

PREA Facility Audit Report: Final

Name of Facility: Crossroads Correctional Center

Facility Type: Prison / Jail

Date Interim Report Submitted: 08/09/2024

Date Final Report Submitted: 11/11/2024

Auditor Certification	
The contents of this report are accurate to the best of my knowledge.	<input type="checkbox"/>
No conflict of interest exists with respect to my ability to conduct an audit of the agency under review.	<input 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 type="checkbox"/>
Auditor Full Name as Signed: Bryan Pearson	Date of Signature: 11/11/2024

AUDITOR INFORMATION	
Auditor name:	Pearson, Bryan
Email:	bryan@pearsongroupllc.com
Start Date of On-Site Audit:	06/10/2024
End Date of On-Site Audit:	06/12/2024

FACILITY INFORMATION	
Facility name:	Crossroads Correctional Center
Facility physical address:	1115 E Pence, Cameron, Missouri - 64429
Facility mailing address:	

Primary Contact

Name:	Joseph Drake
Email Address:	Joseph.drake@doc.mo.gov
Telephone Number:	8167245393

Warden/Jail Administrator/Sheriff/Director	
Name:	Christopher Brewer
Email Address:	Christopher.Brewer@doc.mo.gov
Telephone Number:	8166322727

Facility PREA Compliance Manager	
Name:	Joseph Drake
Email Address:	Joseph.Drake@doc.mo.gov
Telephone Number:	

Facility Health Service Administrator On-site	
Name:	Betrina Randall
Email Address:	Betrina.Randall@doc.mo.gov
Telephone Number:	8166322727

Facility Characteristics	
Designed facility capacity:	1400
Current population of facility:	1251
Average daily population for the past 12 months:	1250
Has the facility been over capacity at any point in the past 12 months?	No
Which population(s) does the facility hold?	Males

Age range of population:	19 through 85
Facility security levels/inmate custody levels:	C1 Minimum through C5 Maximum
Does the facility hold youthful inmates?	No
Number of staff currently employed at the facility who may have contact with inmates:	405
Number of individual contractors who have contact with inmates, currently authorized to enter the facility:	88
Number of volunteers who have contact with inmates, currently authorized to enter the facility:	30

AGENCY INFORMATION

Name of agency:	Missouri Department of Corrections
Governing authority or parent agency (if applicable):	
Physical Address:	2729 Plaza Drive, Jefferson City, Missouri - 65109
Mailing Address:	P.O. Box 236, Jefferson City, Missouri - 65102
Telephone number:	5737512389

Agency Chief Executive Officer Information:

Name:	Trevor Foley
Email Address:	Trevor.Foley@doc.mo.gov
Telephone Number:	573-526-6607

Agency-Wide PREA Coordinator Information

Name:	Darren Snellen	Email Address:	darren.snellen@doc.mo.gov
--------------	----------------	-----------------------	---------------------------

Facility AUDIT FINDINGS

Summary of Audit Findings

The OAS automatically populates the number and list of Standards exceeded, the number of Standards met, and the number and list of Standards not met.

Auditor Note: In general, no standards should be found to be "Not Applicable" or "NA." A compliance determination must be made for each standard. In rare instances where an auditor determines that a standard is not applicable, the auditor should select "Meets Standard" and include a comprehensive discussion as to why the standard is not applicable to the facility being audited.

Number of standards exceeded:

1

- 115.53 - Inmate access to outside confidential support services

Number of standards met:

44

Number of standards not met:

0

POST-AUDIT REPORTING INFORMATION

GENERAL AUDIT INFORMATION

On-site Audit Dates

1. Start date of the onsite portion of the audit:	2024-06-10
2. End date of the onsite portion of the audit:	2024-06-12

Outreach

10. Did you attempt to communicate with community-based organization(s) or victim advocates who provide services to this facility and/or who may have insight into relevant conditions in the facility?	<input checked="" type="radio"/> Yes <input type="radio"/> No
a. Identify the community-based organization(s) or victim advocates with whom you communicated:	YWCA of St Joseph Just Detention International

AUDITED FACILITY INFORMATION

14. Designated facility capacity:	1400
15. Average daily population for the past 12 months:	1250
16. Number of inmate/resident/detainee housing units:	6
17. Does the facility ever hold youthful inmates or youthful/juvenile detainees?	<input type="radio"/> Yes <input checked="" type="radio"/> No <input type="radio"/> Not Applicable for the facility type audited (i.e., Community Confinement Facility or Juvenile Facility)

Audited Facility Population Characteristics on Day One of the Onsite Portion of the Audit

Inmates/Residents/Detainees Population Characteristics on Day One of the Onsite Portion of the Audit

36. Enter the total number of inmates/residents/detainees in the facility as of the first day of onsite portion of the audit:	1253
38. Enter the total number of inmates/residents/detainees with a physical disability in the facility as of the first day of the onsite portion of the audit:	79
39. Enter the total number of inmates/residents/detainees with a cognitive or functional disability (including intellectual disability, psychiatric disability, or speech disability) in the facility as of the first day of the onsite portion of the audit:	1
40. Enter the total number of inmates/residents/detainees who are Blind or have low vision (visually impaired) in the facility as of the first day of the onsite portion of the audit:	3
41. Enter the total number of inmates/residents/detainees who are Deaf or hard-of-hearing in the facility as of the first day of the onsite portion of the audit:	6
42. Enter the total number of inmates/residents/detainees who are Limited English Proficient (LEP) in the facility as of the first day of the onsite portion of the audit:	22
43. Enter the total number of inmates/residents/detainees who identify as lesbian, gay, or bisexual in the facility as of the first day of the onsite portion of the audit:	72

<p>44. Enter the total number of inmates/residents/detainees who identify as transgender or intersex in the facility as of the first day of the onsite portion of the audit:</p>	<p>15</p>
<p>45. Enter the total number of inmates/residents/detainees who reported sexual abuse in the facility as of the first day of the onsite portion of the audit:</p>	<p>49</p>
<p>46. Enter the total number of inmates/residents/detainees who disclosed prior sexual victimization during risk screening in the facility as of the first day of the onsite portion of the audit:</p>	<p>1</p>
<p>47. Enter the total number of inmates/residents/detainees who were ever placed in segregated housing/isolation for risk of sexual victimization in the facility as of the first day of the onsite portion of the audit:</p>	<p>0</p>
<p>48. Provide any additional comments regarding the population characteristics of inmates/residents/detainees in the facility as of the first day of the onsite portion of the audit (e.g., groups not tracked, issues with identifying certain populations):</p>	<p>No text provided.</p>
<p>Staff, Volunteers, and Contractors Population Characteristics on Day One of the Onsite Portion of the Audit</p>	
<p>49. Enter the total number of STAFF, including both full- and part-time staff, employed by the facility as of the first day of the onsite portion of the audit:</p>	<p>428</p>
<p>50. Enter the total number of VOLUNTEERS assigned to the facility as of the first day of the onsite portion of the audit who have contact with inmates/residents/detainees:</p>	<p>38</p>

<p>51. Enter the total number of CONTRACTORS assigned to the facility as of the first day of the onsite portion of the audit who have contact with inmates/residents/detainees:</p>	<p>34</p>
<p>52. Provide any additional comments regarding the population characteristics of staff, volunteers, and contractors who were in the facility as of the first day of the onsite portion of the audit:</p>	<p>No text provided.</p>
<p>INTERVIEWS</p>	
<p>Inmate/Resident/Detainee Interviews</p>	
<p>Random Inmate/Resident/Detainee Interviews</p>	
<p>53. Enter the total number of RANDOM INMATES/RESIDENTS/DETAINEES who were interviewed:</p>	<p>20</p>
<p>54. Select which characteristics you considered when you selected RANDOM INMATE/RESIDENT/DETAINEE interviewees: (select all that apply)</p>	<p> <input type="checkbox"/> Age <input type="checkbox"/> Race <input type="checkbox"/> Ethnicity (e.g., Hispanic, Non-Hispanic) <input type="checkbox"/> Length of time in the facility <input checked="" type="checkbox"/> Housing assignment <input type="checkbox"/> Gender <input type="checkbox"/> Other <input type="checkbox"/> None </p>
<p>55. How did you ensure your sample of RANDOM INMATE/RESIDENT/DETAINEE interviewees was geographically diverse?</p>	<p>Inmates were selected randomly by dividing the population total at the time of the onsite audit by twenty to get an interval number, then using the interval number to select inmates from a list by housing unit.</p>

56. Were you able to conduct the minimum number of random inmate/resident/detainee interviews?	<input checked="" type="radio"/> Yes <input type="radio"/> No
57. Provide any additional comments regarding selecting or interviewing random inmates/residents/detainees (e.g., any populations you oversampled, barriers to completing interviews, barriers to ensuring representation):	No text provided.
Targeted Inmate/Resident/Detainee Interviews	
58. Enter the total number of TARGETED INMATES/RESIDENTS/DETAINEES who were interviewed:	21
<p>As stated in the PREA Auditor Handbook, the breakdown of targeted interviews is intended to guide auditors in interviewing the appropriate cross-section of inmates/residents/detainees who are the most vulnerable to sexual abuse and sexual harassment. When completing questions regarding targeted inmate/resident/detainee interviews below, remember that an interview with one inmate/resident/detainee may satisfy multiple targeted interview requirements. These questions are asking about the number of interviews conducted using the targeted inmate/resident/detainee protocols. For example, if an auditor interviews an inmate who has a physical disability, is being held in segregated housing due to risk of sexual victimization, and disclosed prior sexual victimization, that interview would be included in the totals for each of those questions. Therefore, in most cases, the sum of all the following responses to the targeted inmate/resident/detainee interview categories will exceed the total number of targeted inmates/residents/detainees who were interviewed. If a particular targeted population is not applicable in the audited facility, enter "0".</p>	
60. Enter the total number of interviews conducted with inmates/residents/detainees with a physical disability using the "Disabled and Limited English Proficient Inmates" protocol:	4
61. Enter the total number of interviews conducted with inmates/residents/detainees with a cognitive or functional disability (including intellectual disability, psychiatric disability, or speech disability) using the "Disabled and Limited English Proficient Inmates" protocol:	1

<p>62. Enter the total number of interviews conducted with inmates/residents/detainees who are Blind or have low vision (i.e., visually impaired) using the "Disabled and Limited English Proficient Inmates" protocol:</p>	<p>1</p>
<p>63. Enter the total number of interviews conducted with inmates/residents/detainees who are Deaf or hard-of-hearing using the "Disabled and Limited English Proficient Inmates" protocol:</p>	<p>3</p>
<p>64. Enter the total number of interviews conducted with inmates/residents/detainees who are Limited English Proficient (LEP) using the "Disabled and Limited English Proficient Inmates" protocol:</p>	<p>2</p>
<p>65. Enter the total number of interviews conducted with inmates/residents/detainees who identify as lesbian, gay, or bisexual using the "Transgender and Intersex Inmates; Gay, Lesbian, and Bisexual Inmates" protocol:</p>	<p>3</p>
<p>66. Enter the total number of interviews conducted with inmates/residents/detainees who identify as transgender or intersex using the "Transgender and Intersex Inmates; Gay, Lesbian, and Bisexual Inmates" protocol:</p>	<p>5</p>
<p>67. Enter the total number of interviews conducted with inmates/residents/detainees who reported sexual abuse in this facility using the "Inmates who Reported a Sexual Abuse" protocol:</p>	<p>8</p>
<p>68. Enter the total number of interviews conducted with inmates/residents/detainees who disclosed prior sexual victimization during risk screening using the "Inmates who Disclosed Sexual Victimization during Risk Screening" protocol:</p>	<p>6</p>

<p>69. Enter the total number of interviews conducted with inmates/residents/detainees who are or were ever placed in segregated housing/isolation for risk of sexual victimization using the "Inmates Placed in Segregated Housing (for Risk of Sexual Victimization/Who Allege to have Suffered Sexual Abuse)" protocol:</p>	<p>0</p>
<p>a. Select why you were unable to conduct at least the minimum required number of targeted inmates/residents/detainees in this category:</p>	<p><input checked="" type="checkbox"/> Facility said there were "none here" during the onsite portion of the audit and/or the facility was unable to provide a list of these inmates/residents/detainees.</p> <p><input type="checkbox"/> The inmates/residents/detainees in this targeted category declined to be interviewed.</p>
<p>b. Discuss your corroboration strategies to determine if this population exists in the audited facility (e.g., based on information obtained from the PAQ; documentation reviewed onsite; and discussions with staff and other inmates/residents/detainees).</p>	<p>There were no inmates involuntarily placed in segregation for being high risk of victimization or reporting sexual abuse. The staff that supervise segregation said they have not had an inmate placed in segregation involuntarily for a PREA report.</p>
<p>70. Provide any additional comments regarding selecting or interviewing targeted inmates/residents/detainees (e.g., any populations you oversampled, barriers to completing interviews):</p>	<p>No text provided.</p>
<p>Staff, Volunteer, and Contractor Interviews</p>	
<p>Random Staff Interviews</p>	
<p>71. Enter the total number of RANDOM STAFF who were interviewed:</p>	<p>12</p>

<p>72. Select which characteristics you considered when you selected RANDOM STAFF interviewees: (select all that apply)</p>	<p><input type="checkbox"/> Length of tenure in the facility</p> <p><input checked="" type="checkbox"/> Shift assignment</p> <p><input type="checkbox"/> Work assignment</p> <p><input type="checkbox"/> Rank (or equivalent)</p> <p><input type="checkbox"/> Other (e.g., gender, race, ethnicity, languages spoken)</p> <p><input type="checkbox"/> None</p>
<p>73. Were you able to conduct the minimum number of RANDOM STAFF interviews?</p>	<p><input checked="" type="radio"/> Yes</p> <p><input type="radio"/> No</p>
<p>74. Provide any additional comments regarding selecting or interviewing random staff (e.g., any populations you oversampled, barriers to completing interviews, barriers to ensuring representation):</p>	<p>No text provided.</p>
<p>Specialized Staff, Volunteers, and Contractor Interviews</p>	
<p>Staff in some facilities may be responsible for more than one of the specialized staff duties. Therefore, more than one interview protocol may apply to an interview with a single staff member and that information would satisfy multiple specialized staff interview requirements.</p>	
<p>75. Enter the total number of staff in a SPECIALIZED STAFF role who were interviewed (excluding volunteers and contractors):</p>	<p>16</p>
<p>76. Were you able to interview the Agency Head?</p>	<p><input checked="" type="radio"/> Yes</p> <p><input type="radio"/> No</p>
<p>77. Were you able to interview the Warden/Facility Director/Superintendent or their designee?</p>	<p><input checked="" type="radio"/> Yes</p> <p><input type="radio"/> No</p>

78. Were you able to interview the PREA Coordinator?	<input checked="" type="radio"/> Yes <input type="radio"/> No
79. Were you able to interview the PREA Compliance Manager?	<input checked="" type="radio"/> Yes <input type="radio"/> No <input type="radio"/> NA (NA if the agency is a single facility agency or is otherwise not required to have a PREA Compliance Manager per the Standards)

80. Select which SPECIALIZED STAFF roles were interviewed as part of this audit from the list below: (select all that apply)

- Agency contract administrator
- Intermediate or higher-level facility staff responsible for conducting and documenting unannounced rounds to identify and deter staff sexual abuse and sexual harassment
- Line staff who supervise youthful inmates (if applicable)
- Education and program staff who work with youthful inmates (if applicable)
- Medical staff
- Mental health staff
- Non-medical staff involved in cross-gender strip or visual searches
- Administrative (human resources) staff
- Sexual Assault Forensic Examiner (SAFE) or Sexual Assault Nurse Examiner (SANE) staff
- Investigative staff responsible for conducting administrative investigations
- Investigative staff responsible for conducting criminal investigations
- Staff who perform screening for risk of victimization and abusiveness
- Staff who supervise inmates in segregated housing/residents in isolation
- Staff on the sexual abuse incident review team
- Designated staff member charged with monitoring retaliation
- First responders, both security and non-security staff
- Intake staff

	<input type="checkbox"/> Other
81. Did you interview VOLUNTEERS who may have contact with inmates/residents/detainees in this facility?	<input checked="" type="radio"/> Yes <input type="radio"/> No
a. Enter the total number of VOLUNTEERS who were interviewed:	1
b. Select which specialized VOLUNTEER role(s) were interviewed as part of this audit from the list below: (select all that apply)	<input type="checkbox"/> Education/programming <input type="checkbox"/> Medical/dental <input type="checkbox"/> Mental health/counseling <input checked="" type="checkbox"/> Religious <input type="checkbox"/> Other
82. Did you interview CONTRACTORS who may have contact with inmates/residents/detainees in this facility?	<input checked="" type="radio"/> Yes <input type="radio"/> No
a. Enter the total number of CONTRACTORS who were interviewed:	3
b. Select which specialized CONTRACTOR role(s) were interviewed as part of this audit from the list below: (select all that apply)	<input type="checkbox"/> Security/detention <input type="checkbox"/> Education/programming <input checked="" type="checkbox"/> Medical/dental <input checked="" type="checkbox"/> Food service <input type="checkbox"/> Maintenance/construction <input type="checkbox"/> Other
83. Provide any additional comments regarding selecting or interviewing specialized staff.	No text provided.

SITE REVIEW AND DOCUMENTATION SAMPLING

Site Review

PREA Standard 115.401 (h) states, "The auditor shall have access to, and shall observe, all areas of the audited facilities." In order to meet the requirements in this Standard, the site review portion of the onsite audit must include a thorough examination of the entire facility. The site review is not a casual tour of the facility. It is an active, inquiring process that includes talking with staff and inmates to determine whether, and the extent to which, the audited facility's practices demonstrate compliance with the Standards. Note: As you are conducting the site review, you must document your tests of critical functions, important information gathered through observations, and any issues identified with facility practices. The information you collect through the site review is a crucial part of the evidence you will analyze as part of your compliance determinations and will be needed to complete your audit report, including the Post-Audit Reporting Information.

84. Did you have access to all areas of the facility?

Yes

No

Was the site review an active, inquiring process that included the following:

85. Observations of all facility practices in accordance with the site review component of the audit instrument (e.g., signage, supervision practices, cross-gender viewing and searches)?

Yes

No

86. Tests of all critical functions in the facility in accordance with the site review component of the audit instrument (e.g., risk screening process, access to outside emotional support services, interpretation services)?

Yes

No

87. Informal conversations with inmates/residents/detainees during the site review (encouraged, not required)?

Yes

No

88. Informal conversations with staff during the site review (encouraged, not required)?

Yes

No

<p>89. Provide any additional comments regarding the site review (e.g., access to areas in the facility, observations, tests of critical functions, or informal conversations).</p>	<p>No text provided.</p>
--	--------------------------

Documentation Sampling

Where there is a collection of records to review-such as staff, contractor, and volunteer training records; background check records; supervisory rounds logs; risk screening and intake processing records; inmate education records; medical files; and investigative files-auditors must self-select for review a representative sample of each type of record.

<p>90. In addition to the proof documentation selected by the agency or facility and provided to you, did you also conduct an auditor-selected sampling of documentation?</p>	<p><input checked="" type="radio"/> Yes <input type="radio"/> No</p>
--	--

<p>91. Provide any additional comments regarding selecting additional documentation (e.g., any documentation you oversampled, barriers to selecting additional documentation, etc.).</p>	<p>No text provided.</p>
---	--------------------------

SEXUAL ABUSE AND SEXUAL HARASSMENT ALLEGATIONS AND INVESTIGATIONS IN THIS FACILITY

Sexual Abuse and Sexual Harassment Allegations and Investigations Overview

Remember the number of allegations should be based on a review of all sources of allegations (e.g., hotline, third-party, grievances) and should not be based solely on the number of investigations conducted. Note: For question brevity, we use the term “inmate” in the following questions. Auditors should provide information on inmate, resident, or detainee sexual abuse allegations and investigations, as applicable to the facility type being audited.

92. Total number of SEXUAL ABUSE allegations and investigations overview during the 12 months preceding the audit, by incident type:

	# of sexual abuse allegations	# of criminal investigations	# of administrative investigations	# of allegations that had both criminal and administrative investigations
Inmate-on-inmate sexual abuse	20	0	20	0
Staff-on-inmate sexual abuse	6	1	6	0
Total	26	1	26	1

93. Total number of SEXUAL HARASSMENT allegations and investigations overview during the 12 months preceding the audit, by incident type:

	# of sexual harassment allegations	# of criminal investigations	# of administrative investigations	# of allegations that had both criminal and administrative investigations
Inmate-on-inmate sexual harassment	1	0	1	0
Staff-on-inmate sexual harassment	20	0	20	0
Total	21	0	21	0

Sexual Abuse and Sexual Harassment Investigation Outcomes

Sexual Abuse Investigation Outcomes

Note: these counts should reflect where the investigation is currently (i.e., if a criminal investigation was referred for prosecution and resulted in a conviction, that investigation outcome should only appear in the count for “convicted.”) Do not double count. Additionally, for question brevity, we use the term “inmate” in the following questions. Auditors should provide information on inmate, resident, and detainee sexual abuse investigation files, as applicable to the facility type being audited.

94. Criminal SEXUAL ABUSE investigation outcomes during the 12 months preceding the audit:

	Ongoing	Referred for Prosecution	Indicted/ Court Case Filed	Convicted/ Adjudicated	Acquitted
Inmate-on-inmate sexual abuse	0	0	0	0	0
Staff-on-inmate sexual abuse	1	1	1	1	0
Total	1	1	1	1	0

95. Administrative SEXUAL ABUSE investigation outcomes during the 12 months preceding the audit:

	Ongoing	Unfounded	Unsubstantiated	Substantiated
Inmate-on-inmate sexual abuse	7	4	9	0
Staff-on-inmate sexual abuse	3	2	0	1
Total	10	6	9	1

Sexual Harassment Investigation Outcomes

Note: these counts should reflect where the investigation is currently. Do not double count. Additionally, for question brevity, we use the term “inmate” in the following questions. Auditors should provide information on inmate, resident, and detainee sexual harassment investigation files, as applicable to the facility type being audited.

96. Criminal SEXUAL HARASSMENT investigation outcomes during the 12 months preceding the audit:

	Ongoing	Referred for Prosecution	Indicted/ Court Case Filed	Convicted/ Adjudicated	Acquitted
Inmate-on-inmate sexual harassment	0	0	0	0	0
Staff-on-inmate sexual harassment	0	0	0	0	0
Total	0	0	0	0	0

97. Administrative SEXUAL HARASSMENT investigation outcomes during the 12 months preceding the audit:

	Ongoing	Unfounded	Unsubstantiated	Substantiated
Inmate-on-inmate sexual harassment	0	0	1	0
Staff-on-inmate sexual harassment	1	3	15	1
Total	1	3	16	1

Sexual Abuse and Sexual Harassment Investigation Files Selected for Review

Sexual Abuse Investigation Files Selected for Review

98. Enter the total number of SEXUAL ABUSE investigation files reviewed/ sampled:	14
--	----

<p>99. Did your selection of SEXUAL ABUSE investigation files include a cross-section of criminal and/or administrative investigations by findings/outcomes?</p>	<p><input checked="" type="radio"/> Yes</p> <p><input type="radio"/> No</p> <p><input type="radio"/> NA (NA if you were unable to review any sexual abuse investigation files)</p>
<p>Inmate-on-inmate sexual abuse investigation files</p>	
<p>100. Enter the total number of INMATE-ON-INMATE SEXUAL ABUSE investigation files reviewed/sampled:</p>	<p>9</p>
<p>101. Did your sample of INMATE-ON-INMATE SEXUAL ABUSE investigation files include criminal investigations?</p>	<p><input type="radio"/> Yes</p> <p><input checked="" type="radio"/> No</p> <p><input type="radio"/> NA (NA if you were unable to review any inmate-on-inmate sexual abuse investigation files)</p>
<p>102. Did your sample of INMATE-ON-INMATE SEXUAL ABUSE investigation files include administrative investigations?</p>	<p><input checked="" type="radio"/> Yes</p> <p><input type="radio"/> No</p> <p><input type="radio"/> NA (NA if you were unable to review any inmate-on-inmate sexual abuse investigation files)</p>
<p>Staff-on-inmate sexual abuse investigation files</p>	
<p>103. Enter the total number of STAFF-ON-INMATE SEXUAL ABUSE investigation files reviewed/sampled:</p>	<p>4</p>
<p>104. Did your sample of STAFF-ON-INMATE SEXUAL ABUSE investigation files include criminal investigations?</p>	<p><input type="radio"/> Yes</p> <p><input checked="" type="radio"/> No</p> <p><input type="radio"/> NA (NA if you were unable to review any staff-on-inmate sexual abuse investigation files)</p>

<p>105. Did your sample of STAFF-ON-INMATE SEXUAL ABUSE investigation files include administrative investigations?</p>	<p><input checked="" type="radio"/> Yes</p> <p><input type="radio"/> No</p> <p><input type="radio"/> NA (NA if you were unable to review any staff-on-inmate sexual abuse investigation files)</p>
<p>Sexual Harassment Investigation Files Selected for Review</p>	
<p>106. Enter the total number of SEXUAL HARASSMENT investigation files reviewed/sampled:</p>	<p>7</p>
<p>107. Did your selection of SEXUAL HARASSMENT investigation files include a cross-section of criminal and/or administrative investigations by findings/outcomes?</p>	<p><input checked="" type="radio"/> Yes</p> <p><input type="radio"/> No</p> <p><input type="radio"/> NA (NA if you were unable to review any sexual harassment investigation files)</p>
<p>Inmate-on-inmate sexual harassment investigation files</p>	
<p>108. Enter the total number of INMATE-ON-INMATE SEXUAL HARASSMENT investigation files reviewed/sampled:</p>	<p>0</p>
<p>109. Did your sample of INMATE-ON-INMATE SEXUAL HARASSMENT files include criminal investigations?</p>	<p><input type="radio"/> Yes</p> <p><input type="radio"/> No</p> <p><input checked="" type="radio"/> NA (NA if you were unable to review any inmate-on-inmate sexual harassment investigation files)</p>
<p>110. Did your sample of INMATE-ON-INMATE SEXUAL HARASSMENT investigation files include administrative investigations?</p>	<p><input type="radio"/> Yes</p> <p><input type="radio"/> No</p> <p><input checked="" type="radio"/> NA (NA if you were unable to review any inmate-on-inmate sexual harassment investigation files)</p>

Staff-on-inmate sexual harassment investigation files	
111. Enter the total number of STAFF-ON-INMATE SEXUAL HARASSMENT investigation files reviewed/sampled:	7
112. Did your sample of STAFF-ON-INMATE SEXUAL HARASSMENT investigation files include criminal investigations?	<input type="radio"/> Yes <input checked="" type="radio"/> No <input type="radio"/> NA (NA if you were unable to review any staff-on-inmate sexual harassment investigation files)
113. Did your sample of STAFF-ON-INMATE SEXUAL HARASSMENT investigation files include administrative investigations?	<input checked="" type="radio"/> Yes <input type="radio"/> No <input type="radio"/> NA (NA if you were unable to review any staff-on-inmate sexual harassment investigation files)
114. Provide any additional comments regarding selecting and reviewing sexual abuse and sexual harassment investigation files.	No text provided.
SUPPORT STAFF INFORMATION	
DOJ-certified PREA Auditors Support Staff	
115. Did you receive assistance from any DOJ-CERTIFIED PREA AUDITORS at any point during this audit? REMEMBER: the audit includes all activities from the pre-onsite through the post-onsite phases to the submission of the final report. Make sure you respond accordingly.	<input type="radio"/> Yes <input checked="" type="radio"/> No

Non-certified Support Staff

116. Did you receive assistance from any NON-CERTIFIED SUPPORT STAFF at any point during this audit? REMEMBER: the audit includes all activities from the pre-onsite through the post-onsite phases to the submission of the final report. Make sure you respond accordingly.

Yes

No

AUDITING ARRANGEMENTS AND COMPENSATION

121. Who paid you to conduct this audit?

The audited facility or its parent agency

My state/territory or county government employer (if you audit as part of a consortium or circular auditing arrangement, select this option)

A third-party auditing entity (e.g., accreditation body, consulting firm)

Other

Standards	
Auditor Overall Determination Definitions	
<ul style="list-style-type: none"> • 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	
<p>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.</p>	

115.11	Zero tolerance of sexual abuse and sexual harassment; PREA coordinator
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>a) Missouri DOC policy D1-8.13 Offender Sexual Abuse and Harassment is the policy that provides the zero-tolerance policy, definitions of sexual abuse and sexual harassment, and the agency’s approach to preventing, detecting, and responding to sexual abuse and sexual harassment. The policy meets the requirements for this provision of the standard.</p> <p>b) Based on the organization charts provided, the Missouri Department of Corrections has a PREA Coordinator in the Office of Professional Standards that reports to the Director of that division. The Director of OPS then reports to the MODOC Director. This places the PREA Coordinator in an executive level position that meets the standard.</p> <p>PREA Coordinator Interview - The PREA Coordinator said he has sufficient time and authority to fulfill the duties of the PREA Coordinator for the agency. He oversees the PREA Unit that consists of dedicated investigators and support staff that assist him in managing and monitoring PREA standards compliance and PREA investigation at all</p>

	<p>facilities in the agency. Each facility has a PREA Compliance Manager that reports to him for PREA Compliance matters.</p> <p>c) Document Review - An organizational chart was provided for CCC. The PREA Site Coordinator (PREA Compliance Manager) is a Deputy Warden that reports directly to the Warden.</p> <p>PCM Interview - The Deputy Warden said he has the time and authority to complete the requirements of being the PREA Compliance Manager for CCC. He is responsible for monitoring PREA compliance in addition to his other duties as the Deputy Warden of Offender Management. He has assistance from other staff as well.</p> <p>The facility meets the provisions of this standard based on the information from interviews and policies reviewed.</p>
--	--

115.12	Contracting with other entities for the confinement of inmates
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>It was reported on the PAQ that the Missouri Department of Corrections currently does not contract for the confinement of inmates with a private or other governmental agency. The PREA Coordinator stated in his interview the Missouri DOC is not contracting with anyone for confinement of inmates at this time. The PCM stated in his interview the Crossroads Correctional Center does not contract for the confinement of inmates.</p>

115.13	Supervision and monitoring
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>a) Missouri DOC policy D1-8.13 Offender Sexual Abuse and Harassment requires each facility to “maintain staffing plans for each facility that provides adequate levels of staffing to protect offenders against sexual abuse.” “The staffing plan shall consider the facility’s physical plant to include but not limited to blind spots or areas where staff members or offenders may be isolated, the composition of the offender population, and the prevalence of substantiated and unsubstantiated offender sexual abuse allegations.”</p> <p>Document Review - a 2024 Staffing Plan Review document was provided for review. The review of the staffing plan was developed based on generally accepted detention practice, internal and external reviews, a review of blind spots, composition of the</p>

inmate population, the number of supervisory staff, the programs on each shift, and the prevalence of substantiated and unsubstantiated incidents of sexual abuse.

There were no judicial findings, federal investigations, state or local regulations that required adjustments to the staffing plan. There were no other factors that required adjustments. The staffing plan consisted of the security post analysis and the facility organization chart.

Tour Observations – All areas of the facility were toured including housing units, recreation, medical, foodservice, education, maintenance, intake clothing issue, paint shop, laundry, and visiting room. Staff were observed in all areas of the facility monitoring inmates. Staffing levels provided appropriate monitoring of inmates in housing units and all program/service areas. Showers were in individual stalls with half doors that provided appropriate modesty screens while allowing monitoring by staff. Cameras were in the dayroom area between cell ranges that covered the entire area. Cameras were observed covering blind spots in recreation rooms, the warehouse, kitchen, classrooms, library, and maintenance shops. Mental health and medical offices where inmates would meet with staff had windows to allow for staff walking by to observe staff and inmate interaction. Classrooms all had windows to allow for security staff to observe the classrooms during rounds in the main hallway. The maintenance building was outside the perimeter. A small number of inmates were allowed to work there and were under direct staff supervision.

b) Missouri DOC policy D1-8.13 Offender Sexual Abuse and Harassment states “Each facility shall comply with the staffing plan on a regular basis, deviations from the staffing plan shall be documented and justification for deviations noted.”

The facility reported no deviations from the staffing plan on the PAQ.

Warden Interview – The Warden said she has weekly meetings to monitor the staffing levels and hiring to fill vacancies. The meetings are with the Chief of Custody, Human Resources and the PREA Site Coordinator. A staffing analysis was conducted in 2009 by NIC and another was conducted the MODOC in 2019. She explained the facility closed in 2019 and moved to a closed facility next door to repair damage from a disturbance. The population was then moved back in December of 2022 to CRCC.

The previous staffing plan was used from prior to the move. The Warden said they are using non-custody staff and overtime to ensure the staffing plan is not deviated from. The Chief of Custody provides her with a report on staffing in addition to getting the shift reports.

PCM Interview - The PREA Site Coordinator/Deputy Warden said he meets with the Warden and HR for the annual staffing plan review. Staffing is also reviewed throughout the year on a weekly basis. He monitors the staffing on the shift reports. Vacancies are monitored to ensure they are being filled. Deviations from the staffing plan have not occurred in the last year. Deviations from the staffing plan would be closing mandatory security posts and implementing emergency procedures.

Overtime is always utilized to cover a mandatory post due to absences from call offs. They have also been using non-custody staff that were prior custody to cover shortages as well to ensure they do not deviate from the mandatory posts.

	<p>c) Document Review - The staffing plan review included an evaluation of the video monitoring system and whether additional resources were needed for staffing plan compliance.</p> <p>d) Missouri DOC policy D1-8.13 Offender Sexual Abuse and Harassment states "Each institution shall ensure the classifications of lieutenant or above conduct and document unscheduled and unannounced rounds to identify and deter offender sexual abuse and sexual harassment. Each facility shall ensure that rounds occur periodically in all areas of the facility. Staff members shall be prohibited from alerting other staff members that these rounds are occurring. The rounds shall be documented and readily accessible during audits as outlined in the facility's standard operating procedure." The policy reflects the requirements for this provision of the standard.</p> <p>Document Review - Shift summary reports were requested for random dates in February and March of 2024 to review for documentation of unannounced rounds. The reports had unannounced rounds by supervisors documented on each shift. The facility also provided shift summary report examples for each month in 2023 through the PAQ. These had unannounced rounds by supervisors documented on each shift as well. Unannounced rounds were conducted by lieutenants and captains.</p> <p>Intermediate Staff Interview - A Shift Supervisor said he conducts an unannounced round daily in a portion of the facility and covers the whole facility in a week. He said the rounds are documented in housing unit chronological logs and the shift summary.</p> <p>Random Staff Interviews - All staff interviewed said they see shift supervisors and assistant shift supervisors making rounds several times per week.</p> <p>Inmate Interviews - Inmates were asked if they see supervisors making rounds. Most said they see sergeants daily. Most inmates said they see captains and lieutenants in the housing unit a few times per week.</p> <p>The facility meets the provisions of this standard based on the above information from interviews, tour observations, documents and policies reviewed.</p>
--	--

115.14	Youthful inmates
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	Missouri DOC policy D1-8.13 Offender Sexual Abuse and Harassment states "A youthful offender will not be placed in a housing unit in which he will have sight, sound, or physical contact with any adult offender through use of a shared day room or other common space, shower area, or sleeping quarters in accordance with the institutional services procedure regarding offender housing assignments."

	<p>The PREA Coordinator stated Crossroads Correctional Center does not house youthful inmates. All youthful inmates are housed at Farmington Correctional Center in a special unit. None of the inmates interviewed were under 18 years of age.</p>
--	---

115.15	Limits to cross-gender viewing and searches
	<p>Auditor Overall Determination: Meets Standard</p> <p>Auditor Discussion</p> <p>a) Missouri Department of Corrections policy IS20-1.3 Searches prohibits cross gender strip searches except in exigent circumstances. Missouri DOC policy D1-8.13 Offender Sexual Abuse and Harassment also prohibits cross-gender strip searches except in exigent circumstances. The facility reported on the PAQ that no cross-gender strip searches occurred in the past 12 months. The policies reflect the requirements of the provision of this standard.</p> <p>The facility reported on the PAQ there were no cross-gender strip or cross gender visual body cavity searches during the review period. If there were a cross-gender strip search under exigent circumstances, it would be documented on a form 931-4701 per policy.</p> <p>c) Missouri DOC policy IS20-1.3 Searches requires staff to document all cross-gender strip searches on the cross-gender search form. There was no cross-gender strip search forms presented for review. The policy reflects the requirements for this provision of the standard.</p> <p>d) Missouri DOC policy D1-8.13 Offender Sexual Abuse and Harassment states “Offenders shall be allowed to shower, perform bodily functions, and change clothing without non-medical staff members of the opposite gender viewing their breast, buttocks, or genitalia, except in exigent circumstances, or when such viewing is incidental to routine cell checks in accordance with, institutional services, and probation and parole procedures regarding searches.” The policy also requires staff of the opposite gender to announce their presence prior to entering a housing unit. These announcements are to be logged in the housing unit chronological log. The policy reflects the requirements for this provision of the standard.</p> <p>Tour Observations - Opposite gender staff announcements were observed during the tour. Opposite gender staff announcements were documented in housing unit logs as PREA Announcements. Signs indicating female staff are on the unit are hung up for hearing impaired inmates. Showers were in single shower stalls with a half door that provided an appropriate modesty screen. In administrative segregation, the showers were in individual stalls with expanded metal doors that had a solid privacy barrier in the middle of the door. Solid barriers provided the inmate with enough coverage of private areas without completely blocking staff’s ability to monitor for safety. Toilets were in cells with a small window in the door. All bathrooms outside of the housing units were in small single toilet rooms with a door that did not lock and had a window</p>

or a partition that allowed monitoring but no cross-gender viewing. Staff allow and monitor access to the inmate bathrooms in maintenance and vocational shops.

Random Staff Interviews - Twelve staff were selected at random from shift rosters for interviews. All staff said they felt like the inmates could shower and use toilet facilities with enough privacy that staff could not see their genitals or buttocks. All staff were aware of the requirement for opposite gender announcements. All staff said they hear opposite gender staff make announcements when entering housing units or announcements are made for them.

Document Review - Housing unit logs were requested for random dates in February and March 2024. PREA announcements were observed documented when female staff entered housing units or took over a shift in a housing unit.

Inmate Interviews - Inmates said they hear the announcements for female staff entering the housing unit. Some said the announcement on the PA system can be inaudible, but they see the signs and know it is for female staff being present. Inmates said they can use the showers and toilets without being seen by female staff in all the housing units.

e) Missouri DOC policy D1-8.13 Offender Sexual Abuse and Harassment states "Staff members shall not perform strip or pat-down searches or conduct a physical examination for the sole purpose of determining an offender's genital status in accordance with the institutional services procedures regarding searches, diagnostic center reception and orientation, and receiving screening intake center." Missouri DOC policy IS20-1.3 Searches prohibits staff from performing a strip search for the sole purpose of determining an inmate's gender. The policies reflect the requirements of the provision of this standard.

Random Staff Interviews - All staff said they strip searching a transgender inmate solely for determining their genital status was prohibited by policy, not allowed and would be unprofessional.

Inmate Interview - Four inmates that identify as transgender said they had not been strip searched only to determine genital status since being at the facility.

f) Missouri DOC policy D1-8.13 Offender Sexual Abuse and Harassment states "Custody staff members shall be trained in how to conduct cross gender pat down searches of transgender and intersex offenders in a professional and respectful manner and in the least intrusive manner possible as consistent with security needs." The policy reflects the requirements for this provision of the standard.

Random Staff Interviews - The staff randomly selected for interview said they had been trained how to do cross gender pat searches and pat searches of transgender inmates. Female staff said they have done cross gender pat searches of inmates and have not conducted any cross-gender strip searches. The search described for transgender inmates was like the search of a female inmate.

Inmate Interviews - Inmates said they have been pat searched by female staff. They

	<p>felt the search was appropriate and professional. None said they had been subjected to a cross-gender strip search. Four transgender inmates said pat searches by staff were not intrusive and appropriate.</p> <p>Document Review – Search training completion documentation was provided for ten staff hired in the last year.</p> <p>The facility meets the provisions of this standard based on the above information from interviews, tour observations, documents and policies reviewed.</p>
--	---

115.16	Inmates with disabilities and inmates who are limited English proficient
	<p>Auditor Overall Determination: Meets Standard</p>
	<p>Auditor Discussion</p> <p>a-c) Missouri DOC policy D1-8.13 Offender Sexual Abuse and Harassment requires staff to “provide PREA related education in formats accessible to all offenders, including those who are limited English proficient, deaf, visually impaired, or otherwise disabled, as well as to offenders who have limited reading skills in accordance with the department's procedures regarding deaf and hard of hearing offenders, disabled offenders, and blind and visually impaired offenders.” LEP inmates will be provided the PREA video transcript and PREA brochure in their native language. If these cannot be translated into their native language, the PREA site coordinator will utilize an interpreter to assist the inmate in understanding the material. “Offender interpreters shall not be utilized except in limited circumstances where an extended delay in obtaining an effective interpreter could compromise the offender’s safety, the performance of first responder duties, or the investigation.”</p> <p>Intake Staff Interview – Intake staff said the facility has some staff designated as interpreters. She said the facility had an interpretive service by telephone that could be used when staff cannot interpret. The PREA brochure is in Spanish or can be provided in several other languages. If an inmate cannot read, the PREA brochure is read by staff. A video is shown that provides the information through audio for visually impaired inmates and with closed captions for hearing impaired inmates. If an inmate cannot read, she reads the brochure to them. If an inmate cannot hear, she can communicate with them in writing. Inmates with cognitive disabilities will receive the PREA education individually from staff to ensure they understand the material.</p> <p>Random Staff Interviews – The staff interviewed either knew or thought there was an interpretive service the facility could use for LEP inmates. They said the shift supervisor would be notified when it was needed and could access it. They also knew there were some staff that could translate a few languages. None of the staff said it would be appropriate to use an inmate to translate for an LEP inmate.</p>

	<p>Inmate Interviews – There were two inmates with hearing impairment identified by the facility for interview. Both had the ability to hear with hearing aids and could hear my questions. There was one inmate the facility identified as having a visual impairment. The inmate said the staff read the PREA brochure to him and explained how to make reports. There were two Limited English proficient inmates interviewed at the facility during the onsite audit. They both did not want an interpreter and said they could understand English. They both could explain how to make a report if needed.</p> <p>The facility meets this standard based on the information from interviews, and policies reviewed.</p>
--	--

115.17	Hiring and promotion decisions
	Auditor Overall Determination: Meets Standard
	<p>Auditor Discussion</p> <p>a) Missouri DOC policy D1-8.13 Offender Sexual Abuse and Harassment states “Staff members shall not hire or promote any person, staff member, or enlist the services of any contractor that may have contact with an offender when it is known that he: a. has engaged in sexual abuse with an offender in a prison, jail, lockup, community confinement facility, juvenile facility, or other institution; b. has been convicted of engaging or attempting to engage in sexual activity in the community facilitated by force, overt or implied threats of force, coercion, or if the victim did not consent or was unable to consent or refuse; or c. has been civilly or administratively adjudicated to have engaged in sexual activity by force, overt or implied threats of force, coercion, or if the victim did not consent or was unable to consent or refuse.”</p> <p>Document Review – Applications for four staff that were promoted in the last 12 months were provided to review questions pertaining to this standard. All four had been asked questions that meet the standard.</p> <p>b) Missouri DOC policy D1-8.13 Offender Sexual Abuse and Harassment states “Staff members shall consider any incidents of sexual harassment in determining whether to hire or promote any person or enlist the services of any contractor who may have contact with offenders in accordance with the department's procedures regarding background screening, candidate selection, maintenance of employee records, employee discipline, and labor organizations.”</p> <p>c) Missouri DOC policy D1-8.13 Offender Sexual Abuse and Harassment states “Before hiring new staff members a worksite personnel staff member or designee shall: a. perform a criminal background records check; and b. attempt 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 in accordance with the department procedure regarding background screening.”</p>

Human Resource Staff Interview - HR staff said criminal background checks and pre-employment background checks are completed for all new hires and promotions. She reviews prior discipline issues that would include sexual harassment. Issues with sexual harassment history would be considered in hiring and promotion decisions. If applicants have prior corrections experience, a supervisor calls the prior employer for a pre-employment PREA check to inquire about substantiated sexual abuse investigations or resignations during a sexual abuse investigation. This is all documented on the form by the supervisor.

Document Review - Records were reviewed for ten staff hired in the last year. Eight had a criminal background check completed prior to their hire date. Two were not received as of the interim report. These need to be provided for review or a new check completed to meet the standard. All applicants are asked on the MODOC application if they have ever worked or volunteered for a prison, jail, lockup, community treatment center, mental health facility, alcohol or drug rehabilitation center, juvenile facility or other correctional facility. If they answer yes, a Pre-Employment PREA Check form is completed by staff that call the prior employer to ask if the applicant has ever had a substantiated sexual abuse or sexual harassment investigation or resigned during an investigation. There was one newly hired staff that had worked at a corrections institution prior to working at Crossroads CC. Documentation of the Pre-Employment PREA Check was provided that supported compliance with the standard.

d) Missouri DOC policy D2-2.2 Background Investigations states “Contract staff members, volunteers, and student interns shall have a background investigation conducted that consists of the criminal history check and any violations that have been reported to pertinent professional licensing and/or certification organizations if applicable.”

Human Resource Staff Interview - HR staff said criminal background checks are conducted for all contract staff prior to working at the facility. The criminal background checks are conducted by the Warden’s Executive Assistant. The completed criminal background checks are retained in the HR office.

Document Review - Criminal background checks were requested for ten medical contract staff and five foodservice contract staff. Documentation of completed criminal background checks was not received at the time of the interim report. Completed criminal background checks for the ten selected medical staff and five foodservice contract staff must be provided or a new criminal background check must be completed to document compliance with this provision.

e) Missouri DOC policy D2-11.14 Annual Employment Requirements Section III. A requires an annual criminal background check to be completed on the birth month of every employee.

Human Resource Staff Interview - HR staff said she requests a criminal background check be completed on staff annually during their birth month. A criminal background check for contract staff is also completed annually during the birth month.

Document Review – Criminal background checks for ten current staff were requested. All ten were completed in the last year or less.

f) Human Resource Staff Interview – HR staff said new hire staff and staff applying for promotions are asked questions about (a) 1-3 of this standard on applications for employment. Staff are not required to complete a self-evaluation annually and are not asked these questions again.

Document Review – The questions required by this standard are asked on all applications for the Missouri DOC. The applications for ten staff hired in the last 12 months were reviewed. Eight had questions on the application that asked about prior convictions or civil judgements for sex offenses and prior sexual abuse in an institution. Two had not been received as of the interim report. Documentation of

g) Missouri DOC policy D2-2.2 Background Investigations states “False information regarding substantiated allegations of offender or resident abuse and/or harassment on the employment application shall be grounds for termination.”

h) Human Resource Staff Interview – HR staff said if another correctional institution contacts the Missouri DOC to inquire about substantiated allegations of sexual abuse or resignations during investigations of a former employee, they will provide information on the substantiated sexual abuse or resignations.

The PREA Coordinator for MODOC provided four examples of PREA information being released upon request to other corrections agencies during the last 12 months.

CORRECTIVE ACTION REQUIRED: The criminal background checks and questions for a) 1-3 must be provided for two of the newly hired staff. The criminal background checks for ten medical contract staff were not provided for review. The criminal background checks for the ten medical contract staff and five food service contract staff must be provided for review. If the facility does not have the documents, new criminal background checks must be completed on the selected contract staff that are missing.

Corrective Action Completed: Documentation of completed criminal background checks was provided for ten contract medical staff and four contract food service staff. The employment application with the required questions for a) 1-3 were provided and reviewed. All documents meet the standard.

Based on the information from interviews, policies and documents reviewed, the facility meets the provisions of the standard.

115.18	Upgrades to facilities and technologies
	Auditor Overall Determination: Meets Standard
	Auditor Discussion

	<p>a) The facility reported on the PAQ no substantial expansion or modification since the last PREA audit.</p> <p>Agency Head Interview - The Director said the agency designs expansion and modifications to maximize the agency's ability to protect inmates.</p> <p>Warden Interview - The Warden said there have been no expansions or modifications to the facility since the last PREA audit.</p> <p>b) Warden Interview - The Warden said some cameras were updated to digital. Changes to the video monitoring system are made with the goal of improving inmate monitoring based on the requirements of the PREA standards being considered in the design.</p> <p>PCM Interview -The PREA Site Coordinator/DW said some of the cameras were upgraded to HD with better monitoring abilities. Cameras are used as a deterrent in blind spots and can aid in an investigation.</p> <p>The facility meets the standard based on the information from interviews and observations.</p>
--	---

115.21	Evidence protocol and forensic medical examinations
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>a) Missouri DOC policy D1-8.13 Offender Sexual Abuse and Harassment states "The department shall ensure that administrative and/or criminal investigations are completed for all allegations of sexual abuse and repeated allegations of sexual harassment." The policy also instructs staff to take steps to protect evidence. This may include instructing the victim not to shower, change clothes, brush teeth, eat, drink, or use the bathroom. If possible, staff should not allow the inmate perpetrator to destroy evidence by preventing showering, changing clothes, eating, drinking, or using the bathroom.</p> <p>Random Staff Interviews - All staff interviewed were asked what their responsibilities are in protecting evidence. All staff said they would ask the victim not to shower, change clothes, brush teeth, eat, drink, or use the bathroom until evidence can be collected by a SANE at a forensic exam or they are relieved. Staff would ensure the alleged inmate perpetrator would not destroy evidence in the same way. All said they would protect evidence at the scene until it could be collected by investigators. They would not collect the evidence themselves unless under the direction of an investigator.</p> <p>b) MODOC policy D1-8.13 provides a time frame of 72 hours for possible collection of forensic evidence the same as found in the National Protocol for Sexual</p>

Assault Medical Forensic Examinations. This reflects the time frame given in the National Protocol. +

c) MODOC policy D1-8.13 requires the facility health services staff to contact the on-call SANE staff member if the alleged incident occurred within 72 hours. The policy states "The SANE staff member shall collect evidence according to established forensic procedures for processing and document the exam and finding in the applicable department computer system." "If the alleged perpetrator is a staff member, the victim shall be transported to the community emergency room for a sexual assault examination to be performed by a SANE or SAFE." If the alleged perpetrator is an inmate, the shift supervisor shall contact the on call SANE staff member and hold the victim in medical until the SANE staff arrive. The facility reported 3 forensic exams conducted in the past 12 months.

SANE Staff Interview - A facility nurse from Crossroads Correctional Center was interviewed as a regional SANE. She is on-call for Western MODOC facilities along with three other SANE staff. She is certified as a forensic exam nurse from completing an online course. She said the forensic exam can be conducted from 72 hours up to 96 hours depending on the type of sexual abuse that occurred and if the person washed, showered, changed clothes, went to the bathroom, or had anything to eat or drink.

SANE Supervisor - The Centurian Nursing Director/SANE said she covers the eastern region and is on call to conduct forensic exams when needed. She said there are eleven trained SANE nurses for the MODOC with five in the eastern region, two in the central region and four in the western region. If she or other SANE staff are not available, the inmate would be transported to a nearby hospital ER with forensic exam services.

Document Review - Medical records for two inmates that reported sexual abuse documented an immediate evaluation and treatment by medical staff. Both were provided a forensic examination at the facility by qualified SANE medical staff.

Document Review - Documentation of a forensic examination was provided for two inmates that reported sexual abuse that occurred in a time frame that allowed for DNA evidence collection. The examinations were completed on the same day the inmate reported the sexual abuse.

d-e) The facility has staff that have attended victim advocate training provided by the Missouri Coalition Against Domestic Violence to qualify them to provide victim advocate services for inmates at CRCC. The training certificates were provided for the Chaplain and one other staff.

PCM Interview - The DW/PREA Site Coordinator said the Chaplain and one staff have completed online training that qualifies them as victim advocates. Both can provide victim advocate services for an inmate victim at the investigation interview and at a forensic examination.

Inmate Interview - An inmate that reported sexual abuse was offered a victim

	<p>advocate by the investigator and declined. This was also documented in the investigation report. The inmate requested a victim advocate after the examination and saw the victim advocate qualified staff.</p> <p>h) The facility has staff that have attended victim advocate training provided by the Missouri Coalition Against Domestic Violence to qualify them to provide victim advocate services for inmates at CRCC. The training certificates were provided for the Chaplain and one other staff.</p> <p>The facility meets the provisions of this standard based on the information from interview, policies and documents reviewed.</p>
--	--

115.22	Policies to ensure referrals of allegations for investigations
	<p>Auditor Overall Determination: Meets Standard</p>
	<p>Auditor Discussion</p>
	<p>a) Missouri DOC policy D1-8.13 Offender Sexual Abuse and Harassment states “The department shall ensure that administrative and/or criminal investigations are completed for all allegations of sexual abuse and repeated allegations of sexual harassment.”</p> <p>Agency Head Interview - The Director of the Office of Professional Standards was the Agency Head designee for interview and is responsible for the PREA Unit in the office of Professional Standards. He said investigations are completed for all allegations of sexual abuse and sexual harassment in all facilities. The PREA Unit conducts investigations of sexual abuse allegations and the Institutional Investigators conduct investigations of sexual harassment.</p> <p>The facility reported on the PAQ seventy-four allegations of sexual abuse and sexual harassment during the last 12 months, seventy-four resulting in administrative investigations and 1 being referred for criminal investigations. The PREA Coordinator provided list of sexual abuse and sexual harassment investigations for the review period that totaled forty-six. There were twenty staff sexual harassment, six staff sexual abuse, nineteen inmate sexual abuse and one inmate sexual harassment investigations. Nine investigations were still ongoing. Twenty completed investigation files were selected for review. All twenty were administrative investigations. Seven allegations of harassment were referred to the facility Investigator. Fourteen allegations of sexual abuse were referred to the PREA Unit Investigators. There were twenty investigations that were administrative investigations and one criminal investigation.</p> <p>b) Missouri DOC policy D1-8.13 Offender Sexual Abuse and Harassment states “The department shall ensure that administrative and/or criminal investigations are completed for all allegations of sexual abuse and repeated allegations of sexual harassment.” This policy was found posted on the Prison Rape Elimination Act page</p>

	<p>of the Missouri DOC website at https://doc.mo.gov/programs/PREA. Policy D1-8.4 Institutional Investigations covers requirements for investigations in general. The policy is identified as confidential, therefore it cannot be posted on the MODOC website.</p> <p>PREA Unit Investigator Interview - The PREA Unit Investigator said she is contacted by the facility when there is a clear sexual abuse allegation. If it is not clear, the Institutional Investigator will review the initial information and talk to the victim to gather more information to determine what type of incident occurred.</p> <p>Facility Investigator Interview - The Facility Investigator said she investigates only sexual harassment allegations. If a PREA report is clearly an incident of sexual abuse, a Request for Investigation is completed and sent to the PREA Unit. If the allegation is sexual harassment it is referred to her, the Institutional Investigator. If it is not clear what type of incident is being reported, the Facility Investigator gathers more information to determine if it is sexual abuse or sexual harassment. Once it is determined to be sexual abuse, it is referred to the PREA Unit Investigator by completing an RFI and sending it to the PREA Unit in the Office of Professional Standards. An RFI was completed for sexual abuse investigations reviewed.</p> <p>The facility meets this standard based on the information from interviews, policies and documents reviewed.</p>
--	---

115.31	Employee training
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>a) Missouri DOC policy D1-8.13 Offender Sexual Abuse and Harassment states "All staff members shall receive initial PREA training during the department's basic training."</p> <p>PREA Basic Training Curriculum - The PREA Basic training curriculum was provided for review. It covers the zero-tolerance policy of MODOC; staff responsibilities in prevention, detection, reporting and response procedures; inmate's rights to be free of sexual abuse, sexual harassment and retaliation; staff rights to be free from retaliation; dynamics of sexual abuse; reactions of victims; how to detect signs of sexual abuse; avoiding inappropriate relationships with inmates; and mandatory reporting laws. The curriculum did not cover professional communication with LGBTI inmates. However, The Professional Boundaries lesson plan was provided for review that provides staff information on how to communicate effectively and professionally with LGBTI inmates. This training is all provided at the Basic Academy in a pre-service training for new hires.</p> <p>Staff Interviews - Staff said they completed the PREA Basic Training at the MODOC Academy. Staff could demonstrate knowledge of zero tolerance policy, rights of</p>

inmates and staff, how to detect signs and response of sexual abuse, the dynamics of sexual abuse, avoiding inappropriate relationships with inmates, and their actions in response to a sexual abuse report.

Document Review – Training completion documents were requested for ten staff hired in the last 12 months. Eight were received and show completion just after the hire date. Two were not received as of the interim report.

b) Missouri DOC policy D1-8.13 Offender Sexual Abuse and Harassment states “Staff members shall receive additional training if they are reassigned from a facility that houses only female offenders to a facility that houses only male offenders if their basic training or institutional basic training occurred more than two years prior to the time of assignment.”

c) Missouri DOC policy D1-8.13 Offender Sexual Abuse and Harassment states “All staff members shall complete refresher training every two years to ensure knowledge of the agency's current sexual abuse and sexual harassment procedures. Years in which an employee is not required to complete training, the facility site coordinator shall provide refresher information on current sexual abuse and sexual harassment policies.”

PREA Refresher #1-12 – After the PREA Basic is completed at academy, staff are required to complete a PREA Refresher training modules every two years. These modules were reviewed and found they did not cover the required topic in (a) 10 mandatory reporting for victims under 18 and vulnerable adults. Topics (a) 1-9 are covered in the refresher training.

Staff Interviews – staff said they complete a PREA Refresher training every 2 years and receive emails monthly between trainings that provide information about responding to reports, detection of sexual abuse, and other information from the PREA Refresher training curriculum as well as policy updates for PREA. Staff demonstrated knowledge of all required topics except mandatory reporting laws.

The PREA Refresher training curriculum was updated with information added that covers mandatory reporting to outside agencies for victims under 18 and victims that are vulnerable adults. The revised curriculum will be used for staff completing training going forward. The new material was provided to all staff at the facility via email from the PREA Site Coordinator. A copy of the revised training material and the email sending it to all CRCC staff was provided.

d) Missouri DOC policy D1-8.13 Offender Sexual Abuse and Harassment states “All completed PREA training requires a PREA acknowledgment form or PREA basic training acknowledgment form stating the staff member understood and completed the training. This form must be routed through the facility training officer or regional training coordinator.”

Document Review – Ten veteran staff records for PREA training completion were requested. Eight PREA training completion records showed training was completed within the last two years. Two were not received at the time of the interim report.

	<p>CORRECTIVE ACTION REQUIRED: training completion records for two new hire staff and two veteran staff must be provided for review. If they cannot be provided, the staff must complete the training and completion records must be provided for review.</p> <p>Corrective Action Completed: The facility provided the PREA training completion documents for the two veteran staff. The PREA Site Coordinator said the two new staff resigned prior to completing their training.</p> <p>Based on the information from the interviews, policies and documents reviewed, the facility meets the provisions of the standard.</p>
--	---

115.32	Volunteer and contractor training
	<p>Auditor Overall Determination: Meets Standard</p>
	<p>Auditor Discussion</p> <p>a-b) Missouri DOC policy D1-8.13 Offender Sexual Abuse and Harassment states “All part-time employees, volunteers, and contract staff members shall receive PREA training specific to their classification as determined by the appropriate division director and chief of staff training.”</p> <p>Training Curriculum – The PREA training curriculum for volunteers and contractors was provided for review. The curriculum provides volunteer and contract staff with the MODOC zero-tolerance policy, rights of inmates, signs of sexual abuse, MODOC’s response process, dynamics of sexual abuse, reactions of victims, and how to respond to a report of sexual abuse. The Offender Work Release training curriculum was also provided for review. This training is provided to other Missouri state employees for supervision of CRCC inmates on outside work crews. The training provided information about what is an incident of sexual abuse or sexual harassment, how to detect and respond to sexual abuse or sexual harassment of an inmate.</p> <p>Contract Staff Interviews – Three contract staff were interviewed from foodservice, medical and mental health. All three said they had received training that covered the policy for zero tolerance of sexual abuse and sexual harassment, how to detect and respond to incidents of sexual abuse or sexual harassment.</p> <p>c) Document Review – PREA training completion documents were requested for five volunteers, ten medical contract staff and four foodservice contract staff. Documentation for seven medical/mental health contract staff showed they had completed the PREA training. Training completion documents were not received at the time of the interim report for three medical contract staff, four foodservice contract staff and five volunteers. The facility must provide documentation for the missing contract staff and volunteers completing the training.</p> <p>CORRECTIVE ACTION REQUIRED: PREA training completion documentation for three medical contract staff, four foodservice contract staff and five volunteers has not</p>

	<p>been provided. The facility must provide documentation for the three medical contract staff, four foodservice contract staff and five volunteers completing the training.</p> <p>Corrective Action Completed: The facility provided the PREA training documents for the four foodservice contract staff. The facility also provided PREA training completion documents for two contract medical staff. One of the contract medical staff resigned and could not complete the training. The facility did not have a record of prior training completion because the prior contract vendor did not leave the records for the staff that stayed to work for the new contract vendor. It is recommended that the facility keep a copy of the training records for contract staff in their own file. The facility provided PREA training completion records for the four volunteers previously selected for review. One volunteer was removed from the program for not completing the training. The facility provided the PREA training completion records for the remaining twenty volunteers to show all volunteers at CRCC have completed the training.</p> <p>Based on the information provided from interviews, policies and documents reviewed, the facility meets the provisions of the standard.</p>
--	---

115.33	Inmate education
	<p>Auditor Overall Determination: Meets Standard</p> <p>Auditor Discussion</p> <p>Missouri DOC policy D1-8.13 Offender Sexual Abuse and Harassment states “The department shall provide PREA related education in formats accessible to all offenders, including those who are limited English proficient, deaf, visually impaired, or otherwise disabled, as well as to offenders who have limited reading skills in accordance with the department's procedures regarding deaf and hard of hearing offenders, disabled offenders, and blind and visually impaired offenders.” The policy requires the facility to have the PREA offender brochure in several recognized languages. If the brochure is not available in the inmate’s language then an interpretive service will be utilized to provide the information. The PREA offender brochure was provided in seven additional languages. The policy also requires the facility to make PREA reporting information available or visible to all inmates through posters, the offender rulebook, tablets and the brochure. Policy requires the inmates to sign an acknowledgement receipt for viewing the video and receiving the PREA offender brochure.</p> <p>Inmate Interviews – Forty inmates were interviewed. Some of the inmates said they were transferred to an empty facility next door after a disturbance and then were brought back after the facility had been repaired and reopened in November of 2022. The inmates that came to CRCC in November of 2022 in a mass movement said they were no given a PREA education. Inmates that arrived after November of 2022 said</p>

they received the PREA education information in a brochure and video on the first or second day at the facility. Staff explained the information and asked if they had any questions. All inmates interviewed said they see the PREA reporting information posters throughout the facility and the hotline phone number spray painted on the walls in the housing units by the phones. All forty inmates knew several ways to make a report of sexual abuse or sexual harassment.

Intake Staff Interview - The Case Manager that provides the PREA education at the Reception and Orientation Unit said he provides the PREA education information the first day or second day the inmates are at the facility. He shows the video at the intake area. He said he meets with the inmates individually to ensure they understand the information if they have disabilities. If an inmate is LEP, the facility can access a telephonic interpretive service. He also can provide the brochure in several other languages. If an inmate has a hearing disability, the video has closed captioning, and he can write questions to enable communication. If an inmate cannot read, he reads the information to them. He explains the zero-tolerance policy, inmate rights, anonymous reports to the Crime Victim Unit, calling the PREA hotline, telling any staff, writing any staff, and victim advocacy services available at the facility.

Tour Observations - A PREA education was observed during the onsite audit. The PREA information video was shown and then the inmate met individually with a Caseworker to go over the information and then conduct the risk assessment. While touring the intake area, the PREA education process was explained by the PREA Site Coordinator/DW. PREA posters were observed throughout the facility in inmate housing units, program areas, recreation areas, dining hall, medical waiting area and inmate work areas. The posters provided information on how to report sexual abuse and sexual harassment and were printed in English and Spanish. They were placed at a height and in a print size that inmates could easily read. The PREA brochure was provided in both English and Spanish. The brochure provides inmates with information on what is an incident of sexual abuse or sexual harassment, the zero-tolerance policy for MODOC, prevention of sexual abuse, reporting sexual abuse and sexual harassment, and victim rights. The PREA hotline phone number was spray painted on the wall next to the inmate phones in large size letters that were easy to see.

Document Review - Documentation for PREA education was requested and reviewed for twenty inmates after the onsite audit. Nine inmates arrived after November of 2022. Six inmates that arrived after November of 2022 signed documents showing the PREA education was completed the same day or the day after intake. Three documents provided were for a date of arrival at FRDC, not CRCC. The PREA education completion documents for eleven inmates were from their first arrival at CRCC before the mass move to WMCC or they were for arrival at WMCC. There were no PREA education documents for the mass move from WMCC next door to CRCC.

CORRECTIVE ACTION REQUIRED: Inmates that arrived during the mass movement in November of 2022 did not get a PREA education. PREA education documents for three inmates that arrived after the mass movement from WMCC were from FRDC, not CRCC. An additional sample of PREA education documents will be reviewed to

	<p>ensure current practice meets the standard.</p> <p>Corrective Action Completed: The facility provided PREA education completion documents for forty-two inmates that arrived in August, September and October of the corrective action period. All were completed the same day as arrival.</p> <p>Based on the information from interview, policies and documents reviewed, the facility meets all provisions of the standard.</p>
--	--

115.34	Specialized training: Investigations
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>Missouri DOC policy D1-8.13 Offender Sexual Abuse and Harassment states “Investigators assigned to investigate offender sexual abuse allegations shall receive specialized PREA investigator training.” The policy reflects the provision’s requirement.</p> <p>Training Curriculum - The NIC PREA: Investigating Sexual Abuse in a Confinement Setting was reviewed by this auditor. The training covers the investigation standards, Miranda, Garrity, evidence collection, forensic examinations, interviewing techniques,, understanding the victim, and evidence requirements for substantiating administrative cases or for making a prosecutorial referral. The curriculum covered the requirements of the standard.</p> <p>PREA Unit Investigator Interview - A PREA Unit Investigator and Crossroads CC Investigator were interviewed. The PREA Unit Investigator said she completed the NIC course PREA: Investigating Sexual Abuse in a Confinement Setting and the advanced NIC investigations course. She also has completed sexual abuse investigation training through VAWA as well.</p> <p>Document Review - The NIC PREA Investigations training certificates were provided for the twelve PREA Unit Investigators.</p> <p>The facility meets the standard based on the information from interviews, documents and policies reviewed.</p>

115.35	Specialized training: Medical and mental health care
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	a) Missouri DOC policy D1-8.13 Offender Sexual Abuse and Harassment states

“Health services staff members shall receive specialized PREA medical and mental health training.”

Training Curriculum – The Centurian PREA Overview training curriculum was provided for review. The curriculum is medical contractor’s specialized medical training that all medical and mental health staff complete. The curriculum comes from Relias training. The training curriculum provides information about what is sexual abuse and sexual harassment; how to detect and assess sexual abuse and sexual harassment; preserving physical evidence; how to respond and communicate with victims; how medical and mental health staff are to report any knowledge or suspicion of sexual abuse and sexual harassment. The training curriculum covers the requirements of this provision of the standard.

b) Medical Staff Interview – The medical staff interviewed said she has completed specialized medical training through Centurian. She said all medical staff complete annual PREA training. The specialized medical training covers how to detect and assess signs of sexual abuse and sexual harassment, what medical staff can do to preserve physical evidence, responding to victims, and who to report allegations or suspicions to. She said she has also completed the PREA training for contract staff as well.

Mental Health Staff Interview – The mental health staff interviewed said she receives specialized medical training through Centurian annually and has completed the PREA training for contract staff. The training has a trauma informed approach. The training covered protection of evidence, signs of sexual abuse, communication with victims, and reporting sexual abuse and sexual harassment.

c) The facility provided documentation of the specialized medical training for ten randomly selected medical and mental health staff. All ten had completed the training in the last year.

d) The facility provided documentation of PREA training completion for seven of the ten randomly selected medical and mental health staff. More than one request was made for the three records. The facility must provide the training for the three staff or have them complete the training and provide the documentation.

CORRECTIVE ACTION REQUIRED: Training completion records for three medical staff must be provided. If the facility does not have the records, the staff must complete the training and document the completion.

Corrective Action Completed: The facility provided PREA training completion documents for two contract medical staff. One of the contract medical staff resigned and could not complete the training. The facility did not have a record of prior training completion because the prior contract vendor did not leave the records for the staff that stayed to work for the new contract vendor. It is recommended that the facility keep a copy of the training records for contract staff in their own file.

Based on the information from interviews, policies and documents reviewed, the facility meets all provisions of the standard.

115.41	Screening for risk of victimization and abusiveness
	<p data-bbox="256 188 959 224">Auditor Overall Determination: Meets Standard</p> <p data-bbox="256 264 544 300">Auditor Discussion</p> <p data-bbox="256 340 1469 667">a) Missouri DOC policy D1-8.13 Offender Sexual Abuse and Harassment states “All offenders shall be assessed during intake and upon transfer to another facility for their risk of being sexually abused by other offenders or sexual abusiveness towards other offenders in accordance with the institutional services procedure regarding offender housing assignments, transgender and intersex offenders and the probation and parole procedures regarding housing assignments, transgender and intersex clients, and contracted residential facilities.” The policy requires an assessment for risk of victimization and abusiveness.</p> <p data-bbox="256 707 1469 904">b) Missouri DOC policy IS5-2.3 Offender Internal Classification states “CCMs will conduct a new internal classification within the first 72 hours at that facility and the offender will be housed in accordance with the new internal classification score.” The policy requires a new risk assessment to be completed within 72 hours of arrival at the facility.</p> <p data-bbox="256 945 1469 1061">Risk Screening Staff Interview - The staff that conduct risk screening said all inmates that arrive at Crossroads CC are screened within the first two days of arrival for risk of victimization and risk of abusiveness.</p> <p data-bbox="256 1102 1469 1344">Inmate Interviews - Nineteen out of forty inmates interviewed said they could recall meeting with a Case Manager privately and being asked questions about prior victimization, sexual orientation, gender identity, disabilities, and their views of vulnerability to sexual abuse in the first or second day in the intake area. Twenty-one of the inmates interviewed arrived at CRCC in the mass movement from Western Missouri CC in 2022. They did not recall being asked questions for the assessment.</p> <p data-bbox="256 1384 1469 1541">Document Review - A sample of five initial assessments for inmates that reported being a prior victim were reviewed and found to be completed within 72 hours. Additional assessments will be reviewed in the corrective action period for (d) and (e).</p> <p data-bbox="256 1581 1469 1908">c) Missouri DOC policy IS5-2.3 Offender Internal Classification states “Facilities shall assess offenders for the risk of being sexually abused and the risk of being sexually abusive utilizing their divisional adult internal risk assessment in accordance with the institutional services procedure regarding diagnostic center reception and orientation, and probation and parole procedures regarding the community supervision center, the community release center, and contracted residential facilities.” The risk assessment was provided for review. The factors in the assessment were found to be objective.</p> <p data-bbox="256 1948 1469 2065">d) Risk Screening Staff Interview - The staff that complete the risk screening said she provides the assessment questions to the inmate on a form and then she meets with inmates in private in the intake area to go over the questions to gather</p>

information to complete the risk screening. The questions are about prior sexual abuse victimization; prior sexual abuse perpetration; feelings of vulnerability to sexual abuse; cognitive and physical disabilities; identifies as or is perceived to be LGBTI or gender nonconforming. She also reviews the inmate record for additional information on criminal history, conduct history for violence or sexual abuse, age, size description, sex offenses, and violent offenses.

Document Review - The Internal Classification Risk Assessment was reviewed and found to assess risk of victimization for the following factors: disabilities, age, inmate build, prior incarceration, prior conviction for sex offense with a Child victim, LGBTI or Gender non-conforming, prior victim of sexual abuse, and perception of vulnerability. Inmates are not detained solely for civil immigration in the MODOC. The internal classification risk assessment does not assess for prior conviction for sex offenses against an Adult or prior convictions being exclusively non-violent. The screening for risk of victimization does not meet this provision of the standard.

e) Document Review - The Internal Classification Risk Assessment was reviewed and found to assess risk of abusiveness for the following factors: prior sexual abuse - prior conviction for sex offense with Adult victims; prior convictions for violent offenses - prior convictions for violent crimes; history of prior institutional violence or sexual abuse - conduct for violent offenses past 10 years and conduct violation for murder or forcible sexual conduct older than 5 yrs but less than 10 yrs. Though there is assessment for prior sexual abuse involving adults, not assessing for sex offense convictions with child victims does not assess for any or all prior sexual abuse. The time restriction on forcible sexual conduct prevents assessing for that conduct that is outside of the timeframe. This doesn't assess for all prior sexual abuse while incarcerated. This does not meet this provision of the standard.

f) Missouri DOC policy D1-8.13 Offender Sexual Abuse and Harassment states "Offenders shall be reassessed within 30 days of arrival. The reassessment shall consider additional relevant information received by the facility after the initial intake screening."

Risk Screening Staff interview - Staff said she meets with inmates three weeks after intake to complete the reassessment of the risk screening. She asks the same questions for the reassessment that were asked for the intake assessment. She completes a whole new assessment based on the inmate's answers and the information from the inmate record.

Inmate Interviews - Nineteen inmates that arrived after the mass movement from WMCC said they were asked the same questions from the intake meeting a second time about a month later.

g) Missouri DOC policy D1-8.13 Offender Sexual Abuse and Harassment states "The offender's risk level shall be reassessed when warranted due to a referral, incident of sexual abuse, or upon request or receipt of additional information that impacts an offender's risk of sexual victimization or abusiveness."

Risk Screening Staff Interview - Staff said if new information is received that changes

the answers to the last screening, a new assessment is completed. If there is a substantiated incident of sexual abuse, a Case Manager will do a new assessment as well.

h) Missouri DOC policy D1-8.13 Offender Sexual Abuse and Harassment states "The offender shall not be disciplined for refusing to answer or not disclosing complete information during the assessment."

Risk Screening Staff Interview - Staff said inmates do not have to answer the questions for the risk screening and refusing to answer will not result in discipline. They are encouraged to answer the questions.

i) Missouri DOC policy D1-8.13 Offender Sexual Abuse and Harassment states "The chief administrative officer (CAO) or PREA site coordinator shall control the dissemination of sensitive information related to offender sexual abuse to ensure the offender is not exploited by staff members or other offenders."

PREA Coordinator Interview - The PREA Coordinator said information obtained for the risk assessment is confidential and access to the electronic system the assessments are completed in is controlled and limited to the staff that need to complete assessments and the staff involved in reviewing them.

CORRECTIVE ACTION REQUIRED: The internal classification risk assessment does not assess for prior conviction for sex offenses against an Adult or prior convictions being exclusively non-violent. The screening for risk of victimization does not meet provision (d). There is assessment for prior sexual abuse involving adults, however not assessing for sex offenses with child victims does not assess for any or all prior sexual abuse. This does not meet provision (e). The time restriction on forcible sexual conduct prevents assessing for that conduct that is outside of the timeframe. This doesn't assess for all prior sexual abuse while incarcerated. The internal classification risk assessment must be modified to meet provision (d) and (e). Once the modification is approved, training documentation on the new assessment with staff that conduct assessments shall be provided. Completed assessments must be provided for review of use within required time frames in the standard. A sample of intake and 30 days assessments over a two month period will be requested.

Corrective Action Completed: The intake dates were provided for the inmates selected for assessment review at the onsite audit. Four out of thirteen intake assessments were not completed within 72 hours and three out of thirteen reassessments were not completed within 30 days. A new sample of assessments was reviewed for correct time frames during the corrective action period.

The MODOC PREA Coordinator and Director of Office of Professional Standards said the risk assessment is completed in an electronic computer system that will take more time to modify than is allowed in the corrective action period. As a result, an agreed upon corrective action was developed. The process to complete the assessment was modified by using comment sections in the current assessment to document changes in what is being assessed on specific factors until the MODOC can make permanent changes to the assessment in the electronic system. There were

	<p>changes to five factors being assessed on the current assessment that had been identified as not meeting the standard.</p> <ul style="list-style-type: none"> • Adult victim was added to victimization question 14 for prior sex offense convictions. A comment will be added for scoring Adult victim in addition to the current Child victim. • Exclusively non-violent criminal history factor in the victimization section will be scored as an override when the answer is No to question 17 in the risk of abusiveness section that scores convictions for crimes of violence. If the answer is No and the victimization section score is 2 points, the staff will complete an override to a Sigma (risk of victimization) in number 20 for the inmate having a non-violent criminal history. Non-violent criminal history will be placed in the comment section. • Child victim was added to risk of abusiveness question 16 in addition to Adult victim. The comment Child Victim is added if the answer is Yes and the victim is a child. • Staff were instructed not to follow the time limitations on questions 18 and 19. A Yes response will be given for any institutional conduct history for violence or sexual abuse with comments added to document the information being outside of the time frames. <p>The changes were added to the training manual for the risk assessment and training was provided to the staff that complete risk assessments at CRCC on August 30, 2024, by the PREA Unit Manager (PC). The new assessment process was put in place at CRCC following the training. A sample of 72-hour intake assessments and 30-day reassessments completed during September were provided for review each week. A total sample of twenty intake assessments and twenty-one reassessments were reviewed for use of the new process. All were completed in the correct time frames and using the new process for scoring. The MODOC will continue to work on the changes in the electronic risk assessment that makes these changes permanent.</p> <p>The facility meets the provisions of this standard based on information from corrective actions, interviews, policies and documents reviewed.</p>
--	--

115.42	Use of screening information
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>a) Missouri DOC policy D1-8.13 Offender Sexual Abuse and Harassment states "Housing, cell, bed, education, and programming assignments shall be individualized utilizing the adult internal risk assessment with the goal of keeping separate those</p>

offenders identified at high risk of sexual victimization from offenders assessed at high risk of being sexually abusive. This shall be in accordance with the institutional services procedures regarding offender housing assignments, transgender and intersex offenders, offender recreation and activities, and probation and parole procedures regarding community supervision centers, the community release center, and contracted residential facilities.”

Missouri DOC policy IS5-2.3 Offender Internal Classification states “The department utilizes an internal classification system to assist department staff members in determining appropriate housing, programs, and work assignments of offenders to ensure offender safety, institutional security, and compliance with the Prison Rape Elimination Act (PREA) guidelines.” This policy provides the procedures for completing the PREA risk assessment. The risk assessment is used to guide the placement of inmates in housing assignments and programs. Inmates that are high risk of victimization (Sigma) are not housed in the same room with inmates that are high risk of abusiveness (Alpha).

The facility has a housing assignment report with the internal classification identified on the report. This allows staff to monitor placement based on Sigma, Alpha or Kappa (no risk). A copy of the report for CRCC was provided. There were an equal number of inmates with risk of victimization and risk of abusiveness. The inmates with risk of victimization are housed in a wing of a housing unit away from inmates with risk of abusiveness.

Missouri DOC policy IS18-1.1 Required Activities requires housing unit staff to utilize internal classification information to designate required assignments for the purpose of keeping separate and/or ensuring appropriate monitoring of inmates at high risk of being sexually victimized from inmates that are at high risk of being sexually abusive when working or attending programming together.

The policies meet the requirements of this provision of the standard.

PREA Compliance Manager Interview – The PREA Site Coordinator said the Sigmas are housed on their own wings and Alphas are housed on other wings. They are never in the same cells. An Assistant Warden runs a report with the flags from the offender information system to monitor for correct placement weekly.

b) Missouri DOC policy D1-8.13 Offender Sexual Abuse and Harassment states “Housing, cell, bed, education, and programming assignments shall be individualized utilizing the adult internal risk assessment with the goal of keeping separate those offenders identified at high risk of sexual victimization from offenders assessed at high risk of being sexually abusive.”

c) Missouri DOC policy IS5-3.1 Offender Housing Assignments states “The transgender committee is responsible for determining a permanent housing assignment for each transgender or intersex offender, and prior to this assignment shall meet with each offender to determine his vulnerability within the general population and length of time living as the acquired gender. Transgender and intersex housing assignments shall not be made based solely on genitalia but must

consider the offender's health and safety and the security of the facility through a review of the respective classification, medical and mental health records."

Missouri DOC policy IS5-3.3 Transgender and Intersex Offenders provides the process for review of an offender that has identified as transgender or intersex at the risk assessment. The staff that conduct the risk assessment notify the PREA Site Coordinator of the transgender or intersex identification. The Transgender Committee consists of the PREA Site Coordinator, medical administrator, mental health chief, and medical director. The Transgender Committee has an initial meeting with the offender. The offender then meets with Mental Health to be reviewed for gender affirming items, hormone therapy treatment consideration, and discuss health and safety concerns. The Transgender Committee completes the Transgender Committee Review form and forwards it to the Transgender Review Team in central administration. The Transgender Review Team consists of the PREA Coordinator, deputy division director, director of rehabilitative services.

PREA Compliance Manager Interview - The PREA Site Coordinator said the facility has a facility transgender committee that meets with an inmate that identifies as transgender at the risk assessment or at any time while housed at CRCC. The committee consists of the medical and mental health directors, classification staff and unit management staff. The committee reviews the transgender inmate's views of safety in the facility housing placement and program/work assignments. The committee also reviews gender affirming items, showering separately and the potential for hormone therapy. He said the Transgender Committee Review form is completed and sent to the Transgender Review Team in central administration for review and final decision.

Documentation of Transgender Committee Reviews was requested for inmates that identified as transgender at the risk assessment. Thirteen inmates were received in the last 12 months that identified as transgender. All thirteen met with the Transgender Committee in the first week after arrival. All were asked their views of safety in their facility housing placement, programs and if they wished to shower at different times from other inmates.

d) Missouri DOC policy IS5-3.1 Offender Housing Assignments states "The transgender committee shall meet with the offender within 10 working days of either the offender's arrival to the facility or upon learning the offender's transgender or intersex status and every 6 months thereafter."

PREA Compliance Manager - The PREA Site Coordinator (DW) said the Transgender Committee would meet with an inmate that identifies as transgender every six months to conduct a review of the inmate's feelings of safety, facility housing assignment, work assignment or program assignment and any concerns about showers.

Document Review - Ten of the transgender inmates had a second meeting with the Transgender Review Committee 6 months after arrival. Two had not been at the facility long enough for the second meeting.

	<p>e) Missouri DOC policy IS5-3.1 Offender Housing Assignments states “The transgender committee review shall include the following: (1) Offender’s view of his vulnerability.”</p> <p>Risk Screening Staff Interview - The staff that conducts risk screening said the Transgender Committee completes all reviews with inmates that identify as transgender. She informs the PREA Site Coordinator when an inmate identifies as transgender.</p> <p>PREA Compliance Manager Interview - The PREA Site Coordinator said the Transgender Committee meets with the inmate to ask for their views of safety.</p> <p>Transgender Inmate interview - Thirteen inmates were received in the last 12 months that identified as transgender. All thirteen met with the Transgender Committee in the first week after arrival. All were asked their views of safety in their facility housing placement, programs and if they wished to shower at different times from other inmates.</p> <p>f) PREA Compliance Manager - The PREA Site Coordinator (DW) said the Transgender Review Committee asks transgender inmates if they want to shower while other inmates in the housing unit are in their cells.</p> <p>Transgender Inmate Interview - Four transgender inmates said separate showers was offered and one chose not to shower at a separate time. Three were showering at a separate time.</p> <p>g) Transgender Inmate Interview - Four transgender inmates interviewed said they are not housed in a unit that is dedicated to transgender, gay or bisexual inmates.</p> <p>Documentation of Transgender Committee Reviews was requested for inmates that identified as transgender. Thirteen inmates were received in the last 12 months that identified as transgender. All thirteen met with the Transgender Committee in the first week after arrival. All were asked their views of safety in their facility housing placement, programs and if they wished to shower at different times from other inmates.</p> <p>The facility meets the provisions of this standard based on the information from interviews, policies and documents reviewed.</p>
--	--

115.43	Protective Custody
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	Missouri DOC policy D1-8.13 Offender Sexual Abuse and Harassment states “When an offender is believed to be in substantial risk of victimization, the shift supervisor shall

	<p>assess the offender to ensure housing in the least restrictive housing. If segregation is determined to be the least restrictive housing the shift supervisor shall note on the TASC order the offender is being placed in segregated housing due to a PREA risk. The PREA site coordinator shall review all PREA notification checklists the following business day to ensure appropriate housing placement.”</p> <p>MODOC policy IS21-1.2 requires an initial review of administrative segregation status and then a 30 day review.</p> <p>Staff Who Supervise Segregation - A Unit Manager that supervises the segregation unit said if an inmate is placed in segregation involuntarily for being high risk of sexual victimization the reason would be documented in the inmate confinement report (TASC) along with the restrictions. He said a classification review of placement in administrative segregation is completed during the first week and then again at 30 days. The review will document that there are no alternative housing options and the restrictions while in segregation. He said the goal is to get the inmate back into population within 5 days or place them on protective custody status. If an inmate cannot be placed safely in open population, they can review the possibility of transfer to another facility. He said some program course work can be completed while in segregation. Most privileges would be restricted.</p> <p>Warden Interview - The Warden said if an inmate is determined to be at high risk for sexual abuse from the assessment at intake, the intake staff would try to find the safest housing assignment in general population. Involuntary segregation would only be used as a last choice. A transfer to another facility would be considered if the inmate cannot be in the general population.</p> <p>None of the inmates interviewed in segregation during the onsite audit said they were involuntarily placed there due to being a high risk for victimization from the outcome on the risk assessment or reporting sexual abuse.</p> <p>The facility meets this standard based on the information from interviews, policies and documents reviewed.</p>
--	---

115.51	Inmate reporting
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>a) Missouri DOC policy D1-8.13 Offender Sexual Abuse and Harassment states “Each facility shall provide multiple ways for offenders to make anonymous reports of allegations of offender sexual abuse and harassment, retaliation, staff member neglect, and violation of responsibilities that may have contributed to an incident of offender sexual abuse, to include but not limited to: a. informal resolution request (IRR), grievance process, or offender complaint, b. a staff member, c. PREA hotline, and d. advocacy agency.” The methods of reporting are communicated to inmates</p>

in the PREA offender brochure provided at intake orientation. The methods are writing to the Missouri Department of Public Safety that is external to the MODOC, report to any staff, or calling the PREA hotline.

Random Staff Interviews – Staff said inmates can report sexual abuse, sexual harassment or retaliation by calling the PREA hotline, telling any staff, writing any staff, filing a grievance, or having family make the report. Most knew inmates could write to the Crime Victims Unit and be anonymous.

Inmate Interviews – All inmates said they can report retaliation, sexual abuse or sexual harassment by telling any staff, writing staff by dropping a “kite” in the mailbox on the housing unit or calling the PREA hotline. Inmates said they thought they could make an anonymous report by not putting their name on the written report and dropping it in the mailbox. Some were aware of the anonymous report to an external organization they saw on a poster. Some inmates said they could file a grievance. All inmates were aware of multiple ways to make a report of retaliation, sexual abuse or sexual harassment.

Investigation File Review – Twenty investigations were reviewed. The reports of sexual abuse and sexual harassment in the cases were received through grievances, anonymous letters, third party inmate or family reports, verbal reports to staff or writing staff.

Tour Observations – PREA posters with information telling inmates how to make a report of sexual abuse and sexual harassment were observed in every housing unit dayroom next to the inmate phones, recreation areas, the dining hall, education classrooms, and clothing issue at intake. The information was also posted in areas where inmates wait for commissary orders or medical appointments. The posters were placed where they could easily be read. The PREA hotline phone number was spray painted with stencil on the walls next to the offender phones.

b) Missouri DOC policy D1-8.13 Offender Sexual Abuse and Harassment states “Offenders may make anonymous reports of allegations of offender sexual abuse to the Department of Public Safety, Crimes Victims Services Unit. All offender mail addressed to the Crimes Victims Services Unit shall be treated as confidential mail and not subject to examination.” The policy requires an external reporting method that meets the provision of this standard. This information was observed on PREA reporting posters in inmate housing units and on the PREA offender brochure.

PCM Interview – The PREA Site Coordinator/DW (PCM) said inmates can report to the Department of Public Safety by writing to the address on the posters and in the PREA brochure. This correspondence is treated as privileged and cannot be read or censored. Inmates can leave their name off the envelope and correspondence if they want to remain anonymous.

Document Review – the facility provided a copy of the MOU between the Missouri DOC and the Missouri Department of Public Safety that was signed in 2013 and is ongoing until it is deemed unnecessary by either party. The MOU provides the responsibilities for each organization in receiving and processing written

	<p>correspondence from MODOC inmates and residents regarding allegations of sexual abuse and sexual harassment. The MOU requires the correspondence to be immediately forwarded to the DOC, allowing the inmate to remain anonymous.</p> <p>c) Missouri DOC policy D1-8.13 Offender Sexual Abuse and Harassment states “All allegations including anonymous, third party, verbal, or allegations made in writing shall be accepted and moved forward in accordance with the offender sexual abuse coordinated response outlined in this procedure.”</p> <p>Random Staff Interviews - Staff said they are required to take any verbal, written, anonymous or third-party report. When they receive a verbal report, they are required to document the report and the steps they follow providing the information as required in a written incident report. This report must be turned in immediately or prior to leaving the shift.</p> <p>Inmate Interviews – Inmates said they can make a report privately by calling the PREA hotline from the offender phones or on their tablet or telling their Case Manager.</p> <p>d) Missouri DOC policy D1-8.13 Offender Sexual Abuse and Harassment states “Staff members may anonymously report allegations of offender sexual abuse, harassment, or retaliation utilizing the employee reporting hotline in accordance with department procedure regarding discrimination, harassment, retaliation, or unprofessional conduct.” The Employee Handbook was provided for review. It informs staff at the end of an employee reporting line to call for reporting unprofessional conduct. It also instructs staff to immediately report any knowledge or suspicion of sexual abuse of an inmate to their immediate supervisor or the Chief Administration Officer of the facility.</p> <p>Random Staff Interview – Staff said they could privately report information about sexual abuse or sexual harassment by calling the ethics line or the PREA hotline. They could also complete an IOC and email it to a supervisor or talk to their supervisor in private. Posters for the ethics line (CLEAR Line) were observed in staff break areas and PREA Hotline posters are throughout the facility.</p> <p>The facility meets this standard based on the information from interviews, policies and documents reviewed.</p>
--	--

115.52	Exhaustion of administrative remedies
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>b) Missouri DOC policy D5-3.2 Offender Grievance states “The department shall not impose a time limit on when an offender may submit a complaint regarding an allegation of offender sexual abuse.” “The department shall not require an offender to use the informal grievance process or to otherwise attempt to resolve with staff</p>

members, an alleged incident of offender sexual abuse.” “Nothing in this section shall restrict the agency’s ability to defend against an offender lawsuit on the ground that the applicable statute of limitations has expired.” The policy allows for any complaints regarding sexual abuse to bypass the informal process and proceed immediately to grievance stage.

c) Missouri DOC policy D5-3.2 Offender Grievance states “The department shall not require an offender to use the informal grievance process or to otherwise attempt to resolve with staff members, an alleged incident of offender sexual abuse.”

d) Missouri DOC policy D5-3.2 Offender Grievance states “Offender grievances alleging sexual abuse shall be processed as follows: If determined to be a non-emergency the CAO or designee shall respond within 30 calendar days of receipt. Non-emergency offender grievance appeals alleging offender sexual abuse shall be processed as follows: a response shall be provided as soon as practical, but no later than 60 calendar days of receipt. Computation of the 60 day time period shall not include the days between the offender’s receipt of the offender grievance response and receipt of the offender grievance appeal by the offender grievance unit at central office. Appeals shall be referred to the deputy division director or designee. An extension of time to respond, of up to 70 calendar days, may be claimed if the normal time period for response is insufficient to make an appropriate decision. The offender shall be notified in writing of such extension and shall be provided a date by which a response shall be provided. During the administrative process, including the offender grievance appeal level, if the offender does not receive a response within the time allotted for a reply, including extension, the offender may proceed to the next level of the offender grievance process.”

The facility reported twenty-two grievances filed in the last 12 months that alleged sexual abuse. There was one investigation reviewed that was reported by the inmate filing a grievance to report sexual harassment. There were no sexual abuse investigations that were reported by the inmate victim filing a grievance.

e) Missouri DOC policy D5-3.2 Offender Grievance states “Third Party Reporting: Third parties, including fellow offenders, staff members, family members, attorneys, and outside advocates, shall be permitted to assist offenders in filing requests for grievances or appeals relating to allegations of offender sexual abuse. This assistance cannot interfere with the safety and security of the institution. When a staff member receives the documentation from the reporting third party, it shall be attached to the grievance form and shall immediately be recorded in accordance with this procedure. A copy of the documentation shall also be forwarded to the CAO or designee in order to be attached to the possible investigation or inquiry. The CCM shall attempt to discuss the issue with the offender (victim) prior to developing a response to confirm if the alleged victim agrees to have the request filed on his behalf. If the offender declines to have the request processed on his behalf, the CCM shall document the offender’s decision and the complaint shall be considered withdrawn for grievance purposes.”

f) Missouri DOC policy D5-3.2 Offender Grievance states “If the CAO or the PREA

	<p>site coordinator determines that the complaint meets the definition of a PREA emergency grievance, the grievance shall be addressed as follows: The CAO or designee shall prepare an initial response which shall be attached to the grievance and provided to the offender within 48 hours of receipt of the initial filing date. The offender shall sign and date the response. A final response from the CAO or designee shall be provided to the offender within 5 calendar days from the initial filing date. The offender shall sign and date the form. The initial and final response for the grievance shall document the department’s determination whether the offender is in substantial risk of imminent sexual abuse and the action taken in response to the emergency grievance.”</p> <p>The facility reported on the PAQ there were no emergency grievances received in the last 12 months.</p> <p>g) The facility reported no disciplinary action against an inmate for filing a grievance alleging sexual abuse in the past 12 months.</p> <p>The facility meets this standard based on the information from interviews, documents and policies reviewed.</p>
--	---

115.53	Inmate access to outside confidential support services
	Auditor Overall Determination: Exceeds Standard
	Auditor Discussion
	<p>a) Missouri DOC policy D1-8.13 Offender Sexual Abuse and Harassment states “Each facility shall offer alleged victims of offender sexual abuse, a victim advocate to provide emotional support services, crisis intervention during the sexual assault exam, when applicable, during the investigative process. When an allegation of sexual harassment is forwarded for investigation, the alleged victim of sexual harassment will be offered a victim advocate. Offenders shall be allowed to communicate with an advocate by mail or special visit in a confidential manner as possible to maintain safety and security of the institution.”</p> <p>Inmate Interviews - Inmates were aware there were services available for victims of sexual abuse through the victim advocate staff at the facility. Most inmates knew there might be a victim advocate organization outside of the facility that they could write to that they see on posters.</p> <p>Tour Observations - During the tour, Victim Advocate posters were observed in housing unit dayrooms and other areas inmates frequent. The posters contain the addresses for Just Detention International and Rape, Abuse and Incest National Network.</p> <p>Victim Advocate Interview - A victim advocate qualified staff said she completed online training and an in class training with the Missouri Coalition Against Domestic</p>

Violence. She is notified by the shift supervisor if there is an incident of sexual abuse reported and will report to the facility during off hours. She said the training was trauma centered and covered victim care and the process of the forensic examination. Conversations with the victim are confidential unless there is information provided that is a safety or security concern. She said she can provide victim advocate services for a forensic exam at the facility by a MODOC SANE or at the hospital. She also provides victim advocate services for the victim during investigator interviews if requested.

Victim Advocate Interview - A victim advocate from the YWCA was called to conduct to verify the MOU with WRDCC. The YWCA staff said there would be training provided to staff and residents can call a hotline for services. If a VA needs to see a resident, they will arrange a special visit through the PREA Site Coordinator. She said the YWCA will provide victim advocate services to residents at a forensic examination or at the investigator interview at CRCC.

In the review of twenty investigation files, victim advocate services were offered to the victim in all twenty reports of sexual abuse and sexual harassment. Victim advocate services were also offered to the victim by the investigator prior to the interview in sexual abuse investigations.

b) Missouri DOC policy D1-8.13 Offender Sexual Abuse and Harassment states "Before being given access to a victim advocate, the offenders shall be informed of the extent to which communications shall be monitored and the extent to which reports of abuse shall be forwarded to authorities in accordance with mandatory reporting laws."

Document Review - Victim Advocate posters have a statement at the bottom informing inmates that letters to the victim advocate organizations are subject to examination by staff.

Victim Advocate - This auditor contacted Just Detention International to ask if correspondence has been received from an inmate at the Crossroads Correctional Center during the review period. A response was received stating there had been no correspondence received from an inmate at Crossroads CC.

c) Missouri DOC policy D1-8.13 Offender Sexual Abuse and Harassment states "If a facility is unable to enter into a MOU with the advocacy center, the attempt shall be documented and advocacy services shall be provided by a qualified staff member."

PREA Coordinator Interview - The PREA Coordinator said he is communicating with the Missouri Coalition Against Domestic Violence to attempt to obtain an MOU for victim services for all Missouri DOC facilities through correspondence or a hotline.

The facility exceeds the provisions of this standard by providing inmates access to victim advocates both in the community and through qualified staff based on information from interviews, documents and policies reviewed.

115.54	Third-party reporting
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>Facility Tour - Posters were observed during the tour in the visiting room that provide visitors with information for reporting sexual abuse and sexual harassment to the PREA Unit of the Missouri DOC. The mailing address, email address and telephone number are on the poster. The poster informs family and friends that the MODOC has zero tolerance for sexual abuse and sexual harassment. The poster says "Friends, family or anyone outside of the facility may report sexual abuse or sexual harassment for an offender." These posters were also observed in the dayrooms of all housing units.</p> <p>MODOC PREA Webpage - The Missouri DOC PREA webpage provides information under the Friends and Family section for reporting sexual abuse and sexual harassment by calling, writing or emailing. This was observed at https://doc.mo.gov/programs/PREA.</p> <p>Inmate Interviews - Inmates said their family could report an incident of sexual abuse or sexual harassment for them by calling the number in their PREA brochure. Some said they see posters that say their family can report and how.</p> <p>A test report was sent on the PREA email prior to the onsite audit. A message was received back in two days acknowledging the message was received the same day it was sent. A test report was made to the PREA hotline after the onsite audit. The Missouri DOC PREA Coordinator emailed back acknowledging receiving the call within 24 hours.</p> <p>The facility meets the standard based on information from observations and interviews.</p>

115.61	Staff and agency reporting duties
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>a) Missouri DOC policy D1-8.13 Offender Sexual Abuse and Harassment states "Failure to report offender sexual abuse is a Class A misdemeanor in accordance with Missouri state statute. All staff members, shall immediately report any knowledge, suspicion, or information regarding an incident of sexual abuse or sexual harassment that occurred in a facility and any knowledge of retaliation against offenders or staff members who reported such an incident and any staff member neglect or violation of responsibilities that may have contributed to an incident or retaliation in accordance with this procedure."</p>

Staff Interviews – Staff said they are required by state law and by the zero-tolerance policy to immediately report any knowledge or suspicion of sexual abuse or sexual harassment of an inmate or retaliation against an inmate or staff. They also said they would have to report if they were aware of staff failing to report any knowledge or suspicion of sexual abuse or sexual harassment.

b) Missouri DOC policy D1-8.13 Offender Sexual Abuse and Harassment states “Staff members are prohibited from revealing any information related to an allegation of offender sexual abuse or harassment other than to the extent necessary to make treatment, investigation, and other security and management decisions.”

Staff Interviews – All staff said any information from a report of sexual abuse or sexual harassment could not be shared with co-workers or staff that are not involved in the response to or investigation of the incident.

c) Missouri DOC policy D1-8.13 Offender Sexual Abuse and Harassment states “Medical and mental health staff members shall inform offenders at the initiation of services of the practitioner's duty to report in accordance with statutes.”

Medical Staff Interview – Medical staff said inmates are notified of their duty to report any information the inmate reveals about an incident of sexual abuse that occurred in a correctional institution. They have the inmate sign a form at intake that tells them about the duty to report and limits of confidentiality.

Mental Health Staff Interviews - Mental Health staff said they notify inmates of their duty to report information about sexual abuse in an institution each time they provide services.

Document Review – PREA Healthcare Duty to Report forms were provided for review for ten inmates received during the review period. The form documents the notice to inmates that medical and mental health staff have a duty to report any information of sexual abuse and sexual harassment that occurred in an institution to medical or mental health staff during the initiation of services

d) A search on the internet found reports of sexual abuse of a vulnerable adult must go to Adult Protective Services at the Department of Health and Senior Services.

PCM Interview – The DW PREA Site Coordinator said sexual abuse incidents involving an inmate under 18 must be reported to Social Services and sexual abuse of a vulnerable adult must be reported to Senior Services.

e) Warden Interview – The Warden said all reports of alleged sexual abuse are referred for investigation to the PREA Unit. All allegations of sexual harassment are referred for investigation to Crossroads CC Institutional Investigator.

The facility meets the standard based on information from interviews, policies and documents reviewed.

115.62	Agency protection duties
	<p data-bbox="256 188 959 221">Auditor Overall Determination: Meets Standard</p> <p data-bbox="256 264 544 297">Auditor Discussion</p> <p data-bbox="256 340 1461 584">Missouri DOC policy D1-8.13 Offender Sexual Abuse and Harassment states “All allegations of offender sexual abuse and/or harassment, including third party and anonymous reports, shall immediately be forwarded to the shift supervisor to initiate the coordinated response utilizing the applicable PREA allegation notification penetration/non-penetration event checklist.” The facility reported zero incidents of imminent risk of sexual abuse in the past 12 months.</p> <p data-bbox="256 622 1417 824">Agency Head Interview - The Division Director said the facility would immediately remove an offender from a situation that is a substantial risk of imminent sexual abuse. The facility could move the offender to another work, program, housing assignment or place the offender in protective custody and transfer to another facility.</p> <p data-bbox="256 862 1481 1144">Warden Interview - The Warden said if they learn an inmate is in imminent risk of sexual abuse, staff are instructed to stay with the inmate, the shift supervisor will immediately identify the alleged perpetrator and remove them from the alleged victim that made the report. If the perpetrator cannot be identified, the inmate that reported may have to be moved to another housing unit or administrative segregation. They try to keep the inmate victim in the least restrictive housing if they can.</p> <p data-bbox="256 1182 1461 1346">Staff Interview - All staff said if an inmate reported an incident of sexual abuse or being in imminent risk of sexual abuse, they would immediately take the inmate to a safe place and stay with him while they report to their supervisor and the shift supervisor.</p> <p data-bbox="256 1384 1417 1458">The facility meets the standard based on information from interviews, polices and documents reviewed.</p>

115.63	Reporting to other confinement facilities
	<p data-bbox="256 1664 959 1697">Auditor Overall Determination: Meets Standard</p> <p data-bbox="256 1740 544 1774">Auditor Discussion</p> <p data-bbox="256 1816 1469 2060">a-c) Missouri DOC policy D1-8.13 Offender Sexual Abuse and Harassment states “Upon receiving an allegation that an offender was sexually abused while confined at a facility outside of the department, the CAO or designee or the appropriate office shall ensure the outside facility is notified of the allegation within 72 hours. The CAO or designee shall maintain documentation of the allegation received and when the outside facility was notified with the allegation.”</p>

	<p>Warden Interview - The Warden said if an inmate reports an allegation of sexual abuse that occurred at another facility, he will have the DW/PREA Site Coordinator send the information to the other facility head for their investigation within 72 hours. The inmate would be offered medical and mental health services, victim advocacy services and be monitored for retaliation. The facility would assist investigators at the other facility/agency by arranging an interview with the alleged victim.</p> <p>The facility reported on the PAQ two allegations reported by an inmate alleging they were a victim of sexual abuse at another facility during the review period. Documentation of the report and communication to the other facility were provided.</p> <p>d) Warden Interview - The Warden said if he receives a report about an incident of sexual abuse that occurred at CRCC from another facility head that was reported by a former CRCC inmate, he would follow normal procedures and assign it for investigation.</p> <p>Three investigations reviewed were in response to reports of sexual abuse that were received from other MODOC facilities. All three reports were immediately referred to the PREA Unit for investigation through an RFI. The PREA Unit Investigator conducted the investigation and coordinated with the other facility to conduct the interview of the alleged victim.</p> <p>The facility meets the standard based on information from interviews, policies and documents reviewed.</p>
--	---

115.64	Staff first responder duties
	<p>Auditor Overall Determination: Meets Standard</p> <p>Auditor Discussion</p> <p>a-b) Missouri DOC policy D1-8.13 Offender Sexual Abuse and Harassment states "In the event of an allegation of a penetration act, the first responder shall take the following steps: (1) Ensure the safety of the victim. (2) Request the victim not to take any actions that may destroy physical evidence including: washing, brushing teeth, changing clothes, urinating, defecating, smoking, drinking, or eating, when applicable. (3) To the extent possible, ensure the alleged perpetrator does not take any actions that could destroy physical evidence including: washing, brushing teeth, changing clothes, urinating, defecating, smoking, drinking, or eating. (4) The shift supervisor shall make telephone notifications and respond as outlined in the facility's coordinated response to offender sexual abuse protocol."</p> <p>Random Staff Interviews - Security Staff said if an inmate reports being sexually assaulted they would instruct the victim to not change clothes, shower, brush teeth, eat drink, smoke or use the restroom in order to protect evidence from being destroyed. Non-security staff said they would instruct the victim not to change clothes, shower, brush teeth, eat drink, or use the restroom to protect evidence from</p>

	<p>being destroyed. They would then notify security staff, specifically the shift commander's office, and wait for security staff to come take custody of the inmate. All staff said they would separate the victim from other inmates and keep him safe. If the scene was determined, they would notify the Shift Commander so other staff could be sent to protect it.</p> <p>The facility reported twenty-five investigations of sexual abuse during the review period on the PAQ. Three of the allegations were made to security staff that separated the inmate victim from the perpetrator. Three allegations of sexual abuse were made in a time frame that allowed for the collection of physical evidence. Security staff first responders protected evidence on the victim in all three incidents.</p> <p>The facility meets the standard based on information from interviews, polices and documents reviewed.</p>
--	---

115.65	Coordinated response
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>Document Review -The 2024 Crossroads Correctional Center Coordinated Response to Offender Sexual Abuse was provided for review. The document is CRCC's institutional plan to coordinate staff actions in response to an incident of sexual abuse. The plan provides basic roles to staff first responders, medical and mental health staff, the Shift Commander, PREA Site Coordinator, victim advocate staff, and the Chief Administrative Officer or designee. The plan also covers staff response to allegations of penetration and non-penetration incidents of sexual abuse.</p> <p>Warden Interview - The Warden said the facility has a coordinated response plan for allegations of sexual assault and sexual abuse. The plan is specific to Crossroads Correctional Facility and informs staff of their responsibilities in response to allegations of sexual abuse.</p> <p>The facility meets this standard based on information from the interview and plan reviewed.</p>

115.66	Preservation of ability to protect inmates from contact with abusers
	Auditor Overall Determination: Meets Standard
	Auditor Discussion

	<p>a-b) MDOC policy D2-11.6 Labor Organization states “Per the Prison Rape Elimination Act, the department shall not enter into or renew any collective bargaining agreements or other agreements that limit the department’s ability to remove alleged staff sexual abusers from contact with any offender or resident pending the outcome of an investigation or of a determination of whether and to what extent discipline is warranted.”</p> <p>Agency Head Interview – The designee for the MODOC Director said the Missouri DOC does have an active bargaining unit agreement, but it does not limit the agency’s ability to remove staff alleged to have committed sexual abuse away from inmates during the investigation the same as other staff.</p> <p>PREA Coordinator Interview – The PREA Coordinator said the Missouri DOC has a collective bargaining agreement for staff, but it does not prevent the removal of staff from contact with an offender that alleged sexual abuse by the staff. He said the agreement may have expired and has not been renewed.</p>
--	---

115.67	Agency protection against retaliation
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>a) Missouri DOC policy D1-8.13 Offender Sexual Abuse and Harassment states “The PREA site coordinator shall ensure victims, individuals who report sexual abuse, and those that cooperate with offender sexual abuse investigations are monitored and protected from retaliation.”</p> <p>Documentation of retaliation monitoring that was conducted by CRCC staff for ten allegations of sexual abuse. Three allegations of sexual abuse were made by inmates at other MODOC facilities for incidents that occurred at CRCC. CRCC staff did not monitor retaliation in those cases.</p> <p>b) Missouri DOC policy D1-8.13 Offender Sexual Abuse and Harassment requires the PREA Site Coordinator to offer emotional support services to offender victims, witnesses, reporters, staff reporters and staff witnesses.</p> <p>Agency Head – The Assistant Director said retaliation monitoring is conducted for all victims, witnesses and reporting parties. Monitoring meetings occur at 30, 60 and 90 days. If retaliation is reported it is investigated.</p> <p>Warden Interview – The Warden said she has staff designated to monitor for retaliation. If retaliation is suspected, the person retaliating will be separated from the inmate victim. An inmate that is determined to be retaliating may be moved away from the inmate victim or transferred to another facility. Staff suspected of retaliation can be reassigned away from the inmate or put on temporary suspension. If it is determined staff are retaliating progressive discipline will be used up to</p>

termination.

Retaliation Monitoring Staff – The staff that conduct retaliation monitoring said she is assigned monitoring when the monitoring form is emailed to her. She said she has an initial meeting with the inmate victim. She informs the inmate she will meet with them every 30 days and they can contact her between meetings if they have concerns about retaliation.

c) Missouri DOC policy D1-8.13 Offender Sexual Abuse and Harassment states “The alleged victim of offender sexual abuse shall be monitored for a minimum of 90 days to assess any potential risk or act of retaliation. The assessment-retaliation status checklist form shall be used during each of the assessment interviews. If the victim expresses fear of retaliation, monitoring shall continue for an additional 90 day period or until the victim or reporter is no longer in fear of retaliation or if the investigation is unfounded.”

Documentation Review – Retaliation monitoring was conducted and documented in ten of the thirteen sexual abuse investigations reviewed. Three sexual abuse investigations were reported when the inmate was at another facility. Retaliation monitoring was documented in ten of the thirteen sexual abuse investigations for up to 90 days. The Assessment/Retaliation Status Checklist form was used to document the factors that were monitored and if the inmate reported any concerns. It appeared that the staff was monitoring changes in housing, work, program assignments and new conduct violations.

Retaliation Monitoring Staff Interview – The staff that monitors retaliation said she conducts monitoring for 90 days. She reviews inmate conduct, program assignments, housing assignment changes, and work assignment changes. If she suspects retaliation, she immediately reports the retaliation to her supervisor, the PREA Site Coordinator and the facility investigator. She can continue monitoring beyond 90 days if needed due to individual circumstances.

d) Missouri DOC policy D1-8.13 Offender Sexual Abuse and Harassment states “Monitoring shall include face-to-face status checks.” A staff that conducts monitoring said she meets with the victim every 30 days.

Retaliation Monitoring Staff Interview - The staff that conducts monitoring said she meets with the victim every 30 days.

Documentation Review – Retaliation monitoring was conducted in ten sexual abuse investigations reviewed. In all sexual abuse investigations, retaliation monitoring was conducted with an initial meeting and periodic meetings every 30 days for up to 90 days. One monitoring ended prior to 90 days when the finding was unfounded.

e) Missouri DOC policy D1-8.13 Offender Sexual Abuse and Harassment states “Reporters and witnesses shall be monitored for retaliation at the minimum of one time utilizing the assessment-retaliation status checklist form. If no retaliation is reported, monitoring will cease.”

	<p>CORRECTIVE ACTION REQUIRED: Provision (d) requires inmates to have periodic status checks and provision (c) requires monitoring for 90 days. As a result, inmate reporters must also have periodic meetings for 90 days the same as inmate victims. The policy and practice must be changed to conduct monitoring for inmate reporters the same as monitoring for inmate victims. Provide the policy change and documentation of the change in policy and practice being communicated to all PREA Site Coordinators.</p> <p>Corrective Action Completed: The Agency has updated policy D1-8.13 Offender Sexual Abuse and Harassment to now include third-party inmate reporters in face-to-face monitoring meetings for 90 days, aligning with the existing monitoring requirements for inmate victims. Staff who report sexual abuse will undergo 90 days of monitoring and receive a flyer detailing how to report any retaliation to the Warden, PREA Hotline, CLEAR line, PREA Email, or the Office of Professional Standards email. Offenders or staff who cooperate in a sexual abuse investigation as witnesses and express concerns about retaliation will be evaluated and protected from retaliation. This policy revision and its implementation were communicated to the PREA site Coordinators (PCM) by the PREA Unit Manager (PREA Coordinator) on August 23, 2024, via email.</p> <p>Based on the information from interview, policies and documents reviewed, the facility meets all provisions of the standard.</p>
--	--

115.68	Post-allegation protective custody
	<p>Auditor Overall Determination: Meets Standard</p> <p>Auditor Discussion</p> <p>Missouri DOC policy D1-8.13 Offender Sexual Abuse and Harassment states “Following an allegation of offender sexual abuse or if an offender is assessed as being at high risk of victimization, the shift supervisor shall ensure the offender is housed in the least restrictive housing available to ensure safety. When an offender is believed to be in substantial risk of victimization, the shift supervisor shall assess the offender to ensure housing in the least restrictive housing. If segregation is determined to be the least restrictive housing the shift supervisor shall note on the TASC order the offender is being placed in segregated housing due to a PREA risk. The PREA site coordinator shall review all PREA notification checklists the following business day to ensure appropriate housing placement.” MODOC policy IS21-1.2 requires an initial review of administrative segregation status and then a 30-day review.</p> <p>The facility reported zero inmates were placed in administrative segregation involuntarily after reporting sexual abuse during the reporting period. There were no inmates in segregation involuntarily at the time of the onsite audit for reporting sexual abuse.</p>

	<p>Warden Interview – The Warden said inmates that report an incident of sexual abuse would remain in open population housing. If it is not safe for them to remain in open population, he could be placed in administrative segregation until a safe housing alternative can be found. A transfer would be pursued if there was no safe alternative at Crossroads CC.</p> <p>Staff that Supervise Segregation – A Unit Manager said he has not had an inmate involuntarily placed in segregation after reporting an incident of sexual abuse. He said the inmate confinement record documents the reason for placement in segregation as the only alternative and the restrictions to privileges, work and programs. A review is conducted in the first week and then on 30 days.</p> <p>The facility meets this standard based on the information from interviews and policies reviewed.</p>
--	--

115.71	Criminal and administrative agency investigations
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>a) Missouri DOC policy D1-8.13 Offender Sexual Abuse and Harassment states “The department shall ensure that administrative and/or criminal investigations are completed for all allegations of sexual abuse and repeated allegations of sexual harassment.”</p> <p>PREA Unit Investigator - The PREA Unit Investigator said she is immediately contacted by the facility when there is a clear sexual abuse allegation. If it is not clear, the Facility Investigator will review the initial information and talk to the victim to gather more information to determine what type of incident occurred.</p> <p>Facility Investigator – The Facility Investigator said she investigates only sexual harassment allegations. Any allegation that is unclear what type of incident it is, she will do an initial review to determine the type of incident. She said it takes one or two working days to initiate an investigation for a sexual harassment allegation.</p> <p>There were three anonymous and one third party report that led to investigations in the twenty investigations reviewed.</p> <p>b) Missouri DOC policy D1-8.13 Offender Sexual Abuse and Harassment states “Investigators shall receive specialized PREA investigation training prior to conducting an investigation involving offender sexual abuse.” The PREA Unit Investigators conduct all of the sexual abuse investigations.</p> <p>PREA Unit Investigator – The PREA Unit Investigator said she has completed the NIC Sexual Abuse Investigations in a Confinement Setting, the NIC Advanced Sexual Abuse Investigations training and training by VAWA online.</p>

Document Review – NIC training certificates were provided for 12 investigators in the PREA Unit that complete sexual abuse investigations.

c) PREA Unit Investigator Interview – The PREA Unit Investigator said she receives a Request for Investigation from the facility and the PREA Notification Checklist when there is a clear sexual abuse allegation. She said the PREA Unit Investigators conduct administrative and criminal investigations for sexual abuse. She reviews the initial information, reviews video evidence if available, conducts a background investigation of the victim and subject, interviews the victim, witnesses and subject. She will collect physical evidence from forensic exams or at the scene of the incident. The facility will assist by protecting the scene and the SANE staff collecting evidence through a forensic examination.

d) PREA Unit Investigator Interview – The PREA Unit Investigator said she does not conduct compelled interviews. If a possible criminal violation is identified, she will contact the local prosecuting attorney to write the Probable Cause Statement and send it certified mail to document the referral.

e) PREA Unit Investigator Interview – The PREA Unit Investigator said she is not allowed to subject the victim to a truth telling device. The subject of the investigation could be asked to complete a voice stress analysis. She determines the subject’s credibility on a case-by-case basis from the background review of prior criminal history, PREA investigations and conduct.

Facility Investigator – The Facility Investigator said she would not use a truth telling device on the victim as a condition of continuing an investigation. She is not trained to use a Voice Stress Analysis and has not used one on a victim in a sexual harassment investigation.

f) Missouri DOC policy D1-8.13 Offender Sexual Abuse and Harassment states “Administrative investigations shall include an effort to determine whether staff member actions or failure to act contributed to the abuse.”

PREA Unit Investigator – The PREA Unit Investigator said she reviews staff actions in relation to the coordinated response plan, policies and procedures. This is documented in the report.

Facility Investigator – The Facility Investigator said if she finds the staff failed to report or their actions contributed to an incident of sexual abuse, she will report that to PREA Unit Investigators for further investigation and action.

g-h) Investigation File Review – There was one criminal investigation conducted during the review period. All other investigations reviewed were administrative investigations. The investigations contained a thorough description of physical, testimonial, and documentary evidence. One case that was substantiated did document a criminal violation and contained a thorough and contained a thorough description of testimonial and documentary evidence. There was no physical evidence in the case. The case was referred for prosecution resulting in a criminal conviction.

	<p>i) Missouri DOC policy D1-8.13 Offender Sexual Abuse and Harassment states “Inquiries regarding offender sexual abuse and harassment and all supporting documents shall be retained as long as the alleged perpetrator is incarcerated or employed with the department, plus 5 years and in accordance with the department procedure regarding records retention.”</p> <p>j) PREA Unit Investigator – The investigator said when a staff that is the subject of an investigation leaves employment prior to interview, she will obtain contact information from human resources and call to request the staff come back to the facility for an interview or interview them on the phone. If they refuse to answer, she will make several attempts before moving on with the investigation.</p> <p>The facility meets this standard based on the information from interviews, policies and investigations reviewed.</p>
--	---

115.72	Evidentiary standard for administrative investigations
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>Missouri DOC policy D1-8.13 Offender Sexual Abuse and Harassment states “Administrative investigations shall impose no standard higher than the preponderance of evidence in determining whether an allegation of offender sexual abuse or harassment is substantiated.”</p> <p>Facility Investigator Interview – The Facility Investigator said she uses the evidence standard of preponderance of evidence for administrative investigations she conducts for sexual harassment. She said that means it is more likely than not that the allegation happened as reported.</p> <p>PREA Unit Investigator Interview - The PREA Unit Investigator said she uses the preponderance of evidence standard for the administrative investigations of sexual abuse. More than 50% of the evidence supports substantiated.</p> <p>Investigation Review – Twenty administrative investigations were reviewed. There were three substantiated investigations that were found to be based on a preponderance of evidence standard.</p> <p>The facility meets this standard based on the information from interviews, policies and investigations reviewed.</p>

115.73	Reporting to inmates
	Auditor Overall Determination: Meets Standard

Auditor Discussion

a) Missouri DOC policy D1-8.13 Offender Sexual Abuse and Harassment states "Upon the completion of an offender sexual abuse investigation, the department's PREA unit shall make written notification to the alleged victim regarding the outcome of the investigation utilizing the applicable PREA alleged sexual abuse by offender notification form or the PREA alleged sexual abuse by staff member notification form."

Warden Interview - The Warden said a written notice of investigation outcome is provided to inmates for sexual abuse investigations for all outcomes. The PREA Unit sends the notice for the PREA Site Coordinator to give to the inmate.

PREA Unit Investigator Interview - the PREA Unit Investigator said she provides the written notification to the facility PREA Site Coordinator (PCM). The PREA Site Coordinator provides the written notification to the inmate. There is a form for sexual abuse by an offender and a form for sexual abuse by staff.

c) Missouri DOC policy D1-8.13 Offender Sexual Abuse and Harassment states "All subsequent notifications shall be made when: Staff member on offender allegations: following the completion of the investigation, the offender shall be notified when the following occurs (unless the investigation is unfounded); The staff member perpetrator is no longer assigned to the housing unit; The staff member perpetrator is no longer employed by the department; The staff member perpetrator has been indicted on a charge related to sexual abuse within the institution; A disposition of charges exists related to sexual abuse within the institution."

Investigation File Review - The facility provided a list of the investigations completed in the last 12 months. There were four sexual abuse investigations involving staff. All inmate victims were provided a PREA Alleged Sexual Abuse by Staff Member Notification form. Three were unfounded and one was substantiated. In the substantiated case, the inmate victim was notified that the staff were no longer employed at the facility.

d) Missouri DOC policy D1-8.13 Offender Sexual Abuse and Harassment states "Offender on offender allegations: following the completion of an investigation, the offender shall be notified when the following occurs: (1) The offender has been indicted on a charge related to sexual abuse within the institution. (2) A disposition of charges exists related to sexual abuse within the institution."

Investigation File Review - The facility reported twenty sexual abuse investigations that involved inmate perpetrators that concluded in the last 12 months. Nine were selected for review. A PREA Alleged Sexual Abuse by Offender Notification form was provided to the inmate victim in all nine investigations. Seven were unsubstantiated and two were unfounded.

e) Missouri DOC policy D1-8.13 Offender Sexual Abuse and Harassment states "The PREA unit shall forward the written notification to the offender via the PREA site coordinator. The PREA site coordinator shall ensure that the written notification is

	<p>provided to the offender in a confidential manner.”</p> <p>Document Review – There were thirteen investigations of sexual abuse that concluded during the review period. The inmate victim was notified of the investigation outcome in all thirteen sexual abuse investigations that concluded during the review period.</p> <p>The facility meets this standard based on the information from interviews, policies and documents reviewed.</p>
--	---

115.76	Disciplinary sanctions for staff
	Auditor Overall Determination: Meets Standard
	<p>Auditor Discussion</p> <p>a) Missouri DOC policy D1-8.13 Offender Sexual Abuse and Harassment states “Staff members shall be subject to disciplinary sanctions up to and including termination for violating agency sexual abuse and sexual harassment procedures.” The policy follows this provision.</p> <p>b) Missouri DOC policy D1-8.13 Offender Sexual Abuse and Harassment states “Termination from the department shall be the presumptive disciplinary action for staff members who have engaged in sexual abuse.” The policy follows this provision.</p> <p>Investigation File Review – Twenty investigations were reviewed. There were two substantiated investigations involving staff during the review period. One staff was prosecuted for criminal violation for substantiated sexual misconduct with an inmate. There was one finding of substantiated staff sexual harassment. There was no documentation in the investigation case file of the staff receiving discipline. A request was sent to the PREA Site Coordinator to determine if there was any discipline. The substantiated sexual harassment has not been addressed with the staff as of this interim report. The facility will review the circumstances of the incident with personnel for possible disciplinary action. The facility must provide documentation of what actions are taken to meet this standard.</p> <p>d) Missouri DOC policy D1-8.13 Offender Sexual Abuse and Harassment states “All terminations for violations or the resignation of a staff member, who would have been terminated if not for their resignation, shall be reported to relevant licensing or accreditation bodies and law enforcement.” The policy follows this provision.</p> <p>The investigation of sexual abuse that was substantiated was referred to the prosecutor. The staff was prosecuted but resigned prior to the investigation conclusion. They did not hold a professional license that had to be reported to a licensing board.</p>

	<p>CORRECTIVE ACTION REQUIRED: There was no documentation in the investigation case file of the staff receiving discipline for a substantiated staff sexual harassment case. A request was sent to the PREA Site Coordinator to determine if there was any discipline. The substantiated sexual harassment has not been addressed with the staff as of this interim report. The facility will review the circumstances of the incident with personnel for possible disciplinary action. The facility must provide documentation of what actions are taken to meet this standard.</p> <p>Corrective Action Completed: The facility HR staff reviewed the incident with the staff and issued a letter of reprimand. The letter was provided to this auditor for review.</p> <p>Based on the information from documents and policies reviewed, the facility meets all provisions of the standard.</p>
--	--

115.77	Corrective action for contractors and volunteers
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>Missouri DOC policy D1-8.13 Offender Sexual Abuse and Harassment states “Contractors or volunteers who engage in sexual abuse shall be prohibited from contact with offenders and shall be reported to relevant licensing bodies and law enforcement.” The policy reflects the provisions of the standard.</p> <p>Warden Interview – The Warden said if a contract staff or volunteer had an allegation of sexual abuse, they would be removed from the facility until the investigation is resolved. If the investigation is substantiated, there would be a permanent restriction on entry for that contractor. A substantiated sexual harassment would be reviewed on a case-by-case basis to determine if removal is appropriate.</p> <p>Document Review – There were no contract staff or volunteers found to be involved in an investigation of sexual abuse or sexual harassment from the investigation file review. The facility reported on the PAQ no contract staff or volunteers being reported to law enforcement or relevant licensing bodies during the review period.</p> <p>The facility meets the provisions of this standard based on the information from interviews, documents and policies reviewed.</p>

115.78	Disciplinary sanctions for inmates
	Auditor Overall Determination: Meets Standard
	Auditor Discussion

a) Missouri DOC policy D1-8.13 Offender Sexual Abuse and Harassment states "Offenders shall be subject to corrective actions or violations pursuant to a formal disciplinary process following an administrative finding or a criminal finding of guilt when the offender engaged in offender-on-offender sexual abuse in accordance with divisional and institutional services procedures regarding offender accountability program." The policy reflects this provision of the standard.

Investigation File Review - The facility reported twenty inmate sexual abuse allegations during the review period. Nine inmate-on-inmate sexual abuse investigations reviewed. There were no substantiated cases of inmate-on-inmate sexual abuse. No inmates were disciplined for committing sexual abuse during the review period.

b) Missouri DOC policy D1-8.13 Offender Sexual Abuse and Harassment states "Sanctions shall be commensurate with the nature and circumstances of the abuse committed, the offender's disciplinary history, and the sanctions imposed for comparable offenses by other offenders with similar histories in accordance with divisional and institutional services procedures regarding offender accountability program." The policy reflects this provision of the standard.

Warden Interview - The Warden said the inmate disciplinary process requires sanctions to be based on the circumstances of the violation, discipline history and progressive. Mitigating factors such as mental health can be considered.

c) Missouri DOC policy D1-8.13 Offender Sexual Abuse and Harassment states "The corrective action process shall consider whether an offender's mental disabilities or mental illness contributed to his behavior when determining what type of sanction, if any, shall be imposed in accordance with divisional and institutional services procedures regarding offender accountability program." The policy reflects this provision of the standard.

Warden Interview - The Warden said when considering sanctions for inmate discipline, an inmate's cognitive disabilities and mental health can be used as mitigating factors in sanctioning for sexual abuse and sexual harassment conduct violations.

d) Missouri DOC policy D1-8.13 Offender Sexual Abuse and Harassment states "If found guilty of sexual abuse, the PREA site coordinator or designee shall submit a referral and screening note - health services form to ensure the perpetrator shall be assessed by qualified mental health professional (QMHP) within 60 days of learning of such abuse."

Mental Health Staff Interview - Inmate perpetrators will be offered mental health counseling within 60 days of the investigation being substantiated. Counseling is not mandated as a condition of program participation.

e) Missouri DOC policy D1-8.13 Offender Sexual Abuse and Harassment states "An offender who has sexual contact with a staff member may only be disciplined if the staff member did not consent to the contact."

	<p>Document Review – the facility provided three conduct violations for inmates exposing their genitals to staff. The staff did not consent to the behavior.</p> <p>f) Missouri DOC policy IS19-1.6 Offender Accountability Program states “a report of sexual misconduct, made in good faith based upon a reasonable belief that the alleged conduct occurred shall not constitute falsely reporting an incident or lying.” The policy reflects this provision of the standard.</p> <p>g) Missouri DOC policy D1-8.13 Offender Sexual Abuse and Harassment states “The department prohibits all sexual activity between offenders. Consensual sexual activity between offenders shall not be deemed sexual abuse and shall be addressed in accordance with divisional and institutional services procedures regarding offender accountability program.” The policy reflects this provision of the standard.</p> <p>The facility meets the provisions of this standard based on the information from interviews, documents and policies reviewed.</p>
--	---

115.81	Medical and mental health screenings; history of sexual abuse
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>a) Missouri DOC policy D1-8.13 Offender Sexual Abuse and Harassment states “If the screening indicates that an offender has experienced prior sexual victimization, whether it occurred in a correctional setting or in the community, staff members shall ensure that the offender is offered a follow-up meeting with a medical or mental health practitioner within 14 calendar days of the intake screening.”</p> <p>Risk Screening Staff Interview – The two staff that conduct risk screening that were interviewed said they offer mental health services to inmates that report being a prior victim of sexual abuse. If the inmate wants to see mental health staff for services, they will complete a referral form and email it to mental health staff.</p> <p>Mental Health Staff Interview – Mental Health staff said she receives referrals for mental health services for inmates that report being prior victims of sexual abuse at the risk assessment.</p> <p>Inmate Interviews – Five inmates that were interviewed reported being a prior victim of sexual abuse. Two inmates said they declined the offer for mental health services. One inmate said he accepted the offer and was seen by mental health. Two that reported being a prior victim at the interview did not tell staff they were a prior victim of sexual abuse at the risk assessment, therefore they were not offered mental health services.</p> <p>Document Review – Five inmates reported being a prior victim of sexual abuse during interviews. The facility only identified one inmate reporting prior victimization during</p>

	<p>the risk assessment. Three reported being a prior victim on the risk assessment and were offered mental health services. One inmate declined and two accepted mental health services. This was documented on the risk screening. Two that reported being a prior victim at the interview did not tell staff they were a prior victim of sexual abuse at the risk assessment, therefore they were not offered mental health services.</p> <p>b) Missouri DOC policy D1-8.13 Offender Sexual Abuse and Harassment states “If the screening indicates that an offender has previously perpetrated sexual abuse, whether it occurred in a correctional setting or in the community, staff members shall ensure that the offender is offered a follow-up meeting with a mental health practitioner within 14 calendar days of the intake screening.”</p> <p>d) Risk Screening Staff Interview - Staff that conduct the risk assessment said the information they gather from inmate interviews and the inmate record to complete the risk assessment is confidential and strictly limited to staff involved in the risk assessment process and review. The risk assessment is completed in an electronic system called MOSIS that staff must be granted access to.</p> <p>e) Missouri DOC policy D1-8.13 Offender Sexual Abuse and Harassment states “Medical and mental health practitioners shall obtain informed consent from offenders before reporting information about prior sexual victimization that did not occur in an institutional setting.”</p> <p>Medical Staff Interview - Medical staff said they cannot share information reported by an inmate about prior sexual abuse that occurred in the community with facility investigators without a signed informed consent from the inmate.</p> <p>Mental Health Staff Interview - The Mental Health staff said inmates are informed of mental health staff duty to report in writing prior to a therapy meeting. If an inmate provides information about an incident of sexual abuse at an institution to mental health staff, the staff must report it to the facility investigator. She said the inmate would have to sign a release for a report of sexual abuse that occurred in the community.</p> <p>The facility meets the provisions of this standard based on interviews, documents and policies reviewed.</p>
--	---

115.82	Access to emergency medical and mental health services
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>a) Missouri DOC policy D1-8.13 Offender Sexual Abuse and Harassment states “Victims of sexual abuse shall receive timely, unobstructed access to emergency medical treatment and crisis intervention services, the nature and scope of which are determined by health services practitioners according to their professional</p>

judgment.”

Medical Staff Interview – Medical staff interviewed said inmates that victims of sexual abuse would be assessed and treated for emergent injuries and instructed not to destroy evidence until a forensic examination can be conducted. The forensic exam can be conducted by the SANE staff from another MODOC facility. SANE trained medical staff are on call. If no MODOC SANE’s are available, the inmate can be taken to a local hospital with a forensic exam department.

Inmate Interview – An inmate that reported sexual abuse said medical treatment and a SANE was provided by medical staff at the facility immediately after reporting. The inmate was also seen by mental health staff a few days after the report was made for services.

Document Review – Medical records for two inmates that reported sexual abuse documented an immediate evaluation and treatment by medical staff. Both were provided a SANE at the facility by qualified SANE medical staff.

b) Staff Interviews – All staff said they would protect the victim until the shift supervisor could arrange for additional staff to take the victim to medical or they were instructed to take the victim to medical. The Shift Commander would notify medical about the sexual abuse report. If medical staff were temporarily unavailable, custody staff would wait with the inmate victim until they could be seen by medical.

c) Missouri DOC policy D1-8.13 Offender Sexual Abuse and Harassment states “Victims of sexual abuse shall be offered timely information and access to emergency contraception and prophylactic treatment for sexually transmitted infections in accordance with professionally accepted standards of care, where medically appropriate.”

Medical Staff Interview – Medical staff said sexual abuse victims would be tested and treated for sexually transmitted infections by the MODOC SANE staff or by the hospital SANE.

Inmate Interview – An inmate that reported sexual abuse reported being offered and given STI testing and treatment.

Document Review – Medical records for two inmates that reported sexual abuse documented STI testing and treatment was provided by medical staff at CRCC.

d) Missouri DOC policy D1-8.13 Offender Sexual Abuse and Harassment states “Treatment services shall be 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.”

The facility meets the standard based on the information from interviews, policies and documents reviewed.

115.83	Ongoing medical and mental health care for sexual abuse victims and abusers
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>a-b) Missouri DOC policy D1-8.13 Offender Sexual Abuse and Harassment states “Each victim and abuser shall be offered medical and mental health evaluations, and as appropriate, treatment to include appropriate follow-up services and treatment plans. When necessary, referrals shall be completed for continued care following their transfer to, or placement in, other facilities or their release from custody.”</p> <p>Medical Staff Interview – Medical staff said inmate victims of sexual abuse would be provided follow up treatment on injuries and medication management for STI care.</p> <p>Mental Health Staff Interview – Mental health staff said victims of sexual abuse would be offered treatment services based on trauma informed care.</p> <p>Inmate Interview – An inmate that reported sexual abuse reported receiving medication follow up for STI treatment and prevention as well as follow up mental health services.</p> <p>c) Missouri DOC policy D1-8.13 Offender Sexual Abuse and Harassment states “Victims and abusers shall be provided with medical and mental health services consistent with the community level of care.”</p> <p>Mental Health Staff Interview – Mental health staff said the victim would be provided mental health services similar to services offered in the community.</p> <p>Medical Staff Interview – The medical staff said the medical services provided are consistent to the services offered in the community.</p> <p>f) Missouri DOC policy D1-8.13 Offender Sexual Abuse and Harassment states “Victims of sexual abuse shall be offered timely information and access to emergency contraception and prophylactic treatment for sexually transmitted infections in accordance with professionally accepted standards of care, where medically appropriate.”</p> <p>Medical Staff Interview – Medical staff said sexual abuse victims would be tested and treated for sexually transmitted infections. If the inmate goes to a local hospital, the SANE there would conduct the testing and ACC medical staff would follow up on the medication.</p> <p>g) Missouri DOC policy D1-8.13 Offender Sexual Abuse and Harassment states “Treatment services shall be 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.”</p> <p>h) Missouri DOC policy D1-8.13 Offender Sexual Abuse and Harassment states</p>

	<p>“Upon receiving a report of a substantiated case of offender sexual abuse the PREA site coordinator shall submit a referral and screening note - health services form to ensure the perpetrator shall be assessed by qualified mental health professional (QMHP) within 60 days of learning of such abuse.”</p> <p>Mental Health Staff Interview - Mental health staff said therapies that focus on what pushes them to abusive behavior would be provided to the inmate perpetrators.</p> <p>The facility meets the provisions of this standard based on information from interviews and policies reviewed.</p>
--	---

115.86	Sexual abuse incident reviews
	Auditor Overall Determination: Meets Standard
	<p>Auditor Discussion</p> <p>a) Missouri DOC policy D1-8.13 Offender Sexual Abuse and Harassment states “Each facility shall conduct a sexual abuse incident debriefing at the conclusion of every substantiated and unsubstantiated offender sexual abuse investigation. A sexual abuse incident debriefing is not required following offender sexual harassment investigations or when a sexual abuse investigation is unfounded.” The policy reflects this provision of the standard.</p> <p>Document Review - The facility provided seven completed administrative investigations for review from the audit review period. There were eight investigations of sexual abuse with three substantiated, six unsubstantiated and three unfounded. Incident reviews were documented on a PREA Sexual Abuse Incident Debriefing form for all substantiated and unsubstantiated investigations. The three unfounded were not reviewed.</p> <p>b) Missouri DOC policy D1-8.13 Offender Sexual Abuse and Harassment states “Each facility shall conduct a sexual abuse incident debriefing at the conclusion of every substantiated and unsubstantiated offender sexual abuse investigation. A sexual abuse incident debriefing is not required following offender sexual harassment investigations or when a sexual abuse investigation is unfounded.” The policy reflects this provision of the standard.</p> <p>Document Review - The PREA Coordinator provided a list of investigations during the last 12 months for CRCC. There were eleven completed sexual abuse investigations that required a sexual abuse incident review to be completed. Ten completed PREA Sexual Abuse Incident Debriefing forms were provided for review. The PREA Sexual Abuse Incident Debriefing forms document the incident review for unsubstantiated and substantiated sexual abuse investigations. All ten sexual abuse incident reviews were completed ordinarily within 30 days of the investigation conclusion. A completed investigation of two reports of sexual abuse concluded with one incident being unfounded and the other incident being unsubstantiated. An incident review</p>

would be required for the unsubstantiated incident but was not completed based on the unfounded finding for the first incident. An Incident Debriefing must be completed for the unsubstantiated finding.

c) Missouri DOC policy D1-8.13 Offender Sexual Abuse and Harassment states "The review team for offender sexual abuse events shall include the PREA site coordinator, and other upper level administrators, when applicable, with input from the shift supervisor, investigators, and medical or mental health practitioners." The policy reflects this provision of the standard.

Warden Interview - The Warden said the incident debriefing team consisted of the Deputy Warden (PCM), Major, Investigator, medical staff, mental health staff, and shift supervisor.

Document Review -The ten PREA Sexual Abuse Incident Debriefing forms documented the members of the review team. The Deputy Warden, Health Services Administrator, Mental Health Director, Major, shift supervisor (captain or lieutenant) and Investigator participated in all reviews.

d) Missouri DOC policy D1-8.13 Offender Sexual Abuse and Harassment states "The PREA sexual abuse incident debriefing report shall be completed by the PREA site coordinator outlining in detail the findings of the incident debriefing sessions and recommendations for improvements utilizing the PREA sexual abuse incident debriefing form." The form requires the review team to answer questions for the five factors in this standard.

Warden Interview - The Warden said the debriefing team looks at the response of staff to the report; barriers or blind spots where the incident occurred; factors that may have contributed to the incident, such as sexual orientation or gender identity of the victim, the victim's charges, gang affiliation of an inmate subject, or race; staffing levels; and video camera deployment.

PREA Compliance Manager and Incident Review - An Assistant Warden is designated as the PREA Site Coordinator or PCM for Crossroads CC. He schedules the reviews as needed. The team can consist of the DW, Major, medical staff, mental health staff, Investigator, shift supervisor or first responder involved with the incident. He documents the review on the form and provides a copy to the Warden and PREA Coordinator. All evidence is reviewed including written statements by the victim, witnesses, investigator interview notes, and watching video if available. If corrective actions are identified, they are documented on the form and coordinated with the Warden for completion or documented why it cannot be completed.

Document Review -The ten PREA Sexual Abuse Incident Debriefing forms documented a review of physical barriers, possible motivating factors, staffing levels, monitoring technology, and policy or practice change.

e) Missouri DOC policy D1-8.13 Offender Sexual Abuse and Harassment states "The facility shall implement the recommendations for improvement or shall document its reasons why recommendations shall not be implemented." The policy

	<p>reflects this provision of the standard.</p> <p>CORRECTIVE ACTION REQUIRED: A sexual abuse incident review (Debriefing) must be completed for the investigation that covered two reports of sexual abuse with one having a finding of unsubstantiated. Once the debriefing is completed, it must be provided for review.</p> <p>Corrective Action Completed: The facility incident review team conducted a review of the substantiated allegation for an investigation involving two allegations of sexual abuse. The review was documented on the PREA Sexual Abuse Debriefing form and signed by the Facility Investigator, DW/PREA Site Coordinator, Shift Supervisor, Unit Manager, and medical staff. The PREA Sexual Abuse Incident Debriefing form documented a review of physical barriers, possible motivating factors, staffing levels, monitoring technology, and policy or practice change.</p> <p>Based on the information from interviews, policies and documents reviewed, the facility meets all provisions of the standard.</p>
--	---

115.87	Data collection
	<p>Auditor Overall Determination: Meets Standard</p> <p>Auditor Discussion</p> <p>a) Missouri DOC policy D1-8.13 Offender Sexual Abuse and Harassment states “Annual Site Report: Each facility shall utilize information from the offender sexual abuse incident debriefings to prepare an annual report to be submitted to the department’s PREA manager by the last working day in March.” The policy provides the definitions for sexual abuse and sexual harassment in section II. The definitions are equal to the definitions in the PREA standards. The agency requires the facilities to track PREA incidents and provide a summary of the data in an annual PREA report.</p> <p>b) Missouri DOC policy D1-8.13 Offender Sexual Abuse and Harassment states “Agency Report: The PREA manager shall prepare an annual report compiling each facility’s current year’s data and corrective actions.”</p> <p>c) Missouri DOC Annual PREA Report – The 2022 and 2021 MODOC PREA Annual Reports were reviewed. The reports provided a table of data broken down by incident type and outcomes. This data can be used to complete the Survey of Sexual Victimization summary report.</p> <p>Document Review – The Missouri DOC Survey of Sexual Victimization was completed for 2022.</p> <p>d) PREA Coordinator Interview – The PREA Coordinator said all information and data from incidents of sexual abuse and sexual harassment are retained in the Investigative Reporting Intelligence System.</p>

	<p>f) PREA Coordinator Interview - The PREA Coordinator said he uses the data and incident information for substantiated investigations from the Investigative Reporting Intelligence System to complete the Survey of Sexual Victimization when it is requested.</p> <p>The facility meets the provisions of this standard based on information from interviews, documents and policies reviewed.</p>
--	--

115.88	Data review for corrective action
	<p>Auditor Overall Determination: Meets Standard</p> <hr/> <p>Auditor Discussion</p> <p>a-b) Missouri DOC policy D1-8.13 Offender Sexual Abuse and Harassment states "Agency Report: The PREA manager shall prepare an annual report compiling each facility's current year's data and corrective actions. a. The report shall include: (1) a comparison with prior year's data, (2) corrective actions, and (3) an assessment of the department's progress in addressing offender sexual abuse."</p> <p>2021 & 2022 PREA Annual Report - The PREA Annual Report includes a trend analysis of the data, a comparison of data from 2013 to 2022 and a summary of ongoing corrective actions.</p> <p>Agency Head - The Division Director said incident data is used to assess and improve housing assignments, video monitoring and staffing levels. Additional training is provided to staff through PREA Unit staff speaking at basic training courses.</p> <p>PREA Coordinator - The PREA Coordinator said the annual report compares data since 2013 and summarizes ongoing corrective action.</p> <p>PREA Compliance Manager Interview - The PREA Site Coordinator/DW said the facility provides the facility data on its annual PREA report that the agency uses to complete the agency PREA report.</p> <p>c) Missouri DOC policy D1-8.13 Offender Sexual Abuse and Harassment states "The department's annual PREA report shall be made available to the public on the department's internet website."</p> <p>Agency Head - The Division Director said the Director approves the report prior to posting it on the department's website.</p> <p>Document Review - The PREA Annual Reports from 2010 to 2022 were found posted on the MODOC PREA webpage at https://doc.mo.gov/programs/PREA. Though the Agency Head Designee said the reports are reviewed and approved by the Director, the reports are not signed by the Director either electronically or by signature. It is recommended that the annual report be signed by the Director or designee each year.</p>

	<p>d) Missouri DOC policy D1-8.13 Offender Sexual Abuse and Harassment states “The CAO or designee, PREA manager or department director shall edit specific material from the reports when publication would present clear and specific threat to the safety and security of a facility. The CAO or designee, PREA manager, or department director shall indicate the nature of the material edited.”</p> <p>PREA Coordinator – The PREA Coordinator said personally identifying or confidential information about incidents are not included in annual reports.</p> <p>The facility and agency meet this standard based on interviews, documents and policies reviewed.</p>
--	--

115.89	Data storage, publication, and destruction
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>PREA Coordinator – The PREA Coordinator said the PREA incident information is securely stored in the Investigative Reporting Intelligence System (IRIS). Access to IRIS is limited to investigators, PREA Site Coordinators, Warden’s and other staff directly involved in incident investigation and review.</p> <p>Missouri DOC Annual PREA Report - The PREA Annual Reports from 2010 to 2022 were found posted on the MODOC PREA webpage at https://doc.mo.gov/programs/PREA. The last two years of PREA Annual Reports were reviewed and found to have a comparison of sexual abuse data from 2013 to 2022. The reports did not contain any personal identifiers.</p> <p>The facility and agency meet this standard based on the information from the PREA Coordinator interview and review of annual reports found on the MODOC PREA webpage.</p>

115.401	Frequency and scope of audits
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>A review of the Missouri DOC website PREA page shows PREA audits are being completed on one third of the facilities per year. Crossroads Correctional Center was audited three years ago. The PREA Coordinator stated during his interview, the Missouri DOC has been receiving PREA audits in all their facilities during all audit cycles.</p>

	<p>This auditor was given access to all areas of the facility during the facility tour and provided with all documents requested.</p> <p>This auditor conducted interviews with inmates in a private room with a window for observation by staff.</p> <p>A notice of audit was posted throughout the facility six weeks prior to the onsite audit notifying inmates they could send confidential correspondence to this auditor. No letters were received prior to the onsite audit from inmates.</p>
--	---

115.403	Audit contents and findings
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>A review of the Missouri DOC website PREA page shows PREA audits are being completed on one third of the facilities per year. Crossroads Correctional Center was audited in 2015, then it closed temporarily in 2019. The inmates were moved to Western Missouri Correctional Center next door. WMCC was audited in 2020. The PREA Coordinator stated during his interview, the Missouri DOC has been receiving PREA audits in all their facilities during all audit cycles.</p> <p>This auditor was given access to all areas of the facility during the facility tour and provided with all documents requested.</p> <p>This auditor conducted interviews with inmates in a private room with a window for observation by staff.</p> <p>A notice of audit was posted throughout the facility six weeks prior to the onsite audit notifying inmates they could send confidential correspondence to this auditor. No letters were received prior to the onsite audit from inmates.</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.)	na
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	na

	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.)	
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 video monitoring, does the staffing plan take into	yes

	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.)	na
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	na

	facility does not have female inmates.)	
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 aspects of the agency's efforts to prevent, detect, and respond to sexual abuse and sexual harassment, including: inmates who are deaf or hard of hearing?	yes
	Does the agency take appropriate steps to ensure that inmates with disabilities have an equal opportunity to participate in or benefit from all 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	yes

	with inmates with disabilities including inmates who: Have intellectual disabilities?	
	Does the agency ensure that written materials are provided in formats or through methods that ensure effective communication with inmates with disabilities including inmates who: Have limited reading skills?	yes
	Does the agency ensure that written materials are provided in formats or through methods that ensure effective communication with inmates with disabilities including inmates who: are blind or have low vision?	yes
115.16 (b)	Inmates with disabilities and inmates who are limited English proficient	
	Does the agency take reasonable steps to ensure meaningful access to all aspects of the agency's efforts to prevent, detect, and respond to sexual abuse and sexual harassment to inmates who are limited English proficient?	yes
	Do these steps include providing interpreters who can interpret effectively, accurately, and impartially, both receptively and expressively, using any necessary specialized vocabulary?	yes
115.16 (c)	Inmates with disabilities and inmates who are limited English proficient	
	Does the agency always refrain from relying on inmate interpreters, inmate readers, or other types of inmate assistance except in limited circumstances where an extended delay in obtaining an effective interpreter could compromise the inmate's safety, the performance of first-response duties under §115.64, or the investigation of the inmate's allegations?	yes
115.17 (a)	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	yes

	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?	
	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.)	na
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.)	na
	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.)	na
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.)	yes
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	yes

	Garrity warnings? (N/A if the agency does not conduct any form of administrative or criminal sexual abuse investigations. See 115.21(a).)	
	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	yes

	suspicious 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.)	
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.)	yes
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.)	na
	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	yes

	screening instrument?	
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)	yes

	Whether the inmate is detained solely for civil immigration purposes?	
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	yes

	information is not exploited to the inmate's detriment by staff or other inmates?	
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	yes

	present management or security problems?	
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	yes

	solely for the placement of LGBT or I inmates pursuant to a consent degree, legal settlement, or legal judgement.)	
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.)	yes
	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.)	yes
	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.)	yes
115.43 (c)	Protective Custody	

	Does the facility assign inmates at high risk of sexual victimization to involuntary segregated housing only until an alternative means of separation from likely abusers can be arranged?	yes
	Does such an assignment not ordinarily exceed a period of 30 days?	yes
115.43 (d) Protective Custody		
	If an involuntary segregated housing assignment is made pursuant to paragraph (a) of this section, does the facility clearly document: The basis for the facility's concern for the inmate's safety?	yes
	If an involuntary segregated housing assignment is made pursuant to paragraph (a) of this section, does the facility clearly document: The reason why no alternative means of separation can be arranged?	yes
115.43 (e) Protective Custody		
	In the case of each inmate who is placed in involuntary segregation because he/she is at high risk of sexual victimization, does the facility afford a review to determine whether there is a continuing need for separation from the general population EVERY 30 DAYS?	yes
115.51 (a) Inmate reporting		
	Does the agency provide multiple internal ways for inmates to privately report: Sexual abuse and sexual harassment?	yes
	Does the agency provide multiple internal ways for inmates to privately report: Retaliation by other inmates or staff for reporting sexual abuse and sexual harassment?	yes
	Does the agency provide multiple internal ways for inmates to privately report: Staff neglect or violation of responsibilities that may have contributed to such incidents?	yes
115.51 (b) Inmate reporting		
	Does the agency also provide at least one way for inmates to report sexual abuse or sexual harassment to a public or private entity or office that is not part of the agency?	yes
	Is that private entity or office able to receive and immediately forward inmate reports of sexual abuse and sexual harassment to agency officials?	yes
	Does that private entity or office allow the inmate to remain	yes

	anonymous upon request?	
	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.	no
115.52 (b)	Exhaustion of administrative remedies	
	Does the agency permit inmates to submit a grievance regarding an allegation of sexual abuse without any type of time limits? (The agency may apply otherwise-applicable time limits to any portion of a grievance that does not allege an incident of sexual abuse.) (N/A if agency is exempt from this standard.)	yes
	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.)	yes
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	yes

	this standard.)	
	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.)	yes
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.)	yes
	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.)	yes
	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.)	yes
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.)	yes
	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.)	yes
	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.)	yes
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.)	yes
	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.)	yes
	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.)	yes
	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.)	yes
	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.)	yes
	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.)	yes
	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.)	yes
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.)	yes
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,	na

	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.)	
	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	yes

	abuse or sexual harassment or retaliation?	
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	yes

	response to an incident of sexual abuse?	
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	yes

	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?	
	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	yes

	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).)	
	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).)	na
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.)	na
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	yes

	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?	
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	yes

	evidence sufficient to substantiate the allegation?	
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? (N/A if the facility is not a prison).	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? (N/A if the facility is not a jail).	na
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	yes

	sexual victimization that did not occur in an institutional setting, unless the inmate is under the age of 18?	
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.)	na
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	yes

	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?	
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.)	no
	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.)	yes
	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	Audit contents and findings	

(f)		
	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