



## DEPARTMENT OF CORRECTIONS 2015 Prison Rape Elimination Act (PREA) Corrective Action Plan

The Florida Department of Corrections has adopted a zero tolerance policy regarding sexual abuse and sexual harassment. We are continuously improving policies and procedures in order to prevent, detect and respond to sexual victimization.

In 2015 the Department continued its' efforts in regards to PREA, focusing on a more victim centered approach. A few of the major tasks completed in 2015 include; implementation of a plan to install cameras and recording systems in all housing units across the state, the separation of inmates 17 years of age and younger from the adult population, numerous physical plant modifications to prohibit cross gender viewing, the establishment of several Memorandum of Agreements (MOA) with local rape crisis centers to provide inmates with victim support services and the completion of numerous mock audits and 25 Department of Justice (DOJ) certified audits.

During the 2015 calendar year the Department had a total of 2,999 PREA allegations. Below you will find a 2014/2015 comparison table with a breakdown of these allegations. Of the 2,999 allegations reported, five (5) were found to be sustained by the Office of the Inspector General (OIG). Of the five (5) sustained cases, three (3) involved inmate-on-inmate sexual abuse, one (1) pertained to inmate-on-inmate sexual harassment and one (1) involved staff sexual misconduct.

	Sustained	Not Sustained	Unfounded	Ongoing	Total
<b>2014 Nonconsensual Sexual Abuse (Inmate on Inmate)</b>	7	6	288	181	482
<b>2015 Nonconsensual Sexual Abuse (Inmate on Inmate)</b>	3	2	192	409	606
<b>Total</b>	<b>10</b>	<b>8</b>	<b>480</b>	<b>590</b>	<b>1088</b>
<b>2014 Abusive Sexual Contact (Inmate on Inmate)</b>	0	8	109	55	172
<b>2015 Abusive Sexual Contact (Inmate on Inmate)</b>	0	4	82	156	242
<b>Total</b>	<b>0</b>	<b>12</b>	<b>191</b>	<b>211</b>	<b>414</b>
<b>2014 Inmate-on-Inmate Sexual Harassment</b>	5	49	219	116	389
<b>2015 Inmate-on-Inmate Sexual Harassment</b>	1	67	195	207	470
<b>Total</b>	<b>6</b>	<b>116</b>	<b>414</b>	<b>323</b>	<b>859</b>

<b>2014 Staff Sexual Misconduct</b>	3	64	313	231	611
<b>2015 Staff Sexual Misconduct</b>	1	27	285	842	1155
<b>Total</b>	4	91	598	1073	1766
<b>2014 Staff Sexual Harassment</b>	2	54	189	87	332
<b>2015 Staff Sexual Harassment</b>	0	22	105	399	526
<b>Total</b>	2	76	294	486	858
<b>2014 Grand Total</b>	17	181	1,118	670	1986
<b>2015 Grand Total</b>	5	122	859	2013	2999

In 2015 the Department saw a 66% increase in reported PREA allegations. While all categories slightly increased with regard to reported allegations in 2015, staff sexual misconduct accounted for the majority of the 66% increase with 544 more reported allegations in 2015 than in 2014. It should be noted that a large percentage of the Department's staff sexual misconduct allegations are originating from Close Management facilities where inmates are on the most restrictive status.

While the Department has seen an overall increase in reported PREA allegations from 2014, it may be directly attributed to the Department's efforts in ensuring that inmates, staff, volunteers and contractors are educated on the agency's zero tolerance policy as well as the numerous methods to report allegations. The Department has also attributed this increase to inmates understanding the reporting process and feeling more comfortable reporting these allegations. In addition, in 2015 facilities were abundantly cautious regarding reporting PREA allegations and thus reported numerous allegations that may have been sexual in nature or had sexual undertones, but did not rise to the level of PREA under the definitions set forth in 28 CFR Part 115. For example, many facilities reported allegations of sexual harassment (inmate-on-inmate and staff-on-inmate) even though they were not repeated allegations.

Based upon a review of the above allegations as well as findings from the PREA audits, the Department recommends the following corrective action:

- Continue to work with the Legislature in order to secure funding necessary to add and hire additional FTE's to fulfill the Department's Security staffing needs.
- Develop a scope of work and resource need to be considered by the agency for a Legislative Budget Request to install cameras and recording systems in high traffic areas and locations where inmates congregate in work and leisure.
- Consider the submittal of a Legislative Budget Request to fund additional FTE's to establish additional Inspectors in the Office of the Inspector General to address and investigate reportable PREA allegations in a more prompt and efficient manner.
- Provide advanced training of staff on PREA definitions and reportable PREA incidents
- Establish a PREA focus group in order to generate proactive ideas in reducing sexual abuse and sexual harassment

  
 Julie Jones  
 Secretary

  
 Date