

PREA Facility Audit Report: Final

Name of Facility: Fulton Reception and Diagnostic Center

Facility Type: Prison / Jail

Date Interim Report Submitted: 05/24/2024

Date Final Report Submitted: 10/09/2024

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: 10/09/2024

AUDITOR INFORMATION	
Auditor name:	Pearson, Bryan
Email:	bryan@pearsongroupllc.com
Start Date of On-Site Audit:	03/18/2024
End Date of On-Site Audit:	03/20/2024

FACILITY INFORMATION	
Facility name:	Fulton Reception and Diagnostic Center
Facility physical address:	1393 Route O, Fulton , Missouri - 65251
Facility mailing address:	

Primary Contact

Name:	
Email Address:	
Telephone Number:	

Warden/Jail Administrator/Sheriff/Director	
Name:	Scott Weber
Email Address:	scott.weber@doc.mo.gov
Telephone Number:	5735924040

Facility PREA Compliance Manager	
Name:	Shawn Twyman
Email Address:	shawn.twyman@doc.mo.gov
Telephone Number:	

Facility Health Service Administrator On-site	
Name:	Ashley Skaggs
Email Address:	ashley.skaggs@doc.mo.gov
Telephone Number:	573-760-9977

Facility Characteristics	
Designed facility capacity:	1302
Current population of facility:	1158
Average daily population for the past 12 months:	1130
Has the facility been over capacity at any point in the past 12 months?	Yes
Which population(s) does the facility hold?	Males

Age range of population:	18+
Facility security levels/inmate custody levels:	C-1, Minimum, C-2 Medium, C-5 Maximum
Does the facility hold youthful inmates?	No
Number of staff currently employed at the facility who may have contact with inmates:	348
Number of individual contractors who have contact with inmates, currently authorized to enter the facility:	2
Number of volunteers who have contact with inmates, currently authorized to enter the facility:	49

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
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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:

0

Number of standards met:

45

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:	2024-03-18
2. End date of the onsite portion of the audit:	2024-03-20

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 type="radio"/> Yes <input checked="" type="radio"/> No
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AUDITED FACILITY INFORMATION

14. Designated facility capacity:	1302
15. Average daily population for the past 12 months:	1130
16. Number of inmate/resident/detainee housing units:	10
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:	1197
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:	2
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:	21
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:	0
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:	2
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:	0
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:	117

<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>4</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>13</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>497</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>338</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>49</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:	3
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:	No text provided.
INTERVIEWS	
Inmate/Resident/Detainee Interviews	
Random Inmate/Resident/Detainee Interviews	
53. Enter the total number of RANDOM INMATES/RESIDENTS/DETAINEES who were interviewed:	23
54. Select which characteristics you considered when you selected RANDOM INMATE/RESIDENT/DETAINEE interviewees: (select all that apply)	<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
55. How did you ensure your sample of RANDOM INMATE/RESIDENT/DETAINEE interviewees was geographically diverse?	The total population was divided by the number of required random inmate interviews. This number was used to select inmates at that numerical interval on the inmate list by housing unit. (i.e. every 40th)

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:	18
<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:	2
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:	3

<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>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>The PCM asked the Case Manager if there were any blind inmates in the population during the onsite audit. The Case Manager reported none at the time of the audit.</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>2</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>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>The PCM asked the Case Manager if there were any LEP inmates in the population during the onsite audit. The Case Manager reported none at the time of the audit.</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>1</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>3</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>1</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>The facility reported no inmates being involuntarily placed in segregation for risk of victimization. None of the inmates interviewed in segregation reported being place in segregation involuntarily after reporting sexual abuse.</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>19</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>
<p>78. Were you able to interview the PREA Coordinator?</p>	<p><input checked="" type="radio"/> Yes</p> <p><input type="radio"/> No</p>
<p>79. Were you able to interview the PREA Compliance Manager?</p>	<p><input checked="" type="radio"/> Yes</p> <p><input type="radio"/> No</p> <p><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)</p>

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:	4
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 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?	<input checked="" type="radio"/> Yes <input type="radio"/> 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)?	<input checked="" type="radio"/> Yes <input type="radio"/> 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)?	<input checked="" type="radio"/> Yes <input type="radio"/> No
87. Informal conversations with inmates/residents/detainees during the site review (encouraged, not required)?	<input checked="" type="radio"/> Yes <input type="radio"/> No
88. Informal conversations with staff during the site review (encouraged, not required)?	<input checked="" type="radio"/> Yes <input type="radio"/> 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>
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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>
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<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>
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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	7	0	7	0
Staff-on-inmate sexual abuse	6	0	6	0
Total	13	0	13	0

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	3	0	3	0
Staff-on-inmate sexual harassment	2	0	2	0
Total	5	0	5	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	0	0	0	0	0
Total	0	0	0	0	0

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

	Ongoing	Unfounded	Unsubstantiated	Substantiated
Inmate-on-inmate sexual abuse	4	0	2	1
Staff-on-inmate sexual abuse	1	0	1	3
Total	5	0	3	4

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	1	2	0
Staff-on-inmate sexual harassment	0	1	2	0
Total	0	2	4	0

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:

6

<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>2</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>5</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>3</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 checked="" type="radio"/> No</p> <p><input 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 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 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:	2
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.</p> <p>b) Based on the organization charts provided, the Missouri Department of Corrections has a PREA Coordinator in the Office of Professional Standards who reports to the Director of that division. The Director of OPS then reports to the MODOC Director.</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 which consists of dedicated investigators and support staff that assist him in managing and monitoring PREA standards compliance and PREA investigation at all facilities in the agency. Each facility has a PREA Compliance Manager who reports to him for PREA Compliance matters.</p>

	<p>c)</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 FRDC. He is responsible for monitoring PREA compliance in addition to his other duties as the Deputy Warden of Offender Management.</p> <p>The facility meets the provisions of this standard based on the information from interviews and policies reviewed.</p>
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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. A memorandum was provided by the PCM that states the Ozark 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>Tour Observations - During the facility tour, this auditor observed staff monitoring all areas of the facility where inmates were present. Video monitoring was found throughout the facility covering areas where staff are not constantly present. Staff were observed conducting rounds and monitoring inmates in the housing units, education, foodservice, warehouse, medical and program areas. An inmate bathroom was observed in the warehouse that had a lock inside allowing the inmate to lock out staff or lock in another inmate. A staff bathroom next to the inmate bathroom was also observed open with a lock on the inside and no key lock on the outside. Both</p>

could be opened with a special tool that would have to be found in an emergency.

CORRECTIVE ACTION REQUIRED: The lock on the inmate bathroom must be removed or a key lock installed to keep the door locked so staff can control access to the bathroom. The staff bathroom must have a key lock installed on the outside and remain shut to prevent inmates from getting in.

Corrective Action Completed: Locks were removed from the bathrooms identified as being a potential blind spot. Photos of the doors with locks removed were provided to show completion. The area has a staff office with windows in view as well as cameras monitoring the doors.

Document Review – A document called PREA Staffing Plan 2023 Audit was provided by the facility for review. The document did not contain a documented staffing plan that described the deployment of security staff on posts or the positions of non-security staff for the facility based on the factors the standard requires to be considered. It mentioned the number of staffing allotted per shift and the number of vacancies.

CORRECTIVE ACTION REQUIRED: a staffing plan was not provided. The staffing plan should be a document that clearly identifies the intended deployment of staff by describing relieved posts and positions, the types of employees to be assigned, the location of the post/position in the facility, and the purpose of the post/position.

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 a deviation from the staffing plan would be closing a mandatory post. Any deviation would be documented on the shift summary report. He said he reviews the shift reports and has not seen deviations from the staffing plan in the last year.

c) **Document Review** – A document called Security Camera and Staffing Plan PREA Review Meeting was provided by the facility for review. The document describes a meeting that was held on March 8, 2024 with the Warden, Deputy Wardens of Offender Management and Operations, Assistant, and other executive staff. Camera placement was reviewed and areas where more cameras were needed were documented. A review of the staffing plan mentioned having 69 vacancies and how the current staff are placed on each shift. There was no review of adjustments needed to a documented staffing plan.

CORRECTIVE ACTION REQUIRED: A documented staffing plan must be reviewed to determine if there are any needed adjustments based on the resources the facility has available to adhere to the staffing plan.

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

	<p>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 reviewed for unannounced rounds being documented on randomly selected dates for all shifts. The Shift Summary Report documents unannounced rounds and the locations of the rounds conducted by Lieutenants and captains on every shift.</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 several times per week.</p> <p>The facility does not meet three of the provisions of the standard. Corrections must be completed and documentation of the correction provided for review.</p> <p>Corrective Action Completed: A staffing plan was documented in CO I Staffing Dashboard Report, and an Institutional Staff Roster and provided with a review. The review of the staffing plan was completed and documented in a Facility Staffing Plan Review document that was completed by the PREA Site Coordinator (PCM) and sent to the PREA Unit Manager (PREA Coordinator) for MODOC for review. The review covered thirteen factors that are required in substandard (a) and (c). The review was signed by the Major, PREA Site Coordinator and Warden. The facility meets the provisions of this standard based on the policies, documents, interviews and corrections completed.</p>
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115.14	Youthful inmates
	Auditor Overall Determination: Meets Standard
	<p>Auditor Discussion</p> <p>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> <p>The facility indicated on the PAQ the youthful inmate standard is not applicable to Fulton RDC. The PREA Site Coordinator said that Fulton RDC does not house inmates</p>

under 18. If an inmate under 18 years of age arrives at FRDC, they are processed in the intake area after all adult inmates are removed from the area. The youthful inmate will not be placed in housing and transferred to the facility designated for youthful inmates that same day. During inmate interviews, this auditor spoke to an inmate that said he was under 18 when he arrived at the facility and was placed in segregated housing until he turned 18 a few days later. The inmate also said he could hear adult inmates housed next to him in the administrative segregation unit. The records for this inmate were reviewed and verified he was under 18 at arrival and turned 18. According to the PREA Coordinator, all male inmates under 18 are to be housed at Farmington Correctional Center after a quick diagnostic is completed at the diagnostic facility.

CORRECTIVE ACTION REQUIRED: The MODOC policy was not followed for placement of inmates under 18 in a designated housing unit at Farmington Correctional Center. FRDC must be instructed to transfer any inmate that arrives at FRDC under 18 years of age to the designated facility regardless of when the inmate turns 18 or house the inmate in an isolated housing unit that is sight and sound separated from adult inmates.

Corrective Action Completed: The Director of Adult Institutions sent a letter to the FRDC Warden reminding him of the policy requirement for all youthful inmates received at FRDC from the county jails to be immediately transported to Farmington Correctional Center. As a result, youthful inmates are not placed in a housing unit at FRDC. The PREA Coordinator said they are received from the Sheriff transport at the intake area and then transferred to Farmington the same day. This process does not house the youthful inmate at FRDC.

115.15	Limits to cross-gender viewing and searches
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<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 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 search 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 were no cross-gender</p>

strip search forms presented for review. The policy reflects the requirements for this provision of the standard.

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. Post orders for each housing unit were provided for review. The post orders required a mandated PREA announcement to be made and documented in the housing unit log when opposite gender staff begins work in a housing unit or enters when there are no opposite gender staff in the unit. The policy and post orders reflect the requirements for this provision of the standard.

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 in the housing units were single stalls covered with a shower curtain that prevented viewing of the inmate’s genitals and buttocks but did not create a blind spot for staff. The showers were similar in all housing units. The showers in the segregation unit had a door with solid metal in the middle and expanded metal on the rest of the door for ventilation. The solid metal prevented the viewing of the inmate’s genitals or buttocks while in the shower. Toilets were in the cells. Housing Unit 9 and 10 were open dormitory and had shower stalls with cinder block pony walls that provided modesty screens. The toilets and sinks were in another room with a partition next to the toilets and a partition at the entrance that together blocked the view of inmates on the toilets in the back of the room. There were no inmate bathrooms outside of the housing units that presented cross gender viewing issues.

Random Staff Interviews – Twelve staff were selected at random from shift rosters for interviews from all three shifts. 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. Some said they may see an inmate on the toilet in their cell briefly but it is incidental to cell checks during security rounds. All staff were aware of the requirement for opposite gender staff to make announcements when entering housing units. Male staff said they hear the announcements or make them on the speaker system when a female staff enters the housing unit.

Inmate Interviews – Most inmates said they hear the announcements for female staff entering the 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 without being see by female staff in all of the housing units. Most inmates said they can use toilets in the cells without being seen if they shut the door. Some said if female staff look in the window of the cell when the door is closed,

they could see them using the toilet. This would be brief and incidental viewing during security cell checks.

Document Review – Housing unit logs were requested for random dates in November and December 2023, January and February 2024. PREA announcements were found when female staff entered housing units or took over a shift in a housing unit.

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. There were

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

Inmate Interview – Four inmates that identifies 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 searches and searches of transgender inmates. Female staff said they have done cross gender pat searches of inmates. The search described for transgender inmates at FRDC was similar to the search of a female inmate.

Inmate Interviews – Some inmates said they have been pat searched by female staff. They felt the search was appropriate and professional and not too invasive. None said they had been subjected to a cross-gender strip search. Transgender inmates said pat searches by staff were not too intrusive and were appropriate.

The facility meets the provisions of this standard based on the above information from interviews, tour observations, documents and policies reviewed.

115.16	Inmates with disabilities and inmates who are limited English proficient
	Auditor Overall Determination: Meets Standard

	<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>The facility reported no inmates were LEP at the time of the onsite audit. A contract for interpretive services was provided that would indicate the facility has access to a service that provides language interpreters or sign language interpreters.</p> <p>Intake Staff Interview – Intake staff said the facility has some staff designated as interpreters. He 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 other languages. If an inmate cannot read, the PREA brochure is read by staff. A video is shown that provides the information through audio and closed captions. If an inmate cannot read, he reads the brochure to them. If an inmate cannot hear, he 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.</p> <p>The facility meets the provisions of this standard based on the above information from interviews, tour observations, documents and policies reviewed.</p>
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115.17	Hiring and promotion decisions
	<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 “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</p>

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.”

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.”

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.”

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 designated staff calls the prior employer for a pre-employment PREA check to inquire about substantiated sexual abuse investigations or resignations during a sexual abuse investigation.

Document Review - Records were reviewed for ten randomly selected staff hired in the last year. All ten had a criminal background check completed prior to their hire date. 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 calls the prior employer to ask if the applicant has ever had a substantiated sexual abuse or sexual harassment investigation or resigned during an investigation. None of the new hire staff had previously worked for an institutional employer.

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 completed criminal background checks are retained in the HR office.

Document Review – Criminal background checks were requested for ten contract staff. Four were provided for review. A second request for the six missing records was made by this auditor. The facility must either provide the criminal background check or have a new check completed and provided for review.

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 seven current staff were requested. Four were received that were less than five years old. Three have not been received.

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. Contract staff are asked the required questions on an Application for Facility Access form or a PREA-Contracted Staff form.

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. All ten had questions on the application that asked about prior convictions or civil judgments for sex offenses and prior sexual abuse in an institution.

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.

CORRECTIVE ACTION REQUIRED: The criminal background checks for four current staff and six contract staff must be provided for review. If the facility does not have the documents, new criminal background checks must be completed for all staff and contract staff that are missing.

Corrective Action Completed: The criminal background checks were provided for the four current staff and the six contract staff. Criminal background checks were provided for all staff and contract staff that meet the provisions of the standard.

The facility meets the provisions of the standard based on the interviews, policies and

	documents reviewed.
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115.18	Upgrades to facilities and technologies
	Auditor Overall Determination: Meets Standard
	<p>Auditor Discussion</p> <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 expansion or modifications since the last PREA audit. If there are any, improving inmate monitoring based on the requirements of the PREA standards would be considered in the design.</p> <p>b) The facility reported on the PAQ improvements were made to the video monitoring system since the last audit.</p> <p>Agency Head Interview – The Director said MDOC uses video monitoring to target secluded or blind areas where offenders may become victimized. The video cameras do not ever take the place of direct supervision but supplements our supervision of offenders to ensure the safety and security of the offenders, staff, and facility.</p> <p>Warden Interview – The Warden said the video monitoring system was upgraded with the addition of HD cameras and an improvement in the recording storage capacity of the system in the last year. This was done to improve inmate monitoring and aid in the investigation of sexual abuse as well as other incidents. The PREA Site Coordinator was involved in the project to provide guidance based on the PREA standards.</p> <p>The facility meets this standard based on the information from interviews.</p>

115.21	Evidence protocol and forensic medical examinations
	Auditor Overall Determination: Meets Standard
	<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.” 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,</p>

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.

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 Assault Medical Forensic Examinations.

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 on the PAQ no forensic examinations were conducted for inmates at FRDC during the past 12 months.

Medical Staff Interview - The Medical Regional Director said SANE staff are on call. If there has been a sexual abuse incident with penetration, medical staff would contact the SANE staff. If the SANE staff were not available, the inmate would be sent to the ER at the local hospital.

SANE Staff - The Nursing Director/SANE said she covers the eastern region and is on call to conduct a forensic exam 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.

d-e) The MODOC does not have an agreement with a victim advocate organization. Due to the lack of local rape crisis centers in the state, 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 FRDC. The certificate for completion of the training was provided for FRDC's Chaplain.

Victim Advocate Interview - A victim advocate qualified staff said he completed an online training. He is notified by the shift supervisor if there is an incident of sexual abuse reported and will report to the facility during off hours. He said the training covered victim care and covered the process of the forensic examination.

Conversations with the victim are confidential unless there is information provided that is a safety or security concern. He said he can provide victim advocate services for a forensic exam at the facility or at the hospital. He also provides victim advocate services for the victim during investigator interviews if requested.

PCM Interview - The DW/PREA Site Coordinator said the Chaplain and a Case Manager

	<p>have completed online training that qualifies them as a victim advocate. Both can provide victim advocate services for an inmate victim at the investigation interview and at a forensic examination.</p> <p>Document Review – Eleven investigations were reviewed. Victim advocate services were offered to the victim in all six sexual abuse investigations at the investigator interview. Victim advocacy was also offered in all sexual harassment investigations as well.</p> <p>h) Training Certificates were provided for all staff designated as qualified victim advocate staff.</p> <p>The facility meets the provisions of this standard based on information from the interviews, documents and policies reviewed.</p>
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115.22	Policies to ensure referrals of allegations for 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>The facility reported on the Pre-Audit Questionnaire 15 allegations of sexual abuse and sexual harassment that resulted in 15 administrative investigations during the past 12 months. Eleven completed investigations were provided to this auditor for review. Six were investigations of sexual abuse and five were investigations 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>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 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>Investigator Interviews - Both the Institutional and PREA Unit Investigators were interviewed. The Facility Investigator said he 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 stays with 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. 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>The facility meets this standard based on the information from interviews, policies and documents reviewed.</p>
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115.31	Employee training
	<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 "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 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.</p> <p>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</p>

	<p>time of assignment.”</p> <p>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.”</p> <p>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.</p> <p>Staff Interviews - staff said they complete a PREA Refresher training every 2 years and receive emails monthly between trainings that provide information about PREA. Staff demonstrated knowledge of all required topics except mandatory reporting laws.</p> <p>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.”</p> <p>CORRECTIVE ACTION REQUIRED: Information must be added to the bi-annual refresher training that covers mandatory reporting laws for victims under 18 or vulnerable adults. The revised curriculum will be provided for review and documentation of communication to the staff of the change.</p> <p>Corrective Action Completed: The training curriculum for the PREA Refresher training was updated with information pertaining to the mandatory reporting laws that require the facility to contact the Missouri Department of Social Services-Children’s Division for inmates under 18 that are a victim of sexual abuse or the Department of Health and Senior Services for inmate victims of sexual abuse that are vulnerable adults. The training curriculum update was sent via email to all FRDC staff and will be included in the revised curriculum for future training.</p>
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115.32	Volunteer and contractor training
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	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

	<p>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.</p> <p>c) Document Review – PREA training completion documents were requested for ten contract medical and mental health staff. PREA training acknowledgement forms were provided for three contract staff. Records for the six were requested again. A list of volunteers was requested for selecting volunteers for training completion review. The list has not been received.</p> <p>CORRECTIVE ACTION REQUIRED: The facility must provide PREA training documentation for the contract staff requested and a list of volunteers so selections can be made and documents provided for review.</p> <p>Corrective Action Completed: The PREA training completion records were provided for all twenty-two current volunteers and all selected contract staff. The records of completion meet the provisions of this standard.</p>
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115.33	Inmate education
	Auditor Overall Determination: Meets Standard
	<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 acknowledgment receipt for viewing the video and receiving the PREA offender brochure.</p> <p>Tour Observations – A PREA education could not be observed during the onsite audit. While touring the intake area, the PREA education process was explained by the Case Manager and the PREA Site Coordinator/DW. PREA posters were observed throughout</p>

the facility in inmate housing unit, 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, reporting, and victim rights.

Inmate Interviews – Forty-one inmates were interviewed. Thirty-eight inmates said they received the PREA education information on the first day at the facility. All said they received a PREA brochure. Most said they were shown a video about PREA that provided information also. Staff explained the information and asked if they had any questions. Only two inmates said they did not get the information. All inmates interviewed said they see the PREA reporting information posters in the facility. All inmates knew several ways to make a report of sexual abuse or sexual harassment.

Intake Staff Interview – The Case Manager who provides the PREA education at the Reception and Orientation Unit said he provides the PREA education information the first 2 hours the inmates are at the facility. He shows the video at the intake area. The video is also played two times a week in the R&O Unit on the TV’s. He said he meets with the inmates individually to ensure they understand the information. If an inmate is LEP, the facility has some staff designated to interpret for some languages like Spanish. The facility also 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. 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, and victim advocacy services available.

CORRECTIVE ACTION REQUIRED - The PREA education completion documents were requested for all Forty-one inmates. The documents have not been received. The facility must provide documentation of the PREA education completion for all Forty-one inmates.

Corrective Action Completed: The PREA orientation (education) completion documents were provided for all forty-one inmates. The facility meets the provisions of the standard based on the interviews, policies and documents reviewed.

115.34	Specialized training: Investigations
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	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

	<p>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 FRDC 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>Facility Investigator Interview - The FRDC Investigator said he has completed the MODOC PREA investigation training. The PREA Coordinator provides a one-day investigation training every two years.</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>
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115.35	Specialized training: Medical and mental health care
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>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.”</p> <p>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.</p> <p>b) Medical Staff Interview – The Medical Regional Director said she has completed the specialized medical training through Relias. She said all medical staff</p>

	<p>complete an 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.</p> <p>Mental Health Staff Interview - The mental health staff said she receives specialized medical training through Relias annually. 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.</p> <p>c) The facility was asked to provide documentation of the specialized medical training for ten randomly selected medical and mental health staff. The documents have not been provided. Though the staff said they received the training in interviews, the facility must provide training completion certificates.</p> <p>d) The facility provided documentation of PREA training completion for two out of ten randomly selected medical and mental health staff. The facility must provide documentation of the completion of training for the eight staff or have the staff complete the training as required by the standard.</p> <p>CORRECTIVE ACTION REQUIRED: The facility must provide documentation for completion of specialized medical training and PREA training for the staff selected or have the staff complete the training if it has not been done.</p> <p>Corrective Action Completed: The PREA training completion documents and specialized medical training completion documents for all staff selected were provided for review. All training documents were found to meet the standard. The facility meets the provisions of this standard based on interviews, policies and documents reviewed.</p>
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115.41	Screening for risk of victimization and abusiveness
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>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>Risk Screening Staff Interview - The staff that conduct risk screening said all inmates that arrive at FRDC are screened on the day of arrival for risk of victimization and risk</p>

of abusiveness.

Inmate Interviews – Randomly selected inmates 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 day in the intake area. Four inmates could not recall being asked questions or claimed they were not asked the questions.

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.

Document Review – Intake risk assessments for forty inmates were reviewed. Thirty-nine were completed within 72 hours of arrival at FRDC for substantial compliance with the standard. Thirty-eight were completed on the day of arrival.

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.

d) Risk Screening Staff Interview – The staff that complete the risk screening said he meets with inmates in private in the intake area to ask questions to gather information to complete the risk screening. The questions are about prior victimization; prior perpetration; feelings of vulnerability; disabilities; identifies as or is perceived to be LGBTI or gender nonconforming. He also reviews the inmate records for additional information on criminal history, conduct history, age, size description, sex offenses, and violent offenses. Because FRDC is an intake to the agency, an inmate record may not be put together yet. He may have to ask them questions about their criminal history and conduct history that he would normally find in the record. The record is available by the time the reassessment is completed.

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 an assessment for prior sexual abuse involving adults, not assessing for sex offenses 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 he meets with inmates two weeks after intake to complete the reassessment of the risk screening. He asks the same questions for the reassessment as he did for the intake assessment. He completes a whole new assessment based on the inmate's answers and the information from the inmate record.

Inmate Interviews – Most inmates said they were asked the same questions from the intake meeting a second time about two weeks later. Some did not recall being asked the questions a second time.

Document Review – Risk screening reassessments were reviewed for thirty-nine inmates at FRDC for over 30 days. The reviews were completed between 10 to 14 days after arrival. Though this meets the standard, it is recommended that the reassessments be completed at twenty-five days after arrival to allow the inmate time to acclimate to the facility and staff and to allow time for additional information that may come from other facilities or the court.

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, he 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 will not result in discipline.

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.

Risk Screening Staff – Staff said the information provided by the inmate at the assessment interview is confidential. Access to the electronic system where assessments are stored is limited to staff that compete or review the assessments.

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 an assessment for prior sexual abuse involving adults, not assessing for sex offenses with child victims does not assess for any or all prior sexual abuse. This does not meet provision (e). Some reassessments were found to be completed beyond 30 days. Provision (f) is not being followed at times and assessments will need to be reviewed for completion within proper time frames. The internal classification risk assessment must be modified to meet provision (d) and (e). Once the modification is approved, completed assessments must be provided for review of use within required time frames in the standard.

Corrective Action Completed: 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 changes to five factors being assessed on the current assessment that had been identified as not meeting the standard.

- 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.

	<ul style="list-style-type: none"> • 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 FRDC on August 22, 2024 by the PREA Unit Manager. The new assessment process was put in place at FRDC following the training. A sample of intake assessments and 30-day reassessments completed during August and September were provided for review each week. A total sample of twenty-five intake assessments and twenty 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 toward changes in the electronic risk assessment that makes these changes permanent.</p>
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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 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.”</p> <p>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 who are high risk of victimization (Sigma) are not housed in the same cell with inmates who 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).</p> <p>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</p>

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.

Risk Screening Staff Interview - staff said the risk assessments create a flag for risk of victimization (Sigma) or risk of sexual abusiveness (Alpha). These flags are used to determine housing placement and may be used for program assignments. Inmates that are placed on separate wings in the housing units based on PREA flags.

PREA Compliance Manager Interview - The PREA Site Coordinator said the Sigmas are housed on their own wing and Alphas are housed on other wings. They are never in the same two-man cell. The Case Manager runs a report from the offender information system with the flags to monitor for correct placement daily.

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, 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 who identifies as transgender at the risk assessment or at any time while housed at FRDC. The committee consists of the medical and mental health directors, classification staff and unit management staff. The committee reviews the transgender inmate's feeling 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. The Transgender Committee Review form is completed and sent to the Transgender Review Team in central administration for review and final decision.

Transgender Inmate Interviews - Four inmates who identified as transgender at the assessment interview said they met with the Transgender Committee between a week to a month after arrival. All said they were asked if they had any safety concerns with their facility housing and program assignment.

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."

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."

Risk Screening Staff Interview - The staff who conducts risk screening said the Transgender Committee completes all review with inmates who identify as transgender.

PREA Compliance Manager - The PREA Site Coordinator (DW) said the Transgender Committee would meet with an inmate who 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. Many inmates stay at FRDC for only 90 days.

Transgender Inmate interview - The four transgender inmates said the Transgender Committee asked them their views of safety regarding their facility housing assignments. All of them said they felt safe in their placement at FRDC.

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.

Transgender Inmate Interview - The four transgender inmates said they were asked about showering at a time when other inmates are not out. Some chose not to because individual shower rooms are available.

g) Transgender Inmate Interview - Four transgender inmates said they are not housed in a unit that is dedicated to transgender, gay or bisexual inmates.

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

115.43	Protective Custody
	<p data-bbox="256 188 959 221">Auditor Overall Determination: Meets Standard</p> <p data-bbox="256 266 544 300">Auditor Discussion</p> <p data-bbox="256 344 1481 539">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 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.</p> <p data-bbox="256 551 1442 629">The PREA site coordinator shall review all PREA notification checklists the following business day to ensure appropriate housing placement.”</p> <p data-bbox="256 663 1466 741">MODOC policy IS21-1.2 requires an initial review of administrative segregation status and then a 30-day review.</p> <p data-bbox="256 775 1398 853">The facility reported no inmates being placed involuntarily in segregation due to being a high risk of sexual victimization during the last year.</p> <p data-bbox="256 887 1445 1043">Warden Interview – The Warden said if an inmate is determined to be high risk for sexual abuse from the assessment, the intake staff would try to find a safe housing assignment in general population. Involuntary segregation would only be used as a last choice.</p> <p data-bbox="256 1077 1481 1368">Staff Who Supervise Segregation - A Unit Manager said if an inmate is placed in segregation involuntarily the reason would be documented in the inmate confinement report along with the restrictions. A 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. If an inmate cannot be placed safely in open population, they will be transferred to another facility.</p> <p data-bbox="256 1402 1425 1480">The facility meets this standard based on the information from interviews, policies and documents reviewed.</p>

115.51	Inmate reporting
	<p data-bbox="256 1695 959 1729">Auditor Overall Determination: Meets Standard</p> <p data-bbox="256 1774 544 1807">Auditor Discussion</p> <p data-bbox="256 1852 1474 2087">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,</p>

and d. advocacy agency.” The methods of reporting are communicated to inmates 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 or sexual harassment, or retaliation by calling the PREA hotline, telling any staff, writing any staff, filing a grievance, or having family report for them. Most knew inmates could write to the Crime Victims Unit and be anonymous.

Inmate Interviews - Inmates said they could privately report retaliation, sexual abuse or sexual harassment by telling any staff, write staff by dropping a “kite” in the mailbox or call the PREA hotline. Most 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. All inmates were aware of multiple ways to make a report of retaliation, sexual abuse or sexual harassment.

Tour Observations – PREA reporting information posters were seen posted in inmate housing units by inmate phones or entrances, recreation areas, medical waiting rooms, intake waiting area, and the canteen waiting area. The posters were displayed so that inmates could easily read them. The information is also available on the inmate tablet. PREA mailboxes were observed on each housing unit in addition to regular mailboxes. The PREA mailboxes were located in the core area of each housing unit. Other inmates could see someone drop a written report in these mailboxes through the windows from the wing units and would know it is for a report of sexual abuse and sexual harassment. It is recommended that there not be a dedicated mailbox for PREA reports. Allowing inmates to drop a written report in a multi-use general mailbox would aid in concealing why they are putting mail in the box.

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 Deputy Warden (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. It will still be mailed without their name on it.

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>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 that report and the steps they followed conveying 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 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. 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>
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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 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.</p> <p>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.”</p>

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.”

There were no sexual abuse or sexual harassment investigations where the inmate reported through 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 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.”

The facility reported on the PAQ that no emergency grievances were received in the

	<p>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>
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115.53	Inmate access to outside confidential support services
	Auditor Overall Determination: Meets 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 - Most Inmates were aware there were services available for victims of sexual abuse through the victim advocate staff at the facility. Some knew there might be a victim advocate organization outside of the facility that they could write or they knew there were staff that could provide the services. Some inmates said they didn’t pay attention when staff were covering it at orientation or they didn’t need the information on the posters.</p> <p>Tour Observations - During the tour, Victim Advocate posters were observed in housing units 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 he completed an online training. He is notified by the shift supervisor if there is an incident of sexual abuse reported and will report to the facility during off hours. He said the training covered victim care and covered the process of the forensic examination.</p> <p>Conversations with the victim are confidential unless there is information provided that is a safety or security concern. He said he can provide victim advocate services for a forensic exam at the facility or at the hospital. He also provides victim advocate services for the victim during investigator interviews if requested.</p> <p>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</p>

	<p>reporting laws.”</p> <p>Document Review – Victim Advocate posters have a statement at the bottom informing inmates that letters to the victim advocate organizations will be confidential and not subject to examination by staff.</p> <p>Victim Advocate – This auditor contacted Just Detention International to ask if correspondence has been received from an inmate at the Fulton Reception Diagnostic Center during the review period. A response was received stating there had been no correspondence received from an inmate at FRDC.</p> <p>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.”</p> <p>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.</p> <p>The facility meets the provisions of this standard based on information from interviews, documents and policies reviewed.</p>
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115.54	Third-party reporting
	Auditor Overall Determination: Meets Standard
	<p>Auditor Discussion</p> <p>Facility Tour Observation- Posters were observed during the tour in the visiting room that provided 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.”</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>The facility meets the standard based on information from observations and interviews.</p>

115.61	Staff and agency reporting duties
	<p data-bbox="256 188 959 221">Auditor Overall Determination: Meets Standard</p> <hr/> <p data-bbox="256 264 544 297">Auditor Discussion</p> <p data-bbox="256 340 1469 665">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> <p data-bbox="256 707 1469 864">Staff Interviews – Staff said any knowledge or suspicion of sexual abuse or sexual harassment of an inmate or retaliation against an inmate or staff must be reported by state law. They also said they would have to report if they were aware of staff failing to report</p> <p data-bbox="256 907 1469 1064">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.”</p> <p data-bbox="256 1106 1469 1218">Staff Interviews – All staff said any information from an inmate report of sexual abuse or sexual harassment could not be shared with co-workers. It could only be shared with staff directly involved in the response to the report or the investigation.</p> <p data-bbox="256 1261 1469 1373">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.”</p> <p data-bbox="256 1415 1469 1572">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.</p> <p data-bbox="256 1615 1469 1727">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.</p> <p data-bbox="256 1769 1469 1836">d) A search of 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.</p> <p data-bbox="256 1879 1469 1991">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.</p> <p data-bbox="256 2033 1469 2067">Document Review – In one sexual abuse investigation the inmate reported allegations</p>

	<p>of staff sexual abuse to mental health staff. The mental health staff provided the information to the shift supervisor the same day he received the report. The information was documented in a Sexual Assault Allegation Notification Form completed by the mental health staff.</p> <p>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 FRDC investigators.</p> <p>The facility meets the standard based on information from interviews, polices and documents reviewed.</p>
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115.62	Agency protection duties
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>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>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>Warden Interview - The Warden said If they learn an inmate is at 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 inmate that made the report. If the perpetrator cannot be identified, the inmate that reported may have to be moved. try to keep in least restrictive housing if they can.</p> <p>Staff Interview - All staff said if an inmate reported 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>The facility meets the standard based on information from interviews, polices and documents reviewed.</p>

115.63	Reporting to other confinement facilities
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	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>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 happened at another facility, he would have the PREA Site Coordinator send the information to the other facility head for their investigation within 72 hours. The inmate would be offered mental health services, victim advocacy and monitored for retaliation.</p> <p>The facility did not receive a report of sexual abuse from an inmate that occurred at another facility in the last 12 months.</p> <p>d) Warden Interview - The Warden said if he receives a report about an incident of sexual abuse that occurred at FRDC from another facility head that was reported by a former FRDC inmate, he would follow normal procedures and assign it for investigation.</p> <p>The facility reported receiving no reports of sexual abuse from another facility during the past 12 months.</p> <p>The facility meets the standard based on information from interviews, polices and documents reviewed.</p>

115.64	Staff first responder duties
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<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>The facility reported on the Pre-Audit Questionnaire that security staff separated the victim and perpetrator in fifteen allegations of sexual abuse during the last 12 months. None of the fifteen occurred in a time frame or circumstances that allowed for the collection of DNA evidence.</p> <p>Random Staff Interviews - Security Staff said if an inmate reports being sexually assaulted within the last 72 hours 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 in order to protect evidence from 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.</p> <p>Document Review - Six of the eleven investigations reviewed were for allegations of sexual abuse. None of the six were in a time frame that allowed for the collection of DNA evidence. In three sexual abuse investigations there were no first responders. One investigation was reported to a non-security staff. The non-security staff then contacted security staff about the report. Two investigations were reported to security staff. In all three, the inmate victim and perpetrator were separated.</p> <p>The facility meets the standard based on information from interviews, polices and documents reviewed.</p>
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115.65	Coordinated response
	<p>Auditor Overall Determination: Meets Standard</p> <p>Auditor Discussion</p> <p>The facility provided a blank PREA Allegation Notification Checklist as the coordinated response plan. The checklist documents the initial report from the inmate victim and the staff positions that received notification of the report. It is not a coordinated plan as required by the standards. A request for the coordinated plan was made and has not been received.</p> <p>Warden Interview - The Warden said the facility has a plan that provides the actions to be taken in response to a report of sexual abuse. The plan provides the responsibilities for first responders, investigators, medical and mental health, and notification to him and the PREA Site Coordinator.</p> <p>CORRECTIVE ACTION REQUIRED: The facility must provide a coordinated plan for review that provides the actions taken in response to a report of sexual abuse by first responders, medical, mental health, investigators and facility leadership.</p> <p>Corrective Action Completed: The facility provided the Coordinated Response to Offender Sexual Abuse for review. This is FRDC's institutional plan to coordinate staff</p>

	<p>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. The facility meets the standard based on information from interviews and documents reviewed.</p>
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<p>115.66</p>	<p>Preservation of ability to protect inmates from contact with abusers</p>
	<p>Auditor Overall Determination: Meets Standard</p>
	<p>Auditor Discussion</p>
	<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 had a collective bargaining agreement for staff that did not prevent the removal of staff from contact with an offender who alleged sexual abuse by the staff. He said the agreement had expired and had not been renewed. Currently, there is no collective bargaining agreement.</p>

<p>115.67</p>	<p>Agency protection against retaliation</p>
	<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 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>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,</p>

witnesses, reporters, staff reporters and staff witnesses.

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.

Warden Interview – The Warden said he has staff designated to monitor for retaliation. If retaliation is suspected, the person retaliating will be separated from the victim. An inmate may be moved or transferred. Staff can be reassigned away from the inmate or put on temporary suspicion.

Retaliation Monitoring Staff – The staff who conducts 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.” The facility reported no incidents of retaliation in the last 12 months on the PAQ.

Documentation Review – Retaliation monitoring was conducted and documented in all eleven investigations reviewed. Retaliation monitoring was documented in the six sexual abuse investigations for up to 90 days. There was one retaliation monitoring meeting documented in the five sexual harassment investigation. The Assessment/Retaliation Status Checklist form documented the factors that were monitored and if the inmate reported any concerns.

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.”

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 all eleven investigations reviewed. In the six sexual abuse investigations, retaliation monitoring was conducted with an initial meeting and periodic meetings every 30 days for up to

	<p>90 days. One monitoring ended prior to 90 days when the inmate was released.</p> <p>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.” This requirement of the policy should include inmate reporters. 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.</p> <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>
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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.</p>

	<p>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 if an inmate who reports sexual abuse is found to be not safe in open population housing, 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.</p> <p>Staff that Supervise Segregation - A Unit Manager said he has not had an inmate involuntarily placed in segregation after reporting 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.</p> <p>The facility meets the standard based on the interviews and policies reviewed.</p>
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115.71	Criminal and administrative agency 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>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 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 - The Facility Investigator said he investigates only sexual harassment allegations. Any allegation that is unclear what type of incident it is, he will do an initial review to determine the type of incident. He said it takes one or two working days to initiate an investigation for a sexual harassment allegation.</p> <p>Investigation File Review - There were six sexual abuse investigations in the last 12 months. The investigations were prompt starting, thoroughly documented and objective in the review of all evidence.</p> <p>b) Missouri DOC policy D1-8.13 Offender Sexual Abuse and Harassment states</p>

“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

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.

Document Review - NIC training certificates were provided for 12 investigators in the PREA Unit.

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. The PREA Unit Investigators conduct the 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 they do 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 he would not use a truth telling device on the victim as a condition of continuing an investigation. He has not used a Voice Stress Analysis 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.

g-h) Investigation File Review - there were no criminal investigations conducted during the review period. All investigations reviewed were administrative investigations. The four that were substantiated did not have a clear criminal violation or did not meet the probable cause standard for a criminal referral.

i) Missouri DOC policy D1-8.13 Offender Sexual Abuse and Harassment states “Inquiries regarding offender sexual abuse and harassment and all supporting

	<p>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>Investigation File Review - There were three substantiated staff sexual misconduct administrative investigations reviewed. The staff were interviewed in all three and then resigned after the interview. The investigation was completed in all three despite the staff resignations. In one substantiated inmate sexual abuse investigation, both the inmate victim and inmate perpetrator were released prior to being interviewed. The investigator made several attempts to contact them, but neither could be interviewed. The investigation was completed based on all available evidence.</p> <p>The facility meets this standard based on the information from interviews, policies and investigations reviewed.</p>
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115.72	Evidentiary standard for administrative investigations
	Auditor Overall Determination: Meets Standard
	<p>Auditor Discussion</p> <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 he uses the evidence standard of preponderance of evidence for administrative investigations he conducts for sexual harassment. He 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 - All eleven investigations were an administrative investigation. Four investigations were substantiated based on the 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
	<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 1477 582">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.”</p> <p data-bbox="256 622 1398 696">Warden Interview - The Warden said a written notice of investigation outcome is provided to inmates for sexual abuse investigations for all outcomes.</p> <p data-bbox="256 736 1433 896">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 by staff.</p> <p data-bbox="256 936 1473 1095">Document Review - There were six investigations of sexual abuse provided for review that occurred during the review period. Five notifications of outcome were provided to inmates in writing. One inmate victim was released prior to the conclusion of the investigation and was not required to be provided a written notification.</p> <p data-bbox="256 1135 1477 1456">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.”</p> <p data-bbox="256 1496 1477 1697">Investigation File Review - There were four sexual abuse investigations involving staff. The inmate victims in all four were provided a PREA Alleged Sexual Abuse by Staff Member Notification form. Three investigations were substantiated and notified the inmate the staff no longer worked at the facility. One investigation was unfounded and only notified the inmate of the outcome.</p> <p data-bbox="256 1738 1477 1939">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.”</p> <p data-bbox="256 1980 1442 2092">Investigation File Review - Two sexual abuse investigations involved inmate perpetrators. A PREA Alleged Sexual Abuse by Offender Notification form was provided to the inmate victim in one investigation. The inmate victim was released</p>

	<p>prior to the completion of the second investigation involving an inmate perpetrator.</p> <p>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 provided to the offender in a confidential manner.”</p> <p>Document Review – There were six investigations of sexual abuse provided for review that occurred during the review period. Five notifications of outcome were provided to inmates in writing. One inmate victim was released prior to the conclusion of the investigation and was not required to be provided a written notification.</p> <p>The facility meets this standard based on the information from interviews, policies and investigations reviewed.</p>
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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. The facility reported four staff terminations on the PAQ, but there were three staff terminations documented in investigations during the audit review period.</p> <p>c) The facility reported on the PAQ no staff were disciplined short of termination for sexual harassment or sexual abuse during the review period.</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>Document Review – The three staff that were terminated for a substantiated sexual abuse did not have a professional license. None of the staff investigation documented behavior that would be a violation of criminal code and was not referred to law enforcement or prosecutors.</p> <p>The facility meets the provisions of this standard based on the information from interviews, documents and policies reviewed.</p>

115.77	Corrective action for contractors and volunteers
	<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 1406 501">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 data-bbox="256 542 1477 739">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 from 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 data-bbox="256 779 1461 936">Document Review – There were no contract staff or volunteer found to be involved in an investigation of sexual abuse or sexual harassment from the investigation file review. The facility reported on the PAQ that no contract staff or volunteers were reported to law enforcement or relevant licensing bodies during the review period.</p> <p data-bbox="256 976 1390 1048">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
	<p data-bbox="256 1258 959 1294">Auditor Overall Determination: Meets Standard</p> <p data-bbox="256 1335 544 1370">Auditor Discussion</p> <p data-bbox="256 1411 1461 1733">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. The facility reported on the PAQ no criminal findings of inmate-on-inmate sexual abuse during the review period.</p> <p data-bbox="256 1774 1469 1930">Investigation File Review – One administrative investigation of inmate sexual abuse was substantiated. The incident was abusive sexual contact and was not referred for prosecution. Both the victim and perpetrator were released prior to the investigation being completed.</p> <p data-bbox="256 1971 1437 2092">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</p>

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.

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.”

Medical 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.”

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.

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.

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

Auditor Overall Determination: Meets Standard

Auditor Discussion

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.”

Risk Screening Staff Interview - The staff that conducts risk screening said he offers mental health services to inmates who report being a prior victim of sexual abuse. If the inmate wants to see mental health staff for services, he will complete a referral form and email it to mental health staff.

Mental Health Staff Interview - Mental Health staff said she receives referrals for mental health services for inmates who report being prior victims of sexual abuse.

Inmate Interviews - inmates that reported being a prior victim of sexual abuse said they were offered a referral to mental health. All of them said they declined the offer.

Document Review - Ten inmates reported being a prior victim of sexual abuse. All ten were offered mental health services and declined those services. This was documented on the risk screening.

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.”

Document Review - Risk assessments were reviewed for forty inmates. Two were prior perpetrators of sexual abuse by having a prior sex offense conviction. Both were offered a referral for mental health services. Both declined the offer.

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.

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.”

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 investigation staff without a signed informed consent from the inmate.

	<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.</p> <p>The facility meets the provisions of this standard based on interviews, documents and policies reviewed.</p>
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115.82	Access to emergency medical and mental health services
	Auditor Overall Determination: Meets Standard
	<p>Auditor Discussion</p> <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 judgment.”</p> <p>Medical Staff Interview – Medical staff said inmates who are 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 FRDC or another MODOC facility. If no MODOC SANE’s are available, the inmate can be taken to a local hospital with a forensic exam department.</p> <p>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 victim until they could be seen by medical.</p> <p>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.”</p> <p>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.</p> <p>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.”</p>

	The facility meets the provisions of the standard based on information from interviews and policies reviewed.
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115.83	Ongoing medical and mental health care for sexual abuse victims and abusers
	<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 “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>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 FRDC 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</p>

	<p>investigation arising out of the incident.”</p> <p>h) Missouri DOC policy D1-8.13 Offender Sexual Abuse and Harassment states “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 triggers for 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>
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115.86	Sexual abuse incident reviews
	<p>Auditor Overall Determination: Meets Standard</p> <hr/> <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 reported on the PAQ that there were 15 sexual abuse investigations during the review period. Eleven completed administrative investigations were provided for review from the review period. There were no criminal investigations during the review period. Six of the eleven were investigations of sexual abuse with four substantiated, one unsubstantiated and one unfounded. Five incident reviews were documented on a PREA Sexual Abuse Incident Debriefing form. One investigation for sexual abuse was unfounded and a review was not completed for the incident.</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 - Five completed PREA Sexual Abuse Incident Debriefing forms were provided with the investigation files for review. The PREA Sexual Abuse Incident Debriefing forms document the incident review. All five sexual abuse incident reviews were completed within 30 days of the investigation conclusion.</p>

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), Investigator, medical staff, mental health staff, and first responder for the incident.

Document Review – Five PREA Sexual Abuse Incident Debriefing forms documented the members of the review team. The Deputy Warden, Health Services Administrator, Mental Health Director, first responder and Investigator participated in all reviews. The first responder is usually a Sergeant or a Lieutenant.

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 Wardens 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 FRDC. He said he schedules the reviews when needed. The team can consist of the DW, medical staff, mental health staff, Investigator and 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.

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 reflects this provision of the standard.

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

	<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.</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>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. 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>c) Missouri DOC Annual 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>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>

<p>115.88</p>	<p>Data review for corrective action</p>
	<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 “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</p>

	<p>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 actions.</p>
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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. Fulton Reception Diagnostic Center was audited three years ago. The PREA Coordinator stated during his interview, the Missouri DOC has been receiving PREA audits in all of 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. Photos were sent the day the notices were posted as verification of the posting. No letters were received prior to the onsite audit from inmates.</p>
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115.403	Audit contents and findings
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	The Missouri DOC has a PREA webpage at https://doc.mo.gov/programs/PREA that contains the PREA Final Audit reports from 2014 to 2023.

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?	no
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?	no
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).	yes
115.81 (d)	Medical and mental health screenings; history of sexual abuse	
	Is any information related to sexual victimization or abusiveness that occurred in an institutional setting strictly limited to medical and mental health practitioners and other staff as necessary to inform treatment plans and security management decisions, including housing, bed, work, education, and program assignments, or as otherwise required by Federal, State, or local law?	yes
115.81 (e)	Medical and mental health screenings; history of sexual abuse	
	Do medical and mental health practitioners obtain informed consent from inmates before reporting information about prior	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.)	yes
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)		
	<p>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.)</p>	yes