronic medical records. The facility has not had any allegations of sexual abuse, in the last 12 months, but sample pages of health care records were reviewed to demonstrate how Health Care staff documents contacts with inmates and treatment provided.</p> <p>(b) DAI Policy #500.30.19 requires that the first staff member to receive information regarding an incident of sexual abuse notify the on-site Security Supervisor and the HSU Manager/designee, and to protect the alleged victim from further harm, to request that the alleged victim not take any actions, i.e., showering, changing clothes, that could have the effect of destroying any available physical evidence. In addition, if there is no medical staff on site at the time, the Security Supervisor is responsible for notifying the on-call RN. All 13 random staff interviewed were familiar with their agency policy and said they would immediately notify their supervisor in any instance of sexual assault.</p> <p>(c) DAI Policy #500.30.19 also outlines that services offered to inmate victims of sexual abuse are timely information about, and timely access to, emergency contraception and sexually transmitted infections prophylaxis, in accordance with professionally accepted standards of care, where medically appropriate. There are no female offenders at Gordon Correctional Center so emergency contraception is not needed. In an interview, the health care staff indicated that the treatment that would be provided immediately in any instance of sexual abuse of an offender.</p>

(d) Executive Directive 72 provides, in Section XVI, Paragraph B, No. 2, that all medical and mental health treatment services shall be provided to the victim without financial cost, in any instance of sexual abuse of an inmate. The PREA Coordinator also provided a chart of Inmate Co-Payment for Health Services that provided the same information, that inmate victims of sexual abuse will not be charged for services related to the incident.

CONCLUSION

Based on the above evidence, the facility is found compliant with the standard.

115.83	Ongoing medical and mental health care for sexual abuse victims and abusers
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>DOCUMENTATION</p> <ol style="list-style-type: none"> 1. Executive Directive 72: Sexual Abuse and Sexual Harassment in Confinement (PREA) 2. Medical and Mental Health Records <p>INTERVIEWS</p> <ol style="list-style-type: none"> 1. Medical and Mental Health Care Staff <p>DISCUSSION</p> <p>(a) Executive Directive 72: Sexual Abuse and Sexual Harassment in Confinement (PREA), identifies that the facility will provide medical and mental health evaluation and treatment to all offenders who have been victimized by sexual abuse in any confinement setting. The care offered is to include any follow-up services needed, treatment plans and referrals for continued care following their transfer to, or placement in, other facilities or their release from custody.</p> <p>(b) In an interview with medical health care staff, it was stated that medical records are accessible to any agency health care staff member, at any facility, from the department's computerized health care record keeping system in order to provide continuity of care. She mentioned that outside counseling is available, and the social worker would be involved in developing a treatment plan.</p> <p>(c) Medical health care staff interviewed affirmed that the services provided at the facility are consistent with the community level of care. Staff are required to submit documentation demonstrating their credentials prior to being hired and are required to meet the same educational and training requirements as health care staff who are employed in the local community.</p> <p>(d)(e) There are no females incarcerated at this facility.</p> <p>(f) Executive Directive 72: Sexual Abuse and Sexual Harassment in Confinement (PREA), in Section XVI, Paragraph B, No. 7, identifies that victims of sexual abuse will be offered tests for sexually transmitted infections. Staff interviewed verified that they would provide testing for sexually transmitted infections to inmate victims of sexual abuse while incarcerated as appropriate.</p> <p>(g) Agency policy also requires that any treatment services provided to an inmate victim of sexual abuse will be provided at no charge regardless of whether the victim names the abuser or cooperates with any investigation of the incident and that facilities will attempt to conduct a mental health evaluation of all known offender-on-offender abusers within 60 days of learning of such abuse history and will offer treatment when deemed appropriate by mental health practitioners.</p>

CONCLUSION

Based on the above evidence, facility is found compliant with the standard.

115.86	Sexual abuse incident reviews
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>DOCUMENTATION</p> <ol style="list-style-type: none"> 1. Executive Directive 72, XX Sexual Abuse and Sexual Harassment in Confinement (PREA), Sexual Abuse Incident Reviews 2. Sexual Abuse Incident Review form - PREA Doc-2863 <p>INTERVIEWS</p> <ol style="list-style-type: none"> 1. Superintendent/Compliance Manager 2. Warden 3. Incident Review Team <p>DISCUSSION</p> <p>(a)(b) Executive Directive 72 outlines that a sexual abuse incident review will be conducted within 30 days of the conclusion of every sexual abuse investigation, unless the allegation has been determined to be unfounded. Policy also states that the review team shall consist of the upper-level management staff members, with input from supervisors, investigators and medical and mental health staff.</p> <p>The PREA Compliance Manager and the WCCS warden both indicated that the team consisted of higher level administrators, and allow for input from supervisors, investigators, and medical or mental health practitioners. There is a regular meeting to conduct any reviews of investigations as they are completed. They look at training, policy and procedure and whether changes are needed, look at recommendations. There is a WIDOC form that is used to ensure the meeting covers a minimum of what the standards require.</p> <p>(c) Staff assigned to the Incident Review Team include the Superintendent, the Captain, and a Social Worker. The facility team member interviewed indicated the team provides well-rounded perspectives by nature of their various roles so that they would look at all possible aspects of the physical plant as well as the demographics of those involved for possible contributing factors to an incident. Additionally, in the warden's interview, it was indicated that the WCCS warden and security director participate in the incident reviews.</p> <p>(d) The facility reports that, in the last 12 months, there were no allegations of sexual abuse made at the facility, thus, there were no incident reviews conducted. However, the superintendent discussed in her interview that an element of sexual abuse prevention is always discussed at their monthly meetings with consideration of topics such as rounding, shifts, technology, and staffing at the facility.</p> <p>CONCLUSION</p> <p>Based on the above evidence, the facility is found compliant with the standard.</p>

115.87	Data collection
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>DOCUMENTATION</p> <ol style="list-style-type: none"> Executive Directive 72: Sexual Abuse and Sexual Harassment in Confinement (PREA) WIDOC Agency Website, Prison Rape Elimination Act page. https://doc.wi.gov/Pages/AboutDOC/PrisonRapeEliminationAct.aspx , annual submissions of Survey of Sexual Victimization (SSV-2 and SSV-5) summaries posted on WIDOC website. <p>INTERVIEWS</p> <ol style="list-style-type: none"> Agency PREA Coordinator <p>DISCUSSION</p> <p>(a)(b) Executive Directive #72, in Section XXI, Paragraph A, No. 1, requires the agency to collect accurate, uniform data from incident-based documents such as reports, investigation files and sexual abuse incident reviews for every allegation of sexual abuse within facilities, including facilities with which it contracts for the confinement of offenders, using a standardized instrument and set of definitions. The data is required to be aggregated annually, reported to the Department of Justice as requested and, with personal identifiers removed, posted publicly to the DOC's website annually.</p> <p>(c)(d)(e) An interview with the agency PREA Coordinator confirmed that the required data is collected and aggregated at least annually, that the data collected does include the data necessary to answer all questions from the most recent version of the Survey of Sexual Victimization (SSV) conducted by the Department of Justice, and that the agency does maintain, review, and collect data as needed from all available incident-based documents, including reports, investigation files, and sexual abuse incident reviews. The agency also obtains incident-based and aggregated data from every private facility with which it contracts for the confinement of its inmates and the data from private facilities complies with SSV reporting regarding content.</p> <p>(f) At the time the PAQ was submitted, it contained the 2017 SSV-2 and SSV-5 summary forms because the 2018 Survey on Sexual Victimization forms had not yet been provided to the agency. During the time this report was being written, the surveys were completed and provided to the DOJ. This auditor has verified the reports have been published on the WIDOC website as cited above.</p> <p>CONCLUSION</p> <p>Based on the above evidence, this facility is found to be compliant with the standard.</p>

115.88	Data review for corrective action
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>DOCUMENTATION</p> <ol style="list-style-type: none"> 1. Executive Director 72: Sexual Abuse and Sexual Harassment in Confinement (PREA) 2. WIDOC Agency Website, Prison Rape Elimination Act page. https://doc.wi.gov/Pages/AboutDOC/PrisonRapeEliminationAct.aspx 3. Wisconsin Department of Corrections, Prison Rape Elimination Act, 2018 Annual Report, Division of Adult Institutions, Division of Juvenile Corrections. <p>INTERVIEWS</p> <ol style="list-style-type: none"> 1. Agency Head/Designee 2. Agency PREA Coordinator 3. WCCS Warden <p>DISCUSSION</p> <p>(a)(b) The agency aggregates annual sexual abuse data and prepares a report each year as required by the Standards and Executive Directive 72. A review of the annual report demonstrated that the data was analyzed as described in their annual report to identify problem areas for the agency and facilities and to assess facility and agency progress in addressing sexual abuse and sexual harassment within its facilities. The report included information regarding the incidence of sexual abuse and sexual harassment at each facility for the current and previous year, as well as facility and department accomplishments, corrective action and goals as they relate to the agency policies and practices for prevention, detection, and response to sexual abuse.</p> <p>(c) The annual reports that are published on the website are approved by the WIDOC secretary as demonstrated through the Secretary’s signature on the report, and per interview with the agency head designee and the PREA coordinator.</p> <p>(d) Review of the annual report shows that it is written in such a way to not provide specific details that, if published, could present a clear and specific threat to the safety and security of the facility. This was also confirmed in the PREA Coordinator interview.</p> <p>CONCLUSION</p> <p>Based on the above evidence, the facility is found compliant with the standard.</p>

115.89	Data storage, publication, and destruction
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>DOCUMENTATION</p> <ol style="list-style-type: none"> 1. Executive Director 72: Sexual Abuse and Sexual Harassment in Confinement (PREA) 2. WIDOC Agency Website, Prison Rape Elimination Act page. https://doc.wi.gov/Pages/AboutDOC/PrisonRapeEliminationAct.aspx 3. Wisconsin Department of Corrections, Prison Rape Elimination Act, 2018 Annual Report, Division of Adult Institutions, Division of Juvenile Corrections. <p>INTERVIEWS</p> <ol style="list-style-type: none"> 1. Agency PREA Coordinator <p>DISCUSSION</p> <p>(a) The PREA Coordinator confirmed in her interview that all data collected pursuant to 115.87 is security retained as required by the standard and by Executive Directive 72, section XXI, A1. She indicated the data is stored in a group folder which is accessible only to those in the PREA Office and the information is incident-based only; there is no inmate identifying information in them.</p> <p>(b) Executive Directive 72 requires the Agency to collect accurate, uniform data from incident-based documents such as reports, investigation files and sexual abuse incident reviews for every allegation of sexual abuse within facilities, including facilities with which it contracts for the confinement of offenders, using a standardized instrument and set of definitions. It also states the collected data shall include the information to answer all questions from the most recent version of the Department of Justice Survey of Sexual Victimization. This data shall be aggregated annually, reported to the Department of Justice as requested and, with personal identifiers removed, posted publicly to the DOC's website annually. Annual reports on the agency website were reviewed and it was verified that the reports include aggregated sexual abuse data from facilities under its direct control and for those with which it contracts.</p> <p>(c) Agency policy prohibits inclusion of personal identifiers in the annually aggregated and published sexual abuse data. The agency does not include personal identifiers in its annual PREA reports as confirmed by a review of the annual reports published on their website.</p> <p>(d) Executive Directive 72, section XXI, A3 requires that all data shall be securely retained and maintained for at least 10 years after the date of initial collection.</p> <p>CONCLUSION</p> <p>Based on the above evidence, the agency is found compliant with the standard.</p>

115.401	Frequency and scope of audits
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>DOCUMENTATION</p> <p>1. Agency Records 2. Agency Website</p> <p>DISCUSSION</p> <p>(a), (b) The agency has ensured that each facility operated by the agency, or by a private organization on behalf of the agency, was audited at least once, and that during each one-year period since August 20, 2013, at least one-third of each facility type operated by the agency, or by a private organization of behalf of the agency, was audited.</p> <p>(h), (i) Auditors were allowed access to all areas of the audited facility and were provided with copies of all requested documents and information.</p> <p>(m) The facility provided space for auditors to conduct private interviews with inmates during the on-site portion of the audit and contact information for auditors was provided to inmates, prior to the audit, and inmates were allowed to send confidential information to the auditor in the same manner as if they were communicating with legal counsel. Auditors verified that the information was adequately posted in the facility, in all housing units. The auditor did not receive correspondence from inmates at this facility.</p> <p>CONCLUSION</p> <p>Based on the above evidence, the agency is found to be compliant with this standard.</p>

115.403	Audit contents and findings
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>DOCUMENTATON</p> <p>1. Agency website 2. Agency PREA Coordinator</p> <p>DISCUSSION</p> <p>(f) Agency website was reviewed and all final audit reports are appropriately posted.</p> <p>CONCLUSION</p> <p>Based on the above evidence, the agency is found compliant with this standard.</p>

Appendix: Provision Findings

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

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

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

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

115.12 (b)	Contracting with other entities for the confinement of inmates	
	Does any new contract or contract renewal signed on or after August 20, 2012 provide for agency contract monitoring to ensure that the contractor is complying with the PREA standards? (N/A if the agency does not contract with private agencies or other entities for the confinement of inmates.)	yes

115.13 (a)	Supervision and monitoring	
	Does the facility have a documented staffing plan that provides for adequate levels of staffing and, where applicable, video monitoring, to protect inmates against sexual abuse?	yes
	In calculating adequate staffing levels and determining the need for video monitoring, does the staffing plan take into consideration: Generally accepted detention and correctional practices?	yes
	In calculating adequate staffing levels and determining the need for video monitoring, does the staffing plan take into consideration: Any judicial findings of inadequacy?	yes
	In calculating adequate staffing levels and determining the need for video monitoring, does the staffing plan take into consideration: Any findings of inadequacy from Federal investigative agencies?	yes
	In calculating adequate staffing levels and determining the need for video monitoring, does the staffing plan take into consideration: Any findings of inadequacy from internal or external oversight bodies?	yes
	In calculating adequate staffing levels and determining the need for video monitoring, does the staffing plan take into consideration: All components of the facility's physical plant (including "blind-spots" or areas where staff or inmates may be isolated)?	yes
	In calculating adequate staffing levels and determining the need for video monitoring, does the staffing plan take into consideration: The composition of the inmate population?	yes
	In calculating adequate staffing levels and determining the need for video monitoring, does the staffing plan take into consideration: The number and placement of supervisory staff?	yes
	In calculating adequate staffing levels and determining the need for video monitoring, does the staffing plan take into consideration: The institution programs occurring on a particular shift?	yes
	In calculating adequate staffing levels and determining the need for	yes

	video monitoring, does the staffing plan take into consideration: Any applicable State or local laws, regulations, or standards?	
	In calculating adequate staffing levels and determining the need for video monitoring, does the staffing plan take into consideration: The prevalence of substantiated and unsubstantiated incidents of sexual abuse?	yes
	In calculating adequate staffing levels and determining the need for video monitoring, does the staffing plan take into consideration: Any other relevant factors?	yes

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

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

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

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

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

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

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

115.15 (b)	Limits to cross-gender viewing and searches	
	Does the facility always refrain from conducting cross-gender pat-down searches of female inmates, except in exigent circumstances? (N/A if the facility does not have female inmates.)	na
	Does the facility always refrain from restricting female inmates' access to regularly available programming or other out-of-cell opportunities in order to comply with this provision? (N/A if the facility does not have female inmates.)	na

115.15 (c)	Limits to cross-gender viewing and searches	
	Does the facility document all cross-gender strip searches and cross-gender visual body cavity searches?	yes
	Does the facility document all cross-gender pat-down searches of female inmates (N/A if the facility does not have female inmates)?	na

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

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

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

115.16 (a)	Inmates with disabilities and inmates who are limited English proficient	
	Does the agency take appropriate steps to ensure that inmates with disabilities have an equal opportunity to participate in or benefit from all	yes

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

115.35 (a)	Specialized training: Medical and mental health care	
	Does the agency ensure that all full- and part-time medical and mental health care practitioners who work regularly in its facilities have been trained in how to detect and assess signs of sexual abuse and sexual harassment? (N/A if the agency does not have any full- or part-time medical or mental health care practitioners who work regularly in its facilities.)	yes
	Does the agency ensure that all full- and part-time medical and mental health care practitioners who work regularly in its facilities have been trained in how to preserve physical evidence of sexual abuse? (N/A if the agency does not have any full- or part-time medical or mental health care practitioners who work regularly in its facilities.)	yes
	Does the agency ensure that all full- and part-time medical and mental health care practitioners who work regularly in its facilities have been trained in how to respond effectively and professionally to victims of sexual abuse and sexual harassment? (N/A if the agency does not have any full- or part-time medical or mental health care practitioners who work regularly in its facilities.)	yes
	Does the agency ensure that all full- and part-time medical and mental health care practitioners who work regularly in its facilities have been trained in how and to whom to report allegations or suspicions of sexual abuse and sexual harassment? (N/A if the agency does not have any full- or part-time medical or mental health care practitioners who work regularly in its facilities.)	yes

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

115.35 (c)	Specialized training: Medical and mental health care	
	Does the agency maintain documentation that medical and mental health practitioners have received the training referenced in this standard either from the agency or elsewhere? (N/A if the agency does not have any full- or part-time medical or mental health care practitioners who work regularly in its facilities.)	yes

115.35 (d)	Specialized training: Medical and mental health care	
	Do medical and mental health care practitioners employed by the agency also receive training mandated for employees by §115.31? (N/A if the agency does not have any full- or part-time medical or mental health care practitioners employed by the agency.)	yes
	Do medical and mental health care practitioners contracted by or volunteering for the agency also receive training mandated for contractors and volunteers by §115.32? (N/A if the agency does not have any full- or part-time medical or mental health care practitioners contracted by or volunteering for the agency.)	yes

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

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

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

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

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

115.41 (f)	Screening for risk of victimization and abusiveness	
	Within a set time period not more than 30 days from the inmate's arrival at the facility, does the facility reassess the inmate's risk of victimization or abusiveness based upon any additional, relevant information received by the facility since the intake screening?	yes

115.41 (g)	Screening for risk of victimization and abusiveness	
	Does the facility reassess an inmate's risk level when warranted due to a referral?	yes
	Does the facility reassess an inmate's risk level when warranted due to a request?	yes
	Does the facility reassess an inmate's risk level when warranted due to an incident of sexual abuse?	yes
	Does the facility reassess an inmate's risk level when warranted due to receipt of additional information that bears on the inmate's risk of sexual victimization or abusiveness?	yes

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

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

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

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

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

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

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

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

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

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

115.43 (b)	Protective Custody	
	Do inmates who are placed in segregated housing because they are at high risk of sexual victimization have access to: Programs to the extent possible?	yes
	Do inmates who are placed in segregated housing because they are at high risk of sexual victimization have access to: Privileges to the extent possible?	yes
	Do inmates who are placed in segregated housing because they are at high risk of sexual victimization have access to: Education to the extent possible?	yes
	Do inmates who are placed in segregated housing because they are at high risk of sexual victimization have access to: Work opportunities to the extent possible?	yes
	If the facility restricts any access to programs, privileges, education, or work opportunities, does the facility document the opportunities that have been limited? (N/A if the facility never restricts access to programs, privileges, education, or work opportunities.)	na
	If the facility restricts access to programs, privileges, education, or work opportunities, does the facility document the duration of the limitation? (N/A if the facility never restricts access to programs, privileges, education, or work opportunities.)	na
	If the facility restricts access to programs, privileges, education, or work opportunities, does the facility document the reasons for such limitations? (N/A if the facility never restricts access to programs, privileges, education, or work opportunities.)	na

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

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

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

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

115.51 (b)	Inmate reporting	
	Does the agency also provide at least one way for inmates to report sexual abuse or sexual harassment to a public or private entity or office that is not part of the agency?	yes
	Is that private entity or office able to receive and immediately forward inmate reports of sexual abuse and sexual harassment to agency officials?	yes
	Does that private entity or office allow the inmate to remain anonymous upon request?	yes
	Are inmates detained solely for civil immigration purposes provided information on how to contact relevant consular officials and relevant officials at the Department of Homeland Security? (N/A if the facility never houses inmates detained solely for civil immigration purposes.)	na

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

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

115.52 (a)	Exhaustion of administrative remedies	
	Is the agency exempt from this standard? NOTE: The agency is exempt ONLY if it does not have administrative procedures to address inmate grievances regarding sexual abuse. This does not mean the agency is exempt simply because an inmate does not have to or is not ordinarily expected to submit a grievance to report sexual abuse. This means that as a matter of explicit policy, the agency does not have an administrative remedies process to address sexual abuse.	yes

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

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

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

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

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

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

115.53 (a)	Inmate access to outside confidential support services	
	Does the facility provide inmates with access to outside victim advocates for emotional support services related to sexual abuse by giving inmates mailing addresses and telephone numbers, including toll-free hotline numbers where available, of local, State, or national victim advocacy or rape crisis organizations?	yes
	Does the facility provide persons detained solely for civil immigration purposes mailing addresses and telephone numbers, including toll-free hotline numbers where available of local, State, or national immigrant services agencies? (N/A if the facility never has persons detained solely for civil immigration purposes.)	na
	Does the facility enable reasonable communication between inmates and these organizations and agencies, in as confidential a manner as possible?	yes

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

115.83 (d)	Ongoing medical and mental health care for sexual abuse victims and abusers	
	Are inmate victims of sexually abusive vaginal penetration while incarcerated offered pregnancy tests? (N/A if "all male" facility. Note: in "all male" facilities there may be inmates who identify as transgender men who may have female genitalia. Auditors should be sure to know whether such individuals may be in the population and whether this provision may apply in specific circumstances.)	na

115.83 (e)	Ongoing medical and mental health care for sexual abuse victims and abusers	
	If pregnancy results from the conduct described in paragraph § 115.83(d), do such victims receive timely and comprehensive information about and timely access to all lawful pregnancy-related medical services? (N/A if "all male" facility. Note: in "all male" facilities there may be inmates who identify as transgender men who may have female genitalia. Auditors should be sure to know whether such individuals may be in the population and whether this provision may apply in specific circumstances.)	na

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

115.401 (a)	Frequency and scope of audits	
	During the prior three-year audit period, did the agency ensure that each facility operated by the agency, or by a private organization on behalf of the agency, was audited at least once? (Note: The response here is purely informational. A "no" response does not impact overall compliance with this standard.)	yes

115.401 (b)	Frequency and scope of audits	
	Is this the first year of the current audit cycle? (Note: a "no" response does not impact overall compliance with this standard.)	yes
	If this is the second year of the current audit cycle, did the agency ensure that at least one-third of each facility type operated by the agency, or by a private organization on behalf of the agency, was audited during the first year of the current audit cycle? (N/A if this is not the second year of the current audit cycle.)	na
	If this is the third year of the current audit cycle, did the agency ensure that at least two-thirds of each facility type operated by the agency, or by a private organization on behalf of the agency, were audited during the first two years of the current audit cycle? (N/A if this is not the third year of the current audit cycle.)	na

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

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

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

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

115.403 (f)	Audit contents and findings	
	The agency has published on its agency website, if it has one, or has otherwise made publicly available, all Final Audit Reports. The review period is for prior audits completed during the past three years PRECEDING THIS AUDIT. The pendency of any agency appeal pursuant to 28 C.F.R. § 115.405 does not excuse noncompliance with this provision. (N/A if there have been no Final Audit Reports issued in the past three years, or, in the case of single facility agencies, there has never been a Final Audit Report issued.)	yes