

PREA Facility Audit Report: Final

Name of Facility: Columbia Correctional Institution

Facility Type: Prison / Jail

Date Interim Report Submitted: NA

Date Final Report Submitted: 04/13/2020

Auditor Certification	
The contents of this report are accurate to the best of my knowledge.	<input checked="" type="checkbox"/>
No conflict of interest exists with respect to my ability to conduct an audit of the agency under review.	<input checked="" type="checkbox"/>
I have not included in the final report any personally identifiable information (PII) about any inmate/resident/detainee or staff member, except where the names of administrative personnel are specifically requested in the report template.	<input checked="" type="checkbox"/>
Auditor Full Name as Signed: Elisabeth Copeland	Date of Signature: 04/13/2020

AUDITOR INFORMATION	
Auditor name:	Copeland, Elisabeth
Address:	
Email:	sunflowerorgsolutions@gmail.com
Telephone number:	
Start Date of On-Site Audit:	03/10/2020
End Date of On-Site Audit:	03/13/2020

FACILITY INFORMATION	
Facility name:	Columbia Correctional Institution
Facility physical address:	216 SE Corrections Way, Lake City, Florida - 32025
Facility Phone	
Facility mailing address:	

Primary Contact	
Name:	John Godwin
Email Address:	john.godwin@fdc.myflorida.com
Telephone Number:	386-754-7601

Warden/Jail Administrator/Sheriff/Director	
Name:	John Godwin
Email Address:	John.Godwin@fdc.myflorida.com
Telephone Number:	386-754-7601

Facility PREA Compliance Manager	
Name:	Kari Harvey
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Facility Health Service Administrator On-site	
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Telephone Number:	386-292-7273

Facility Characteristics	
Designed facility capacity:	3279
Current population of facility:	2528
Average daily population for the past 12 months:	2718
Has the facility been over capacity at any point in the past 12 months?	No
Which population(s) does the facility hold?	
Age range of population:	19-94
Facility security levels/inmate custody levels:	Community, Minimum, Medium, Maximum, Closed
Does the facility hold youthful inmates?	No
Number of staff currently employed at the facility who may have contact with inmates:	421
Number of individual contractors who have contact with inmates, currently authorized to enter the facility:	8
Number of volunteers who have contact with inmates, currently authorized to enter the facility:	539

AGENCY INFORMATION	
Name of agency:	Florida Department of Corrections
Governing authority or parent agency (if applicable):	
Physical Address:	501 S Calhoun Street, Tallahassee, Florida - 32399
Mailing Address:	
Telephone number:	850-717-3498

Agency Chief Executive Officer Information:	
Name:	Mark Inch
Email Address:	Mark.Inch@fdc.myflorida.com
Telephone Number:	

Agency-Wide PREA Coordinator Information			
Name:	Judy Cardinez	Email Address:	Judy.Cardinez@fdc.myflorida.com

AUDIT FINDINGS

Narrative:

The auditor's description of the audit methodology should include a detailed description of the following processes during the pre-audit, on-site audit, and post-audit phases: documents and files reviewed, discussions and types of interviews conducted, number of days spent on-site, observations made during the site-review, and a detailed description of any follow-up work conducted during the post-audit phase. The narrative should describe the techniques the auditor used to sample documentation and select interviewees, and the auditor's process for the site review.

PRE-AUDIT

A Notice of PREA Audit was sent to Columbia Corrections Institute (Columbia CI) on January 30, 2020 via the Florida Department of Corrections (FDC) Statewide PREA Director, Judy Cardinez-Harris. Notices were to be posted in all living units, program areas, recreation areas and any other areas that offenders would gather. The notice also contained contact information of the Auditor and advised staff and offenders that the onsite portion of the PREA audit will be conducted on March 10 - 13, 2020.

Columbia CI utilized the Online Audit System (OAS) to transmit the Pre-Audit Questionnaire and documentation to the Auditor.

On March 9, 2020, a tentative agenda for the PREA audit was sent Christina Counce, Corrections Service Consultant of FDC's PREA Department. This agenda outlined the when the Auditor would be on site, the types of staff and inmates that would be interviewed and when the audit would conclude.

Ms. Counce was advised of which specialized staff would be interviewed as well as which specialized inmate populations would be interviewed.

ONSITE

The Auditor was greeted and given a history and the layout of the facility by Assistant Warden of Programs (PREA Compliance Manager) Marshall Herring. After the initial meeting, a detailed tour of the Main Unit, Annex, Work Camp and contracted Work Release Facility was provided to the Auditor. PREA Compliance Manager Marshall Herring lead the onsite tour. The tour began with the Main Unit and moved to the Annex, Work Camp and contracted Work Release Facility. The Auditor viewed camera placements, showers/restrooms and observed cross-gendered announcements being made to offenders in all areas. PREA reporting information was clearly marked on bulletin boards in each living area. In all living areas' toilets and shower stalls all had appropriate coverings. The "Notice of PREA Audit" was also clearly visible throughout the tour.

In addition to the living units, intake, medical area, outside recreation, inside recreation, dining areas, library, programs, and control posts were also toured. PREA reporting information in English and Spanish were found on every bulletin board and were clearly marked.

Immediately after the tour, the Auditor randomly selected staff from each shift, as well as established times to interview specialized staff.

The Columbia CI provided the Auditor with housing dorm rosters via the OAS. In reviewing the housing rosters the Auditor randomly selected two - four inmates from each living area for random inmate interviews and selected inmates for the targeted protocols. Based on the available inmate population, inmates were selected for the following targeted protocols: Gay & Bisexual, Transgender/Intersex, Limited English Proficient, Inmates with Disabilities deaf/hard of hearing and cognitive), Inmates who Reported Sexual Abuse and Inmates who Reported Sexual Abuse During the Risk Screening. A total of 53 inmates to be interviewed. A total of two inmates refused to be interviewed. Columbia CI provided confidential space for the auditor to interview inmates.

Columbia CI provided appropriate accommodations for the Auditor to conduct inmate and staff interviews. The Auditor was given access to staff files, inmate files and any documentation that was

requested. Facility staff was great to work with and were very accommodating. The PREA Compliance Manager was readily available to answer any questions and assist in any way. Staff at Columbia CI was extremely helpful and polite throughout the entire process and escorted the Auditor throughout the facility.

Auditor interviewed a total of 52 inmates that had various lengths of stay. In addition, the Auditor interviewed a total of 32 staff to include the Warden, Mental Health Staff, Medical, Upper Level Supervisors, Intake Staff, Staff who Perform Risk Screening, Volunteers, staff who Monitor Retaliation, members of the Review Team, Investigators, Intake Staff, Staff who Monitor Retaliation, Training Supervisor as well as random staff from all shifts.

Prior to the exit interview, the Auditor reviewed onsite documentation. There was an exit interview conducted at the end of the site visit.

POST-AUDIT

After the onsite portion of the PREA audit, this Auditor reviewed the notes from the tour; all interviews conducted and did another review of the supporting documentation. Work on the final audit report began.

On April 13, 2020, the PREA audit report was submitted to the PREA Resource Center through the OAS.

AUDIT FINDINGS

Facility Characteristics:

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

Columbia Correctional Institution is located East of Lake City, Florida at 216 SE Corrections Way. The Main Unit has approximately 21 acres of property within the secured fence. Construction began in 1992. The design capacity is 3,279 inmates. The count on the first day of the audit was 2,718 inmates. (1,060 for the Main Unit; 1,394 for the Annex and 264 for the Workcamp)

There are a total of 95 buildings for all three units with 22 housing units. There are six (6) multi occupancy cell units and thirteen (13) open bay dormitory housing units. There are eight (8) single cell housing units with ten (10) segregation cells. The average length of stay at the facility is .58652 years with average age group from 19 to 94. There are 421 employees who have contact with inmates. There were 110 new hires during the previous twelve months. There are 539 volunteers and eight (8) contractors who have contact with inmates.

AUDIT FINDINGS

Summary of Audit Findings:

The OAS will automatically calculate the number of standards exceeded, number of standards met, and the number of standards not met based on the auditor's compliance determinations. If relevant, the auditor should provide the list of standards exceeded and/or the list of standards not met (e.g. Standards Exceeded: 115.xx, 115.xx..., Standards Not Met: 115.yy, 115.yy). Auditor Note: In general, no standards should be found to be "Not Applicable" or "NA." A compliance determination must be made for each standard. In rare instances where an auditor determines that a standard is not applicable, the auditor should select "Meets Standard" and include a comprehensive discussion as to why the standard is not applicable to the facility being audited.

Number of standards exceeded:	1
Number of standards met:	44
Number of standards not met:	0

Columbia CI exceeded one standard: 115.16 (Inmates with disabilities and inmates who are limited English proficient)
Columbia CI met 43 standards.
There were zero standards not met.

Standards

Auditor Overall Determination Definitions

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

Auditor Discussion Instructions

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

115.11	Zero tolerance of sexual abuse and sexual harassment; PREA coordinator
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>Florida Department of Correction (FDC) has a written policy in place mandating zero tolerance toward all forms for sexual abuse and sexual harassment in facilities it operates. This policy outlines how it will implement the agency's approach to preventing, detecting, and responding to sexual abuse and sexual harassment. This also includes definitions of prohibited behaviors regarding sexual abuse and sexual harassment as well as sanctions. This is also supported and reiterated by the department Secretary. Columbia CI follows this policy.</p> <p>a) FDC Policy 602.053, Prison Rape: Prevention, Detection, and Response dated July 31, 2018 states, "To establish zero-tolerance standards for sexual abuse, sexual battery, staff sexual misconduct, and sexual harassment in institutions and community corrections while protecting the rights of inmates and offenders, regardless of gender or sexual preference, through accountability of perpetrators and the punishment of those institutional and community correctional officials who fail to prevent, detect, and respond to sexual abuse, sexual battery, and sexual harassment crimes for incarcerated inmates and those offenders under Departmental jurisdiction. To establish and provide implementation of standards for the detection, prevention, elimination and punishment of sexual abuse, sexual battery, staff sexual misconduct, and sexual harassment by increasing the availability of data, information, and training on the incidence of sexual abuse, sexual battery, and sexual harassment, consequently improving the management and administration of correctional facilities." (Page 2)</p> <p>The FDC Secretary reiterated this policy in a memo dated April 14, 2019. In this memo, Secretary Mark S. Inch addressed zero tolerance for retaliation against any staff person or inmate for not following FDC policies. This memo states, "The Florida Department of Corrections has zero tolerance for retaliation of any kind. As our Department continues to progress through meaningful reforms and focuses on the continued development of our corrections professionals, it is critical that we also consider the environments surrounding our staff and inmates. As Secretary, it is my commitment to the members of our Department that no staff member who comes forward with an issue or concern will face retaliation. Further, I expect the professionals of our Department to hold this same commitment and have the character to bring forward any issues that violate of our rules, policies or procedures. This commitment extends to the Department's inmate and offender population as well. Under no circumstances should any individual be subjected to the fear and anxiety associated with possible retaliation. Anything less would be contradictory to our character and commitment as corrections professionals. Any member, who intimidates, threatens or bullies others in an attempt to hide their malicious behavior and attitudes will be identified and will face consequences..."</p> <p>b) FDC employs an upper-level, agency wide PREA Coordinator. FDC provided an organizational chart with the PREA Coordinator listed as reporting directly to the Director of Institutions. When asked if they had enough time and authority to do their job, the Coordinator replied, "Yes, my soul function is PREA related which include PREA Compliance, PREA Contracts and PREA grant funds. I am the Operations Manager C and I have two Correctional Services Consultants. We have fifty PREA Compliance Managers and these positions are held by the Assistant Wardens (AW) to include an auxiliary staff to assist the AW. There are seven private facilities making it a total of 57 PCM's."</p>

c) Columbia CI has designated the Assistant Warden of Programs as the PREA Compliance Manager. In Columbia's organizational structure, the Assistant Warden of Programs reports directly to the Warden.

When asked if they had sufficient time and authority to complete their PREA job related tasks, the PREA Compliance Manger reported, "Yes, I do. I have auxiliary staff that also helps out.

I have multiple staff in place to help keep compliance, monitor retaliation at the main and the annex. My secretary builds the file and tracks all forms to make sure the files is complete."

Based on policy review and interviews with staff, Columbia CI is compliant with the standard zero tolerance of sexual abuse and sexual harassment.

115.12	Contracting with other entities for the confinement of inmates
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>FDC does contract for confinement of DOC inmates with private entities and requires all placements to comply with the National PREA Standards.</p> <p>a, b) FDC entered into a contract, #C2805, with Bridges of America - The Lake City Bridge, Inc. on March 3, 2014. This initial contract was set to end on March 2, 2017 with the option to automatically renew every two years. FDC is currently in the first two-year renewal period. The purpose of this contract to covers a Department owned Community Release Center in which the Warden of the Columbia CI provides oversight and limited classification services. This contract also states employees of The Lake City Bridge, Inc. are not Department of Corrections employees; they are employees of The Lake City Bridge, Inc. This contract also requires The Lake City Bridge, Inc. to comply with the PREA policy of FDC. The contract states, "The Contractor shall comply with Department of Corrections' procedure 108.010 Prison Rape: Prevention, Elimination, and Investigation."</p> <p>The Auditor was provided a tour of the The Lake City Bridge, Inc on March 10, 2020. The Auditor found the following:</p> <ul style="list-style-type: none"> ● No strip searches are allowed at this facility, only pat searches. ● Visitation: <ul style="list-style-type: none"> ○ PREA Posters in English and Spanish located on the walls ○ Missing the Notice of Audit ● Dining Hall: <ul style="list-style-type: none"> ○ PREA posters in English and Spanish located on the walls ○ Missing the Notice of Audit ● Kitchen: <ul style="list-style-type: none"> ○ PREA posters in English and Spanish located on the walls ○ Missing the Notice of Audit ○ A large corner mirror was present to open up the one blind spot located in the kitchen ● Laundry (free): <ul style="list-style-type: none"> ○ Contains one washer, one dryer with mirror in the corner to open up blind spot ○ Missing PREA information and Notice of Audit ● Laundry (paid): <ul style="list-style-type: none"> ○ PREA posters in English and Spanish present ○ Missing Notice of Audit ○ Large windows along one wall allow staff to see inside; no blinds spots are present ● SAP (Substance Abuse Program) Classroom: <ul style="list-style-type: none"> ○ PREA posters in English and Spanish present on walls ○ Missing Notice of Audit ○ One inmate restroom (one at a time); locks from the inside only ● Bays (dorm style with bunk beds): <ul style="list-style-type: none"> ○ Cross-gender announce made ○ Camera focused on lane between rows of bunks ● Dayroom x 2:

- PREA posters in English and Spanish on the walls
- No Notice of Audit posted
- Inmate Restroom/Shower
 - Solid door at entrance
 - Communal Shower with half wall separating shower area from toilet and sink area
 - Toilets are individual stalls
 - Only male security staff are allowed to enter to perform security checks

Each inmate is issued a cell phone. This cell phone contains an option to report sexual abuse and sexual harassment. One inmate demonstrated how this works for the Auditor. This call goes into a hotline and will then get forwarded on for investigation.

While it was noted there were Notices of Audit posted throughout the facility, it was addressed by Columbia CI leadership. By the time the tour was completed, the Notice of Audit was being posted. The Lake City Bridge, Inc. was instructed to leave up the notice of audit for at least six weeks to allow inmates the opportunity to reach out to the Auditor for any concerns regarding sexual abuse or sexual harassment. At the writing of this report, the Auditor has not received any communication from The Lake City Bridge, Inc.

The lock on the inmate restroom in the SAP classroom was also addressed. This lock was in the process of being removed.

Based on the review of the contract with The Lake City, Inc., the tour of the facility and conversations with the facility leadership, Columbia CI meets the standard of contracting with other entities for confinement of inmates.

115.13	Supervision and monitoring
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>FDC requires all facilities it operates to develop, document and make its best effort to comply on a regular basis with a staffing plan that provides for adequate levels of staffing and video monitoring to protect inmates against sexual abuse and sexual harassment.</p> <p>a) In the past twelve (12) months, the average daily population at Columbia CI has been 2718 with the following breakdown: 1060 (Main Unit), 1394 (Annex), and 264 (Work Camp).</p> <p>FDC policy 602.030, Security Staff Utilization, dated February 12, 2019 defines a proposed post chart as, "refers to a Roster Management System (RMS) post chart containing any changes, additions deletions of posts, or any other revisions needed. A proposed post charge is generally prepared and submitted to the Bureau of Security Operations by the Chief of Security. This will be submitted to the Warden and then through the Regional Director for review and approval prior to submission to the Bureau of Security Operations. Rosters will not be changed to reflect these modifications until a post charge has been approved." (Page 3) This same policy also states, "The Bureau of Security Operations will develop a post chart for each institution, annex, or other facility based on the total number of authorized and funded security positions. Institutions may submit a request to the Bureau of Security Operations for a post chart change. This will be based on their mission and individual need. The Chief of Security will submit such request in a memorandum format detailing justification, along with a proposed Roster Management System (RMS) post chart that has been reviewed and recommended by both the Warden and the Regional Director. If requests for changes are approved, the Bureau of Security Operations will issue the approved post chart to the appropriate departments." (Page 4)</p> <p>Policy 602.030 also states, "Security staffing levels are designated to assist supervisors in the daily staffing of their shifts by establishing priorities for post staffing which will assist in ensuring continued security and safety of staff, visitors, and inmates...Level I posts are critical for the daily operation of a shift...Level II posts are essential to the daily normal operation of a facility. Operating at Level II allows all activities and programs to be marginally staffed. Level III posts are necessary for long term "normal" operation. Level III posts will generally be utilized to fill any Level I or Level II posts as needed prior to using the Extended day Roster. Administrative shift positions listed above as Level II or Level III may be used to meet the Level I need on the day and night shifts before use of the Extended Day Roster." (Page 9)</p> <p>The Auditor reviewed Columbia CI's Staffing plan dated February 6, 2019 and found it contained all eleven (11) elements as required in 115.13a.</p> <p>The Warden stated, "We have post charts and a staffing plan, and we make sure it meets standards. We have certain number of staff that work in each dorm. This is based on inmate numbers and demographics. We also have video monitoring with the standardized number of cameras. Just last year we added 120 cameras." When asked about checking compliance with the staffing plan the warden replied, "We have an automated roster system that is checked daily by the chief. As a warden, I am required to do a quarterly review. We also look at weekly vacancy levels."</p> <p>The PREA Compliance Manager stated, "While my position is not directly involved with the staffing plan, I do, however, have access to monitor shifts and ensure gender specific posts are filled."</p>

b) Staffing plan deviations are documented at Columbia CI. In the past twelve (12) months, the most common deviations included staffing shortages, unscheduled sick, sick leave, military leave, training and FMLA.

The Auditor reviewed six (6) Incident Reports from January, February, July and August 2019. The Incident Report is used to document deviations from the staffing plan. It is completed by the shift supervisor (captain) then reviewed by the major or colonel and finally the warden. The Incident Reports reviewed met the requirements of this standard.

The warden stated, "I review all incidents of staffing plan deviations."

c) Columbia CI's staffing plan, at least once every year, in collaboration with PREA Coordinator, is reviewed to see if adjustments are needed.

Columbia CI's staffing plan was reviewed on March 11, 2019 by FDC's PREA Coordinator. On December 17, 2019, Columbia CI's colonel submitted a memo to the PREA Unit outlining the deployment of cameras at the main unit, annex and work camp.

The PREA Coordinator stated, "This (review) is conducted every year, the staffing plan is submitted to the central office at a minimum, reassessed for PREA Compliance, Security Operations, observation, reviewed, and all staffing PREA considerations."

d) Columbia CI requires intermediate-level or higher-level staff conduct unannounced rounds to identify and deter staff sexual abuse and sexual harassment. These rounds are documented and done in accordance with FDC policy.

FDC Post Order 3, Shift Supervisor, dated September 10, 2018 states, "Conduct daily unannounced rounds and security inspections of all inmate housing and activity areas. All security posts will be visited, and these inspections will be documented daily on the DC6-207 Control Room Log, as well as the DC6-209 Housing Unit Log or DC6-228 Inspection of Special Housing Record maintained in each area." (Page 2)

The Auditor reviewed thirty-four (34) examples of housing logs from the main unit and annex from December 2019, and the work camp from November 2019 demonstrating unannounced rounds have been conducted.

The Auditor interviewed two upper-level supervisors who conduct unannounced rounds at the main unit and annex. Both supervisors report they document their rounds housing logs. Both also report they vary the times and their routes to the dorms to ensure staff are not alerted to these rounds occurring.

Based on policy and documentation review as well as interviews with staff, Columbia CI meets the standard of supervision and monitoring.

115.14	Youthful inmates
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	a, b, c) N/A Columbia CI does not house youthful offenders. The Auditor confirmed this through the tour of the main unit, annex and work camp as well as interviews with staff and inmates.

115.15	Limits to cross-gender viewing and searches
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>Columbia CI does not conduct cross-gender strip or cross-gender visual body cavity searches of inmates. If a cross-gender strip or body cavity search is done (and only in exigent circumstances) it is documented.</p> <p>a, c) FDC Procedure 602.018, Contraband and Searches of Inmates, dated July 31, 2018 states, "Unclothed searches of inmates will be conducted by staff of the same sex, except in an emergency situation as determined by the Shift Supervisor. The clothing and the inmate's body will be carefully inspected to determine if contraband is being concealed. 1. If only one inmate is being strip searched, the search will be conducted in an area that is out of the view of contract staff, approved visitors, and the inmate population. This area will only be accessible to the inmate being searched and the staff conducting the search. 2. Unclothed searches of transgender/intersex inmates will be conducted in an area that is out of view of unnecessary staff, visitors, and inmates; except in an emergency situation as deemed by the Shift Supervisor or if the search will disrupt the normal daily operations of the institution." (Page 5)</p> <p>FDC Procedure 602.036, Gender Specific Security Positions, Shifts, Posts and Assignments, dated February 6, 2019 states, "Strip searches of inmates will be conducted only by those in the Correctional Officer class of the same sex as the inmate, except in emergency circumstances as determined by the Shift Supervisor. All strip searches of inmates conducted by staff of the opposite gender and clothed searches of female inmates done in conjunction (2)(f)2. above require the staff conducting the search to submit an "Incident Report," DC6-201, explaining the justification of the search exception. All searches of inmates will be done in accordance with "Contraband and Searches of Inmates," Procedure 602.018 and any other applicable authority." (Page 4)</p> <p>In the past twelve (12) months, there have been zero cross-gender strip or body cavity searches conducted at this facility.</p> <p>b) N/A Columbia CI is a male only facility.</p> <p>d) Columbia CI has policies and procedures in place that enable inmates to shower, perform bodily functions, and change clothing without non-medical female officers viewing them in a state of undress. These same policies require staff of opposite gender to announce their presence when entering inmate dorms.</p> <p>FDC Procedure 602.036, Gender Specific Security Positions, Shifts, Posts, and Assignments, dated February 6, 2019 states, "Inmates will not be supervised by officers of the opposite gender while inmates are showering or in the toilet area unless appropriate privacy screening is provided to obscured from view: the breasts of female inmates, and the genitalia and buttocks of both male and female inmates. More intrusive supervision involving viewing the areas of the body specified above must be conducted by officers of the same gender as the inmate being supervised, except in emergency situations where safety and security issues dictate otherwise. Inmates will be required to cover themselves appropriately in accordance with local rules and requirements when not in the shower or not utilizing toilets and while in route to and from these areas." (Page 3)</p> <p>When it comes to special-use housing areas this same procedure states, "Special-use housing areas include corrections mental health treatment facilities as defined in section 945.42(8), F.S., crisis stabilization units, transitional care unites, isolation management rooms, and</p>

medical infirmaries require additional gender specific assignment consideration in keeping with any specific conditional requirements for such housing that may conflict with staff's ability to effectively address privacy concerns for inmates housed there. Such requirements included the following: Inmates are frequently on some type of enhanced supervision ranging from every 30 minutes to constant one-on-one observation. Such observation is required by medical/mental health staff and many times involves inmates who either refuse or are incapable of keeping their genitalia, buttocks, and in the case of females, breasts covered appropriately. Inmates on one-on-one "watch" status must be observed at all times, including when they are utilizing the toilet and bathing or showering." (Page 3)

Most inmates interviewed reported they felt they had enough privacy to shower and use the restroom without female observing them in a state of undress or performing bodily functions. All inmates reported female announcements are made in the housing units.

All staff interviewed reported cross-gender announcements are made when females enter the living area.

During the tour, the Auditor found this when it comes to privacy for inmates:

Main Unit -

Visitation: Strip area in private area with barriers in place and no cameras.

Property (Receiving) Gender specific post: Strip out area is in separate room. For transgender inmates, they searched in holding cell away from everyone else. There is one inmate restroom located behind a solid door. The door is not locked and only one inmate at a time is allowed to enter.

Computer Classroom: One inmate restroom located behind a solid door. The door is not locked and only one inmate at a time is allowed to enter.

Chapel: One inmate restroom behind a solid door with a small high window. The door is not locked and only one inmate at a time is allowed to enter.

Library: One inmate restroom behind a solid door with a small high window. The door is not locked and only one inmate at a time is allowed to enter.

Laundry: One inmate restroom behind a solid door. The door is not locked and only one inmate at a time is allowed to enter.

Medical/Dentist Lobby: One inmate restroom behind a solid door. The door is not locked and only one inmate at a time is allowed to enter.

Infirmary: Inmate restroom/shower area is protected by a half wall allowing privacy for inmate patients.

Kitchen: One inmate restroom behind a solid door with window covering. The door is not locked and only one inmate at a time is allowed to enter.

H Dorm (Confinement): When entering the wings, staff blows a loud whistle to announce female staff or visitors. This whistle also lets them know they need to be dressed. Individual shower stalls in the wing with coverings in place. Each cell hold two men and contains a toilet near the front on the other side of the sink. When looking into the cell, the Auditor could clearly see the sink; however, the toilet was difficult to see.

C, E and F Dorms: Closed, no inmates

D, B, and A Dorms (General Population): Open bay dorms with bunk beds and single beds. Showers are communal and have a half wall separating the showers from the sink and toilet area. The toilets are individual stalls with half walls. The Auditor found one camera focused on the shower/toilet area. However, after viewing the camera monitor it was learned the camera focuses on the sinks and not the shower or toilet area.

Outside Recreation: Urinals are located on the yard and are surrounded by half walls to ensure privacy.

G Dorm: Contains two-man cells with toilets inside the cells. Columbia CI was in the process of passing out PREA barriers to each cell. These barriers can be hooked inside the door and consist of a sheet like cloth. This barrier covers the lower part the cell door window when closed. When the cell door is opened, it completely covers the toilet area for privacy. This door also has individual shower stalls with privacy barriers in place.

Work Camp

Visitation (doubles as a SAP Classroom): Used as a strip out area, total privacy as windows are covered.

Kitchen: One inmate restroom behind a solid door. The door is not locked and only one inmate at a time is allowed to enter.

J and K Dorms: Open bay dorm with bunk beds. Showers are communal and have a half wall separating the showers from the sink and toilet area. The toilets are individual stalls with half walls.

Annex

Visitation: Strip out area is in individual stalls. No cameras are present.

Chapel: One inmate restroom behind a solid door. The door is not locked and only one inmate at a time is allowed to enter.

U Dorm (Faith and Character): Contains two-man cells with toilets inside the cells. Columbia CI was in the process of passing out PREA barriers to each cell. These barriers can be hooked inside the door and consist of a sheet like cloth. This barrier covers the lower part the cell door window when closed. When the cell door is opened, it completely covers the toilet area for privacy. This door also has individual shower stalls with privacy barriers in place.

T and O Dorms: Contains two-man cells with toilets inside the cells. Columbia CI was in the process of passing out PREA barriers to each cell. These barriers can be hooked inside the door and consist of a sheet like cloth. This barrier covers the lower part the cell door window when closed. When the cell door is opened, it completely covers the toilet area for privacy. This door also has individual shower stalls with privacy barriers in place.

Q, R, P Dorms: Open bay wings with bunk beds and single beds. Restroom/Shower area separated by a half wall. There is a swinging half door separating the living area from the shower/restroom area.

Outside Recreation (Three separate enclosures): Each enclosure has outside urinals surrounded by a half wall with a swinging door at the entrance.

Re-Entry/Education: Each class room contains an inmate restroom behind a solid door. Only one inmate at a time is allowed to enter.

Library: One inmate restroom behind a solid door. Only one inmate at a time is allowed to enter.

Property/Receiving: The strip out area for incoming inmates is done in a large room with no cameras. If an incoming inmate is transgender, the inmate is stripped out in a holding cell separate from everyone else for privacy. This area also contains three toilets in individual stalls. There is also a moveable PREA barrier that can be pulled in front of the toilets for privacy.

Kitchen: One inmate restroom located behind a solid door. Only one inmate at a time is allowed to enter.

S Dorm: closed, no inmates

N Dorm (Confinement - Gender Specific Post): Individual shower stalls in the wing with coverings in place. Each cell hold two men and contains a toilet near the front on the other side of the sink. When looking into the cell, the Auditor could clearly see the sink; however, the toilet was difficult to see.

e) Columbia CI prohibits staff from searching or physically examining a transgender or intersex inmate for the sole purpose of determining an inmate's genitalia status.

FDC Procedure 602.053, Prison Rape: Prevention, Detection, and Response, dated July 31, 2018 states, "Staff will not search or physically examine a potential GD inmate, transgender inmate, or intersex inmate for the sole purpose of determining the inmate's genital status. If the genital status is unknown it can be determined through conversation with the inmate, by reviewing medical documentation or if necessary, through a broader medical examination conducted in private by a medical practitioner." (Page 6)

All staff interviewed reported they were not allowed to search an inmate solely for the purpose of determining genital status.

The Auditor interviewed seven transgender females. All transgender females stated they have never been stripped searched solely for the purpose to determine genital status. All reported they were stripped searched separately when first arriving at Columbia CI.

f) 100% of security staff at Columbia CI have been trained to conduct cross-gender pat searches and pat searches of transgender and intersex inmates.

The Auditor reviewed FDC's Prison Rape Elimination Act Bureau of Professional Development and Training, Etrain Course, dated June 2019. This curriculum listed on the objectives as, "Review how to conduct cross-gender pat-down searches and searches of GNC (to include transgender and intersex) inmates/offenders in a professional and respectful manner consistent with security correctional environments." This Etrain Course covers FDC policy and contains a link the video from National PREA Resource Center titled, "Guidance and Cross Gender and Transgender Pat Searches."

All staff interviewed reported being trained in cross-gender pat searches and how to pat search transgender and intersex inmates.

The Auditor interviewed the Training Supervisor at Columbia CI. They advised, "All employees go through a new employee training and orientation which includes PREA. There is also a test they must pass to demonstrate understanding. All employees also must attend Inservice. All trainings require a signed acknowledgement showing they received the training."

115.16	Inmates with disabilities and inmates who are limited English proficient
	Auditor Overall Determination: Exceeds Standard
	Auditor Discussion
	<p>Columbia CI has established procedures to provide disabled and Limited English Proficient (LEP) inmates 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. These procedures also prevent the use of inmate interpreters.</p> <p>a, b, c) FDC Procedure 604.101, Americans with Disabilities Act Provisions for Inmates, dated October 30, 2018 states, "To establish guidelines in accordance with the Americans with Disabilities Act of 1990, and sections 504 of the 1973 Rehabilitation Act. To provide equal access to the Department's programs, services, and activities to inmates who have documented disabilities which affect major life activities." (Page 2) It continues, "The Department will not discriminate based on disability in the provision of services, programs, and activities and will take reasonable steps to ensure that the rights of inmates with documented disabilities are addressed in a manner consistent with legitimate correctional interests. The Department is required to maintain in operable working condition for features of facilities and equipment that are required by the ADA to be readily accessible to and usable by persons with disabilities...The Department is required to conduct an initial medical, dental, and mental health screening of all inmates entering the Department prior to transfer to permanent institutions. Screening is performed in accordance with "Health Services Intake and Reception Process." Procedure 401.014, and "Services for Inmates with Auditory, Mobility, or Vision Impairments and Disabilities," Health Services Bulletin 15.03.25. During the screening, staff will take reasonable steps to identify inmates with disabilities." (Pages 4 and 5)</p> <p>This same procedure also states, "The Department is required to authorize and/or provide reasonable accommodation(s) to inmates with documented disabilities to ensure accessibility for services, programs, and activities. When reviewing an inmate's request for an accommodation, decisions are based on the specific inmate's needs, capabilities as well as specific criteria for the program or activity. The Americans with Disabilities Act requires the Department to make decisions on a case-by-case basis with facts, not suppositions." (Page 6)</p> <p>In regards to inmates who are deaf or hard of hearing this procedure states, "The Department and Medical is required to afford reasonable accommodation(s) to inmates with documented hearing disabilities to ensure equally effective communication with staff, other inmates, and the public...The following accommodations will be made available, as deemed necessary, to inmates with a medical disability grade H3, H4, or H5. Such accommodations may include, but are not limited to: Closed Captioning for television(s)...FM Receivers...Paper and writing instruments for written communication...Sign Language Interpreting Services...Telecommunication Device or Text Telephone (TTY)...Video Relay Service (VRS) is an alternative in lieu of TTY for D/HOH inmates who use sign language to communicate with friends and family. It is a free service and will be available in dormitories." (Pages 6, 7, 8, and 21)</p> <p>In regards to inmates with a vision disability this procedure states, "The Department and Medical are required to afford reasonable accommodation to inmates with documented vision disabilities to ensure equally effective communication with staff, other inmates, and the public. FDC Procedure 602.053, Prison Rape: Prevention, Detection, and Response, dated July 31, 2018 states, "To establish and provide implementation of standards for the detection, prevention, elimination and punishment of sexual abuse, sexual battery, staff sexual</p>

misconduct, and sexual harassment by increasing the availability of data, information, and training on the incidence of sexual abuse, sexual battery, and sexual harassment, consequently improving the management and administration of correctional facilities...Inmates with recognized disabilities and Limited English Proficiency (LEP) shall be advised of the Department's zero tolerance policy on sexual abuse, sexual batter, staff sexual misconduct, and sexual harassment in accordance with the resouces outlined in "American with Disabilities Act Provisions for Inmates," Procedure 604.101 and other Department resources as appropriate. Resources include: closed captioning (deaf/hard of hearing); large print material (impaired vision), reading of materials to inmate(s) by staff (blind/limited mental capacity; the Departments translator list (LEP) <http://dcweb/co/sop/prea/files/FDC-Translator-List.xlsx>; and Language Line services (LEP) <http://dcweb/co/sop/prea/files/Language-Line.pdf>." (Page 2, 8 and 9)

This same procedure also states, "Inmates shall not be used as interpreters or readers except in exigent circumstances." (Page 9)

All employees of Columbia CI during Inservice have received Etrain Course, Prison Rape Elimination Act, which was last revised June 2019. This course lists as part of its objectives the following: Cite the procedure for obtaining and utilizing non-inmate/offender interpreters for translation purposes when non-English speaking inmates/offenders or those with physical challenges want to report sexual abuse incidents.

During the tour, the Auditor found the following:

Main Unit

Infirmary: TTY phone available for inmate to contact family, friends or report sexual abuse

Dorms: VRS in the day rooms for inmates to communicate with family and friends

Annex

Dorms: VRS in the day rooms for inmates to communicate with family and friends

T and R Dorms: TTY available for inmates to communicate with family and friends or report sexual abuse. In addition, in T Dorm the Auditor found a lighted message board on the wall.

An inmate in the dorm explained a loud sound will come on and alert everyone when a new message is displayed on the board.

Columbia CI also has a staff member onsite who is certified in American Sign Language (ASL). This staff person acted as an interpreter during interviews the Auditor had with inmates who have been identified as being deaf. The Auditor interviewed four inmates who are hearing impaired (deaf). All inmates reported they have access to TTY phones and can communicate with staff through notes. All inmates reported when they first arrived, they watched the PREA video with closed captioning.

The Auditor interviewed one inmate who identified as LEP. His primary language was Spanish. Columbia CI provided the Auditor with a staff interpreter from the medical department. The inmate stated all information given to him was provided in Spanish and that he has no difficulties communicating with staff.

All inmates interviewed in the category (hearing impaired and LEP) were able to tell the Auditor how they could report sexual abuse or sexual harassment.

During the tour of Columbia CI, the Auditor observed PREA signs posted throughout the facility in English and in Spanish. Columbia CI also provides a "Sexual Abuse Awareness" brochure to all incoming inmates. This brochure is available in English and Spanish.

Columbia CI has had zero instances of inmates being used as an interpreter. All staff interview also reported this was not allowed. They also advised the Auditor they have access to multiple staff who could be used as interpreter when needed.

Based on the policy and documentation review as well as interviews with staff and inmates,

Columbia CI has exceed this standard.

115.17	Hiring and promotion decisions
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>FDC and Columbia CI has policy and practice in place prohibiting hiring and promoting anyone who may have contact with inmate and prohibits enlisting the services of any contractor who may have contact with inmates who have engaged in sexual abuse of an incarcerated individual. This same practice also requires the consideration of any incidents of sexual harassment when looking to hire or promote staff or contractors. All new hires and those staff persons up for promotion are also required to have a background check completed. Columbia CI currently has 421 staff, eight (8) contractors and 539 volunteers who may have contact with inmates.</p> <p>a, b, c, d) FDC Procedure 208.049, Background Investigation and Appointment of Certified Officers, dated November 14, 2019 states, "The DC2-854 or DC2-855 will be reviewed for completeness, applicant contact information, applicant processing history, the appropriate requisition will be entered in PATS, and the initial background investigation conducted as follows: Review records on the FDLE ATMS for pending or prior officer discipline...prior employment with criminal justice agency...employment separation reasons that create a conflict with the NII-088...If the applicant is from another state, the driver information will be obtained through the appropriate agency that state and out of state driver license query will be made in FCIC/NCIC...Check the following Corrections Data Center (CDC) screens: the Offender Registration screen by applicant name, race/sex, and date of birth; and then separately by social security number to determine if the applicant is a former current inmate or offender. If an applicant is currently under the supervision of the Department, s/he will not be considered for employment in a certified job class...Check the Human Resources Tracking System (HRTS) database for prior discipline." (Page 6 and 7)</p> <p>This procedure also states, "Obtain an FCIC/NCIC criminal history report. The FCIC/NCIC report will be used to determine whether the applicant has been convicted of or pled to a felony or a misdemeanor involving perjury or false statement and determine whether her/his prior criminal record violates the NII-088. Additionally, the FCIC/NCIC report will be used to satisfy the requirements of a local law enforcement check, as required by section AAB-27.002(3)(a)(2), Florida Administrative Code. For applicants who have only lived in the state of Florida for the last ten years, a check of information contained in the CCIS will be utilized. CCIS information will be thoroughly reviewed and documentation of the CCIS check will be included in the background summary." (Page 7) For rehires, this procedure states, "Field staff will: complete questions 8-12 of the DC2-814, sign the form, and forward it to the Hiring Authority along with: supporting documentation, employment verification(s), and education verification." (Page 7)</p> <p>FDC also uses LiveScan Fingerprinting as a source of criminal history checks. Procedure 208.049 states, "The OHR Centralized Recruitment Team will not authorize an applicant for hire prior to receiving their LiveScan results. At the discretion of the OHR Centralized Recruitment Team, exceptions may be made for the applicants currently residing out-of-state who have completed the recruitment process through electronic or telephonic means." (Page 11)</p> <p>When reviewing criminal record checks this procedure states, "If it is determined that the applicant has a criminal record, regardless if it is sealed or expunged, field staff will complete the "Criminal Record Review," DC2-8021, and ensure the appropriate supporting</p>

documentation is provided, based on the following: For any criminal record within the last five years, regardless of the offense level or disposition, and for any criminal record within the last five years, with a final disposition of guilty, adjudication withheld, or a plea of nolo contendere, the supporting documentation will contain: documentation from the Clerk of the Court indicating the final disposition with verification the requirements of the court order were satisfied; a signed statement describing the incident leading his/her arrest(s) conviction(s); a police report detailing the events that transpired and lead the applicant's arrest. If a policy report is not available, a signed affidavit attesting that the applicant's written statement is true and accurate." (Page 11) It continues, "The Hiring Authority will decide if the applicant will be granted further consideration in the hiring process by approving/disapproving the DC2-8021.

The criminal record and supporting documents will be reviewed, so it can determine if there is a violation of the NII-088." (Page 12)

In addition this procedure states, "For applicants approved to move forward in the review and selection process, field staff will conduct employment verifications as follows: contact, at a minimum, employers for the past five years in person, by phone, or by e-mail, or though U.S. mail, if necessary, using the "Employment Verification," DC2-827 to document responses; contact all criminal justice agencies, including the Florida Department of Corrections previous supervisor for an employment reference check if the applicant has any criminal just work experience; review the State of Florida Applicant Profile to determine if the applicant work history has an unaccounted time spans that must be investigated; field staff will require the applicant to provide a written explanation of any gaps in employment that span a month or more..." (Page 12)

The 2019 Florida Statutes also address criminal history of employees. Florida Statute Chapter 435, Employment Screening, Section 03 states, "All employees required by law to be screened pursuant to this section must undergo background screening as a condition of employment and continued employment which includes, but need not be limited to, employment history checks and statewide criminal correspondence checks through the Department of Law Enforcement, and a check through Dru Sjodin National Sex Offender Public Website, and may include local criminal records checks through local law enforcement agencies."

Section 04 of this same chapters states, "All employees required by law to be screened pursuant to this section must undergo security background investigations as a condition of employment and continued employment which includes, but not limited to, fingerprinting for statewide criminal history records checks through the Department of Law Enforcement, and national criminal history record checks through the Federal Bureau of Investigation, and may include local criminal records checks through local law enforcement agencies."

For contractors, FDC Procedure 602.016, Entering and Exiting Department of Corrections Institutions, dated September 14, 2018 states, "With the intent of maintaining security upon the institution's grounds, a background check will be made upon all persons employed by the contractor or vendor or who work on any project. The background check will be submitted to the Warden for review. The Department, represented by the institution's Warden, reserves the right to reject any person whom it determines may be a threat to the security of the institution. Any individual contact employee or vendor with an arrest or conviction history must be evaluated by the Warden or Duty Warden for approval or disapproval to enter the institution. For those instances when a contractor or vendor disputes or takes exception to the decision to disapprove entry by the Warden, the decision will be referred to the Regional Director for review and resolution, however, the Warden's decision to disapprove entry stands pending the regional review. The Regional Direct will be the final reviewing authority and

her/his decision will be final." (Page 21)

This same procedure also states, "For contractor or vendor employees that do not require direct security supervision, the background check will be submitted to the Warden. The designated reviewing authority will review: FCIC/NCIC criminal history report to determine whether or not the contractor or vendor employee has a been convicted of a felony or misdemeanor, and to determine whether or not the prior criminal record, in any way, violated the Department's good moral character guidelines. Any violations of the Department's good moral character guidelines will result in the employee from entering the institutional grounds without direct supervision at all times. The Florida Department of Law Enforcement records to verify previous employment with any criminal justice agency. The Department's Offender Database must be conducted on every contractor or vendor employee in order to ensure where or not the employ is current or former offender." (Page 22)

e) The 2019 Florida Statutes, Chapter 408 Health Administration, Section 809 states, "Level 2 background screening pursuant to chapter 435 must be conducted through the agency on each of the following persons, who are considered employees for the purposes of conducting screening under chapter 435...Every 5 years following his or her licensure, employment, or entry into a contract in a capacity that under subsection (1) would require a level 2 background screening under chapter 4345, each such person must submit to level 2 background rescreening as a condition of retaining such licensure or continuing in such employment or contractual status."

f, g) The 2019 Florida Statutes, Chapter 435, Employment Screening, Section 11, Penalties, states, "It is a misdemeanor of the first degree, punishable as provided in s. 775.082 or s. 775-083, for any person willingly, knowingly, or intentionally to: Fail, by false statement, misrepresentative, or impersonation, or other fraudulent means, to disclose in any application for voluntary or paid employment a material fact used, in making a determination as to such person's qualifications for a position of special trust."

The Human Resources (HR) Department at Columbia CI states, "We do criminal history checks prior to hire date and all is done through Central Office during the recruitment process. We use NCIC, III and LiveScan as part of the checks."

When asked about asking applicants about prior sexual abuse allegations at criminal justice agencies the HR Department stated, "Those questions are on a supplemental form and are attached to the application. If the supplemental is not attached, the application is not processed." When asked about providing information on sexual abuse allegations on previous employees they stated, "They are sent to the Statewide PREA Coordinator for any PREA allegation information."

While onsite the Auditor requested ten (10) background verifications and found they met the requirements of this standard.

Based on policy and documentation review as well as interviews with staff, Columbia CI met the standard for hiring and promotion.

115.18	Upgrades to facilities and technologies
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	This standard is N/A as Columbia CI has not acquired a new facility or made substantial expansions or modifications to its existing facility. Nor have they upgrade their video technology.

115.21	Evidence protocol and forensic medical examinations
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>a) FDC's Office of Inspector General (OIG) is responsible for conducting all criminal and administrative investigations of sexual abuse and sexual harassment at its facilities. Columbia CI has investigators onsite. When conducting a sexual abuse investigation, the OIG investigators follow a uniform evidence protocol.</p> <p>b) Columbia CI does not house youthful offenders.</p> <p>c) Columbia CI offers all inmates who experience sexual abuse access to forensic medical examinations. FDC has a Memorandum of Understanding (MOU) with Panhandle Forensic Nurse Specialist, Inc. to conduct forensic examinations onsite. This MOU is dated August 9, 2019. The scope of work includes, "Vendor shall provide on-site assessment, documentation and collection of evidence for sexual assault of inmates at all Florida Department of Correction facilities. Services will be performed on all alleged inmate victims and alleged inmate perpetrators, if applicable, for all allegation that allege oral or anal penetration within the previous 72 hours. Screening will be performed by certified Forensic Nurse Examiner (FNE) or certified Sexual Assault Nurse Examiner (SANE) within eight hours of call for services. FDLE evidence kits will be supplied by Panhandle Forensic Nurse Specialists Inc. The FNE/SANE will recommend but not provide any additional medical testing or treatment as indicated by CDC standards. Chain of custody and all evidence collected will be released to the designated Department of Corrections representative. It will be the responsibility of the vendor to document each forensic medical examination. The Alleged Sexual Battery Protocol (Form DC4-683M) and any additional assessment forms will be left with the institution for filing in the inmate's health record. The vendor shall follow and enforce the Department's Prison Rape Elimination Act (PREA) policies which mandate reporting and treatment for abuse or neglect of all inmates in the secure institutions. The Prison Rape Elimination Act (PREA) is federal law, Public Law 108-79, signed into law in September 2003 by the President of the United States and now designated as 42 USC § 15601. PREA establishes a zero-tolerance standard against sexual assaults and rapes of incarcerated persons of any age. This makes the prevention of sexual assault in Department institutions a top priority. PREA sets a standard that protects the Eighth Amendment right (Constitutional right prohibiting cruel or unusual punishment) of Federal, State, and local inmates." (Attachment I)</p> <p>FDC Procedure 602.053, Prison Rape: Prevention, Detection, and Response, dated July 31, 2018 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." (Page 14)</p> <p>In the past twelve (12) months, five (5) SANE's/SAFE's were conducted at Columbia CI by a certified team from Panhandle Forensic Nurse Specialist, Inc.</p> <p>There were no SANE's/SAFE's onsite to be interviewed by this Auditor.</p> <p>d, e) Columbia CI attempts to make a victim advocate from a rape crisis center available to victims of sexual abuse, either in person or by other means.</p> <p>FDC entered a contract with Another Way, Inc. dated August 1, 2017 to provide victim advocacy for Columbia CI. This contract is set to expire July 31, 2020. The contract states, "The Department and Contractor agree to provide advocacy services to the Department's</p>

inmates who are victims of sexual violence in Hamilton, Suwannee, Lafayette, Columbia, Dixie, and Gilchrist Counties, in a manner that aligns with the Prison Rape Elimination Act (PREA) standards established by the U. S. Department of Justice, best practice standards in the field of sexual violence victim services, and commensurate with services available to sexual violence victims in the community at large." (Page 1) The contract continues, "At any time that an incident or allegation of sexual abuse is discovered or reported that requires the activation of the Sexual Assault Response Team (SART) to conduct forensic medical exam, the Department will call (if requested by the inmate victim) the Contractor to request a victim advocate to accompany the inmate during the sexual assault forensic exam; At any time that an incident or allegation of sexual abuse is discovered or reported that does not require the SART activation, the Department will ensure that the victim receives the appropriate contact information, including the hotline number and mailing address for the Contractor...Ensure that the crises hotline phone number and mailing address are available to all inmates and information is placed in prominent areas...Respect the nature of privileged communication between rape crises center staff or volunteers and clients, and abide by the state and federal laws governing confidentiality, including establishing an internal system that will ensure the privacy and confidentiality of phone calls and letters between the rape crises staff and clients..." (Page 3)

Advocates from Another Way, Inc attend Florida Crime Prevention Training to obtain their Victim Services Practitioner certificate. The Auditor was provided two examples of this certificate.

FDC Procedure 602.053, Prison Rape: Prevention, Detection, and Response dated July 31, 2018 states, "Inmate victims of sexual abuse, sexual battery, or staff sexual misconduct while incarcerated will be 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. Additionally, the victim will be offered support services by means of mailing address and/or telephone numbers to local community support group organizations, where available." (Page 14)

The PREA Compliance manager stated, "We ask the inmate if they want an advocate immediately. If they do, we call them."

The Auditor interviewed two inmates who reported sexual abuse to Columbia CI. One inmate reported he was offered an advocate and the other advised he was not. While onsite the Auditor pulled four random files alleging sexual abuse and sexual harassment. Of the four files reviewed, all had documented evidence of an advocate being offered to inmates. In all four cases, the inmate refused advocate services.

These files also had documentation showing inmates received a brochure titled "Sexual Battery: Your Rights and Services." This brochure has contact information for all services offered to victims of sexual abuse at Columbia CI.

f) N/A FDC's OIG is responsible for criminal and administrative investigations of sexual abuse and sexual harassment.

Based on policy, documentation review and interviews with staff and inmates, Columbia CI meets the standard of evidence protocol and forensic medical examinations.

115.22	Policies to ensure referrals of allegations for investigations
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>Columbia CI has policy in place requiring all allegations of sexual abuse or sexual harassment be referred for investigation OIG who has the legal authority to conduct criminal investigations. All referrals for investigation are documented. In the past twelve months, Columbia CI has has 39 allegations of sexual abuse. All allegations have been referred to OIG.</p> <p>FDC's website states, "The Office of the Inspector General (OIG) is a statutorily created independent entity whose mission is to detect and deter waste, fraud, abuse, and misconduct in Departmental programs and personnel, and to promote economy and efficiency in those programs. The OIG investigates both alleged violations of criminal laws and major departmental policy violations/F.A.C. violations committed by Departmental employees and also audits and inspects Departmental programs." (http://www.dc.state.fl.us/ig/index.html)</p> <p>a, b) FDC Procedure 108.015, Sexual Battery, Sexual Harassment and Sexual Misconduct Investigations, dated, February 22, 2018 states, "Without unnecessary delay, the senior ranking Department employee or her/his designee shall notify the Office of Inspector General, or the appropriate law enforcement agency any time a sexual battery or sexual misconduct occurs on Department property...Absent mitigating factors, all allegations for inmate on inmate sexual harassment shall be referred to management for investigation and handling as a management and/or disciplinary issue. Aside from inmate on inmate sexual harassment, all other allegations of any inmate on inmate sexual offense shall be investigated by the Office of Inspector General. All allegations of staff on inmate sexual abuse, sexual harassment, and voyeurism shall be investigated by the Office of Inspector General. None shall be referred to management. If there is no criminal predicate, the investigation shall be investigated as an administrative case..." (Page 7 and 8)</p> <p>This procedure is also made available to the public and is located on FDC's website. (http://www.dc.state.fl.us/PREA/index.html)</p> <p>The Auditor was able to interview on OIG investigator while onsite. The investigator stated, "All allegations are investigated."</p> <p>c) N/A FDC's OIG is responsible for all criminal investigations.</p> <p>Based on policy and documentation review as well as interviews with staff, Columbia CI meets the standard policies to ensure referrals of allegations for investigations.</p>

115.31	Employee training
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>FDC and Columbia CI trains all employees who may have contact with inmates on the prevention, detection and response to sexual abuse and sexual harassment of inmates. 100% of staff have been trained in this topic.</p> <p>a, c, d) FDC's Procedure 602.053, Prison Rape: Prevention, Detection, and Response, dated July 31, 2018 states, "All staff training on sexual abuse, sexual battery, staff sexual misconduct, and sexual harassment related to PREA standards shall be developed by the Bureau of Staff Development and Training. All staff shall be thoroughly trained and informed regarding the Department's zero-tolerance policy on sexual abuse, sexual batter, staff sexual misconduct, and sexual harassment at least every two years. In addition to the general PREA training, investigators, medical health care practitioners, and mental health care practitioners who work regularly with inmates shall complete specialized training." (Page 8)</p> <p>The Auditor reviewed FDC's Etrain Course, "Prison Rape Elimination Act," which was last revised June 2019. This curriculum states, "This training is intended to impact all correctional staff that the Florida Department of Corrections maintains a zero-tolerance standard for sexual abuse and sexual harassment within institutional and community supervision environments." This curriculum contains all ten (10) elements listed in 115.31a.</p> <p>All staff interviewed reported receiving training on PREA. All staff was able to speak to topics covered in this training.</p> <p>The Training Supervisor stated, "All employees receive PREA training through new employee orientation and through Inservice. All employees are required to sign an acknowledgment stating they received and understand the training."</p> <p>When asked how they know when an employee has missed a training the supervisor replied, "We have a computer program that tracks all trainings. This also includes mandatory trainings. It will send an alert with names of employees who have missed the training. We will then make sure they get the training and sign the acknowledgment."</p> <p>b) FDC's Prison Rape Elimination Act curriculum is geared to both genders. It also includes how to conduct cross-gender pat searches.</p> <p>Based on policy and documentation review as well as interviews with staff, Columbia CI meets the standard employee training.</p>

115.32	Volunteer and contractor training
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>All volunteers and contractors who have contact with inmates at Columbia CI have been trained on their responsibilities under FDC's procedures regarding sexual abuse/harassment prevention, detection and response. There are 1050 contractors and volunteers who have been trained at Columbia CI.</p> <p>a, b) FDC Procedure 602.053, Prison Rape: Prevention, Detection, and Response, dated, July 31, 2018 states, "The institution shall ensure that all contractors and volunteers who have contact with inmates are trained on their responsibilities under this and related policies via the Staff Development and Training lesson plan "Prison Rape Elimination Act Training for Interns, Volunteers, and Contractors Read and Sign", NI1-127. This training shall be administered to all contractors and volunteers every three years. In addition, the "PREA Brochure for Interns, Volunteers, and Contractors, " NI1-25 will be distributed annually to all contractors and volunteers." (Page 8)</p> <p>The Auditor reviewed the curriculum for volunteers and contractors and found it explained FDC's zero tolerance procedure and how they can report sexual abuse and sexual harassment of inmates.</p> <p>The Auditor interviewed volunteers at Columbia CI and found they were able to explain how to report sexual abuse. They also reported they were trained on the zero-tolerance procedure.</p> <p>c) The Auditor reviewed five (5) "Sign and Read" forms from volunteers and contractors who have completed this training.</p> <p>Based on policy and documentation review as well as interviews with volunteers and contractors, Columbia CI meets the standard volunteer and contractor training.</p>

115.33	Inmate education
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>Inmates assigned to Columbia CI receiving information at the the time of intake about Columbia CI's zero tolerance policy and how to report sexual abuse and sexual harassment.</p> <p>In the past twelve (12) months, 6477 inmates have been admitted to Columbia CI. If this number 2408 had a stay longer than 30 days and received comprehensive PREA training.</p> <p>a, e) FDC Procedure 602.053, Prison Rape: Prevention, Detection, and Response, dated July 31, 2018 states, "Each institution will ensure that the inmate orientation process will encourage inmates to immediately report any concern or fear of possible sexual abuse, sexual battery, staff sexual misconduct, or sexual harassment to correctional staff. This orientation will be conducted in accordance with "Inmate Orientation," Procedure 601.210." (Page 8)</p> <p>FDC Procedure 601.210, Inmate Orientation, dated August 17, 2018 states, "The PREA (Sexual Assault & Sexual Harassment Orientation) will include: Information on PREA and the Department's zero tolerance standard relating to sexual assault; the viewing of "PREA - What you need to know" DVD' a realistic presentation on how to avoid sexual violence while incarcerated; information on how to prevent and reduce the risk of sexual violence; explanation of appropriate methods of self-protection and intervention; information on how to report sexual assault to staff, including contact information for the Office of Inspector General; information on available sexual assault counseling and treatment; and instructions on the process of requesting sexual assault counseling and treatment." (Page 5)</p> <p>Intake staff stated, "We give them a copy of brochure and watch the video. I have a guide I use to facilitate the video. I ask if they if they understand and if they have any questions. They then sign a form that they received PREA information and they understand the information they were given."</p> <p>Most inmates reported they remember someone "giving a PREA talk and had us a sign a form."</p> <p>b, c) FDC Procedure 601.210 states, "Within five working days of arrival at a reception center, but prior to transfer, each newly committed inmate will receive a copy of the "Inmate Orientation Handbook," NI1-091, and a comprehensive orientation relating to requirements and opportunities during the remainder of his/her incarceration while assigned to any institution/facility with the Department. The orientation will include at a minimum the following: Florida Department of Corrections overview, general rules, PREA... An inmate will receive comprehensive PREA orientation within 30 days of receipt if the inmate: has transferred to a new facility (not required if transfer is from parent institution to satellite facility and vice versa), has been out to court for 30 days or more, or has been out of the Department custody for 30 days or more. The inmate will sign the DC6-134C (a Spanish version of the DC6-134C is available for Spanish speaking inmates). The original form will be placed in the inmate's institutional file and receipt of this orientation will be properly reflected in the inmate record...Institutional orientation program will include, at a minimum, information on the PREA and information on prevention, intervention, appropriate methods of self-protection, reporting and treatment and counseling. Inmates will be directed to the areas where written materials on the PREA and reporting information are located. Each institution will ensure that the inmate orientation process will encourage inmates to immediately report any concern or fear of possible sexual abuse, sexual battery, staff sexual misconduct, or sexual harassment to correctional staff. Inmate orientation will be conducted in accordance with the procedure and</p>

the NI1-091." (Page 4 and 6)

d) FDC Procedure 602.053 states, "Inmates with recognized disabilities and Limited English Proficiency (LEP) shall be advised of the Department's zero tolerance policy on sexual abuse, sexual battery, staff sexual misconduct, and sexual harassment in accordance with the resources outlined in "Americans with Disabilities Act Provisions for Inmates," Procedure 604.101 and other Department resources as appropriate. Resources include closed captioning (deaf/hard of hearing); large print materials (impaired vision); reading materials to inmate(s) by staff (blind/limited mental capacity); Department translators...Language Line services (LEP). (Pages 8 and 9)

f) FDC Procedure 602.053 states, "Each institution will ensure that "Sexual Abuse Awareness," NI1-120 is distributed to inmates within the first 24 hours, and that the "Zero Tolerance for Sexual Abuse and Sexual Harassment," NI1-132 poster is clearly displayed in both English and Spanish in areas easily accessible to inmates, family members, and the public at each facility." (Page 9)

During the tour of Columbia CI the Auditor found large zero tolerance posters in English and Spanish displayed between inmate phones in every dorm. These posters are also present in the dining halls, chapel, property/receiving, education, library and visitation.

Based on policy and documentation review as well as interviews with inmates, Columbia CI meets the standard of inmate education.

115.34	Specialized training: Investigations
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>FDC procedure requires that OIG investigators are trained in conducting sexual abuse investigations in confinement settings. The OIG investigator at Columbia CI has had this training.</p> <p>a) FDC Procedure 602.053, Prison Rape: Prevention, Detection, and Response, dated July 31 2018 states, "All staff training on sexual abuse, sexual battery, staff sexual misconduct, and sexual harassment related to PREA standards shall be developed by the Bureau of Staff Development and Training. All staff shall be thoroughly trained and informed regarding the Department's zero-tolerance policy on sexual abuse, sexual batter, staff sexual misconduct, and sexual harassment at least every two years. In addition to general PREA Training, investigators, medical health care practitioners, and mental health care practitioners who work regularly with inmates shall complete specialized training..." (Page 8)</p> <p>b) OIG investigators attend a specialized training sponsored by the National PREA Resource Center and The Moss Group, Inc titled, "Investigating Sexual Abuse in Confinement Settings: Training for Correctional Investigators." This two-day training covers such topics as: Overview of PREA, departmental policies, investigative techniques (gathering information, application of Miranda and Garrity, preserving evidence, interviews, and report writing). The OIG investigator onsite stated, "We receive new employee training and specialized PREA training for investigators." The investigator was able to discuss topics covered in their specialized training.</p> <p>c) The Auditor reviewed the training record for the investigator interviewed and found all required training had been completed.</p> <p>Based on policy and documentation review as well as interviews with staff, Columbia CI meets the standard specialized training for investigators.</p>

115.35	Specialized training: Medical and mental health care
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>FDC has procedure in place requiring all medical and mental health practitioners to have training mandated by FDC and their employers. 100% of medical and mental health practitioners have received the required training.</p> <p>a, d) FDC Procedure 602.053, Prison Rape: Prevention, Detection, and Response, dated July 31 2018 states, "All staff training on sexual abuse, sexual battery, staff sexual misconduct, and sexual harassment related to PREA standards shall be developed by the Bureau of Staff Development and Training. All staff shall be thoroughly trained and informed regarding the Department's zero-tolerance policy on sexual abuse, sexual batter, staff sexual misconduct, and sexual harassment at least every two years. In addition to general PREA Training, investigators, medical health care practitioners, and mental health care practitioners who work regularly with inmates shall complete specialized training..." (Page 8)</p> <p>FDC Procedure 602.053 also states, "The institution shall ensure that all contractors and volunteers who have contact with inmates are trained on their responsibilities under this and related policies via the Staff Development and Training lesson plan "Prison Rape Elimination Act Training for Interns, Volunteers, and Contractors Read and Sign", NI1-127. This training shall be administered to all contractors and volunteers every three years. In addition, the "PREA Brochure for Interns, Volunteers, and Contractors, " NI1-25 will be distributed annually to all cotractors and volunteers." (Page 8)</p> <p>The Auditor reviewed the curriculum for volunteers and contractors and found it explained FDC's zero tolerance procedure and how they can report sexual abuse and sexual harassment of inmates.</p> <p>FDC Office of Health Services Bulletin 15.03.36, Post Sexual Battery Medical Action, dated October 14, 2015 states, "The purpose of this health service bulletin (HSB) is to establish guidelines for the appropriate clinical management in an alleged incident of rape. Medical staff should also refer to "Prison Rape: Prevention, Detection, and Response," Procedure Manual 602.053 for additional post-rape guidelines and responsibilities...All medical and mental health care practitioners who work regularly in Department of Corrections facilities, including contracted staff, will be trained in: How to detect and assess signs of sexual abuse and sexual harassment; How to preserve physical evidence of sexual abuse; How to respond effectively and professionally to victims of sexual abuse and sexual harassment; and How and to whom to report allegations or suspicions of sexual abuse and sexual harassment." (Pages 1 and 4)</p> <p>The Auditor interviewed three medical and mental health practitioners. All reported they have received PREA training through FDC.</p> <p>b) Medical staff at Columbia CI do not conduct forensic examinations onsite.</p> <p>c) The Auditor reviewed five signed acknowledgments by medical and mental health practitioners at Columbia CI.</p> <p>Based on policy and documentation review as well as interviews with staff, Columbia CI meets the standard specialized training for medical and mental health care.</p>

115.41	Screening for risk of victimization and abusiveness
	<p>Auditor Overall Determination: Meets Standard</p> <p>Auditor Discussion</p> <p>FDC has procedure in place requiring screening (upon admission to the facility or transfer to another facility) for risk of sexual abuse victimization or sexual abusiveness toward other inmates. This same procedure requires a reassessment at 30 days and upon request, referral or when new information is obtained.</p> <p>In the past twelve (12) months, Columbia CI has admitted 6,477 inmates. Of this number, 3,922 inmates stayed longer than 72 hours and 2,408 stayed longer than 30 days.</p> <p>a, b) FDC Procedure 602.053, Prison Rape: Prevention, Detection, and Response, dated July 31, 2018 states, "Classification will screen all inmates within 72 hours of intake. Characteristics such as the inmate's age, criminal record, and prior identified history of sexual victimization or predation will be utilized to help determine if s/he is at risk for future victimization of sexual abuse, sexual battery, or is at risk of committing sexual abuse or sexual battery. If s/he is identified as a potential victim or abuser (perpetrator); housing, bed, and work assignments will be appropriately assigned based on known information and established protocol." (Page 7)</p> <p>Staff who conduct the risk screener stated, "We do the screen whenever we gain a new. We do it within 72 hours; however, it is typically the day they show up."</p> <p>All inmates interviewed reported they were asked "the PREA questions" upon their arrival at Columbia CI.</p> <p>c, d, e) Columbia CI uses an objective screening instrument developed by the Bureau of Classification Management. The Auditor reviewed this screening instrument and found it had all elements listed in 115.41d and 115.41e.</p> <p>Staff who conduct the risk screener stated, "The SRI looks at current and prior criminal history, sexual orientation, prior victimization, prior abusiveness, familiarity with the prison system, stature and age of the inmate."</p> <p>f, g) Procedure 602.053 states, "Within 30 days from the initial intake screening, the institution will reassess the inmate's risk of victimization or abusiveness if additional information is received by the institution. An inmate's risk level will be reassessed when warranted due to referral, request, incident of sexual abuse, or receipt of additional information that bears on the inmate's risk of sexual victimization or abusiveness."</p> <p>Staff who conduct the risk screener state, "We do a 30-day follow-up. We also do it upon request of staff or if an incident happens. "Most inmates remember "classification staff asking those questions again."</p> <p>The Auditor reviewed 33 PREA files and found initial assessments and reassessments were present on all inmates.</p> <p>h) Procedure 602.053 states, "Inmates will not be disciplined for refusing to answer, or for not disclosing complete information in response to the questions asked during the risk screening. Interviews with staff support this practice.</p> <p>i) Staff who conduct risk screeners state only classification staff have access to the answers on the risk screener.</p> <p>Based on policy and documentation review as well as interviews with staff and inmates, Columbia CI meets the standard screening for risk of victimization and abusiveness.</p>

115.42	Use of screening information
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>Columbia CI uses information from the risk screening required by 115.41 to inform housing, bed, work, education, and program assignments with the goal of keeping separate those inmates at high risk of being sexually victimized from those at high risk of being sexually abusive.</p> <p>a, b) FDC Procedure 602.053. Prison Rape: Prevention, Detection, and Response, dated July 31, 2018 states, "Classification will screen all inmates within 72 hours of intake. Characteristics such as the inmate's age, criminal record, and prior identified history of sexual victimization or predation will be utilized to help determine if s/he is at risk of future victimization of sexual abuse, sexual battery, or is at risk of committing sexual abuse or sexual battery. If s/he is identified as a potential victim or abuser (perpetrator); housing, bed, and work assignments will be appropriately assigned based on known information and established protocol...Inmates perceived to be vulnerable will be housed and given work/program assignments consistent with custody level and medical issues. Inmates at high risk of victimization will not be voluntarily segregated unless an assessment of all other available alternative means of separation from likely abusers. Inmates perceived to be predatory will be housed and given work/program assignments consistent with custody level and medical status." (Page 7)</p> <p>FDC Procedure 601.209, Reception Process - Initial Classification, dated October 17, 2018 states, "The inmates permanent institutional assignment will be made at the time based on bed allocation and an evaluation of the inmate's: risk..." (Page 9)</p> <p>Staff who conduce risk screening stated "We use the SRI to determine housing and job placement."</p> <p>The PREA Compliance Manger stated, "The SRI is used for housing and job placement. For example, if they fear a two-man cell we look at alternative dorms for housing."</p> <p>c, d, e, f, g) FDC Procedure 602.053 states, "Housing for potential GD inmates, transgender inmates, and intersex inmates will be determined on a case by case basis. The inmate's safety as well as the safety and the security of the institutional compound will be taken into consideration when making the housing determination. Housing will be determined as outlined in "Identification and Management of Transgender Inmates and Inmates diagnosed with Gender Dysphoria," Procedure 403.012...GD, transgender, and intersex inmates will be assessed biannually by classification. An interview will be conducted as well as a review of their housing, program and work assignments to determine if there are any necessary changes or threats to the inmate's safety. Transgender and intersex inmates shall be given the opportunity to shower separately from other inmates. The inmate's preference will be documented on the risk assessment and the inmate will be provided a printout of her/his preference." (Page 6)</p> <p>FDC Procedure 403.012, Identification and Management of Inmates Diagnosed with Gender Dysphoria, dated November 13, 2019 states, "For those inmates receiving a formal diagnosis of Gender Dysphoria, further facility and housing assignments shall be made on a case by case basis with inmates being placed at one of the designated treatment facilities for Gender Dysphoria. The health and safety of the inmate, as well as all treatment, management, and security concerns will be examined. The inmate's own views regarding safety shall be given careful consideration." (Page 7)</p>

The PREA Coordinator stated, "There is no consent decree and the SRI's identify on an individual basis gathering the information required."

The PREA Compliance Manager stated, "Staff will have the transgender memo. This memo will indicate whether they chose to shower alone, have a female officer to pat search them. They also get re-evaluated twice a year to ensure every is ok and there are not changes." The PREA Compliance Manager also stated Columbia CI is not subject to any consent decree when it comes to housing lesbian, gay, bisexual, transgender and intersex inmates. Staff who conduct risk screening stated, "We have a transgender memo that tells us about shower requirements, if they want a female officer to pat search them. We reassess every six months to review housing preferences."

All transgender inmates interviewed reported they have the opportunity to shower at different times.

The Auditor reviewed housing assignments for Columbia CI and found inmates who identify as gay, bisexual, transgender and intersex are housed with general population according to risk. They are not segregated into their own wing or dorm.

Based on review of policy and documentation as well as interviews with staff and inmates, Columbia CI meets the standard use of screening information.

115.43	Protective Custody
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>FDC has a procedure prohibiting the placement of 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 separation from likely abusers. In the past twelve (12) months, there have been no inmates at Columbia CI placed in involuntary segregation.</p> <p>a, b, c, d, e) FDC Procedure 602.053, Prison Rape: Prevention, Detection, and Response, dated July 31, 2018 states, "Upon notification of a PREA incident the inmate victim will be immediately afforded the opportunity to indicate his/her housing preference on the "PREA Victim Housing Preference," DC6-2084. If the inmate indicates that s/he would be housed in Administrative Confinement, the inmate is no longer involuntary segregated and thus may be placed in administrative confinement pursuant to the provisions of "Administrative Confinement," Rule 33.302.220, FAC. If the inmate victim indicates s/he wants to remain in general population and it has been determined that there is no available alternative means of separation from likely abusers the inmate may be placed in administrative confinement pursuant to the provision of "Administrative Confinement," Rule 33.302.220, FAC. The Institutional Classification Team (ICT) will then conduct a 72-hour review of the named PREA victim. The ICT will further review the inmate and the allegation, verify the inmate's housing preference, and reassess the availability of any alternative housing. If the inmate victim remains in involuntarily segregated ICT will ensure proper documentation is place in OBIS related to the basis of the facilities concern for the inmate's safety and why no alternatives means of separation can be arranged." (Page 10 and 11)</p> <p>FAC 33-602.220, Administrative Confinement, states, "Administrative Confinement is the temporary removal of an inmate from the general inmate population in order to provide for security and safety until such time as more permanent inmate management processes can be concluded...When a decision is made to place an inmate in administrative confinement, the reason for such placement shall be explained to the inmate and the inmate shall be given an opportunity to present verbal comments on the matter...Once the investigation is complete, the ICT shall interview the inmate to determine whether the inmate has a legitimate, verifiable need for protection. The ICT shall review all documentation available concerning the need for protection to include any written statements submitted by the inmate. The inmate's written request for release and the DC6-203 will also be reviewed. The following elements shall be considered in determining whether protective management is necessary: A record of having been assaulted...Reliable, confirmed evidence of sexual harassment; Other factors such as physical size, build and age producing a risk from the general inmate population."</p> <p>The Warden stated,"Sometimes we may have to protect the victim and move them to protective housing for 24 hours. This is only until alternative housing can be found. Staff who supervise inmates in confinement housing stated, "Education will always continue. Educational teachers will come down and discuss assignments with the inmates. There is no work detail allowed. This is part of policy as it relates to confinement."</p> <p>There were no inmates who have been place in involuntary confinement to be interviewed. The Auditor reviewed four random PREA files while onsite. Each file contained a signed "PREA Victim Housing Preference." Each preference indicated the inmate victim preferred to stay in their current housing situation. It should be noted in each of these filed, the alleged</p>

perpetrator was removed.

Based on policy and documentation review as well as interviews with staff, Columbia CI meets the standard protective custody.

115.51	Inmate reporting
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>FDC has established procedures for Columbia CI to allow multiple internal ways for inmates to report privately to Columbia CI officials about sexual abuse or sexual harassment, retaliation by other inmates or staff and staff neglect or violation of responsibilities that may have contributed to such incidents. Columbia CI does not detain inmates solely for civil immigration purposes.</p> <p>a, b,c) FDC Procedure 602.053, Prison Rape: Prevention, Detection, and Response, dated July 31, 2018 states, "All incidents or allegations of sexual abuse, sexual battery, staff sexual misconduct and sexual harassment will be reported in accordance with: "Incident Reports - Institutions," Procedure 602.008; or "Incident Reports - Community Corrections," Procedure 302.045, as appropriate; and "Reporting Incidents to the Inspector General and Management Information Notification System," Procedure 108.007; and "Emergency Action Center," Procedure 602.012. The following methods are available for inmates and offenders to report incidents of sexual abuse, sexual battery, staff sexual misconduct, and sexual harassment: a verbal reports to any staff member, volunteer, or contractor; calling the TIPS line (866-246-4412 or *8477 for inmates)...filing an "Inmate Request," DC6-236; filing an informal and/or formal grievance; have a family member, friend, or their member of the public fill out the online Citizen's Complaint form; having a family member, friend or other member of the public submit a third-part grievance; write or e-mail the Office of the Inspector General; write or e-mail the PREA Coordinator...Staff will not reveal any information related to the sexual abuse or sexual harassment allegation to anyone other than to the extent necessary to make treatment, investigation and other security and management decisions." (Page 9 and 10)</p> <p>The Inmate Orientation Handbook states, "In accordance with the Prison Rape Elimination Act (PREA) of 2003, the Department has adopted a zero-tolerance policy toward sexual assault/battery and sexual harassment by inmates or staff. If you feel that any of these have happened to you or another inmate, immediately notify a staff member so that appropriate action can be taken. Additionally, posters with a toll-free, secure numbers (speed dial *8477 – TIPS & 8466 – external reporting line) can be found in the common areas of the institution. All calls made to these secure lines will not be recorded. Additionally, all calls made to the advocacy hotline (speed dial 8499) will remain confidential. The Department takes all allegations very seriously and investigates all reports of sexual abuse and sexual harassment." (Page 19)</p> <p>The Inmate Orientation Handbook is also available in Spanish.</p> <p>The FDC Employee Handbook states, "The Department is responsible for providing inmates and offenders with a safe environment, free from sexual abuse, sexual battery and sexual harassment. The Department has a zero tolerance for sexual abuse, sexual battery and sexual harassment which applies to incidents between inmates, as well as, incidents involving staff, contractors and volunteers. The Department will: Educate and train staff, contractors and volunteers of their responsibilities under PREA and Department of Corrections Procedures; Educate inmates regarding their rights under PREA at initial intake and at their permanent facility; Provide methods for inmates to report incidents involving violations; Provide sexually victimized inmates with emergency medical treatment and crisis intervention services as deemed appropriate by medical and mental health practitioners; and Require all staff members, contractors and volunteers to report any</p>

incidents or allegations of sexual abuse, sexual battery or sexual harassment immediately."
(Page 39)

All inmates interviewed were able to name at three ways to report sexual abuse. Inmates reports they could tell staff, write a note or call the TIPS line.

All staff interviewed were able to name multiple ways inmates could report sexual abuse. Staff identified writing a grievance, telling an officer, calling the TIPS line, or writing a letter as ways inmates at Columbia CI could report sexual abuse. Staff also reported if an inmate directly reported sexual abuse to them, they would document this information "as soon as possible" or "immediately."

d) Staff at Columbia CI can privately report sexual abuse of inmates by calling the TIPS line or directly contacting OIG.

Based on policy and documentation review as well as interviews with staff and inmates, Columbia CI meets the standard for inmate reporting.

115.52	Exhaustion of administrative remedies
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>Columbia CI has an administrative procedure for dealing with inmate grievances regarding sexual abuse. Columbia CI is not exempt from this standard. In the past twelve (12) months, Columbia CI has received six (6) grievances alleging sexual abuse.</p> <p>a, b, c, d, e) FDC Rule 33-103.017, Inmate Grievance - Reprisal, states, "Inmates shall be allowed access to the grievance process without hindrance. Staff found to be obstructing an inmate's access to the grievance process shall be subject to disciplinary action ranging from oral reprimand up to dismissal in accordance with Rules 33-208.001-.003, F.A.C. Good faith use of or good faith participation in the grievance process shall not result in reprisal against the inmate."</p> <p>FDC Rule 33-103-005, Informal Grievance sates, "Inmates shall utilize the informal grievance process prior to initiating a formal grievance. Inmates may skip this step and initiate the process at the formal institutional level for issues pertaining the following...grievances regarding allegations of sexual abuse as defined in subsection 33.103.002(17), FAC."</p> <p>FDC Rule 33.103.006, Formal Grievance - Institution or Facility Level states, " If an inmate believes he or she is the victim of sexual abuse they should immediately report it. There are several ways that allegations of sexual abuse may be reported, filing a grievance is one of those ways. If an inmate decides to use the grievance process to report sexual abuse, they must complete form DC1-303, Request for Administrative Remedy or Appeal and file within the requirements and guidelines listed below. This rule is established to meet the requirements of the Prison Rape Elimination Act (PREA) of 2003. 28 CFR Part 115. The grievance should begin at the formal level at the institution unless filing pursuant to paragraph 33-103.007(6)(a), F.A.C.,</p> <p>or subparagraph 33-103.007(6)(b)5., F.A.C. There is no time limit on when an inmate or third party may initiate a grievance regarding allegations of sexual abuse. However, normal time limits as described in rule 33-103.011, F.A.C., will apply when the inmate receives the response to the formal grievance and elects to proceed to the next level of review. Staff shall comply with response time requirements outlined in rule 33-103.011, F.A.C. Inmates filing grievances alleging sexual abuse shall not be instructed to file the grievance to the individual(s) who are the subject(s) of the complaint. Additionally, grievances of this nature shall not be referred to the subject(s) of the complaint. Third parties, including fellow inmates, staff members, family members, attorneys and outside advocates, shall be permitted to assist inmates in filing grievances alleging sexual abuse. Third parties are also permitted to file such grievances on behalf of inmates. Third parties must use the official Form DC1-303 which can be obtained from subsection (1) of this rule. The form may also be requested from the inmate's current location or the Department's Central Office at 501 South Calhoun Street, Tallahassee FL 32399. On Form DC1-303 the third-party filer shall check the box next to Third Party Grievance Alleging Sexual Abuse. Additionally, when a third party files a sexual abuse grievance they must complete the information that identifies the inmate on the top of the form and place their signature and the date at the bottom of the form. When completed, a third party filer who is not an inmate, shall mail the form to the attention of the warden at the institution where the inmate is currently housed unless the grievance is filed pursuant to paragraph 33-103.007(6)(a), F.A.C. When the third party filer is an inmate, the grievance shall be submitted pursuant to subsections (8) or (9) of this rule. When third parties initiate a</p>

sexual abuse grievance, the inmate will be notified by institutional staff. A staff member shall interview the inmate within 2 business days of receipt of the third party grievance alleging sexual abuse. During this interview the inmate shall elect to allow the grievance to proceed or request that the grievance be stopped by completing the top half of Form DC6-236, Inmate Request, stating whether he elects for the grievance to proceed or be stopped. The institution shall document the inmate's desire to either allow or refuse the grievance to proceed under the response section of Form DC6-236. Form DC6-236 is incorporated by reference in rule 33-103.005, F.A.C. A copy of the Inmate Request will be placed in the inmate's file. If the inmate refuses to allow the grievance to proceed on their behalf staff will also document the refusal in IGLOGS and designate the grievance as "withdrawn".

FDC Rule 33.103.006 also states, "If the inmate or third party is filing a grievance involving sexual abuse, it shall be clearly stated in the first line of the grievance that it is a grievance related to sexual abuse. Also on Form DC1-303 the third party filer shall check the box next to Third Part Grievance Alleging Sexual Abuse. If this statement is not included in the grievance and if the third party box is not checked, the grievance shall be responded to. This will not be a reason to return the grievance with action to the filer."

There were no inmates onsite who reported sexual abuse through the grievance system onsite to be interviewed.

Based on policy and documentation, Columbia CI meets the standard for exhaustion of administrative remedies.

115.53	Inmate access to outside confidential support services
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>Columbia CI provides inmates with access to outside victim advocates through a contract with Another Way, Inc. Columbia CI does not house inmates solely for civil immigration purposes.</p> <p>a) FDC Procedure 602.053, Prison Rape: Prevention, Detection, and Response, dated July 31, 2018 states, "Any inmate who alleges sexual abuse or sexual battery shall be given a copy of the NI1-120 and advised of her/his right to access crisis intervention services, to have a forensic examination, and to have a victim advocate present during the forensic examination and/or the investigative interview, if s/he chooses. The provision of the NI1-120 and the advisement of rights shall be documented on a DC6-210...Alleged inmate victims of sexual abuse, sexual battery, or staff sexual misconduct shall receive timely, unimpeded access to emergency treatment and crisis intervention services, the nature and scope of which will be determined by medical and mental health practitioners according to their professional judgment." (Page 11 and 14)</p> <p>Contact information for a victim advocate is found on posters in all dorm and in the Florida Department of Corrections Sexual Awareness brochure. This information includes a phone number and mailing address. This information is provided in English and in Spanish. All inmates interviewed stated they were not sure of the name of the service but that is was available on the posters in the dorm if they needed it.</p> <p>All inmates interviewed who reported sexual abuse advised they were offered an advocate. The Auditor also reviewed four PREA files onsite and found documentation of the offering of a victim's advocate and the inmate's refusal.</p> <p>b) The Inmate Orientation Handbook outlines the limits of confidentiality between the inmate and the victim advocate services. It states, "All calls made to these secure lines will not be recorded. Additionally, all call made to the advocacy hotline (speed dial 8499) will remain confidential. The Department takes all allegations very seriously and investigates all reports of sexual abuse and sexual harassment...If you require victim advocacy services, all provided information will be kept confidential, except information that requires mandatory reporting, such as if you intend to harm yourself or someone else. If you would like the victim advocate to report a PREA allegation for you, you must sign a release of information." (Page 19)</p> <p>The Inmate Orientation Handbook is provided in English and Spanish.</p> <p>c) FDC has a contract in place with Another Way, Inc. to provide victim advocacy services to inmates at Columbia CI. This Contract is from August 1, 2017 to July 31, 2020. The contract states, "The Department and the Contractor agree to provide advocacy services to the Department's inmates who are victims of sexual violence in Hamilton, Suwannee, Lafayette, Columbia, Dixie, and Gilchrist Counties, in a manner that aligns with the Prison Rape Elimination Act (PREA) standards established by the U.S. Department of Justice, best practice standards in the field of sexual violence victim services, and commensurate with services available to sexual violence victims in the community at large."</p> <p>Based on review of policy and documentation as well as interviews with staff and inmates, Columbia CI meets the standard for inmate access to outside confidential support services.</p>

115.54	Third-party reporting
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Auditor Overall Determination: Meets Standard

Auditor Discussion

Columbia CI has a method in place to receive third party reports of inmate sexual abuse or sexual harassment.

a) 33-103.006 Formal Grievance – Institution or Facility Level states, "If the inmate or third party is filing a grievance involving sexual abuse, it shall be clearly stated in the first line of the grievance that it is a grievance related to sexual abuse. Also, on Form DC1-303 the third party filer shall check the box next to Third Party Grievance Alleging Sexual Abuse. If this statement is not included in the grievance and if the third-party box is not checked, the grievance shall be responded to. This will not be a reason to return the grievance without action to the filer...Third parties must use the official Form DC1-303 which can be obtained from subsection (1) of this rule. The form may also be requested from the inmate's current location or the Department's Central Office at 501 South Calhoun Street, Tallahassee FL 32399. On Form DC1-303 the third-party filer shall check the box next to Third Party Grievance Alleging Sexual Abuse. Additionally, when a third-party file a sexual abuse grievance they must complete the information that identifies the inmate on the top of the form and place their signature and the date at the bottom of the form. When completed, a third party filer who is not an inmate, shall mail the form to the attention of the warden at the institution where the inmate is currently housed unless the grievance is filed pursuant to paragraph 33-103.007(6)(a), F.A.C. When the third-party filer is an inmate, the grievance shall be submitted pursuant to subsections (8) or (9) of this rule. When third parties initiate a sexual abuse grievance, the inmate will be notified by institutional staff. A staff member shall interview the inmate within 2 business days of receipt of the third-party grievance alleging sexual abuse. During this interview the inmate shall elect to allow the grievance to proceed or request that the grievance be stopped by completing the top half of Form DC6-236, Inmate Request, stating whether he elects for the grievance to proceed or be stopped. The institution shall document the inmate's desire to either allow or refuse the grievance to proceed under the response section of Form DC6-236. Form DC6-236 is incorporated by reference in rule 33-103.005, F.A.C. A copy of the Inmate Request will be placed in the inmate's file. If the inmate refuses to allow the grievance to proceed on their behalf staff will also document the refusal in IGLOGS and designate the grievance as "withdrawn". IGLOGS is the Inspector General Office Log System (Database) that is utilized to store and maintain log numbers, dates, responses, dispositions and other relevant data on all inmate formal grievances and appeals. If the inmate agrees to let the grievance filed by a third party proceed, staff shall log the third-party grievance alleging sexual abuse and provide a receipt to the inmate. The response will be provided to the inmate. If the inmate is unsatisfied with the response to the formal grievance they may file an appeal on Form DC1-303. The third party who initiated the formal grievance cannot appeal the decision when it is rendered. Staff shall notify the third-party filer of the disposition rendered on the grievance. In accordance with the Health Insurance Portability and Accountability Act, specifics of the case shall not be divulged to the third party."

FDC website, also provides information for ways third parties can report sexual abuse or sexual harassment. The "Complaint Form" can be found at <http://www.dc.state.fl.us/apps/IGcomplaint.asp>.

Based on policy and documentation review, Columbia CI meets the standard for third-party reporting.

115.61	Staff and agency reporting duties
	<p>Auditor Overall Determination: Meets Standard</p> <p>Auditor Discussion</p> <p>Columbia CI requires all staff to report immediately any knowledge, suspicion, or information regarding an incident of sexual abuse or sexual harassment.</p> <p>a, c, d, e) FDC Procedure 602.053, Prison Rape: Prevention, Detection, and Response, dated July 31, 2018 states, "All staff, volunteers, and contractors will ensure that they foster an environment within their facility that precludes sexual abuse, sexual battery, staff sexual misconduct, and sexual harassment. This includes, but is not limited to: taking all reports concerning sexual abuse, sexual battery, staff sexual misconduct, and sexual harassment seriously; initiating immediate reporting of alleged sexual abuse, sexual battery, staff sexual misconduct, and sexual harassment to the Office of the Inspector General; taking immediate steps to ensure preservation of possible crime scenes, including appropriate evidence protection; taking all appropriate measures to ensure the safety of an inmate who may have been sexually abused or battered or of an inmate who may have reported the sexual abuse or sexual battery of another; promptly reporting any allegation involving retaliation against alleged victims or identified reporters of sexual abuse, sexual battery, staff sexual misconduct, or sexual harassment; and promptly reporting any knowledge, suspicion, or information regarding any staff neglect or violation of responsibilities that may have contributed to an incident of sexual abuse, sexual harassment, or retaliation." (Page 9) This same procedure also states, "For all reported or known institutional incidents involving sexual abuse, sexual battery, staff sexual misconduct, or staff sexual harassment, the Shift Supervisor will ensure the Emergency Action Center (EAC) is contacted, that a DC6-210 is completed with a completed DC6-2086 attached, and that a Management Information Notification System (MINS) report is submitted...Any employee who fails to report or take immediate action regarding these incidents, or intentionally manifest actions to embarrass, demean, or humiliate any victim or informant, or trivializes a report of sexual abuse, sexual battery, staff sexual misconduct, or sexual harassment will be subject to discipline, up to and including termination." (Page 10)</p> <p>The PREA Coordinator stated, "Any minor-outside law enforcement will be notified, report to Office of Inspector General, OIG determines the requirement of reporting, OIG will report to Department of Children and Families or CPS within the County functions."</p> <p>All staff interviewed stated they are mandated to report sexual abuse or sexual harassment of inmates. They reported the consequences of not reporting could be termination and legal action.</p> <p>b) FDC Procedure 602.053 states, "Staff will not reveal any information related to the sexual abuse or sexual harassment allegation to anyone other than to the extent necessary to make treatment, investigation and other security and management decisions." (Page 10)</p> <p>Based on policy and documentation review as well as interviews with staff, Columbia CI meets the standard for staff and agency reporting duties.</p>

115.62	Agency protection duties
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>Columbia CI has procedures in place to protect inmates that are subject to substantial risk of imminent sexual abuse. In the past twelve (12) months, Columbia CI has had no reports of inmates in substantial imminent risk of sexual abuse.</p> <p>a) FDC Procedure 602.053, Prison Rape: Prevention, Detection and Response, dated July 31, 2018 states, "Any employee, volunteer, or contractor who observes, has knowledge of, or receives information, written or verbal (either first hand or from a third party), regarding the fear of, coercion into, or actual sexual abuse, sexual battery, staff sexual misconduct, or sexual harassment will immediately notify the Shift Supervisor, the Chief of Security, the Warden, or the Office of the Inspector General, concern/allegation. Upon notification of a PREA incident the inmate victim will be immediately afforded the opportunity to indicate his/her housing preference on the "PREA Victim Housing Preference," DC6-2084. If the inmate indicates that s/he would like to be housed in Administrative Confinement, the inmate is no longer involuntarily segregated and thus may be placed in administrative confinement pursuant to the provisions of "Administrative Confinement," Rule 302.220, FAC. " (Page 10) The warden stated he expects his staff to, "Remove the inmate from danger and secure the perpetrator. We then may then have to protect the victim in protective housing for 24 hours until there is a review of video and interviews of those involved."</p> <p>All staff reported they would remove that inmate from population for safety and notify their supervisor.</p> <p>Based on policy and documentation review as well as interviews with staff, Columbia CI meets the standard for agency protection duties.</p>

115.63	Reporting to other confinement facilities
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>FDC has procedure in place that requires Columbia CI that upon receiving an allegation that an inmate was sexually abuse while confined at another facility, the warden must notify the warden of the facility where the sexual abuse is alleged to have occurred. In the past twelve (12) months, Columbia CI made one report to another facility of sexual abuse. In the past twelve (12) months, Columbia CI has received three allegations of sexual abuse from other facilities.</p> <p>a, b, c) FDC Procedure 603.053, Prison Rape: Prevention, Detection, and Response, dated July 31, 2018 states, "If staff at a receiving institution receives information that sexual abuse, sexual battery, staff sexual misconduct, or sexual harassment occurred at another institution, the receiving institutions Warden shall notify the sending institutions Warden within 72 hours of receiving the allegation. The notification shall be documented on a DC6-210."</p> <p>The Auditor reviewed the email notification to Mayo Correctional Facility from Columbia CI. This email meets the requirements of this standard.</p> <p>d) FDC Procedure 602.053 states, "The receiving institution, where the allegation is reported, will be responsible for contacting EAC, completing a DC6-210, and entering the appropriate information into MINS for appropriate handling." (Page 12)</p> <p>The warden stated, "When we are notified from another facility that sexual abuse may have occurred, we will investigate the allegation and file it with the PREA office.'</p> <p>Based on policy and documentation review as well as interviews with staff, Columbia CI meets the standard for reporting to other confinement facilities.</p>

115.64	Staff first responder duties
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>Columbia CI has procedure in place for first responder responsibilities to allegations of sexual abuse. In the past twelve (12) months twenty-four (24) security staff acted as first responders to sexual abuse allegations and two non-security staff acted as first responders.</p> <p>a, b) FDC Procedure 602.053, "Prison Rape: Prevention, Detection and Response, dated July 31, 2018 states, "Upon learning of an inmate sexual abuse or sexual battery allegation or incident, the first security staff member to respond to the report shall be required to; separate the alleged victim and abuser; preserve and protect any potential crime scene until appropriate steps can be taken to collect any evidence; if the alleged abuse occurred within a time period that still allows for the collection of physical evidence, request that the alleged victim not take any actions that could destroy physical evidence, including but not limited to, washing, bathing, brushing teeth, changing clothes, urinating, defecating, drinking or eating; if the alleged abuse occurred within a time period that still allows for the collection of physical evidence, ensure that the alleged abuser does not take any actions that could destroy physical evidence, including but not limited to, washing, bathing, brushing teeth, changing clothes, urinating, defecating, drinking, or eating; and if the first responder is not a security staff member, request that the alleged victim not take any action that could destroy physical evidence, and then notify security staff." (Page 11)</p> <p>All staff interviewed were able to articulate to the Auditor their responsibilities as a first responder to a sexual abuse allegation.</p> <p>All inmates interviewed who reported sexual abuse stated they were separated from their abuser and taken to medical.</p> <p>Based on policy and documentation review as well as interviews with staff, Columbia CI meets the standard for staff first responder duties.</p>

115.65	Coordinated response
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>Columbia CI has a formalized written institutional plan to coordinate actions taken in response to an incident of sexual abuse among staff first responders, medical and mental health practitioners, investigators, and facility leadership.</p> <p>This plan is dated December 16, 2019 and is titled, "Columbia Correctional Institution PREA Coordinated Response."</p> <p>Based on documentation review, Columbia CI meets the standard for coordinated response.</p>

115.66	Preservation of ability to protect inmates from contact with abusers
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>a) FDC is responsible for collective bargaining and has entered into a collective bargaining agreement with the Florida Police Benevolent Association. This agreement is effective from December 12, 2017 to June 30, 2020. This agreement states, “An employee who has attained permanent status in his current position may be disciplined only for cause as provided in section 110.227, Florida Statutes. Reductions in base pay, demotions, involuntary transfers of more than 50 miles by highway, suspensions, and dismissals may be affected by the state at any time against any employee. Demotion will not be used as a form of disciplinary action for employees in the classes of Correctional Officer, Correctional Probation Officer, Correctional Probation Officer-Institution, or Institutional Security Specialist I. “ (Page 16)</p> <p>Based on documentation review, Columbia CI meets the standard for preservation of ability to protect inmates from contact with abusers.</p>

115.67	Agency protection against retaliation
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>Columbia CI has measures in place to protect inmates and staff who reported sexual abuse or sexual harassment or cooperate with sexual abuse or sexual harassment investigations from retaliation from other inmates or staff. In the past twelve (12) months, there have been no instances of retaliation reported by inmates or staff.</p> <p>a) FDC Procedure 602.053, Prison Rape: Prevention, Detection, and Response, dated July 31, 2018 states, "All staff, volunteers, and contractors will ensure that they foster an environment within their facility that precludes sexual abuse, sexual battery, staff sexual misconduct, and sexual harassment. This includes, but is not limited to...promptly reporting any allegation involving retaliation against alleged victims or identified reporters of sexual abuse, sexual battery, staff sexual misconduct, or sexual harassment..." (Page 9)</p> <p>b, c, d, e) FDC Procedure 602.053 states, "Inmates and/or staff who report sexual abuse will be monitored for retaliation for at least 90 days, with at least three contact status checks to occur within the 90-day monitoring period at the 30-, 60-, and 90-day marks from the date of the allegation. Conduct, including a review of disciplinary reports, treatment by other staff and inmates, and changes in housing, program assignments, work assignments, and demeanor will be reviewed along with the periodic status checks. For auditing purposes, it is the responsibility of the originating facility. If an inmate is transferred during the 90-day monitoring period, it is the receiving institutions procedural responsibility to continue monitoring the inmate for the remainder of the 90-day period. Although monitoring shall continue for at least 90 days, if during this period, the investigation has determined the allegation to be unfounded, monitoring may cease." (Pages 11 and 12)</p> <p>Staff who monitor retaliation stated, "I initiate contact with the inmates. We monitor for 90 days and this includes personal interviews every thirty days. We review any claims to ensure its not retaliation. We also look to see if there were housing changes, bed transfers and job transfers. We can monitor for another 90 days if we feel there is a need."</p> <p>The Auditor reviewed four PREA files and found documentation of retaliation monitoring. This documentation meets the requirements of this standard.</p>

115.68	Post-allegation protective custody
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>FDC has a procedure prohibiting the placement of inmates who allege to have suffered sexual abuse in involuntary segregated housing unless an assessment of all available alternative housing has been made. In the past twelve (12) months, there have been no inmates placed in segregated housing post allegation.</p> <p>a) FDC Procedure 602.053, Prison Rape: Prevention, Detection and Response, dated July 31, 2018 states, "Inmate victims of sexual abuse and/or sexual harassment will not be involuntarily segregated unless an assessment of all other available alternatives has been made and a determination has been made that there is no available alternative means of separation from likely abusers. Upon notification of a PREA incident the inmate victim will be immediately afforded the opportunity to indicate his/her housing preference on the " PREA Victim Housing Preference," DC6-2084. If the inmate indicates that s/he would like to be housed in Administrative Confinement, the inmate is no longer involuntarily segregated and thus may be placed in administrative confinement pursuant to the provisions of "Administrative Confinement," Rule 33-302.220, FAC. If the inmate victim indicates s/he wants to remain in general population and it has been determined that there are no available alternative means of separation from likely abusers the inmate may be placed in administrative confinement pursuant to the provision of "Administrative Confinement," Rule 33.302.220, FAC. The Institutional Classification Team (ICT) will then conduct a 72-hour review of the named PREA victim. The ICT will further review the inmate and the allegation, verify the inmate's housing preference, and reassess the availability of any alternative housing. If the inmate victim remains involuntarily segregated ICT will ensure proper documentation is placed in OBIS related to the basis of the facilities concern for the inmate's safety and why no alternative means of separation can be arranged." (Pages 10 and 11)</p> <p>Based on policy and documentation review, Columbia CI meets the standard for post-allegation protective custody.</p>

115.71	Criminal and administrative agency investigations
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>FDC has a policy related to criminal and administrative agency investigations. All criminal and administrative investigations on sexual abuse and sexual harassment are conducted by OIG (an internal division of FDC.)</p> <p>a, c, d, e, f, g, h, i, j) FDC Procedure 108.003, Investigation Process, dated February 14, 2017 states, "To establish the authority, and responsibilities of the Office of the Inspector General's (OIG) responsibility, function, and processing of administrative, criminal, equal employment opportunity, contract, and whistle-blower investigations and to establish responsibility for the preservation of evidence and notifications of report dispositions." (Page 1)</p> <p>FDC Procedure 108.015, Sexual Battery, Sexual Harassment, and Sexual Misconduct Investigations, dated February 22, 2018 states, "Whenever sexual abuse, sexual battery, sexual harassment, sexual misconduct, or voyeurism occurs, the Emergency Action Center (EAC) shall be notified without unnecessary delay. The OIC or the Incident Commander shall ensure that any sexual abuse, sexual battery, sexual harassment, sexual misconduct, or voyeurism is reported via MINS after notification to EAC. Correctional personnel responding to a sexual abuse, sexual battery, or sexual misconduct shall take all reasonable action to ensure the safety of all persons and to control and detain any suspects. Correctional personnel shall separate the alleged victim and suspect. Correctional personnel shall ensure all victims and other injured persons are provided appropriate first aid and that, as appropriate, emergency medical services are summoned. The OIC shall be notified and respond to the scene of the crime without unnecessary delay. The OIC shall ensure that the crime scene is secure and remains undisturbed until released to a responding Inspector or other law enforcement authority. Each non-OIG Department employee who enters the crime scene shall complete an "Incident Report," DC6-210, prior to the end of her/his shift. The OIC shall ensure that the victim inmate is instructed not to wash, bathe, eat, drink, smoke, brush her/his teeth, use the toilet, or change clothes until authorized by an Inspector or other law enforcement authority. No inmate who is suspected of having been involved in a sexual battery or sexual misconduct shall be permitted or assisted to clean blood, saliva, or other evidence from her/his person, except as may be necessary for medical purposes. The suspect inmate(s) shall not be permitted to wash, bathe, eat, drink, smoke, brush her/his teeth, use the toilet, or change clothes until authorized by an Inspector or other law enforcement authority. No crime scene in which evidence exists shall be cleaned, disturbed, transited, or manipulated in any manner until released by a responding Inspector or other law enforcement authority. The OIC shall ensure the names of all persons responding to the crime scene are recorded and provided to the responding Inspector or other law enforcement authority. Only Department staff authorized by the OIC, or an Inspector or other law enforcement authority and with a designated and immediate crime scene function may enter the crime scene. The only Non-Department personnel permitted to enter a crime scene involving a sexual battery or sexual misconduct are those from other sworn law enforcement staff, or law enforcement support personnel (e.g., forensic officers, firefighters, emergency medical personnel). To the extent possible, the OIC or Incident Commander shall ensure all inmates who witnessed any sexual battery or sexual misconduct are segregated, unless exigent circumstances exist that the inmates cannot be segregated. No Department employee who has witnessed a sexual</p>

battery or sexual misconduct shall discuss the incident until after having been interviewed by an Inspector or other law enforcement authority, except as necessary for immediate security measures to be implemented. The OIC shall ensure the name(s) of all known persons that may have witnessed or may have knowledge of the incident be recorded on a DC6-210. Any witness statement, incident report, or supplemental report written regarding the facts or information surrounding a sexual battery or sexual misconduct shall be written and signed by the originator and unaltered by any employee. Any non-OIG employee who accompanies a victim of a sexual battery or sexual misconduct during medical transport or other transit and such victim provides information about the

incident or identifies a suspect which contributed to her/his injury shall complete a DC6- 210. The OIC shall ensure, without delay, a suspect inmate of a sexual battery or sexual misconduct is secured and does not wash, bathe, eat, drink, smoke, brush her/his teeth, use the toilet, or take any action to that could destroy physical evidence. After checking with an Inspector or other law enforcement authority, the clothing worn by the suspect should be taken into evidence in accordance with "Prison Rape: Prevention, Detection, and Response," Procedure 602.053. No suspect should be questioned about any criminal accusation until an Inspector or other Law Enforcement Officer is present, except as necessary for immediate security concerns to be dispelled.

If an inmate in transit or working outside an institution is suspected of being involved in a sexual abuse, sexual battery, or sexual misconduct, correctional personnel shall secure the inmate without delay." (Pages 5, 6 and 7)

This same procedure also states, "The initial Inspector to arrive at the scene of the crime shall be the primary Inspector unless otherwise designated by the Inspector Supervisor. An Inspector investigating a sexual battery or sexual misconduct where physical evidence may be present shall: respond to the scene and immediately contact the OIC; coordinate crime scene access and control with the OIC; if a forensic evidence technician is unavailable, assume responsibility for the proper collection, retention, and maintenance of physical evidence and all accompanying chains of custody; conduct any necessary preliminary interviews of the victim, if applicable, and witnesses, as appropriate (a preliminary interview may be a verbal interview or a written

statement) with appropriate follow-up interviews as outlined in OIG Procedures or Directives; in the case of sexual battery, in accordance with Florida law (section 794.052, F.S.), verify the victim obtains medical treatment, if medical treatment is necessary as a result of the alleged incident, a forensic examination, and advocacy and crisis-intervention services; ensure the incarcerated victim has received the brochure "Sexual Abuse Awareness,"

NI1-120, and was advised of her/his right to access crisis intervention services, to have a forensic examination, and to have a victim advocate present during the forensic examination and/or the investigative interview if s/he chooses to. If the inmate has not received notification and the brochure, prior to any exam or interview, the Inspector will give the inmate one, advise them appropriately, and document such in the interview; ensure any staff or non-incarcerated victim is provided the "Sexual Battery" brochure of the legal rights and remedies available to a victim on the standard form developed and distributed by the Florida Council Against Sexual Violence in conjunction with the Department of Law Enforcement and advise that s/he may contact a certified rape crisis center from which the victim may receive services; during the victim review of the final Investigative Report process, ensure the victim, as applicable, is provided with the appropriate "Notice to Incarcerated Victims," DC1-832, (to inmate victim) or the "Victims Rights Brochure," NI1-039 (to non-inmates); if as a result of the interview with the victim, physical evidence of alleged battery or misconduct may exist on the victim, request a

sexual assault examination and evidence kit be conducted by a SANE or SART. The victim or, if applicable, the person representing the victim, must be informed of the purpose of submitting evidence for testing and the right to request testing in accordance with "Evidence, Property, and Contraband Collection, Preservation, and Disposition," Procedure 108.017; ensure photos are taken of any physical injuries of the victim (e.g., bruises or cuts); identify and locate all witnesses to the crime and obtain all necessary biographical and contact information; and present any affidavit and accompanying warrant through the OIG chain of command prior to the presentation to a Judge, unless exigent circumstances exist which require the immediate processing and execution in order to obtain or preserve critical evidence. The departure of the alleged suspect or victim from the employment or control/supervision of the Department shall not provide a basis for terminating any PREA investigation." (Page 8 and 9)

FDC Procedure 602.053, Prison Rape: Prevention, Detection and Response, dated July 31, 2018 states, "Case or investigation records, including but not limited to, any criminal investigation, administrative investigation, medical evaluations and treatments, recommendations of post-release treatment, and counseling associated with allegations of sexual abuse or sexual battery shall be retained by the agency for ten years after the date of the initial collection or for the incarceration period of the victim or employment of the suspect or subject, plus five years, whichever is longer. Compliance Managers are responsible for uploading all related documents to the facility's electronic retention file once a PREA case is completed." (Page 16)

FDC Procedure 108.015 states, "At the conclusion of any sexual abuse, sexual battery, sexual misconduct, sexual harassment, or voyeurism investigation, the Inspector shall make appropriate notifications and follow up notifications in accordance with section (11) of this procedure." (Page 9)

OIG investigator onsite stated, "All investigations are referred for investigation. We promptly gather and preserve evidence any electronic evidence and conduct interviews. We treat all persons involved the same. You have to look into the facts. We do consult with prosecutors if it rises to the level of criminal charges. We do not use polygraphs. Even if alleged staff perpetrators and inmate victims leave the facility, the investigations continue. Of course, for criminal investigations, DNA will automatically substantiate the allegation. For administrative investigations, we use the interviews and video to collaborate the written statements."

b) FDC Procedure 108.15 states, "In addition to the general training provided to all employees pursuant to 28 CFR 115.31, the Department shall ensure that Inspectors have received training in the conducting of such investigations in confinement settings. Specialized training shall include: techniques for interviewing sexual abuse victims, appropriate application of Miranda and Garrity warnings, sexual abuse evidence collection in confinement settings, and the criteria and evidence required to substantiate a case for prosecution referral. The Department shall maintain documentation that Inspectors have completed the required specialized training in conducting sexual abuse investigations. Training documentation shall be maintained by the Bureau of Professional Development and Training." (Page 12 and 13)

f) For administrative investigations, FDC Procedure 108.015 states, "During investigation into any PREA allegations, Inspectors shall include an effort to determine whether staff actions or failure to act contributed to the abuse and report any violations of rules or procedures. Any criminal investigation involving PREA allegations by a staff member that has policy, procedure, or rule violations that were not covered in the criminal case or where probable cause exists but no prosecution of the case, shall require a parallel administrative investigation. Any parallel administrative investigation shall be tolled during the criminal investigation." (Page 11)

l) N/A Outside agencies do not conduct administrative or criminal sexual abuse investigations at Columbia CI.

The Auditor reviewed four PREA files and found documentation of referral to OIG for investigation.

RECOMMENDATION: In the past twelve (12) months, Columbia CI has had 39 allegations of sexual abuse and sexual harassment. Columbia CI has reported that zero cases have been completed. It is recommended that oversight of the investigative process be done by the PREA Department. While FDC Procedure 108.015 and the onsite OIG investigator uses the word "promptly" when responding to allegations, it appears this does not extend to the conclusion of the report. When an investigation begins, someone should be checking in with OIG at least every 30 days to get the status of investigation. It is unfair to the victim, the accused and the facility to keep an investigation open for a year.

Based on policy and documentation review as well as interviews with staff, Columbia CI meets the standard for criminal and administrative agency investigations.

115.72	Evidentiary standard for administrative investigations
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>FDC and Columbia CI imposes a standard of a preponderance of the evidence or a lower standard of proof when determining whether allegations of sexual abuse or sexual harassment are substantiated.</p> <p>a) FDC Procedure 108.003, Investigative Process, dated February 14, 2017 states, "To establish the authority, and responsibilities of the Office of the Inspector General's (OIG) responsibility, function, and processing of administrative, criminal, equal employment opportunity, contract, and whistle-blower investigations and to establish responsibility for the preservation of evidence and notifications of report dispositions...Preponderance of Evidence, where used herein, refers to the greater weight of evidence, not necessarily established by the greater number of witnesses testifying to a fact, but by evidence that has the most convincing force; superior evidentiary weight that although not sufficient to free the mind wholly from all reasonable doubt, remains sufficient to incline a fair and impartial mind to one side of the issue rather than the other; evidence which indicates the behavior, action, or incident more likely occurred than did not. Sustained, where used herein, refers to a finding in an administrative case for which a preponderance of evidence exists to suggest the subject's behavior or action did occur and was contrary to Department procedure, rule, or other authority. " (Pages 2 and 6)</p> <p>Based on policy and documentation review, Columbia CI meets the standard from evidentiary standards for administrative investigations.</p>

115.73	Reporting to inmates
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>FDC/Columbia CI has a procedure requiring that any inmate who makes an allegation that he suffered sexual abuse in the agency is informed verbally or in writing as to whether the allegation has been determined to be substantiated, unsubstantiated, or unfounded following an investigation by the OIG. In the past twelve (12) months, there have been zero cases closed.</p> <p>a, e) FDC Procedure 602.053, Prison Rape: Prevention, Detection, and Response, date July 31, 2018 states, "Upon completion of this investigation, the facility will also be responsible for notifying the inmate(s) regarding the outcome of the investigation via an "Inmate Notification Investigation Outcome," DC6 -2080. Once completed, the DC6-2079 will be forwarded to the PREA Coordinator." (Page 15)</p> <p>FDC Procedure 108.015, Sexual Battery, Sexual Harassment, and Sexual Misconduct Investigations dated February 22, 2018 states, "At the conclusion of any sexual abuse, sexual battery, sexual misconduct, sexual harassment, or voyeurism investigation, the Inspector shall make appropriate notifications and follow up notifications in accordance with section (11) of this procedure." (Page 9)</p> <p>b) N/A FDC OIG is responsible for conducting administrative and criminal investigations.</p> <p>c, d) FDC Procedure 108.015 states, "Victims of any sexual battery shall be permitted to review the final report and provide a statement as to the accuracy prior to it being finalized pursuant to section 794.052, F.S. At the conclusion of a sexual battery investigation, the Inspector shall afford the victim the opportunity to review the report once it has been approved by a Supervisor. The Inspector shall: Use caution not to release confidential information as outlined in section(s) 794.024 and 794.03, F.S. Use caution not to release confidential medical information concerning the subject or other non-victim medical information as outlined in section 456.057, F.S. Permit the victim to review the final report and provide a statement as to the accuracy of the report as outlined in section 794.052, F.S. Document the victim's review and any statement provided by the victim on the "Sexual Battery Victim Review," DC1-856. The case Inspector shall notice any PREA victim inmate if an allegation against a staff member for sexual abuse, sexual battery, sexual misconduct, sexual harassment, or voyeurism (administrative or criminal) is exonerated, sustained, partially sustained, not sustained, unfounded, closed by arrest, exceptionally cleared, or placed in open-inactive status. The case Inspector, Inspector Supervisor or designee shall notice any victim inmate the following pertaining to any PREA allegation: when the Department learns the alleged abuser has been indicted on a charge related to sexual abuse; or when the Department learns that the alleged abuser was convicted on a charge related to sexual abuse." (Page 10 and 11)</p> <p>Based on policy and documentation review, Columbia CI meets the standard from reporting to inmates.</p>

115.76	Disciplinary sanctions for staff
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>Staff at Columbia CI are subject to sanctions up to and including termination for violating FDC sexual abuse and sexual harassment procedures. There have been zero (0) staff disciplined for violating FDC sexual abuse and sexual harassment procedures.</p> <p>a, b, c, d) FDC Procedure 208.039, Employee Counseling and Discipline, dated September 12, 2019 states, "Employees shall exercise due care and reasonable diligence in the performance of job duties. Carelessness in omission of, or inattention to, the performance of assigned duties and responsibilities. Negligence is synonymous with carelessness and signifies lack of care, caution, attention, diligence, or discretion. First occurrence: counseling, written reprimand, suspension, demotion, or dismissal. Second occurrence: written reprimand, suspension, demotion, or dismissal. Third occurrence: suspension, demotion, or dismissal. Fourth occurrence: dismissal." (Page 6)</p> <p>FDC Rule 60L-36.005, Disciplinary Standards, states, "This rule sets forth minimal standards of conduct that apply to all employees in the State Personnel System, violation of which may result in dismissal...Misconduct. Employees shall refrain from conduct which, though not illegal or inappropriate for a state employee generally, is inappropriate for a person in the employee's particular position...by the way of fourth example, people are generally free to relate with others, but it may be entirely unacceptable for certain employees to enter into certain relationships with others, such as correctional officers with inmates."</p> <p>This range of discipline is echoed in 33-208.003 Range of Disciplinary Actions.</p> <p>Based on policy and documentation review, Columbia CI meets the standard for disciplinary sanctions for staff.</p>

115.77	Corrective action for contractors and volunteers
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>FDC policy requires that any contractor or volunteer who engages in sexual abuse be reported to law enforcement agencies, unless activity was clearly not criminal, and to relevant licensing bodies.</p> <p>a, b) FDC Procedure 602.053, Prison Rape: Prevention, Detection, and Response, dated July 31, 2018 stated, "Contractors or volunteers who engage in sexual abuse, sexual battery, or sexual harassment and have been found guilty will be disciplined up to and including termination of contract and/or prohibition from working or volunteering for the Department. Additionally, any contractor or volunteer who engages in sexual abuse and sexual battery will be reported to law enforcement, unless it was clearly not criminal, and to any relevant licensing bodies." (Page 15)</p> <p>FDC Procedure 205.002, Contract Management, dated February 7, 2017 states, "Termination for Cause...the contractor fails to comply with the Department's PREA policies and procedures and/or Federal Rule 28 C.F.R. Part 115." (Page 19)</p> <p>The warden stated, "Volunteers and contractors are treated just like staff. They will not be allowed back in the facility until the conclusion of the investigation."</p> <p>Based on policy and documentation review as well as interviews with staff, Columbia CI has met the standard for corrective action for contractors and volunteers.</p>

115.78	Disciplinary sanctions for inmates
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>Inmates at Columbia CI are subject to disciplinary sanctions only pursuant to disciplinary process following an administrative and criminal finding that an inmate engaged in sexual abuse. Inmates at Columbia CI are prohibited from any sexual contact with another inmate. In the past twelve (12) months, there have been no instances of an inmate being disciplined for sexual abuse or sexual harassment.</p> <p>a, b, c, e, f, g) FDC Procedure 602.053, Prison Rape: Prevention, Detection, and Response, dated July 31, 2018 states, "An inmate or offender cannot consent to sexual or romantic behavior with a staff member, contractor, or volunteer while under the supervision of the Department of Corrections...Inmate(s) who have been found guilty of sexual abuse, sexual battery, or sexual harassment, through the course of either internal or external hearings will be processed in accordance with "Disciplinary Confinement," Rule 33-602.222, F.A.C., unless otherwise ordered through judicial or administrative process. All inmates who have been found guilty (with a finding of sustained, exceptionally cleared, or closed by arrest) of sexual abuse or sexual battery will be referred for Close Management (CM) review, in accordance with "Close Management," 33-601.800, F.A.C. and/or issued a Disciplinary Report (DR), in accordance with applicable inmate disciplinary rules 33-601.301, F.A.C, through 33-601.314, F.A.C. All CM and DR reviews will take into consideration whether the mental disabilities or mental illness contributed to the abuser or perpetrator's behavior. When it is determined that an inmate has filed a PREA report in bad faith, i.e., knowingly filed a false report, that inmate shall be subject to discipline." (Page 15)</p> <p>d) Columbia CI will offer therapy and counseling to the abuser to correct underlying reasons or motivations for the abuse.</p> <p>Medical and Mental Health Practitioners stated, "If they want therapy, we will provide it." Based on policy and documentation review as well as interviews with staff, Columbia CI meets the standard for disciplinary sanctions for inmates.</p>

115.81	Medical and mental health screenings; history of sexual abuse
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>All inmates at Columbia CI who have disclosed prior victimization or prior abusiveness during screening pursuant to 115.41 are offered a follow-up meeting with a medical and mental health practitioner.</p> <p>a, b, c, d, e) FDC Procedure 602.053, Prison Rape: Prevention, Detection and Response, dated July 31, 2018 states, "If results of an SRI assessment or medical assessment indicate that an inmate has experienced prior sexual victimization, or has previously perpetrated sexual abuse, whether it occurred in an institutional setting or in the community, the inmate shall be offered a follow-up meeting with a mental health practitioner within 14 days of the screening. The provision of any information relating to sexual victimization or abuse that occurred in an institutional setting shall be strictly limited to medical and mental health practitioners, and other staff as necessary, to inform treatment plans and security and management decisions...If during a screening or services, medical and mental health practitioners gain knowledge of sexual abuse, sexual battery, staff sexual misconduct, or sexual harassment that did not occur in an institutional setting they shall obtain informed consent from the inmate before reporting the information, unless the inmate is under the age of 18. This informed consent shall be documented as received on a DC6-210." (Page 13)</p> <p>Medical and Mental Health Practitioners stated referrals for prior victimization and prior abusiveness are seen within 72 hours of the referral.</p> <p>Staff who perform risk screening stated referral are always offered to inmates, per policy, for mental health when inmates report prior victimization or prior abusiveness during the risk screening.</p> <p>All inmates who reported prior sexual victimization, reported they were offered mental health services.</p> <p>Based on policy and documentation review as well as interviews with staff and inmates, Columbia CI meets the standard for medical and mental health screenings, history of sexual abuse.</p>

115.82	Access to emergency medical and mental health services
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>Inmate victims of sexual abuse receive timely, unimpeded access to emergency medical treatment and crisis intervention services.</p> <p>a, b, c, d) FDC Procedure 602.052, Prison Rape: Prevention, Detection, and Response, dated July 31, 2018 states, "Alleged inmate victims of sexual abuse, sexual battery, or staff sexual misconduct shall receive timely, unimpeded access to emergency treatment and crisis intervention services, the nature and scope of which will be determined by medical and mental health practitioners according to their professional judgment. If no qualified medical or mental health practitioners are on duty at the time a recent abuse allegation is made, security staff first responders shall take preliminary steps to protect the victim and shall immediately notify the appropriate medical and mental health practitioners. Inmate victims of sexual abuse, sexual battery, or staff sexual misconduct while incarcerated will be 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. Additionally, the victim will be offered support services by means of a mailing address and/or telephone numbers to local community support group organizations, where available. Treatment services shall be provided to the victim without financial cost and regardless of whether the victim names the abuser or cooperates with any investigations arising out of the incident. As appropriate, medical and mental health evaluation and treatment shall be offered to all inmates who have been sexually victimized in any Department or contracted facility and will be consistent with the community level of care. The evaluation and treatment of such victims shall include as appropriate, follow-up services, and, when necessary, referrals for continued care following a transfer to, or placement in, another facility, or a release from custody." (Page 14)</p> <p>All medical practitioners reported all inmates who report sexual abuse receive information on sexually transmitted infections prophylaxis. They also report, "This is done at no cost." Medical and mental health practitioners also believe the quality of care they provide is better than what is received in the community.</p> <p>All inmates interviewed reported they were sent to medical one they made the report. The Auditor also reviewed four PREA files and found referrals to medical and mental health were also made per the requirements of this standard.</p> <p>Based on policy and documentation review as well as interviews with staff and inmates, Columbia CI meets the standard for access to emergency medical and mental health services.</p>

115.83	Ongoing medical and mental health care for sexual abuse victims and abusers
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>Columbia CI offers medical and mental health evaluations, and as appropriate, treatment to all inmates who have been victimized by sexual abuse in any prison, jail, lockup, or juvenile facility.</p> <p>a, b, c, f, g, h) FDC Procedure 602.053, Prison Rape: Prevention, Detection, and Response, dated July 31, 2018 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 investigations arising out of the incident. As appropriate, medical and mental health evaluation and treatment shall be offered to all inmates who have been sexually victimized in any Department or contracted facility and will be consistent with the community level of care. The evaluation and treatment of such victims shall include as appropriate, follow-up services, and, when necessary, referrals for continued care following a transfer to, or placement in, another facility, or a release from custody...A mental health evaluation will be offered to any identified inmate-on-inmate abusers within 60 days of learning of such abuse history and, as appropriate, the abuser will be offered treatment." (Page 14)</p> <p>All medical practitioners reported all inmates who report sexual abuse receive information on sexually transmitted infections prophylaxis. They also report, "This is done at no cost." Medical and mental health practitioners also believe the quality of care they provide is better than what is received in the community.</p> <p>All inmates interviewed reported they were sent to medical one they made the report. The Auditor also reviewed four PREA files and found referrals to medical and mental health were also made per the requirements of this standard.</p> <p>d, e) N/A Columbia CI is male only facility.</p> <p>Based on policy and documentation review as well as interviews with staff and inmates, Columbia CI meets the standard for ongoing medical and mental health care for sexual abuse victims and abusers.</p>

115.86	Sexual abuse incident reviews
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>Columbia CI has procedure in place to conduct a sexual abuse incident review at the conclusion of even criminal or administrative sexual abuse investigation unless the allegation has been determined to be unfounded. In the past twelve (12) months, there have been no sexual abuse incident reviews as there has been no closed cases.</p> <p>a, b, c, d, e) FDC Procedure 602.053, Prison Rape: Prevention, Detection and Response, dated July 31, 2018 states, "The institution shall conduct a sexual abuse incident review within 30 days of the conclusion of the investigation by completing the "Sexual Abuse Incident Review/Facility Investigation Summary," DC6 -2076. This review team shall consist of the Assistant Warden, Chief of Security, and Classification Supervisor. The team will also obtain input via reports from line supervisors, investigators, and medical or mental health practitioners. The SAIRC is not responsible for conducting a review of any allegation that is unfounded. The SAIRC shall meet to, at a minimum: assess the adequacy of staffing levels in the area where the incident happened; consider whether the incident/allegation was motivated by race, ethnicity, LGBTI identification, gang affiliation, or other group dynamics at the institution; examine the area that the incident allegedly occurred to assess whether physical barriers or obstructions in the area may have enabled abuse; assess whether monitoring technology should be deployed or augmented to supplement supervision by staff; and on a monthly basis, prepare a report with recommendations for improvements, and submit to the PREA Coordinator." (Page 16)</p> <p>The warden stated, "I see the SAIRC reports when they are completed."</p> <p>The PREA Compliance Manger stated the team looks at everything. "I review it before it gets sent out."</p> <p>Based on policy and documentation review as well as interviews with staff, Columbia CI meets the standard for sexual abuse incident reviews.</p>

115.87	Data collection
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>Columbia CI collects accurate, uniform data for every allegation of sexual abuse.</p> <p>a, b, c, d, f) FDC Procedure 602.053, Prison Rape: Prevention, Detection, Response, dated July 31, 2018 states, "The PREA Coordinator will be responsible for the compilation and reporting of data related to PREA incidents as defined herein, including the data necessary to complete the PREA survey administered by the Federal Bureau of Justice Statistics using a Survey of Sexual Victimization-Incident Form, SSV Victimization-State Prison Systems Summary Form," SSV -2. The data will also be utilized to improve the effectiveness of the Department's efforts toward sexual abuse prevention, detection, and response policies, practices and training, including identifying problem areas, taking corrective action, and the preparation of an annual report that includes a comparison of the current year's data and corrective actions with those from prior year. Each Compliance Manager will be responsible for compiling institution specific PREA data and preparing an annual corrective action plan for her/his institution." (Page 14 and 15)</p> <p>e) N/A Columbia CI does not contract for placement of inmates.</p> <p>The Auditor reviewed FDC's Corrective Action Plans (annual report) from 2015 to 2019. The Auditor also reviewed the Survey of Sexual Victimization from 2012 - 2018. The reports and the SSV are all posted on FDC's website at: http://www.dc.state.fl.us/PREA/index.html</p> <p>The PREA Compliance Manager stated, "We do our own annual report. It counts the number of allegations and cameras. We then forward it to Central Office. This has to be done by ever February. "</p> <p>Based on policy and documentation review as well as interviews with staff, Columbia CI meets the standard for data collection.</p>

115.88	Data review for corrective action
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>The Auditor reviewed FDC's Corrective Action Plans (annual report) from 2015 to 2019. The Auditor also reviewed the Survey of Sexual Victimization from 2012 - 2018. These reports compare data from the previous years and identifies areas to address in the coming year. The reports and the SSV are all posted on FDC's website at: http://www.dc.state.fl.us/PREA/index.html.</p> <p>The PREA Coordinate stated, Annual State-wide level and State-wide Data; Yes, based on the issue etc., all issues are reviewed, and incidents for data in all required areas. "</p> <p>The PREA Compliance Manager stated, "We do our own annual report. It counts the number of allegations and cameras. We then forward it to Central Office. This has to be done by ever February. "</p> <p>Based on the documentation review and interviews with staff, Columbia CI meets the standard for data review for corrective action.</p>

115.89	Data storage, publication, and destruction
	Auditor Overall Determination: Meets Standard
	<p data-bbox="252 333 523 367">Auditor Discussion</p> <p data-bbox="252 412 1476 1128">Columbia CI ensures that incident-based and aggregated data are securely retained. a, b, c, d) FDC Procedure 602.053, Prison Rape: Prevention, Detection and Response, dated July 31 2018 states, "Case or investigation records, including but not limited to, any criminal investigation, administrative investigation, medical evaluations and treatments, recommendations of post-release treatment, and counseling associated with allegations of sexual abuse or sexual battery shall be retained by the agency for ten years after the date of the initial collection or for the incarceration period of the victim or employment of the suspect or subject, plus five years, whichever is longer. Compliance Managers are responsible for uploading all related documents to the facility's electronic retention file once a PREA case is completed." (Page 16)</p> <p data-bbox="252 837 1476 1039">The Auditor reviewed FDC's Corrective Action Plans (annual report) from 2015 to 2019. The Auditor also reviewed the Survey of Sexual Victimization from 2012 - 2018. These reports compare data from the previous years and identifies areas to address in the coming year. The reports and the SSV are all posted on FDC's website at: http://www.dc.state.fl.us/PREA/index.html.</p> <p data-bbox="252 1055 1476 1128">Based on policy and documentation review, Columbia CI meets the standard for data storage, publication, and destruction.</p>

115.401	Frequency and scope of audits
	Auditor Overall Determination: Meets Standard
	<p data-bbox="252 1411 523 1444">Auditor Discussion</p> <p data-bbox="252 1489 1476 2078">a) During the prior three-year audit period, FDC ensured each of their facilities was audited at least once.</p> <p data-bbox="252 1574 1476 1648">b) This is the second year of the current audit cycle, FDC ensured at least one-third of their facilities was audited during the first year of the current audit cycle.</p> <p data-bbox="252 1664 1316 1697">h) The Auditor had access to, and the ability to observe, all areas of Columbia CI.</p> <p data-bbox="252 1713 1380 1787">i) The Auditor was permitted to request and receive copies of any relevant documents (including electronically stored information) needed to complete the audit.</p> <p data-bbox="252 1803 1252 1836">m) The Auditor permitted to conduct private interviews with inmates and staff.</p> <p data-bbox="252 1852 1476 1948">n) Inmates permitted to send confidential information or correspondence to the Auditor in the same manner as if they were communicating with legal counsel. The Auditor received one letter from Columbia CI inmates.</p> <p data-bbox="252 1964 1412 2078">Based on the evidence provided through policy, staff and inmate interviews, and documentation review, Columbia CI is found to have met the standard for frequency and scope of audit.</p>

115.403	Audit contents and findings
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>FDC publishes on the FDC website all Final Audit Reports from the previous and current audit cycles. The publications are located at: http://www.dc.state.fl.us/PREA/index.html. Based on documentation review, Columbia CI meets the standard for audit.</p>

Appendix: Provision Findings

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

115.43 (b)	Protective Custody	
	Do inmates who are placed in segregated housing because they are at high risk of sexual victimization have access to: Programs to the extent possible?	yes
	Do inmates who are placed in segregated housing because they are at high risk of sexual victimization have access to: Privileges to the extent possible?	yes
	Do inmates who are placed in segregated housing because they are at high risk of sexual victimization have access to: Education to the extent possible?	yes
	Do inmates who are placed in segregated housing because they are at high risk of sexual victimization have access to: Work opportunities to the extent possible?	yes
	If the facility restricts any access to programs, privileges, education, or work opportunities, does the facility document the opportunities that have been limited? (N/A if the facility never restricts access to programs, privileges, education, or work opportunities.)	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 anonymous upon request?	yes
	Are inmates detained solely for civil immigration purposes provided information on how to contact relevant consular officials and relevant officials at the Department of Homeland Security? (N/A if the facility never houses inmates detained solely for civil immigration purposes.)	na

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

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

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

115.52 (b)	Exhaustion of administrative remedies	
	Does the agency permit inmates to submit a grievance regarding an allegation of sexual abuse without any type of time limits? (The agency may apply otherwise-applicable time limits to any portion of a grievance that does not allege an incident of sexual abuse.) (N/A if agency is exempt from this standard.)	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 this standard.)	yes
	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, including toll-free hotline numbers where available of local, State, or national immigrant services agencies? (N/A if the facility never has persons detained solely for civil immigration purposes.)	na
	Does the facility enable reasonable communication between inmates and these organizations and agencies, in as confidential a manner as possible?	yes

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

115.71 (l)	Criminal and administrative agency investigations	
	When an outside entity investigates sexual abuse, does the facility cooperate with outside investigators and endeavor to remain informed about the progress of the investigation? (N/A if an outside agency does not conduct administrative or criminal sexual abuse investigations. See 115.21(a).)	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 abused by another inmate, does the agency subsequently inform the alleged victim whenever: The agency learns that the alleged abuser has been convicted on a charge related to sexual abuse within the facility?	yes

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

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

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

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

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

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

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

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

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

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

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

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

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

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

115.81 (a)	Medical and mental health screenings; history of sexual abuse	
	If the screening pursuant to § 115.41 indicates that a prison inmate has experienced prior sexual victimization, whether it occurred in an institutional setting or in the community, do staff ensure that the inmate is offered a follow-up meeting with a medical or mental health practitioner within 14 days of the intake screening? (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 sexual victimization that did not occur in an institutional setting, unless the inmate is under the age of 18?	yes

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

115.401 (b)	Frequency and scope of audits	
	Is this the first year of the current audit cycle? (Note: a "no" response does not impact overall compliance with this standard.)	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.)	no

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

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

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

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

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