

PREA Facility Audit Report: Final

Name of Facility: Menard Correctional Center

Facility Type: Prison / Jail

Date Interim Report Submitted: 02/07/2023

Date Final Report Submitted: 08/10/2023

Auditor Certification	
The contents of this report are accurate to the best of my knowledge.	<input type="checkbox"/>
No conflict of interest exists with respect to my ability to conduct an audit of the agency under review.	<input type="checkbox"/>
I have not included in the final report any personally identifiable information (PII) about any inmate/resident/detainee or staff member, except where the names of administrative personnel are specifically requested in the report template.	<input type="checkbox"/>
Auditor Full Name as Signed: Kendra Prisk	Date of Signature: 08/10/ 2023

AUDITOR INFORMATION	
Auditor name:	Prisk, Kendra
Email:	2kconsultingllc@gmail.com
Start Date of On-Site Audit:	01/09/2023
End Date of On-Site Audit:	01/12/2023

FACILITY INFORMATION	
Facility name:	Menard Correctional Center
Facility physical address:	711 Kaskaskia Street, Menard, Illinois - 62259
Facility mailing address:	

Primary Contact	
Name:	Ryan Nottingham
Email Address:	ryan.nottingham@illinois.gov
Telephone Number:	217558-2200

Warden/Jail Administrator/Sheriff/Director	
Name:	Anthony Wills
Email Address:	anthony.wills@illinois.gov
Telephone Number:	618-826-5071

Facility PREA Compliance Manager

Facility Health Service Administrator On-site	
Name:	Angela Crain
Email Address:	angela.crain@illinois.gov
Telephone Number:	618-826-5071

Facility Characteristics	
Designed facility capacity:	3115
Current population of facility:	1968
Average daily population for the past 12 months:	2132
Has the facility been over capacity at any point in the past 12 months?	No
Which population(s) does the facility hold?	Males
Age range of population:	18 - 88
Facility security levels/inmate custody levels:	Menard CC - MAX; MSU - Medium; R&C - All

Does the facility hold youthful inmates?	No
Number of staff currently employed at the facility who may have contact with inmates:	849
Number of individual contractors who have contact with inmates, currently authorized to enter the facility:	59
Number of volunteers who have contact with inmates, currently authorized to enter the facility:	60

AGENCY INFORMATION

Name of agency:	Illinois Department of Corrections
Governing authority or parent agency (if applicable):	
Physical Address:	1301 Concordia Court, Springfield, Illinois - 62794
Mailing Address:	
Telephone number:	

Agency Chief Executive Officer Information:

Name:	
Email Address:	
Telephone Number:	

Agency-Wide PREA Coordinator Information

Name:	Ryan Nottingham	Email Address:	ryan.nottingham@illinois.gov
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Facility AUDIT FINDINGS

Summary of Audit Findings

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

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

Number of standards exceeded:

1

- 115.12 - Contracting with other entities for the confinement of inmates

Number of standards met:

44

Number of standards not met:

0

POST-AUDIT REPORTING INFORMATION

GENERAL AUDIT INFORMATION

On-site Audit Dates

1. Start date of the onsite portion of the audit:	2023-01-09
2. End date of the onsite portion of the audit:	2023-01-12

Outreach

10. Did you attempt to communicate with community-based organization(s) or victim advocates who provide services to this facility and/or who may have insight into relevant conditions in the facility?	<input checked="" type="radio"/> Yes <input type="radio"/> No
a. Identify the community-based organization(s) or victim advocates with whom you communicated:	<p>The auditor contacted Call for Help related to victim advocacy services. The staff member advised the organization has an MOU with Menard Correctional Center that was executed in 2021. The staff indicated they are working on an MOU with their new agency name, Metro East Every Survivor Counts. The staff stated that they provide services to incarcerated individuals including access to rape crisis center, accompanying and supporting victims during forensic examinations, etc. Further the staff advised they have provided services to incarcerated individual at Menard but they do not track the exact numbers. Additionally, the staff stated they did not have any concerns related to compliance with PREA standards and they did not have any concerns related to sexual safety. The auditor also contacted Just Detention International.</p>

AUDITED FACILITY INFORMATION

14. Designated facility capacity:	3115
15. Average daily population for the past 12 months:	2132

16. Number of inmate/resident/detainee housing units:	33
17. Does the facility ever hold youthful inmates or youthful/juvenile detainees?	<input type="radio"/> Yes <input checked="" type="radio"/> No <input type="radio"/> Not Applicable for the facility type audited (i.e., Community Confinement Facility or Juvenile Facility)

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

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

36. Enter the total number of inmates/residents/detainees in the facility as of the first day of onsite portion of the audit:	1925
38. Enter the total number of inmates/residents/detainees with a physical disability in the facility as of the first day of the onsite portion of the audit:	45
39. Enter the total number of inmates/residents/detainees with a cognitive or functional disability (including intellectual disability, psychiatric disability, or speech disability) in the facility as of the first day of the onsite portion of the audit:	1
40. Enter the total number of inmates/residents/detainees who are Blind or have low vision (visually impaired) in the facility as of the first day of the onsite portion of the audit:	3
41. Enter the total number of inmates/residents/detainees who are Deaf or hard-of-hearing in the facility as of the first day of the onsite portion of the audit:	142

42. Enter the total number of inmates/residents/detainees who are Limited English Proficient (LEP) in the facility as of the first day of the onsite portion of the audit:	7
43. Enter the total number of inmates/residents/detainees who identify as lesbian, gay, or bisexual in the facility as of the first day of the onsite portion of the audit:	30
44. Enter the total number of inmates/residents/detainees who identify as transgender or intersex in the facility as of the first day of the onsite portion of the audit:	6
45. Enter the total number of inmates/residents/detainees who reported sexual abuse in the facility as of the first day of the onsite portion of the audit:	12
46. Enter the total number of inmates/residents/detainees who disclosed prior sexual victimization during risk screening in the facility as of the first day of the onsite portion of the audit:	119
47. Enter the total number of inmates/residents/detainees who were ever placed in segregated housing/isolation for risk of sexual victimization in the facility as of the first day of the onsite portion of the audit:	0
48. Provide any additional comments regarding the population characteristics of inmates/residents/detainees in the facility as of the first day of the onsite portion of the audit (e.g., groups not tracked, issues with identifying certain populations):	No text provided.

Staff, Volunteers, and Contractors Population Characteristics on Day One of the Onsite Portion of the Audit	
49. Enter the total number of STAFF, including both full- and part-time staff, employed by the facility as of the first day of the onsite portion of the audit:	849
50. Enter the total number of VOLUNTEERS assigned to the facility as of the first day of the onsite portion of the audit who have contact with inmates/residents/detainees:	60
51. Enter the total number of CONTRACTORS assigned to the facility as of the first day of the onsite portion of the audit who have contact with inmates/residents/detainees:	59
52. Provide any additional comments regarding the population characteristics of staff, volunteers, and contractors who were in the facility as of the first day of the onsite portion of the audit:	No text provided.
INTERVIEWS	
Inmate/Resident/Detainee Interviews	
Random Inmate/Resident/Detainee Interviews	
53. Enter the total number of RANDOM INMATES/RESIDENTS/DETAINEES who were interviewed:	21

54. Select which characteristics you considered when you selected RANDOM INMATE/RESIDENT/DETAINEE interviewees: (select all that apply)

- Age
- Race
- Ethnicity (e.g., Hispanic, Non-Hispanic)
- Length of time in the facility
- Housing assignment
- Gender
- Other
- None

<p>55. How did you ensure your sample of RANDOM INMATE/RESIDENT/DETAINEE interviewees was geographically diverse?</p>	<p>Based on the population on the first day of the audit (1925) the PREA auditor handbook indicated that at least 40 inmates[1] were required to be interviewed. From the provided lists, the auditor selected a representative sample of inmates for the targeted and random interviews. The facility houses adult male inmates. Inmates for the random interviews varied across gender, race/ethnicity, age, time at the facility and housing assignment. The auditor ensured a geographically diverse sample among interviewees. The following inmates were selected from the housing units: seven were from the East housing building, ten were from the West housing building, seven were from the North Upper housing building, eight were from the North Lower housing building, two were from the reception/intake housing unit, one was from the medical housing unit and six were from the medium housing unit. 35 of the inmates interviewed were male and six were transgender female (two of the inmates identified as transgender, however the facility did not have them identified as transgender as they were still going through the confirmation process). Thirteen of the inmates interviewed were black, eleven were white, seven were Hispanic and ten were another race/ethnicity. With regard to age, three were between eighteen and 25; sixteen were 26-35; nine were 36-45; nine were 46-55 and four were 56 or older. 24 of the inmates interviewed were at the facility less than a year, nine were there between a year and five years, four were there six to ten years and four were at the facility longer than ten years.</p> <p>[1] Inmate, offender and individual in custody are used interchangeably within this document.</p>
<p>56. Were you able to conduct the minimum number of random inmate/resident/detainee interviews?</p>	<p><input checked="" type="radio"/> Yes</p> <p><input type="radio"/> No</p>

57. Provide any additional comments regarding selecting or interviewing random inmates/residents/detainees (e.g., any populations you oversampled, barriers to completing interviews, barriers to ensuring representation):	No text provided.
Targeted Inmate/Resident/Detainee Interviews	
58. Enter the total number of TARGETED INMATES/RESIDENTS/DETAINEES who were interviewed:	20
<p>As stated in the PREA Auditor Handbook, the breakdown of targeted interviews is intended to guide auditors in interviewing the appropriate cross-section of inmates/residents/detainees who are the most vulnerable to sexual abuse and sexual harassment. When completing questions regarding targeted inmate/resident/detainee interviews below, remember that an interview with one inmate/resident/detainee may satisfy multiple targeted interview requirements. These questions are asking about the number of interviews conducted using the targeted inmate/resident/detainee protocols. For example, if an auditor interviews an inmate who has a physical disability, is being held in segregated housing due to risk of sexual victimization, and disclosed prior sexual victimization, that interview would be included in the totals for each of those questions. Therefore, in most cases, the sum of all the following responses to the targeted inmate/resident/detainee interview categories will exceed the total number of targeted inmates/residents/detainees who were interviewed. If a particular targeted population is not applicable in the audited facility, enter "0".</p>	
60. Enter the total number of interviews conducted with inmates/residents/detainees with a physical disability using the "Disabled and Limited English Proficient Inmates" protocol:	1
61. Enter the total number of interviews conducted with inmates/residents/detainees with a cognitive or functional disability (including intellectual disability, psychiatric disability, or speech disability) using the "Disabled and Limited English Proficient Inmates" protocol:	1
62. Enter the total number of interviews conducted with inmates/residents/detainees who are Blind or have low vision (i.e., visually impaired) using the "Disabled and Limited English Proficient Inmates" protocol:	1

63. Enter the total number of interviews conducted with inmates/residents/detainees who are Deaf or hard-of-hearing using the "Disabled and Limited English Proficient Inmates" protocol:	2
64. Enter the total number of interviews conducted with inmates/residents/detainees who are Limited English Proficient (LEP) using the "Disabled and Limited English Proficient Inmates" protocol:	2
65. Enter the total number of interviews conducted with inmates/residents/detainees who identify as lesbian, gay, or bisexual using the "Transgender and Intersex Inmates; Gay, Lesbian, and Bisexual Inmates" protocol:	3
66. Enter the total number of interviews conducted with inmates/residents/detainees who identify as transgender or intersex using the "Transgender and Intersex Inmates; Gay, Lesbian, and Bisexual Inmates" protocol:	4
67. Enter the total number of interviews conducted with inmates/residents/detainees who reported sexual abuse in this facility using the "Inmates who Reported a Sexual Abuse" protocol:	4
68. Enter the total number of interviews conducted with inmates/residents/detainees who disclosed prior sexual victimization during risk screening using the "Inmates who Disclosed Sexual Victimization during Risk Screening" protocol:	2

<p>69. Enter the total number of interviews conducted with inmates/residents/detainees who are or were ever placed in segregated housing/isolation for risk of sexual victimization using the "Inmates Placed in Segregated Housing (for Risk of Sexual Victimization/Who Allege to have Suffered Sexual Abuse)" protocol:</p>	<p>0</p>
<p>a. Select why you were unable to conduct at least the minimum required number of targeted inmates/residents/detainees in this category:</p>	<p><input checked="" type="checkbox"/> Facility said there were "none here" during the onsite portion of the audit and/or the facility was unable to provide a list of these inmates/residents/detainees.</p> <p><input type="checkbox"/> The inmates/residents/detainees in this targeted category declined to be interviewed.</p>
<p>b. Discuss your corroboration strategies to determine if this population exists in the audited facility (e.g., based on information obtained from the PAQ; documentation reviewed onsite; and discussions with staff and other inmates/residents/detainees).</p>	<p>The auditor reviewed the high risk lists as well as the investigative log and confirmed there were zero in involuntary segregated housing.</p>
<p>70. Provide any additional comments regarding selecting or interviewing targeted inmates/residents/detainees (e.g., any populations you oversampled, barriers to completing interviews):</p>	<p>No text provided.</p>
<p>Staff, Volunteer, and Contractor Interviews</p>	
<p>Random Staff Interviews</p>	
<p>71. Enter the total number of RANDOM STAFF who were interviewed:</p>	<p>16</p>

<p>72. Select which characteristics you considered when you selected RANDOM STAFF interviewees: (select all that apply)</p>	<p><input type="checkbox"/> Length of tenure in the facility</p> <p><input type="checkbox"/> Shift assignment</p> <p><input type="checkbox"/> Work assignment</p> <p><input type="checkbox"/> Rank (or equivalent)</p> <p><input type="checkbox"/> Other (e.g., gender, race, ethnicity, languages spoken)</p> <p><input type="checkbox"/> None</p>
<p>If "Other," describe:</p>	<p>Race and Gender.</p>
<p>73. Were you able to conduct the minimum number of RANDOM STAFF interviews?</p>	<p><input checked="" type="radio"/> Yes</p> <p><input type="radio"/> No</p>
<p>74. Provide any additional comments regarding selecting or interviewing random staff (e.g., any populations you oversampled, barriers to completing interviews, barriers to ensuring representation):</p>	<p>Staff interviews were conducted in accordance with the PREA auditor handbook. The handbook indicated that at least twelve randomly selected staff were required to be interviewed as well as specialized staff. From the provided lists, the auditor selected a representative sample of staff for the random interviews. Staff for the random interviews varied across gender, race, rank, post assignments and shift. Security staff mainly make up three shifts, first shift works from 7:00am-3:00pm, second shift works from 3:00pm-11:00pm and third shift works from 11:00pm-7:00am. Eleven staff were interviewed from first shift, three were from second shift and three were from third shift. With regard to the demographics of the random staff interviewed; twelve were male and four were female. All sixteen staff interviewed were white. Nine were Correctional Officers, two were Sergeants, three were Lieutenants and one was a Major.</p>

Specialized Staff, Volunteers, and Contractor Interviews

Staff in some facilities may be responsible for more than one of the specialized staff duties. Therefore, more than one interview protocol may apply to an interview with a single staff member and that information would satisfy multiple specialized staff interview requirements.

75. Enter the total number of staff in a SPECIALIZED STAFF role who were interviewed (excluding volunteers and contractors):	23
76. Were you able to interview the Agency Head?	<input checked="" type="radio"/> Yes <input type="radio"/> No
77. Were you able to interview the Warden/Facility Director/Superintendent or their designee?	<input checked="" type="radio"/> Yes <input type="radio"/> No
78. Were you able to interview the PREA Coordinator?	<input checked="" type="radio"/> Yes <input type="radio"/> No
79. Were you able to interview the PREA Compliance Manager?	<input checked="" type="radio"/> Yes <input type="radio"/> No <input type="radio"/> NA (NA if the agency is a single facility agency or is otherwise not required to have a PREA Compliance Manager per the Standards)

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

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

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

83. Provide any additional comments regarding selecting or interviewing specialized staff.	No text provided.
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SITE REVIEW AND DOCUMENTATION SAMPLING

Site Review

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

84. Did you have access to all areas of the facility?	<input checked="" type="radio"/> Yes <input type="radio"/> No
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Was the site review an active, inquiring process that included the following:

85. Observations of all facility practices in accordance with the site review component of the audit instrument (e.g., signage, supervision practices, cross-gender viewing and searches)?	<input checked="" type="radio"/> Yes <input type="radio"/> No
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86. Tests of all critical functions in the facility in accordance with the site review component of the audit instrument (e.g., risk screening process, access to outside emotional support services, interpretation services)?	<input checked="" type="radio"/> Yes <input type="radio"/> No
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87. Informal conversations with inmates/residents/detainees during the site review (encouraged, not required)?	<input checked="" type="radio"/> Yes <input type="radio"/> No
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88. Informal conversations with staff during the site review (encouraged, not required)?

Yes

No

89. Provide any additional comments regarding the site review (e.g., access to areas in the facility, observations, tests of critical functions, or informal conversations).

The on-site portion of the audit was conducted on January 9-12, 2023. The auditor had an initial briefing with facility leadership and discussed the audit logistics. After the initial briefing, the auditor selected inmates and staff for interview as well as documentation to review. The auditor conducted a tour of the facility on January 9, 2023 and January 10, 2023. The tour included all areas associated with the facility to include; housing units, laundry, warehouse, intake, visitation, chapel, education, vocation, food service, health services, recreation, industries, commissary and administration. During the tour the auditor was cognizant of staffing levels, video monitoring placement, blind spots, posted PREA information, privacy for inmates in housing units and other factors as indicated in the appropriate standard findings.

The auditor observed PREA information posted throughout the facility. Each housing building had numerous PREA posters including the End the Silence Poster, the PREA Poster and the Reporting Poster. Both Posters were observed in English and Spanish. The Posters were printed on typical letters size paper. One Poster was printed on bright pink paper while the others contained numerous colors and font. Poster were observed on the walls on different tiers of the housing units as well as at the main entrance of the housing unit buildings. Additionally, Posters were observed in common areas around the facility, including health services, warehouse, intake, laundry, etc. The Posters included information on reporting mechanisms, the zero tolerance policy and victim advocacy. Reporting mechanisms on the Posters included: to any staff person, via the PREA Hotline, through a note, request slip or grievance, by writing to the PREA Coordinator or by sending privileged mail to the John Howard Association. The Posters (specifically the Reporting Poster) also included contact information for outside victim advocacy

services (Call for Help). The Poster indicated that victim advocacy can be provided by phone or in-person, will be provided in as confidential a manner as possible consistent with legal calls/visits. In addition to the posters, each tier had the PREA Hotline number painted in large font on the wall opposite of the inmate cells. Informal conversation with staff and inmates confirmed that the PREA information has been posted for a while. They stated the painted number has been there forever. A few of the inmates stated the Posters are only in the hallways and that they need to be in the galleries (tiers).

Third party reporting information was observed in the visitation area and the front entrance. Both areas contained the End the Silence Poster and the Reporting Poster, both of which had information on reporting via the PREA Hotline and staff and one that advised to report via the PREA Coordinator or John Howard Association. Posters were observed in English and Spanish. One Poster was on bright pink paper and the other had bright colors. Posters were observed in typical paper size and font.

During the tour the auditor confirmed the facility follows the staffing plan. There was at least one staff member per tier and numerous additional staff covering other areas of the building. The auditor confirmed that the staffing was adequate to protect inmates from sexual abuse. Additionally, the facility operates through controlled movement only and inmates are escorted during these controlled movements by numerous staff. Program, work and education areas included at least one security staff member and non-security staff member such as teachers, counselors, etc. The auditor confirmed that the facility was mainly single celled and did not have any issues with overcrowding. The physical plant of the housing tiers provided an adequate line of sight for the staff working

the tiers. The facility physical plant is the original structure from the 1800's. Due to the age of the facility there are numerous blind spots. However, the auditor determined that with the number of staff, the frequency of rounds, the modifications to areas to limit access and the controlled movement the blind spot issues are minimized. The auditor observed that staff were conducting rounds at least every 30 minutes and that all doors were secured. There were many areas of the facility that were fenced off with locking mechanisms to limit access and control movement. The conversation with staff confirmed that the staffing during the audit was typical and housing units are not overcrowded. Staff stated they make rounds at least every 30 minutes and supervisors make rounds at least once a shift. Informal conversation with inmates also confirmed that staff make rounds all the time and that they see a supervisor a few times a day.

During the tour the auditor observed cameras in two housing buildings and a few common areas. The auditor verified that the few cameras available assisted with supervision through coverage of specific areas. The video monitoring technology is not monitored via live feed by security staff. The cameras are reviewed and monitored by Executive Leadership staff and Internal Affairs staff. The auditor observed reflective mirrors in a few areas including health services, education, chapel and recreation.

With regard to cross gender viewing, the auditor identified numerous issues related to limited privacy when using the restroom and changing clothes. All showers were observed to provide adequate privacy through walls, curtains, metal doors and via the actual physical plant structure of the location of the showers. All housing units, with the exception of the intake/receiving unit and the medium housing building did not provide adequate privacy for inmates when using the restroom

or changing clothes. Most of the housing units had open bar stock cells. All cells were equipped with a toilet and inmates also change in their cells. Staff of the opposite gender work in the housing units and the housing units do not have an officer's desk or central location that all staff work at. As such, inmates do not have adequate privacy from female staff in the housing units. Additionally, in two of the housing units inmates have a door to their cell, however the area has large windows and as such there is not adequate privacy in these housing units either. Additional cross gender viewing issues were identified in the program/recreation area (restroom) in the North 2 housing building and in the commissary restroom area. A review of video monitoring technology also identified cross gender viewing issues with the cameras in E housing building and commissary. Video in E housing building showed within the cells and the toilet of commissary was visible on camera. The facility utilizes a body scanner for some searches, including transgender inmate searches. The body scanner is utilized by female staff only for the transgender inmate searches. The facility keeps an electronic log of the staff performing the search on each inmate and archived searches are accessible but restricted by security key access. Informal conversation with inmates indicated some felt they had privacy while others stated there was no privacy in the cells and showers. Most inmates stated that they were not allowed to put up a curtain in their cells and that cameras showed in the cells too. During the tour the auditor observed that strip searches are done prior to entry into the facility at the entry gate. These searches are conducted in a gate house without video monitoring technology. With regard to the opposite gender announcement, the auditor heard the opposite gender announcement in most housing units upon entry. The announcement was made in English and was at an adequate auditory level. Informal conversation with inmates indicated that for

the most part they do not announce when a female comes into the housing unit. Staff advised that they do announce prior to females entering the housing units.

Inmate risk assessments are electronic and paper while medical and mental health documents are paper. Investigative files are electronic and paper and are maintained by Internal Affairs. During the tour the auditor spoke with health service staff and confirmed medical and mental health records are paper and maintained in medical records. This area is staffed from 8:00am-5:00pm and is locked after hours. Medical and mental health care staff are the only staff with access to medical records and are the only staff who have access to view inmate medical and mental health files. Paper risk assessments are maintained in inmate records, which is staffed from 7:00am-4:00pm. Inmate records is secure outside of those hours with restricted key access only. The records staff advised that if security staff request access to an inmate file they need a specific reason, such as Internal Affairs conducting an investigation. Any files that are checked out by staff are tracked through a sign out form. Electronic risk assessments are completed and located in Offender 360. During the tour a Correctional Office illustrated how to access 360 and the inmate risk assessment. The staff indicated she did not believe she had access, however when she pulled the information up she was able to view the risk assessment and responses from the inmate.

During the tour the auditor observed that inmates are able to place outgoing mail in any of the locked boxes on the first tier of the housing units. None of the drop boxes were specific to sexual abuse or sexual harassment allegations or information. Inmates pass these boxes during controlled movements to recreation, chow, medical, etc. Inmates in segregated housing and protective custody are able to place mail in the black locked box

that is brought around daily by staff. The interview with the mailroom staff indicated that incoming mail is sorted by legal or non-legal. All non-legal mail is opened and inspected for contraband. Legal or privileged mail is provided to the inmate, who then opens the mail in front of staff to confirm that it does not contain contraband. The staff indicated that mail from the John Howard Association and the local rape crisis center is treated as legal/privileged mail. Outgoing mail is sorted the same, legal or non-legal. All mail is sent with a voucher, however any mail that does not have voucher will still be mailed out. Non-legal mail is not sealed and is scanned for contraband. Legal mail is sealed by the inmate and is not opened or scanned by the mail room staff. Letters to the John Howard Association and the local rape crisis center are sent out at legal/privileged mail.

The auditor observed the intake process through a demonstration. Inmates are provided PREA information at intake via the handbook. The handbook is available in both English and Spanish. The handbook is paper format only and is not yet available on the inmate tablet system. PREA information was observed on the walls throughout intake. The intake staff member confirmed the handbook has information on sexual abuse and sexual harassment and that they go over information in the handbook, including PREA.

The auditor was provided a demonstration of the initial risk assessment. The initial risk assessment is completed in a private office setting. Staff utilize the paper risk screening and ask each question on the form. The form is then given to the supervisor to sign off on and the information is scanned into the 360 system. The reassessment is also completed in a private office setting. A full risk assessment is complete again for the reassessment. The paper risk assessment is completed and the same questions are asked a second time. The staff stated all inmates

are scheduled to come complete the reassessment within 30 days.

The auditor tested the internal reporting mechanism during the tour. The auditor called the PREA hotline on January 9, 2023 and left a message. The auditor was provided confirmation that the call was received by the PREA Coordinator on the same date (January 9, 2023). Initial phone instructions are provided in English and Spanish, however the hotline instructions are only available in English . Inmates have access to the phones in the housing units via the rolling phone. Inmates get access at least twice a week to the rolling phone (may be more if the phone makes its round on the unit quickly). Additionally, inmates have access to phones on the recreation yard and when out of their cell for visitation, medical, etc. The internal PREA hotline is accessible on all phones and requires the inmate to utilize their pin to make the call. Inmates in segregated housing have access to the phones once a month via the rolling phone. The auditor also submitted a written grievance via the black box on January 10, 2023. The auditor was provided confirmation on January 11, 2023 that the grievance was received by the facility. Inmate also have access to the tablet system at the facility. Currently there are no reporting mechanisms via the tablet system, however the PREA Coordinator indicated they were working on implementing electronic grievances and requests via the tablet system.

The auditor also tested the outside reporting mechanism via a letter to the John Howard Association. The auditor obtained an envelope and sent a letter to the John Howard Association on January 10, 2023. The auditor obtained assistance from an inmate to utilize his name and number on the return address. The letter was placed in the outgoing US mail box by the inmate. While a return name and number is required, the mail staff do not open

this mail and as such inmates are able to remain anonymous within the letter. The John Howard Association is utilized for numerous services and they are not just an organization to report sexual abuse. The auditor received confirmation on January 20, 2023 that the letter was received by the John Howard Association. A copy of the letter that was mailed was forwarded back to the auditor as well as the confirmation from John Howard Association staff that the inmate can remain anonymous.

Additionally during the tour, the auditor asked staff to demonstrate how they submit a written report. Staff indicated they would complete an incident report in paper format and that the form is in the security officer station. The staff indicated they can also complete an incident report electronically on one of the staff computers. The staff member demonstrated what sections would be filled out and advised he would submit the report to the Shift Commander for review. The staff confirmed that he would be able to bypass the chain of command for reporting and submitting an incident report if necessary. The staff indicated the incident report would be completed and turned in immediately.

The auditor tested the victim advocacy hotline during the tour. Inmates are able to call the victim advocacy number from the inmate phones, however the number has to be added to their phone list. Calls on the inmate phone are monitored and recorded. In order to provide confidential calls, the agency has established that inmates are able to call the hotline in the Chapel as a legal call. Inmates advise medical or mental health care staff that they want to call the hotline and the staff set up the call. Staff are able to call the phone number and transfer it to the legal call booth for the inmate. The auditor tested the mechanism and reached a live person. The rape crisis center staff stated that she was able to provide services to any individual that

called the hotline. She stated that if additional service are needed that they take the individuals information and set up referrals. The staff stated that they can inform the inmates on how to report but that what they tell them is confidential and they can't report for them. The staff stated they do not have any Spanish speaking staff.

The auditor tested the third party reporting mechanism on January 22, 2023. The auditor called the PREA hotline as outlined on the agency website. The hotline is the same hotline utilized for the inmate population. The auditor received confirmation from the PREA Coordinator on January 23, 2023 that the message was received and forwarded to him to handle. He indicated he would provide the information to the facility for investigation if it was a report of sexual abuse or sexual harassment.

The auditor had the facility conduct a mock demonstration of the comprehensive PREA education process. The auditor observed that the education is completed one on one in the counselors office. The staff provide the inmate the handbook and go over the zero tolerance policy, ways to report and what occurs after an allegation of sexual abuse is reported. The staff stated this is all typically done on the first day of arrival. The facility staff indicated that they are showing the PREA video, however further conversation and observation confirmed that the PREA video is not show. The intake staff member stated that if the inmate is LEP they request a staff member to translate. The staff also stated the handbook is available in Spanish. The staff stated if a staff member is not available to translate they print out the information and go over it as best they can until a staff member is available to go over it. The staff stated if the inmate is disabled that they utilize the TTL machine or read the information to the inmate. The staff confirmed that they coordinate with mental health assistance for any inmates with

cognitive disabilities.

During inmate interviews the auditor utilized Propio for the two LEP inmate interviews. The auditor was provided the call in number and the PREA Coordinator entered the client information for access. The services require a pin number and it is only accessible through staff. Propio provided phone interpretation for two Spanish speaking inmates. The facility also had two staff that were bilingual and could be utilized to translate, when available (i.e. when working). Additionally during interviews, the auditor utilized the American Sign Language video translation service. This service was set up through the Americans with Disabilities Act Coordinator via mental health staff. Mental health staff set up the computer and initiated the services. The auditor was able to complete the interview through the use of the ASL interpreter.

Documentation Sampling

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

90. In addition to the proof documentation selected by the agency or facility and provided to you, did you also conduct an auditor-selected sampling of documentation?

Yes

No

91. Provide any additional comments regarding selecting additional documentation (e.g., any documentation you oversampled, barriers to selecting additional documentation, etc.).

During the audit the auditor requested personnel and training files of staff, inmate files, medical and mental health records, grievances, incident reports and investigative files for review. A more detailed description of the documentation review is as follows:

Personnel and Training Files. The auditor reviewed a random sample of 40 personnel and/or training files that included six individuals hired within the past twelve months, six contractors, five volunteers and eight medical and mental health care staff. The sample included a variety of job functions and post assignments, including supervisors and line staff.

Inmate Files. A total of 54 inmate files were reviewed. 29 inmate files were those that arrived within the previous twelve months, two were LEP inmates, six were disabled inmates, four were transgender or intersex inmates and twelve were identified with prior sexual victimization and/or a history of prior abusiveness.

Medical and Mental Health Records. The auditor reviewed medical and mental health documentation for nine victims of sexual abuse as well as mental health documents for the twelve inmates who disclosed victimization during the risk screening and/or were identified with prior sexual abusiveness.

Grievances. The auditor reviewed the eleven sexual abuse grievances, as well as the grievance log and additional sample grievances.

Hotline Calls. The facility has an internal hotline. There were a plethora of calls to the hotline during the previous twelve months, not all were related to sexual abuse. The auditor reviewed one investigation that was reported via the hotline.

Incident Reports. The auditor reviewed a

random sample of incident reports.

Investigation Files. There were 49 allegations reported at the facility during the previous twelve months. All 49 had an administrative investigation initiated and two had a criminal investigation initiated. Eight of the investigations, including one criminal investigation were ongoing during the on-site portion of the audit. The auditor reviewed fifteen investigations to ensure all elements were included as required under the standards. It should be noted that the auditor reviewed all available documentation for the ongoing criminal investigation.

SEXUAL ABUSE AND SEXUAL HARASSMENT ALLEGATIONS AND INVESTIGATIONS IN THIS FACILITY

Sexual Abuse and Sexual Harassment Allegations and Investigations Overview

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

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

	# of sexual abuse allegations	# of criminal investigations	# of administrative investigations	# of allegations that had both criminal and administrative investigations
Inmate-on-inmate sexual abuse	14	1	14	1
Staff-on-inmate sexual abuse	8	1	8	1
Total	22	2	22	2

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

	# of sexual harassment allegations	# of criminal investigations	# of administrative investigations	# of allegations that had both criminal and administrative investigations
Inmate-on-inmate sexual harassment	11	0	11	0
Staff-on-inmate sexual harassment	18	0	18	0
Total	29	0	29	0

Sexual Abuse and Sexual Harassment Investigation Outcomes

Sexual Abuse Investigation Outcomes

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

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

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

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

	Ongoing	Unfounded	Unsubstantiated	Substantiated
Inmate-on-inmate sexual abuse	1	0	13	0
Staff-on-inmate sexual abuse	3	2	2	1
Total	4	2	15	1

Sexual Harassment Investigation Outcomes

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

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

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

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

	Ongoing	Unfounded	Unsubstantiated	Substantiated
Inmate-on-inmate sexual harassment	1	1	9	0
Staff-on-inmate sexual harassment	4	1	13	0
Total	5	2	22	0

Sexual Abuse and Sexual Harassment Investigation Files Selected for Review

Sexual Abuse Investigation Files Selected for Review

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

14

<p>99. Did your selection of SEXUAL ABUSE investigation files include a cross-section of criminal and/or administrative investigations by findings/outcomes?</p>	<p><input checked="" type="radio"/> Yes</p> <p><input type="radio"/> No</p> <p><input type="radio"/> NA (NA if you were unable to review any sexual abuse investigation files)</p>
<p>Inmate-on-inmate sexual abuse investigation files</p>	
<p>100. Enter the total number of INMATE-ON-INMATE SEXUAL ABUSE investigation files reviewed/sampled:</p>	<p>11</p>
<p>101. Did your sample of INMATE-ON-INMATE SEXUAL ABUSE investigation files include criminal investigations?</p>	<p><input checked="" type="radio"/> Yes</p> <p><input type="radio"/> No</p> <p><input type="radio"/> NA (NA if you were unable to review any inmate-on-inmate sexual abuse investigation files)</p>
<p>102. Did your sample of INMATE-ON-INMATE SEXUAL ABUSE investigation files include administrative investigations?</p>	<p><input checked="" type="radio"/> Yes</p> <p><input type="radio"/> No</p> <p><input type="radio"/> NA (NA if you were unable to review any inmate-on-inmate sexual abuse investigation files)</p>
<p>Staff-on-inmate sexual abuse investigation files</p>	
<p>103. Enter the total number of STAFF-ON-INMATE SEXUAL ABUSE investigation files reviewed/sampled:</p>	<p>3</p>
<p>104. Did your sample of STAFF-ON-INMATE SEXUAL ABUSE investigation files include criminal investigations?</p>	<p><input type="radio"/> Yes</p> <p><input checked="" type="radio"/> No</p> <p><input type="radio"/> NA (NA if you were unable to review any staff-on-inmate sexual abuse investigation files)</p>

<p>105. Did your sample of STAFF-ON-INMATE SEXUAL ABUSE investigation files include administrative investigations?</p>	<p><input checked="" type="radio"/> Yes</p> <p><input type="radio"/> No</p> <p><input type="radio"/> NA (NA if you were unable to review any staff-on-inmate sexual abuse investigation files)</p>
<p>Sexual Harassment Investigation Files Selected for Review</p>	
<p>106. Enter the total number of SEXUAL HARASSMENT investigation files reviewed/sampled:</p>	<p>1</p>
<p>107. Did your selection of SEXUAL HARASSMENT investigation files include a cross-section of criminal and/or administrative investigations by findings/outcomes?</p>	<p><input type="radio"/> Yes</p> <p><input checked="" type="radio"/> No</p> <p><input type="radio"/> NA (NA if you were unable to review any sexual harassment investigation files)</p>
<p>Inmate-on-inmate sexual harassment investigation files</p>	
<p>108. Enter the total number of INMATE-ON-INMATE SEXUAL HARASSMENT investigation files reviewed/sampled:</p>	<p>0</p>
<p>109. Did your sample of INMATE-ON-INMATE SEXUAL HARASSMENT files include criminal investigations?</p>	<p><input type="radio"/> Yes</p> <p><input checked="" type="radio"/> No</p> <p><input type="radio"/> NA (NA if you were unable to review any inmate-on-inmate sexual harassment investigation files)</p>
<p>110. Did your sample of INMATE-ON-INMATE SEXUAL HARASSMENT investigation files include administrative investigations?</p>	<p><input type="radio"/> Yes</p> <p><input checked="" type="radio"/> No</p> <p><input type="radio"/> NA (NA if you were unable to review any inmate-on-inmate sexual harassment investigation files)</p>

Staff-on-inmate sexual harassment investigation files	
111. Enter the total number of STAFF-ON-INMATE SEXUAL HARASSMENT investigation files reviewed/sampled:	1
112. Did your sample of STAFF-ON-INMATE SEXUAL HARASSMENT investigation files include criminal investigations?	<input type="radio"/> Yes <input checked="" type="radio"/> No <input type="radio"/> NA (NA if you were unable to review any staff-on-inmate sexual harassment investigation files)
113. Did your sample of STAFF-ON-INMATE SEXUAL HARASSMENT investigation files include administrative investigations?	<input checked="" type="radio"/> Yes <input type="radio"/> No <input type="radio"/> NA (NA if you were unable to review any staff-on-inmate sexual harassment investigation files)
114. Provide any additional comments regarding selecting and reviewing sexual abuse and sexual harassment investigation files.	The criminal investigation was still ongoing. The auditor reviewed all information that was currently available during the on-site for that investigation. Additionally, the auditor chose to review mostly sexual abuse investigations, due to the nature of investigations and the layout of the facility (most single celled).
SUPPORT STAFF INFORMATION	
DOJ-certified PREA Auditors Support Staff	
115. Did you receive assistance from any DOJ-CERTIFIED PREA AUDITORS at any point during this audit? REMEMBER: the audit includes all activities from the pre-onsite through the post-onsite phases to the submission of the final report. Make sure you respond accordingly.	<input type="radio"/> Yes <input checked="" type="radio"/> No

Non-certified Support Staff

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

Yes

No

AUDITING ARRANGEMENTS AND COMPENSATION

121. Who paid you to conduct this audit?

The audited facility or its parent agency

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

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

Other

Standards	
Auditor Overall Determination Definitions	
<ul style="list-style-type: none"> • Exceeds Standard (Substantially exceeds requirement of standard) • Meets Standard (substantial compliance; complies in all material ways with the stand for the relevant review period) • Does Not Meet Standard (requires corrective actions) 	
Auditor Discussion Instructions	
<p>Auditor discussion, including the evidence relied upon in making the compliance or non-compliance determination, the auditor’s analysis and reasoning, and the auditor’s conclusions. This discussion must also include corrective action recommendations where the facility does not meet standard. These recommendations must be included in the Final Report, accompanied by information on specific corrective actions taken by the facility.</p>	

115.11	Zero tolerance of sexual abuse and sexual harassment; PREA coordinator
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>Documents:</p> <ol style="list-style-type: none"> 1. Pre-Audit Questionnaire 2. Administrative Directive (AD) 04.01.301 Sexual Abuse and Harassment Prevention and Intervention Program 3. Menard Correctional Center Institutional Directive (ID) 04.01.301 Sexual Abuse and Harassment Prevention and Intervention 4. Administrative Directive 01.02.103 Duty Administrative Officer, Back-up Duty Administrative Officer and Required Inspection Tours 5. Administrative Directive 04.03.104 Evaluation, Treatment and Correctional Management of Transgender Offenders 6. Administrative Directive 05.01.113 Searches of Offenders

7. Administrative Directive 04.01.105 Facility Orientation
8. Administrative Directive 04.01.111 ADA Accommodations
9. Administrative Directive 05.07.101 Reception and Classification Process
10. Administrative Directive 01.12.120 Investigations of Unusual Incidents
11. Administrative Directive 01.12.112 Preservation of Physical Evidence
12. Administrative Directive 01.12.101 Employee Criminal Misconduct
13. Administrative Directive 01.12.125 Uniform Investigative Reporting System
14. Administrative Directive 01.12.115 Institutional Investigative Assignment
15. Administrative Directives 01.01.101 Administrative Directives
16. Administrative Directive 01.02.101 Staff Meeting
17. Administrative Directive 04.01.122 Volunteer Services
18. Administrative Directive 03.03.102 Employee Training
19. Administrative Directive 05.15.100 Restrictive Housing
20. Administrative Directive 04.01.114 Local Offender Grievance Procedures
21. Administrative Directive 03.01.120 Employee Review Hearing
22. Standard Operating Procedural (SOP) Manual for Mental Health
23. Illinois Administrative Code 20.504
24. PREA Sexual Abuse and Harassment Prevention and Intervention Program Manual (PREA Manual)
25. Agency Organizational Chart
26. Facility Organizational Chart

Interviews:

1. Interview with the PREA Coordinator
2. Interview with the PREA Compliance Manager

Findings (By Provision):

115.11 (a): The PAQ indicated that the agency has a written policy mandating zero tolerance toward all forms of sexual abuse and sexual harassment in facilities it operates directly or under contract. The PAQ also stated that the facility has a policy outlining how it will implement the agency's approach to preventing, detecting and responding to sexual abuse and sexual harassment and that the policy includes definitions on prohibited behaviors regarding sexual abuse and sexual harassment and sanctions for those found to have participated in prohibited behaviors. The PAQ further stated that the policy includes a description of agency strategies and response to reduce and prevent sexual abuse and sexual harassment of inmates. The agency policy, AD 04.01.301 outlines the agency's strategies on preventing, detecting and responding to sexual abuse and include definitions of prohibited behavior. Page 1 states that the agency has a zero tolerance policy. In addition ID 04.01.301, outlines the facility specific procedures on preventing, detecting and responding to sexual abuse and sexual harassment. Page 2 (both policies) provide the definitions of prohibited behaviors and page 12 outlines sanctions for those who have participated in prohibited behaviors. In addition to AD and ID 04.01.301, the agency has numerous other policies that address portions of sexual abuse prevention, detection and response strategies. The policies include: 01.02.103, 04.03.104, 05.01.113, 04.01.105, 04.01.111, 05.07.101, 01.12.120, 01.12.112, 01.12.101, 01.12.115, 01.01.101, 01.02.101, 04.01.122, 03.03.102, 05.15.100, 04.01.114, 03.01.120, SOP Manual for Mental Health and Illinois Administrative Code 20.504. The policies address "preventing" sexual abuse and sexual harassment through the designation of a PC and PCM, training (staff, volunteers and contractors), staffing, intake/risk screening, inmate education and posting of signage (PREA posters, etc.). The policies address "detecting" sexual abuse and sexual harassment through training (staff, volunteers, and contractors) and intake/risk screening. The policies address "responding" to allegations of sexual abuse and sexual harassment through reporting, victim services, medical and mental health services, employee and inmate discipline, incident reviews and data collection. The policies are consistent with the PREA standards and outline the agency's approach to sexual safety. Additionally, the agency has the PREA Manual which addresses each provision of each standard and has corresponding direction, if applicable, related to the provision/standard. The PREA Manual is utilized by agency staff as a road map for PREA compliance.

115.11 (b): The PAQ indicated that the agency employs or designates an upper-level, agency-wide PREA Coordinator with sufficient time and authority to develop, implement and oversee agency efforts to comply with the PREA standards. AD 04.01.301, page 3 states that the Director shall designate an Agency PREA Coordinator who shall develop, implement and oversee the Department's Sexual Abuse and Harassment Prevention and Intervention Program. The agency's organizational chart reflects that the PC position is an upper-level, agency-wide position. The position is the Senior Public Service Administrator who reports to the Chief Compliance Officer who reports to the Director. The interview with the PC indicated that the work gets done, but often requires that he work long hours. He stated the Department is currently in the process of restructuring the PREA Unit to

incorporate additional staff. Eventually, the IDOC PREA Compliance Unit will consist of one Senior Public Service Administrator (Agency PREA Coordinator), two Administrative Assistant II positions, and three Internal Security Investigator II positions. The PC stated there are a total of 31 PREA Compliance Managers and 31 Backup PREA Compliance Managers. Collaboration with the individuals occurs using in-person and WebEx meetings, SharePoint and an email distribution list in Outlook. Additionally, he stated that site visits are made to all facilities, and he is always available via email/phone. The interview with the PC indicated that if he identifies an issue complying with a PREA standard he would contact the specific Department Head and notify them of a concern and develop corrective action collectively. He indicated if the issue requires a policy change, the Department's Policy and Directive Unit as well as the Legal Department are utilized. Additionally, he stated that he can also utilize the National PREA Resource Center and networking with other states if necessary.

115.11 (c): The PAQ indicated that the facility has designated a PREA Compliance Manager that has sufficient time and authority to coordinate the facility's efforts to comply with PREA standards. The PAQ stated the position of PCM at the facility is the Caseworker Supervisor. AD 04.01.301, page 4 states that the Chief Administrative Officer of each correctional facility shall designate a facility PREA Compliance Manager with sufficient time and authority to coordinate the facility's efforts to comply with PREA standards and who is trained in sexual abuse crisis issues and has the knowledge, skills and abilities for program implementation and evaluation. The facility's organizational chart indicates that the PCM reports to the Assistant Warden of Programs. The interview with the PREA Compliance Manager indicated he generally has enough time to manage all of his PREA related responsibilities. He stated he has other duties but that he can also delegate something to someone else if he needs to and he can always find the time to get things done. The interviews further indicated that the PCM has been at the job for six months and that he is learning a lot of the processes and standards. He stated his role is to make sure that if anyone files a sexual abuse or sexual harassment allegation that everything is documented and that the victim is seen by medical, mental health and Internal Affairs. He stated he makes sure everyone crosses their "t's" and dots their "i's". He further confirmed that he maintains the PREA case files, notifies inmate victims of investigative outcomes, monitors for retaliation and is part of the sexual abuse incident review team. The PCM stated that if he identifies an issue complying with a PREA standard he will typically communicate with the appropriate individuals with training and education related to what may be needed. He stated he tries to communicate to the best of his ability what is expected, needed or requires modification.

Based on a review of the PAQ, AD 04.01.301, ID 04.01.301, 01.02.103, 04.03.104, 05.01.113, 04.01.105, 04.01.111, 05.07.101, 01.12.120, 01.12.112, 01.12.101, 01.12.115, 01.01.101, 01.02.101, 04.01.122, 03.03.102, 05.15.100, 04.01.114, 03.01.120, SOP Manual for Mental Health, Illinois Administrative Code 20.504, the PREA Manual, the agency organizational chart, the facility organizational chart and

	information from interviews with the PC and PCM, this standard appears to be compliant.
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115.12	Contracting with other entities for the confinement of inmates
	<p>Auditor Overall Determination: Exceeds Standard</p> <p>Auditor Discussion</p> <p>Documents:</p> <ol style="list-style-type: none"> 1. Pre-Audit Questionnaire 2. Contracts for Confinement of Inmates <p>Interviews:</p> <ol style="list-style-type: none"> 1. Interview with the Agency’s Contract Administrator <p>Findings (By Provision):</p> <p>115.12 (a): The PAQ indicated that the agency has entered into or renewed two contracts for the confinement of inmates since the last PREA audit and both contracts require the contractor to adopt and comply with PREA standards. A review of the two contracts confirmed that language is included in each contract that states that the “vendor shall comply with all applicable fiscal, operational and program policies of the IDOC contained in Administrative Directives, Administrative Rules and applicable memoranda. IDOC shall provide at least one complete set to the Center”. It also states that the “vendor shall grant open access, at all times, to the IDOC for inspection, audits, routine IDOC business and any other purposes relating to this program as determined by the IDOC”.</p> <p>115.12 (b): The PAQ indicated that the two contracts require the agency to monitor the contractor’s compliance with PREA standards. The interview with the Agency Contract Administrator indicated that individual correctional facilities do not contract for confinement services on their own. The IDOC does contract with Safer Foundations for the confinement of offenders in a Community Confinement setting. The two facilities are stand-alone facilities and both facilities undergo their own PREA audit every three years just like the facilities operated by the State. The Agency Contract Administrator confirmed that both contracts require full compliance with the PREA standards and both PREA audit reports are available on the IDOC website. A review of</p>

	<p>the agency website confirmed that both contracted facilities had a PREA audit completed during each of the previous three audit cycles. All reports are available for review on the website.</p> <p>Based on the review of the PAQ, the language within the contracts and information from the interview with the Agency Contract Administrator, the agency appears to exceed this standard. The agency has two contracts, both which have language that require the contractor (Safer Foundations) to comply with PREA standards. In addition to the language, the agency goes above and beyond by coordinating and paying for the PREA audits for the contracted agency. The agency does this to ensure that the contractor complies with the PREA standards and is fully compliant. The PC schedules these audits and includes them in his PREA audit three year cycle.</p>
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115.13	Supervision and monitoring
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>Documents:</p> <ol style="list-style-type: none"> 1. Pre-Audit Questionnaire 2. Administrative Directive 04.01.301 Sexual Abuse and Harassment Prevention and Intervention Program 3. Administrative Directive 01.02.103 Duty Administrative Officer, Back-up Duty Administrative Officer and Required Inspection Tours 4. Staffing Plan 5. Staffing Plan Review 6. Deviations from the Staffing Plan (Daily Rosters) 7. Documentation of Unannounced Rounds <p>Interviews:</p> <ol style="list-style-type: none"> 1. Interview with the Warden 2. Interview with the PREA Compliance Manager 3. Interview with the PREA Coordinator 4. Interviews with Intermediate-Level or Higher-Level Facility Staff

Site Review Observations:

1. Staffing Levels
2. Video Monitoring Technology or Other Monitoring Materials

Findings (By Provision):

115.13 (a): The PAQ indicated that the agency requires each facility it operates to develop, document and make its best efforts to comply on a regular basis with a staffing plan that provides for adequate levels of staffing and, where applicable, video monitoring, to protect inmates against abuse. AD 04.01.301 pages 4-5 address the agency's staffing plan development. Specifically, it states that the Chief Administrative Officer of each correctional facility shall ensure the facility develops, documents and makes its best efforts to comply on a regular basis with a staffing plan that provides for adequate levels of staffing, and where applicable, video monitoring, to protect inmates against sexual abuse and sexual harassment. In calculating adequate staffing levels and determining the need for video monitoring, facilities shall take into consideration: generally accepted correctional practices, any judicial findings of inadequacy, any finding of inadequacy from Federal investigative agencies, any finding of inadequacy from internal or external oversight bodies, all components of the facility's physical plant including blind-spots or areas where staff or offenders may be isolated, the composition of the offender population, the number and placement of supervisory staff, institutional programs occurring on a particular shift, any applicable State or local laws, the prevalence of substantiated and unsubstantiated incidents of abuse and any other relevant factors. The PAQ indicated that the staffing plan is based on 3115 inmates (which is facility capacity). The facility employs 849 staff. Security staff mainly make up three shifts; 7:00am-3:00pm, 3:00pm-11:00pm and 11:00pm-7:00am. Each shift has a Shift Commander as well as more than four Lieutenants, more than eight Sergeants and a plethora of Correctional Officers. Supervisors and Officers are assigned to housing units as well as other areas including; tower, yard, escorts, doors, cat walk, school, mental health and dietary. Additionally, medical and mental health care staff and other administrative staff have their own varied scheduled work hours. A review of the staffing plan confirmed that it includes all elements required under this provision. The staffing plan notes that the IDOC monitors updates and recommendations from the National Institute of Corrections, the American Correctional Association and the Association of State Correctional Administrators. The staffing plan notes that an increase in staffing due to *Rasho v. Baldwin* has been enacted across the IDOC. The staffing plan outlines the physical plant and staffing related to each building/area. The staffing plan notes that staffing is based on maximum security individuals in custody, however lower custody level individuals in custody may warrant less staffing in specific areas. The staffing plan further outlines the number and placement of supervisory staff and the

programs that occur at the facility and staffing for these areas. The staffing plan additionally discusses the prevalence of substantiated and unsubstantiated incidents of sexual abuse and other relevant factors as it relates to video monitoring technology. During the tour the auditor confirmed the facility follows the staffing plan. There was at least one staff member per tier and numerous additional staff covering other areas of the building. The auditor confirmed that the staffing was adequate to protect inmates from sexual abuse. Additionally, the facility operates through controlled movement only and inmates are escorted during these controlled movements by numerous staff. Program, work and education areas included at least one security staff member and non-security staff member such as teachers, counselors, etc. The auditor confirmed that the facility was mainly single celled and did not have any issues with overcrowding. The physical plant of the housing tiers provided an adequate line of sight for the staff working the tiers. The facility physical plant is the original structure from the 1800's. Due to the age of the facility there are numerous blind spots. However, the auditor determined that with the number of staff, the frequency of rounds, the modifications to areas to limit access and the controlled movement the blind spot issues are minimized. The auditor observed that staff were conducting rounds at least every 30 minutes and that all doors were secured. There were many areas of the facility that were fenced off with locking mechanisms to limit access and control movement. The conversation with staff confirmed that the staffing during the audit was typical and housing units are not overcrowded. Staff stated they make rounds at least every 30 minutes and supervisors make rounds at least once a shift. Informal conversation with inmates also confirmed that staff make rounds all the time and that they see a supervisor a few times a day. The interview with the Warden confirmed that the facility has a staffing plan that includes adequate levels to protect inmates from sexual abuse and sexual abuse and that the plan incorporates video monitoring technology. The Warden stated that the staffing plan is documented on the shift reports and the daily rosters. The Warden confirmed that the required elements under this standard are reviewed with regard to the development and review of the staffing plan. He indicated there are additional staff on shift with program and that if they do not have enough staff available to safely operate a program they would cancel the program. The Warden stated that the facility utilizes cameras and mirrors to alleviate blind spots and that they walk the physical plant to identify any areas that may require cameras or additional staffing. He indicated there are more staff in higher security areas such as segregation and maximum custody housing. The Warden confirmed that he checks for compliance with the staffing plan via internal audits and through the daily rosters. The interview with the PREA Compliance Manager confirmed the facility has a staffing plan. He stated that the current staffing plan is not fully staffed but that they are a lot better off than a lot of other places. He indicated there are staff that are essential for safety and security and these areas have a higher need than others with regard to number of staff. He further stated there may be some post that can be pulled, such as education, because they are able to shut down classes and place those staff in a housing unit or an essential assignment. He confirmed staffing is based on the security level of the facility and that additional staff are in the older buildings to assist with covering blind spots. He further confirmed there are more staff on day shift and when there are activities/programming occurring.

115.13 (b): The PAQ indicated that each time the staffing plan is not complied with, the facility documents and justifies all deviations from the staffing plan. The PAQ further indicated that there have been no deviation or common reasons for deviations. AD 04.01.301, page 5 states that if circumstances arise where the staffing plan is not complied with, the facility shall document and justify all deviation from the plan on the Daily Roster review, DOC 0531, in accordance with 05.01.101. The interview with the Warden confirmed that any deviations from the staffing plan would be documented on the daily roster. A review of a sample of daily rosters confirmed that deviations are documented through the number of staff in each category (i.e. call ins, training, military, etc.) as well the posts that are closed due to the deviations.

115.13 (c): The PAQ indicated that at least once a year the facility in collaboration with the PC, reviews the staffing plan to see where adjustments are needed. AD 04.01.301, page 5 states that whenever necessary, but no less frequent than once per year, the facility, in consultation with the Agency PREA Coordinator, shall assess, determine and document whether adjustments are needed to the staffing plan established herein, the facility's deployment of video monitoring systems and other monitoring technologies, and the resources the facility has available to ensure adherence to staffing plan. The staffing plan was most recently reviewed on August 29, 2022. The plan was reviewed to assess, determine and document whether any adjustments were needed to the staffing plan, the deployment of video monitoring technologies and/or the resources available to commit to ensuring adherence to the staffing plan. The staffing plan review included documentation on the facility staffing allocations, cameras and all the required components under provision (a) of this standard, including physical plant, finding of inadequacy, composition of inmate population, programs occurring on each shift, incidents of sexual abuse and other relevant factors. The staffing plan was previously reviewed on June 29, 2021. The PC confirmed that he is consulted regarding each facility's staffing plan. He stated staffing assessments are reviewed consistently by Operations (Roster Review Team, Security Review Team, etc.) and updates to the Staffing Plan are signed off on by the facility Warden and PREA Coordinator on an annual basis.

115.13 (d): The PAQ indicated that the facility requires that intermediate-level or higher-level staff conduct unannounced rounds to identify and deter staff sexual abuse and sexual harassment. The PAQ further states that the facility documents the unannounced rounds and the rounds cover all shifts. Additionally, the PAQ stated that the facility prohibits staff from alerting other staff of the conduct of such rounds. 01.02.103, page 3 states that the Back-up Duty Administrative Officer (BUDAO) or Duty Administrative Officer (DAO) shall at least every two days, excluding weekends and holidays, inspect activity areas of the facility, housing units, including restrictive housing, kitchens and dining rooms, health care units, recreation areas and educational, vocational, maintenance and industry buildings. Page 4 states that the

BUDAO shall conduct unscheduled inspections of random areas within the facility for all major holidays, during back shift, each weekend and at satellite facilities. The policy states that the unscheduled inspection of random areas within the facility on the DOC 0481. The policy further states that staff shall be prohibited from alerting other staff member that supervisory rounds are occurring unless such announcement is related to the legitimate operational function of the facility. During the on-site portion of the audit the auditor requested documentation for six specific days over the previous twelve months to determine if unannounced rounds are being made. A review of the documentation for six weeks across the previous twelve months confirmed that at least one unannounced round was made in each housing unit on all three shifts. Additionally, informal conversation with inmates and staff confirmed that they see the supervisor a few times a day. The interviews with the intermediate-level and/or higher-level staff confirmed that they make unannounced rounds and that they document the unannounced rounds. The three staff stated that unannounced rounds are documented on the shift report and in the log books in each housing unit. The supervisors indicated they ensure staff don't notify one another of their rounds by not following a routine and by conducting rounds sporadically. One supervisor stated that he has no idea how his day will go so he conducts rounds based on the days' activities. Another supervisor stated that there is a lot going on at the facility and that they make rounds when they can and there is no set time to start/end or location to start/end.

Based on a review of the PAQ, 04.01.301, 01.02.103, the facility staffing plan, the staffing plan review, documentation of unannounced rounds, deviations from the staffing plan, observations made during the tour and interviews with the PC, PCM, Warden and intermediate-level or higher-level staff, this standard appears to be compliant.

Recommendation

The auditor highly recommends that cameras be installed throughout the facility, including in housing areas and common areas. Due to the age and physical plant of the facility additional cameras would assist with preventing, detecting and responding to sexual abuse. Additionally, they would assist with supplementing current staffing levels.

115.14	Youthful inmates
	Auditor Overall Determination: Meets Standard
	Auditor Discussion

Documents:

1. Pre-Audit Questionnaire
2. Public Act 99-628
3. Memorandum from Legal Counsel

Findings (By Provision):

115.14 (a): The PAQ and the memo from Legal Counsel indicated that no youthful inmates are housed at Menard Correctional Center and as such this standard is not applicable. Public Act 99-628 (effective January 1, 2017) states that all offenders under eighteen years of age when sentenced to imprisonment shall be committed to the Department of Juvenile Justice and the court in its order of commitment shall set a definite term. As of January 1, 2017, newly sentenced seventeen year old offenders are to be admitted into the penitentiary system at an Illinois Department of Juvenile Justice facility and later subject to permanent transfer to IDOC pursuant to 730 ILCS 5/3-10-7€ after attaining the age of eighteen.

115.14 (b): The PAQ and the memo from Legal Counsel indicated that no youthful inmates are housed at Menard Correctional Center and as such this standard is not applicable. Public Act 99-628 (effective January 1, 2017) states that all offenders under eighteen years of age when sentenced to imprisonment shall be committed to the Department of Juvenile Justice and the court in its order of commitment shall set a definite term. As of January 1, 2017, newly sentenced seventeen year old offenders are to be admitted into the penitentiary system at an Illinois Department of Juvenile Justice facility and later subject to permanent transfer to IDOC pursuant to 730 ILCS 5/3-10-7€ after attaining the age of eighteen.

115.14 (c): The PAQ and the memo from Legal Counsel indicated that no youthful inmates are housed at Menard Correctional Center and as such this standard is not applicable. Public Act 99-628 (effective January 1, 2017) states that all offenders under eighteen years of age when sentenced to imprisonment shall be committed to the Department of Juvenile Justice and the court in its order of commitment shall set a definite term. As of January 1, 2017, newly sentenced seventeen year old offenders are to be admitted into the penitentiary system at an Illinois Department of Juvenile Justice facility and later subject to permanent transfer to IDOC pursuant to 730 ILCS 5/3-10-7€ after attaining the age of eighteen.

Based on a review of the PAQ, the memo from Legal Counsel and Public Act 99-628,

this standard appears to be not applicable and as such, compliant.

115.15 Limits to cross-gender viewing and searches

Auditor Overall Determination: Meets Standard

Auditor Discussion

Documents:

1. Pre-Audit Questionnaire
2. Administrative Directive 04.01.301 Sexual Abuse and Harassment Prevention and Intervention Program
3. Administrative Directive 04.03.104 Evaluation, Treatment and Correctional Management of Transgender Offenders
4. Administrative Directive 05.01.113 Searches of Offenders
5. Post Description Correctional Officer Housing Unit Wing 1
6. Rehabilitation, Safety Management and Care for Transgender People in Correctional Settings Curriculum
7. Personal Searches Curriculum
8. Personal Search Card
9. Staff Training Records

Interviews:

1. Interviews with Random Staff
2. Interviews with Random Inmates
3. Interviews with Transgender and/or Intersex Inmates

Site Review Observations:

1. Observations of Privacy Barriers
2. Observation of Cross Gender Announcement

Findings (By Provision):

115.15 (a): The PAQ indicated that the facility does not conduct cross gender strip or cross gender visual body cavity searches of inmates. The PAQ stated zero searches of this kind were conducted at the facility over the past twelve months. 05.01.113, page 2 states that cross-gender strip searches shall be prohibited. A review of the Personal Searches Curriculum confirmed that page 4 discusses the prohibition under 05.01.113.

115.15 (b): The PAQ indicated that the facility does not permit cross-gender pat-down searches of female inmates, absent exigent circumstances and the facility does not restrict female inmates' access to regularly available programming or other out-of-cell opportunities in order to comply with this provision. The PAQ further indicated that Menard Correctional Center does not house female inmates and as such this provision does not apply. The Personal Searches Curriculum, page 4 indicates that staff are trained that only female correctional employees, who are properly trained, are authorized to conduct pat down or clothed body searches of female offenders. There were zero female inmates at the facility. Interviews with four transgender inmates indicated that three were never searched by a staff member of the opposite gender. One transgender inmate stated that she was searched by male staff prior to the interview. The auditor inquired about the search and determined that the inmate had on clothing that was not authorized and was required to remove the clothing prior to the interview. The inmate was not strip searched. All sixteen staff stated that females are not restricted from programs and privileges in order to comply with this provision. The staff indicated there is always a female available to conduct searches of transgender individuals in custody.

115.15 (c): The PAQ indicated that facility policy requires that all cross-gender strip searches and cross gender visual body cavity searches be documented and that all cross-gender pat-down searches of female inmates be documented. The PAQ stated that the facility does not house female inmates and as such that part of the provision does not apply. 01.12.105, page 3 states that notification of serious and significant unusual incidents shall be in accordance with the provisions of this directive. Page 3 states that following initial notification of the respective Deputy Director or Chief, the Chief Administrative Officer shall ensure electronic notification of the incident is provided and the notification includes the date and time, offenders involved, staff involved and narrative of the incident. The Personal Search Manual, page 4 states that in exigent or emergency circumstances, a male correctional employee, who is properly trained, may conduct a search if a properly trained, female correctional employee is not available. An exigent or emergency situation is one in which a reasonable suspicion exists that a weapon, or another item of serious contraband, is present and it presents an immediate danger to the offender(s), facility security, or the public which cannot be safety averted either by securing, escorting or isolating

the offender. Interviews with four transgender inmates indicated that three were never searched by a staff member of the opposite gender. One transgender inmate stated that she was searched by male staff prior to the interview. The auditor inquired about the search and determined that the inmate had on clothing that was not authorized and was required to remove the clothing prior to the interview. The inmate was not strip searched.

115.15 (d): The PAQ stated that the facility has implemented policies and procedures that enable inmates to shower, perform bodily functions and change clothing without non-medical 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. Additionally, the PAQ stated that policies and procedures require staff of the opposite gender to announce their presence when entering an inmate housing unit. 04.01.301, page 7 indicates that offenders shall be able to shower, perform bodily functions and change clothing without non-medical staff of the opposite gender viewing their breasts, buttocks or genitalia, except when such viewing is incidental to routine cell checks. Page 7 further notes that staff of the opposite gender, whether assigned to the unit or not, shall make the following verbal announcement upon their arrival in a housing unit "Male/Female in the housing unit". Additionally, Post Description Correctional Officer Housing Unit Wing 1, page 2 states that the assigned correctional officer is responsible for announcing any male staff member upon their entrance to the housing unit in accordance with PREA Standard 115.15 (Limits to Cross Gender Viewing) "Knock and Announce" policy. In addition, a general announcement that male staff will be present should occur at the beginning of each shift and at least once more during the shift. During the tour the auditor identified numerous issues related to limited privacy when using the restroom and changing clothes. All showers were observed to provide adequate privacy through walls, curtains, metal doors and via the physical plant structure of the location of the showers. All housing units, with the exception of the intake/receiving unit and the medium housing building did not provide adequate privacy for inmates when using the restroom or changing clothes. Most of the housing units had open bar stock cells. All cells were equipped with a toilet and inmates also change in their cells. Staff of the opposite gender work in the housing units and the housing units do not have an officer's desk or central location that the staff work. As such, inmates do not have adequate privacy from female staff in the housing units. Additional cross gender viewing issues were identified in the program/recreation area (restroom) in the North 2 housing building and in the commissary restroom area. The auditor also identified cross gender viewing issue in health services. The observation rooms had large windows that did not provide adequate privacy for those using the toilet. The indoor recreation area also had a cross gender viewing issue. The toilets were behind open bar stock and privacy was not adequate. A review of video monitoring technology also identified cross gender viewing issues with the cameras in "E" housing building and commissary. Video in "E" housing building showed within the cells and the toilet of commissary was visible on camera. The facility utilizes a body scanner for some searches, including transgender inmate searches. The body scanner is utilized by

female staff only for the transgender inmate searches. The facility keeps an electronic log of the staff performing the search on each inmate and archived searches are accessible but restricted by security key access. Informal conversation with inmates indicated some felt they had privacy while others stated there was no privacy in the cells and showers. Most inmates stated that they were not allowed to put up a curtain in their cells and that cameras showed in the cells too. During the tour the auditor observed that strip searches are done prior to entry into the facility at the entry gate. These searches are conducted in a gate house without video monitoring technology. With regard to the opposite gender announcement, the auditor heard the opposite gender announcement in most housing units upon entry. The announcement was made in English and was at an adequate auditory level. Informal conversation with inmates indicated that for the most part they do not announce when a female comes into the housing unit. Staff advised that they do announce prior to females entering the housing units. Fifteen of the sixteen random staff interviewed stated that inmates have privacy when showering, using the restroom and changing clothes through curtains. One staff member stated they have privacy in the shower but toilets are in their cells. Eighteen of the 41 inmates interviewed indicated they had never been naked in front of a staff member of the opposite gender and have privacy when using the restroom, showering and changing their clothes. Many inmates indicated that they do not have privacy in their cells and they are not allowed to put a curtain or sheet up for privacy. Inmates also stated that there are cameras that directly face their cell and the cameras can view them using the restroom and changing clothes. Eight of the 41 inmates stated that staff of the opposite gender announce when they enter inmate housing units. All sixteen random staff stated that opposite gender staff announce their presence when entering an inmate housing unit.

115.15 (e): The PAQ indicated that the facility has a policy prohibiting staff from searching or physically examining a transgender or intersex inmate for the sole purpose of determining the inmate's genital status and no searches of this nature occurred in the past twelve months. 05.01.113, page 2 states that staff shall not search or physically examine a transgender or intersex offender for the sole purpose of determining the offender's genital status. If the offender's genital status is unknown, it may be determined during conversation with the offender, reviewing medical records, or, if necessary, by learning that information as part of a broader medical examination conducted in private by a medical practitioner. Interviews with sixteen random staff indicated that twelve were aware of an agency policy that prohibits strip searching a transgender or intersex inmate for the sole purpose of determining the inmates' genital status. A few of the staff stated that a transgender individual in custody has their search preference listed on the back of their identification. Interviews with four transgender inmates confirmed that three believed they were never searched for the sole purpose of determining their genital status. One inmate indicated she felt she was searched for this purpose during intake. The auditor could not confirm this information. The inmate was searched during intake as required by current facility policy and procedure.

115.15 (f): 05.01.113, page 2 states that the Office of Staff Development and Training shall ensure security staff are trained in conducting searches of offenders in a professional and respectful manner, and in the least intrusive manner possible, consistent with security needs. Page 11 further states that offenders designated as transgender non-conforming shall be designated as such in Offender 360 and provided an offender identification card specifying the gender of staff that will perform strip searches of that offender as determined by the Transgender Administrative Committee in consultation with the offender. If a strip search is to be performed, the transgender or gender non-conforming offender shall be searched by the gender of the staff designated on their offender identification card. 04.03.104, pages 8-9 also outline the same information described in 05.01.113. The Personal Search Curriculum pages 3-4 outline the basic guidelines for conducting searches including being systematic, thorough, objective and consistent. Page 5 states that when conducting searches of a transgender or intersex offender, the searches should be conducted in a professional and respectful manner, consistent with the type of search being conducted, and security needs. Searches should be complete in accordance with applicable Administrative Directives or Institutional Directives based on the gender of the facility, unless otherwise directed by the CAO. The training further states that if an offender has been confirmed and identified in Offender 360 or on their identification badge to be transgender or gender non-conforming, the offender may express preferences to be searched by a male or female staff of their gender identify rather than the gender staff above, that request will be considered and if possible, honored, if staff are available to do so. Staff are also provided training titled Rehabilitation, Safety Management and Care for Transgender People in Correctional Settings. A review of the training confirmed that staff are provided information on definitions and terminology, appropriate language, bias, gender informed professional skills including appropriate language and misgendering, statistics and policy and procedure related to transgender care. Staff are also provided a personal search card that outlines the steps for offender pat-searches and offender strip searches. The PAQ indicated that 100% of staff have received this training. Interviews with random staff indicated that all sixteen had received training on how to conduct cross-gender pat down searches and searches of a transgender and intersex inmates. Staff stated this was completed during annual training via a video. A review of nineteen staff training records confirmed that all nineteen had received the Personal Search training during cycle training.

Based on a review of the PAQ, 04.01.301, 04.03.104, 05.01.113, Post Description Correctional Officer Housing Unit Wing 1, Rehabilitation, Safety Management and Care for Transgender People in Correctional Settings Curriculum, Personal Searches Curriculum, Personal Search Card, staff training records, observations made during the tour and information from interviews with random staff and random inmates indicates this standard appears to require corrective action. During the tour the auditor identified numerous issues related to limited privacy when using the restroom and changing clothes. All housing units, with the exception of the intake/receiving unit and the medium housing building did not provide adequate privacy for inmates

when using the restroom or changing clothes. Most of the housing units had open bar stock cells. All cells were equipped with a toilet and inmates also change in their cells. Staff of the opposite gender work in the housing units and the housing units do not have an officer's desk or central location they work. As such, inmates do not have adequate privacy from female staff in the housing units. Additional cross gender viewing issues were identified in the program/recreation area (restroom) in the North 2 housing building and in the commissary restroom area. A review of video monitoring technology also identified cross gender viewing issues with the cameras in "E" housing building and commissary. Video in "E" housing building showed within the cells and the toilet of commissary was visible on camera. Informal conversation with inmates indicated some felt they had privacy while others stated there was no privacy in the cells and showers. Most inmates stated that they were not allowed to put up a curtain in their cells and that cameras showed in the cells too. Eighteen of the 41 inmates interviewed indicated they had never been naked in front of a staff member of the opposite gender and have privacy when using the restroom, showering and changing their clothes. Many inmates indicated that they do not have privacy in their cells and they are not allowed to put a curtain or sheet up for privacy. Inmates also stated that there are cameras that directly face their cell and the cameras can view them using the restroom and changing clothes. While the auditor heard the opposite gender announcement in most housing units, informal conversation with inmates indicated that for the most part they (staff) do not announce when a female comes into the housing unit. Eight of the 41 inmates stated that staff of the opposite gender announce when they enter inmate housing units.

Corrective Action

The facility will need to make appropriate modifications to all housing units with open bar stock cells where inmates use the restroom and change their clothes. Additional modifications will need to be made to the program/recreation restroom in North 2 housing building, the indoor recreation bathroom, the medical observation cells and the commissary restroom area. The facility will also need to make appropriate modifications to the video monitoring technology that shows into the cells in "E" housing building and in commissary. In addition, the facility will need to provide training to staff on the opposite gender announcement requirement. Photos of the modifications as well as a sample of training records for the staff will need to be provided to the auditor.

Recommendation

The auditor recommends that the facility train staff on the policy that prohibits staff from searching or physically examining a transgender or intersex inmate for the sole

purpose of determining genital status.

Verification of Corrective Action Since the Interim Audit Report

The auditor gathered and analyzed the following additional evidence provided by the facility during the corrective action period relevant to the requirements in this standard.

Additional Documents:

1. Modesty Sheet Bulletin
2. Updated Individuals In Custody Handbook (Handbook)
3. Photos of Modesty Sheet
4. Photos of Modifications to for Cross Gender Viewing
5. Photos of Video Monitoring Technology Modification
6. Staff Training Memorandum

On June 8, 2023 the facility provided a training memorandum related to the opposite gender announcement requirement. The training memo was provided to Shift Supervisors and was read during roll call from June 6-10, 2023.

On July 31, 2023, the facility provided documentation related to the numerous cross gender viewing issues identified. The facility provided each inmate in the housing units with open bar stock cells a modesty sheet. The modesty sheet is able to be utilized when the inmate is using the restroom and changing clothes. Photos of the modesty sheet were provided to the auditor illustrating it provides privacy. The facility provided the auditor with a bulletin that was provided to each inmate as well as the updated Handbook with information on the modesty sheet. Both documents educated the inmate population on the modesty sheet and the appropriate use of the modesty sheet. Photos of the medical observation area, program area restroom, recreation restroom and commissary were provided confirming that the cross gender viewing issues were alleviated. The facility also provided photos of the video monitoring technology in the East Cell House, which confirmed the cameras were repositioned and did not show directly into the cells. Additionally, the use of modesty sheets assisted with alleviating the East Cell House cross gender viewing as well.

	Based on the documentation provided the facility has corrected this standard and as such appears to be compliant.
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115.16	Inmates with disabilities and inmates who are limited English proficient
	<p>Auditor Overall Determination: Meets Standard</p> <hr/> <p>Auditor Discussion</p> <p>Documents:</p> <ol style="list-style-type: none"> 1. Pre-Audit Questionnaire 2. Administrative Directive 04.01.301 Sexual Abuse and Harassment Prevention and Intervention Program 3. Administrative Directive 04.01.105 Facility Orientation 4. Administrative Directive 04.01.111 ADA Accommodations 5. Administrative Directive 05.07.101 Reception and Classification Process 6. PREA Sexual Abuse and Harassment Prevention and Intervention Program Manual (PREA Manual) 7. Video Remote Interpreting Information 8. Language Interpretation Procedure - Propio Language Services, LLC. 9. Individuals In Custody Handbook (Handbook) 10. PREA Posters 11. Facility Orientation <p>Interviews:</p> <ol style="list-style-type: none"> 1. Interview with the Agency Head 2. Interviews with Inmates with Disabilities 3. Interviews with LEP Inmates 4. Interviews with Random Staff <p>Site Review Observations:</p>

1. Observations of PREA Posters

Findings (By Provision):

115.16 (a): The PAQ stated that the agency has established procedures to provide disabled 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. 04.01.301, pages 7-8 state that the Department shall provide offender education in formats accessible to all offenders, including those who are limited English proficient, deaf, visually impaired or otherwise disabled, as well as to offender who have limited reading skills. 04.01.111, pages 3-4 indicate that the CAO shall ensure offenders are provide with information regarding ADA disability accommodations and shall establish procedures for offender access to teletypewriter (TTY) and Video Remote Interpreting (VRS) equipment. The policy also indicates that the CAO shall find alternative notification methods for auditory announcements (tactile paging system). 05.07.101, page 2 states that all videos used during orientation shall include closed captioning subtitles and closed captioning utilizing American Sign Language which has been reviewed for accuracy of the interpretation by the Illinois Deaf and Hard of Hearing Commissioner or a qualified interpreter. The policy further states that the department shall reserve the first row of seats during orientation for offenders who are disabled. A review of PREA Posters, Handbook and distributed information confirmed that information can be provided in large font and bright colors and can be read to inmates in terminology that they understand. Additionally, pages 81-82 of the Handbook provide information on Americans with Disabilities (ADA) including requesting accommodations, telecommunication equipment and sign language information. The interview with the Agency Head confirmed that the agency has an Administrative Directive, 04.01.111 ADA Accommodations and Propio Language Service Contact that establishes procedures to provide inmates with disabilities and inmates who are limited English Proficient 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. The Agency Head stated that orientation/educational materials are available in Spanish and that orientation is also available via video with the use of American Sign Language and Spanish translation. The interview further indicated that offenders have the ability to participate in interactive dialogue with staff if further clarification is warranted. Interviews with five disabled inmates and two LEP inmates indicated that three were provided information in a format that they could understand. One LEP inmate and three disabled inmates indicated that they had never received any information on sexual abuse and sexual harassment. Additionally, the three who stated the information was in a format they could understand stated that the information they were provided was via the posters on the wall and a pamphlet only. A review of documentation confirmed only three of the eight inmate records reviewed had information confirming they received PREA information in a format they could understand. During interviews, the auditor utilized the American Sign Language video

translation service. This service was set up through the Americans with Disabilities Act Coordinator via mental health staff. Mental health staff set up the computer and initiated the services. The auditor was able to complete the interview through the use of the ASL interpreter. During the tour the auditor observed PREA information posted throughout the facility. Each housing building had numerous PREA posters including the End the Silence Poster, the PREA Poster and the Reporting Poster. Posters were observed in English and Spanish. The Posters were printed on typical letters size paper. One Poster was printed on bright pink paper while the others contained numerous colors and font. Poster were observed on the walls on different tiers of the housing units as well as at the main entrance of the housing unit buildings. Additionally, Posters were observed in common areas around the facility, including health services, warehouse, intake, laundry, etc. In addition to the Posters, each tier had the PREA Hotline number painted in large font on the wall opposite of the inmate cells. Informal conversation with staff and inmates confirmed that the PREA information has been posted for a while. They stated the painted number has been there forever. A few of the inmates stated the Posters are only in the hallways and that they need to be in the galleries (tiers).

115.16 (b): The PAQ indicates that the agency has established procedures to provide inmates with limited English proficiency 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. 04.01.301, pages 7-8 state that the Department shall provide offender education in formats accessible to all offenders, including those who are limited English proficient, deaf, visually impaired or otherwise disabled, as well as to offender who have limited reading skills. 04.01.105, page 2 states that for a non-English speaking offender, reasonable efforts shall be made for the orientation to be explained to him or her in a language her or she understands. It further states that offenders shall receive written orientation material and/or translation in their own language and when a literacy problem exists, a staff member shall assist the offender in understanding the materials. The facility also has a contract with Propio Language Services, LLC. This company provides the facility a phone number that they can call that connects the staff member with a translator who can will translate information between the staff member and LEP inmate. The company has interpretation services for over 600 languages. A review of PREA Posters, Handbook and distributed information confirmed that information is available in both English and Spanish and can be translated into other languages, as needed. Interviews with five disabled inmates and two LEP inmates indicated that three were provided information in a format that they could understand. One LEP inmate and three disabled inmates indicated that they had never received any information on sexual abuse and sexual harassment. Additionally, the three who stated the information was in a format they could understand stated that the information they were provided was via the posters on the wall and a pamphlet only. During inmate interviews the auditor utilized Propio for the two LEP inmate interviews. The auditor was provided the call in number and the PREA Coordinator entered the client information for access. The services require a pin number and it is only accessible through staff. Propio provided phone

interpretation for two Spanish speaking inmates. The facility also had two staff that were bilingual and could be utilized to translate, when available (i.e. when working). During the tour the auditor observed PREA information posted throughout the facility. Each housing building had numerous PREA posters including the End the Silence Poster, the PREA Poster and the Reporting Poster. Posters were observed in English and Spanish. The Posters were printed on typical letters size paper. One Poster was printed on bright pink paper while the others contained numerous colors and font. Posters were observed on the walls on different tiers of the housing units as well as at the main entrance of the housing unit buildings. Additionally, Posters were observed in common areas around the facility, including health services, warehouse, intake, laundry, etc. In addition to the Posters, each tier had the PREA Hotline number painted in large font on the wall opposite of the inmate cells. Informal conversation with staff and inmates confirmed that the PREA information has been posted for a while. They stated the painted number has been there forever. A few of the inmates stated the Posters are only in the hallways and that they need to be in the galleries (tiers).

115.16 (c): The PAQ indicated that agency policy prohibits use of inmate interpreters, inmate readers, or other type of inmate assistants except in limited circumstances where an extended delay in obtaining an effective interpreter could compromise the inmate's safety, the performance of first responder duties, or the investigation of the inmate's allegation. The PAQ further stated the agency/facility documents the limited circumstances and that there were zero instances where an inmate was utilized to interpret, read or provide other types of assistance. 04.01.301, page 9 states staff shall not rely on individuals in custody to act as interpreters when reporting or investigating allegations of sexual abuse or sexual harassment for other individuals in custody who do not speak English, or who may speak very limited English; except in limited circumstances where an extended delay in obtaining an effective interpreter could compromise the safety of the individual. Use of such interpreters shall be documented. Interviews with sixteen random staff indicated that five were aware of a policy that prohibits utilizing inmate interpreters, readers or other types of inmate assistants for sexual abuse allegations. None of the sixteen were aware of a time that another inmate was utilized for sexual abuse allegation purposes. Interviews with five disabled inmates and two LEP inmates indicated that three were provided information in a format that they could understand. One LEP inmate and three disabled inmates indicated that they had never received any information on sexual abuse and sexual harassment. None of the inmates indicated that a translator, interpreter, reader or other assistant was utilized.

Based on a review of the PAQ, 04.01.301, 04.01.105, 04.01.111, 05.07.101, the PREA Manual, VRS/TTY information, Propio Language Services LLC information, PREA Posters, the Handbook, observations made during the tour to include the PREA Posters as well as interviews with the Agency Head, random staff, inmates with disabilities and LEP inmates indicates that this standard requires corrective action.

Interviews with five disabled inmates and two LEP inmates indicated that three were provided information in a format that they could understand. One LEP inmate and three disabled inmates indicated that they had never received any information on sexual abuse and sexual harassment. Additionally, the three who stated they received information in a format they could understand stated that the information they were provided was via the posters on the wall and a pamphlet only. A review of documentation confirmed only three of the eight inmate records reviewed had information confirming they received PREA information in a format they could understand. Interviews with sixteen random staff indicated that five were aware of a policy that prohibits utilizing inmate interpreters, readers or other types of inmate assistants for sexual abuse allegations.

Corrective Action

All current LEP and disabled inmates should be provided PREA information in an accessible format. Confirmation that this was completed should be provided to the auditor. Additionally, staff should be trained on how to ensure the opposite gender announcement is completed for LEP and disabled inmates so that they are aware of the presence of female staff. The facility will need to train staff on the policy related to prohibition of utilizing inmates to translate, interpret or provide assistance for sexual abuse purposes. Additionally, staff should be provided training on the resources available for LEP and disabled inmates and how to access these services when needed. A copy of the training will need to be provided to the auditor once complete.

Recommendation

The auditor recommends that the hotline have a Spanish option with Spanish directions for LEP inmates.

Verification of Corrective Action Since the Interim Audit Report

The auditor gathered and analyzed the following additional evidence provided by the facility during the corrective action period relevant to the requirements in this standard.

Additional Documents:

	<ol style="list-style-type: none"> 1. LEP and Disabled Inmate Education Documents 2. Staff Training Memorandum <p>On June 8, 2023 the facility provided a training memorandum related to the prohibition of utilizing inmates. The training memo was provided to Shift Supervisors and was read during roll call from June 6-10, 2023. Additionally, on August 8, 2023 the facility provided a training memorandum that advised staff of the resources available for LEP and disabled inmates, including Propio Language Translation Service and the Video Remote Interpretation system. This memo was provided to Shift Supervisors and was read during roll call from July 31-August 5, 2023.</p> <p>On August 4, 2023 and August 8, 2023 the facility provided documentation confirming they re-educated nineteen disabled inmates and one LEP inmate. The education documents for disabled inmate noted accommodations, including video subtitles and video with audio. The re-educated LEP inmate signed a Spanish acknowledgment form indicating he received the education in an appropriate format.</p> <p>Based on the documentation provided the facility has corrected this standard and as such appears to be compliant.</p>
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115.17	Hiring and promotion decisions
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>Documents:</p> <ol style="list-style-type: none"> 1. Pre-Audit Questionnaire 2. Administrative Directive 01.02.107 Background Investigations 3. Administrative Directive 03.02.100 Administrative Review of Personnel or Service Issues 4. Administrative Directive 03.02.108 Standards of Conduct 5. PREA Preemployment Self Report DOC 0450 6. PREA Questionnaire for Institutional Employers DOC 0589 7. Arrest Tracking Process Memorandum

8. Personnel Files of Staff

9. Contractor Background Files

Interviews:

1. Interview with Human Resource Staff

Findings (By Provision):

115.17 (a): The PAQ indicated that agency policy prohibits hiring or promoting anyone who may come in contact with inmates, and shall not enlist the services of any contractor who may have contact with inmates if they have: engaged in sexual abuse in prison, jail, lockup or any other institution; been convicted of engaging or attempting to engage in sexual activity in the community or has been civilly or administratively adjudicated to have engaged in sexual abuse by force, overt or implied threats of force or coercion. 03.02.100, page 3 states that the Department shall not hire, promote or enlist the services of any employee, contractual or otherwise, who may have contact with offenders and: 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; has been convicted of engaging in or attempting to engage in sexual activity in the community facilitated by force, overt or implied threats or force, or coercion, or if the victim did not consent or was unable to consent or refuse; or has been civilly or administratively adjudicated to have engaged in the activity described above. A review of personnel files for six staff who were hired in the previous twelve months confirmed that all six had a criminal background records check completed prior to hire. All six also completed the DOC 0450 Prison Rape Elimination Act Pre-Employment Self-Report, which contains the PREA questions outlined under this standard. A review of six contractor files (one hired in the previous twelve months), confirmed all six had a criminal background records check completed prior to hire.

115.17 (b): The PAQ indicated that the agency considers any incidents of sexual harassment in determining whether to hire or promote any staff or enlist the services of any contractor who may have contact with an inmate. 03.02.100, page 3 states that the Department shall consider any incident of sexual harassment in determining whether to hire or promote anyone, or enlist the services of any contractual employee, who may have contact with offenders. The interview with Human Resource staff indicated that the Background Investigation Unit (BIU) reports any incidents that are uncovered while conducting the background check relating to sexual harassment and include these incidents in an Administrative Review (AR) that is forwarded on to the IDOC Executive Staff for their review. This also includes contractual employees.

115.17 (c): The PAQ indicated that agency policy requires that before it hires any new employees who may have contact with inmates, it (a) conducts criminal background record checks, and (b) consistent with federal, state, and local law, makes 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. 01.02.107, pages 2-3 state that background investigations shall be completed on person prior to employment or prior to placement in safety sensitive position and on person who provide services for the Department. There shall be two levels of background investigations: a computer criminal history check which include a check of an individual's criminal history through the Law Enforcement Agencies Data System (LEADS) and a complete background investigation which includes a check of LEADS and nine other database queries. Policy indicates a complete background investigation is required for all applicants prior to employment, employees, contractual employees and interns. The policy also indicates that the DOC 0450 is also required for the background investigation. A review of the DOC 0589 confirms that the PREA Questionnaire for Institutional Employers is sent to all prior institutional employers and contains four questions including if the individual was involved in a substantiated sexual abuse allegation and/or a sexual harassment allegation and/or if the individual resigned during a pending investigation of sexual abuse and/or a pending investigation of sexual harassment. The PAQ indicated there were 51 people hired in the past twelve months that may have contact with inmates and all 51 had a criminal background records check completed. A review of six personnel files of staff hired in the previous twelve months indicated that 100% had a criminal background records check completed prior to hire. One of the six staff had a prior institutional employer listed on the application. The DOC 0589 was sent to the prior institutional employer, however there was not a date on the request so the auditor could not confirm when the request was sent. The interview with Human Resource staff confirmed that the Background Investigation Unit (BIU) performs a background check on all request for background investigations sent by facilities. In addition, the BIU performs a check of IDOC Intel, work discipline and any PREA related incidents for all employees promoting to Shift Supervisor or a promotion in a Merit Compensation position. The Human Resource staff also stated that they check IDOC Intel and work discipline for employees that have answered "Yes" on the DOC 0450 (PREA self-disclosure). All contractors who have routine access to individuals in custody go through the background process.

115.17 (d): The PAQ stated that agency policy requires that a criminal background record check be completed before enlisting the services of any contractor who may have contact with inmates. The PAQ indicated that there have been two contracts at the facility within the past twelve months where criminal background record checks were conducted on all staff covered under the contract. 01.02.107, pages 2-3 state that background investigations shall be completed on person prior to employment or prior to placement in safety sensitive position and on person who provide services for the Department. There shall be two levels of background investigations: a computer

criminal history check which include a check of an individual's criminal history through the Law Enforcement Agencies Data System (LEADS) and a complete background investigation which includes a check of LEADS and nine other database queries. Policy indicates a complete background investigation is required for all applicants prior to employment, employees, contractual employees and interns. The policy also indicates that the DOC 0450 is also required for the background investigation. A review of six contractor files (one hired in the previous twelve months), confirmed all six had a criminal background records check completed prior to hire. The Human Resource staff confirmed that all contractors who have routine access to individuals in custody go through the background process.

115.17 (e): The PAQ indicated that agency policy requires that either criminal background record checks be conducted at least every five years for current employees and contractors who may have contact with inmates, or that a system is in place for otherwise capturing such information for current employees. 03.02.108, page 2 states that employees are required to verbally report as soon as possible but within five working days a written report and final disposition to the Background Investigations Unit any arrest, indictment or conviction for a felony or misdemeanor, other than minor traffic offenses such as a parking ticket. The memo from the Background Investigations Unit staff indicated that every applicant processed by the IDOC had fingerprints submitted through the Illinois State Police LEADS/NCIC system. When fingerprints are submitted, a permanent marker is indicated on the entry which enables arrest tracking. If the individual is ever arrested, the nationwide system generates a direct response to the IDOC Background Investigations Unit which is immediately notified of the arrest. The BIU then contacts the CAO of the facility or program site where the employee/contractor is assigned. The facility provided the auditor examples of employee fingerprint submissions and employee arrest notifications, confirming that the IDOC is notified of any arrests. The interview with Human Resource staff indicated that every applicant processed by the Illinois Department of Corrections Background Investigations Unit has, as part of the background investigations process and as a condition of their employment, fingerprints submitted through the Illinois State Police LEADS/NCIC system. When fingerprints are submitted, a permanent marker is indicated on the entry which enables Arrest Tracking. If the individual is ever arrested, the nationwide system generates a direct response to the Illinois Department of Corrections Background Investigations Unit which is immediately notified of the arrest. The notification includes the individual's name, date of birth, and other pertinent identifying information, as well as the Agency which effected the arrest and the charge(s).

115.17 (f): A review of the DOC 0450 Prison Rape Elimination Act Pre-Employment Self-Report confirms that all staff (new applicant and promotion) are required to fill out the form which contains the following questions: have you engaged in sexual abuse in a prison, jail, lockup, community confinement facility, or other correctional facility, a pretrial detention facility, a juvenile facility, a facility for persons who are

mentally ill or disabled or have intellectual disabilities or are chronically ill or handicapped, a facility providing skilled nursing intermediate or long-term care custodial or residential care or other institution as defined in the Civil Rights Institutionalized Persons Act (42 U.S.C. 1997)?; have you been convicted of engaging or attempting to engage in sexual activity in the community that was 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?; and have you been civilly or administratively adjudicated to have engaged 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; and has there ever been any allegation, complaint or finding made against you regarding any incidents of sexual harassment? A review of personnel files for six staff who were hired in the previous twelve months indicated that all six had answered the questions via the DOC 0450, and none had answered yes. Additionally, the auditor reviewed four staff who were promoted during the previous twelve months and all four had completed the DOC 0450 prior to promotion. The Human Resource staff stated that when an individual applies for employment with IDOC they are required to fill out the DOC 0031, Applicant Information Sheet (AIS). There are numerous questions within the AIS that asks about visiting, corresponding with and living with IDOC offenders. Additionally, the applicant is asked about any contact with Law Enforcement. Applicants and promoting employees are also required to complete the DOC 0450 (PREA self-report). The Human Resource staff member confirmed that staff have a continuing affirmative duty to disclose any previous misconduct. The staff indicated that policy of Standards of Conduct require the employee to disclose misconduct.

115.17 (g): The PAQ indicates that agency policy states that material omissions regarding sexual misconduct or the provision of materially false information is grounds for termination. 03.02.108, page 7 states that any employee who knowingly provides false information, including, but not limited to, false information provided in statements, incident reports, correspondence or an interview shall be subject to disciplinary action, including termination. Additionally, DOC 0450 has a section indicating that material omissions regarding such misconduct, or the provision of materially false information, shall be grounds for ineligibility or termination from employment.

115.17 (h): The interview with the Human Resource staff indicated that IDOC routinely provides this information upon request.

Based on a review of the PAQ, 01.02.107, 03.02.100, 03.02.108, DOC 0450, DOC 0589, the Arrest Tracking Process Memorandum, a review of personnel files for staff and contractors and information obtained from the Human Resource staff interview indicates that this standard appears to be compliant.

115.18	Upgrades to facilities and technologies
	<p data-bbox="256 188 959 221">Auditor Overall Determination: Meets Standard</p> <hr/> <p data-bbox="256 266 544 300">Auditor Discussion</p> <hr/> <p data-bbox="256 344 432 378">Documents:</p> <ol data-bbox="256 412 772 524" style="list-style-type: none"> <li data-bbox="256 412 668 445">1. Pre-Audit Questionnaire <li data-bbox="256 479 772 512">2. East Cell House Camera Listing <p data-bbox="256 636 416 669">Interviews:</p> <ol data-bbox="256 703 783 815" style="list-style-type: none"> <li data-bbox="256 703 783 736">1. Interview with the Agency Head <li data-bbox="256 770 703 804">2. Interview with the Warden <p data-bbox="256 927 628 960">Site Review Observations:</p> <ol data-bbox="256 994 1031 1106" style="list-style-type: none"> <li data-bbox="256 994 1031 1028">1. Observations of Modification to the Physical Plant <li data-bbox="256 1061 967 1095">2. Observations of Video Monitoring Technology <p data-bbox="256 1218 588 1252">Findings (By Provision):</p> <p data-bbox="256 1352 1477 1845">115.18 (a): The PAQ indicated that the agency/facility has not acquired a new facility or made a substantial expansion or modification to existing facilities since August 20, 2012, or since the last PREA audit, whichever is later. The interview with the Agency Head indicated that the agency has a zero tolerance and that PREA is taken seriously. He stated that they take safety into consideration when planning or making any substantial modifications. The Agency Head indicated they utilize a multi-facet approach to ensure that everyone at the table is able to discuss any issues or items related to building and modification. He further stated the agency looks at housing for vulnerable populations to ensure safety. The interview with the Warden confirmed there have been no substantial expansions or modifications to the existing facility since the last PREA audit. During the tour the auditor confirmed that there were no current modifications to the existing facility.</p> <p data-bbox="256 1957 1442 2069">115.18 (b): The PAQ stated that the agency/facility has 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. The PAQ</p>

indicated that the facility has added cameras in the east cell house. A review of documentation confirmed that cameras were added to show gallery 1-10 (tiers), the front walk way and a holding area. The cameras were added to provide additional safety and security in the housing areas. The interview with the Agency Head confirmed that any use of newly updated or installed monitoring technology would be utilized to assist in enhancing the agency’s ability to protect inmates from sexual abuse. He stated that the agency has increased their video monitoring technology and has updated older technology. He indicated that video monitoring is utilized to review and investigate and also to assist with monitoring. He further stated that they review video after an allegation but they also use video monitoring in a proactive approach. The Warden confirmed that when installing or updating video monitoring technology they consider how that technology will protect inmates from sexual abuse. The Warden stated that they utilize video monitoring technology to assist with investigations and that cameras are installed in blind spots and high traffic areas to aide in protection from sexual abuse and sexual harassment. During the tour the auditor observed cameras in two housings buildings and a few common areas. The auditor verified that the few cameras available assisted with supervision through coverage of specific areas. The video monitoring technology is not monitored via live feed by security staff. The cameras are reviewed and monitored by Executive Leadership staff and Internal Affairs staff. The auditor observed reflective mirrors in a few areas including health services, education, chapel and recreation.

Based on a review of the PAQ, the east cell house camera location listing, observations made during the tour and information from interviews with the Agency Head and Warden indicates that this standard appears to be compliant.

115.21	Evidence protocol and forensic medical examinations
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>Documents:</p> <ol style="list-style-type: none"> 1. Pre-Audit Questionnaire 2. Administrative Directive 04.01.301 Sexual Abuse and Harassment Prevention and Intervention Program 3. Administrative Directive 01.12.120 Investigations of Unusual Incidents 4. Administrative Directive 01.12.112 Preservation of Physical Evidence 5. Memorandum of Understanding with Call For Help 6. Investigative Reports

7. Memorandum of Understanding with the Illinois State Police

8. Correspondence with the Illinois State Police

Interviews:

1. Interviews with Random Staff

2. Interview with the PREA Compliance Manager

3. Interview with SAFE/SANE

4. Interviews with Inmates who Reported Sexual Abuse

Findings (By Provision):

115.21 (a): The PAQ indicated that the agency is responsible for conducting administrative and criminal investigations. Additionally, the PAQ stated that the Illinois State Police is also responsible for conducting criminal investigations. The PAQ indicated that when conducting a sexual abuse investigation, the agency investigators follow a uniform evidence protocol. 04.01.301, page 10 states that all allegations of sexual abuse or harassment shall be investigated by trained investigators in accordance with 01.12.120. The initial investigative report shall be provided to the Chief Administrative Officer within 24 hours of the onset of the investigation. Policy further states that upon conclusion of the investigation the results shall be forwarded to the Chief of Operations who shall report the incident to the Illinois State Police, where appropriate. 01.12.120, pages 1-2 state that The CAO shall ensure that an internal investigation is conducted by facility staff, or by staff assigned by the Chief of Investigations and Intelligence, on each unusual incident report, if it is determined that further facts are required. The Director or the respective Deputy Director or Chief may request that the Chief of Operations initiate a Department investigation of any other major incident. Department investigations shall be conducted by the Investigations and Intelligence Unit. 01.12.112 pages 1-2 describe the uniform evidence protocol including preservation and collection. Interviews with sixteen random staff indicated that all sixteen were aware of and understood the protocol for obtaining usable physical evidence. Additionally, all sixteen staff stated they knew who was responsible for conducting sexual abuse investigations. Most staff stated that Internal Affairs or medical were responsible for investigations. It should be noted that the few staff who stated medical indicated they would be responsible for a portion (evidence collection) of the investigation.

115.21 (b): The PAQ indicated that the evidence protocol is not developmentally appropriate for youth as the agency does not house youthful inmates. It further

stated that the protocol was adapted from or otherwise based on the most recent edition of the DOJ's Office of Violence Against Women publication "A National Protocol for Sexual Assault Medical Forensic Examinations, Adult/Adolescents". Further clarification with the PCM indicated that it was not developed for youth as they do not house youth, however it was developed based on the most recent edition of the DOJ's publication. 01.12.112 indicates that prior to evidence collection the scene shall be secured; evidence shall be collected subsequent of searches, sketches and photographs; evidence shall be handled as little as possible and evidence shall be marked and tagged. The memo from the Chief of Investigations and Intelligence also indicated that all Sexual Assault Evidence Kits will be completed by an outside hospital or outside hospital emergency room with trained medical staff and the hospital completing the kit will be responsible for submitting the kit to the Illinois State Police Division of Forensic Services.

115.21 (c): The PAQ indicated that the facility offers all inmates who experience sexual abuse access to forensic medical examinations at an outside medical facility. The PAQ stated that forensic medical examinations are offered without financial cost to the victim. It further indicated forensic medical examinations are always conducted by SAFE or SANE. The PAQ confirmed that state statute (Illinois Compiled Statutes ILCS) requires forensic medical examination to be performed by SANE/SAFE. 04.01.301, page 9 states that offenders shall not be charged for co-payments for medical treatment, including a forensic medical examination, obtained for alleged sexual abuse. Treatment shall be provided by a certified Sexual Assault Forensic Examiner (SAFE) or a certified Sexual Assault Nurse Examiner (SANE) at a local emergency room as determined by the local facility. The memo from the Chief of Investigations and Intelligence also indicated that all Sexual Assault Evidence Kits will be completed by an outside hospital or outside hospital emergency room with trained medical staff. The PAQ indicated that during the previous twelve months there was one forensic medical examination conducted by a SANE/SAFE. The auditor contacted Belleville Memorial Hospital related to forensic medical examinations. Hospital staff indicated that the hospital does conduct forensic medical examinations in the Emergency Department. Staff further stated that forensic medical examinations are performed by SAFE/SANE and that examinations for an inmate would be performed the same as any other examination. A review of investigations indicated there was one inmate transported to the hospital for a forensic medical examination. Documentation confirmed the examination was completed and forensic evidence was submitted to the Illinois State Police.

115.21 (d): The PAQ indicated that the facility attempts to make available to the victim a victim advocate from a rape crisis center and the efforts are documented. The PAQ further indicated that if a rape crisis center is not available a qualified staff member from a community-based organization or a qualified agency staff member, however a rape crisis center advocate is always provided. 04.01.301, page 5 states that the PCM shall identify community agencies, including advocacy and crisis

organizations, where reports can be made or that provide assistance or support services to staff or offenders in the prevention or intervention of sexual abuse and harassment. Page 8 further states that all response efforts, including efforts to secure advocacy services from a rape crisis center, shall be documented. The facility has a Memorandum of Understanding with Call For Help, which was signed on August 23, 2021. The MOU states the purpose and scope of the MOU is to establish a joint effort between IDOC and Call For Help to make available to inmates access to an outside entity to provide emotional support services related to sexual abuse, including crisis intervention and sexual assault counseling. The MOU further states that it is understood that face-to-face emotional support will be provided in as confidential a manner as possible or emotional support would be provided through confidential, unmonitored, unrecorded phone calls and shall comply with 735 ILCS 5/8-802.1 "Confidentiality of Statements Made to Rape Crisis Personnel". The PCM stated the facility has an MOU with the local rape crisis center to provide services. He stated the facility has signage with contact information for victim advocates. Additionally, he stated he was unsure if victims were offered a victim advocate during forensic medical examinations as the exams occurred overnight so he was not sure if Call for Help was involved. He said based on his review of the incident reports it does not look like a victim advocate was utilized and he was unsure if one was requested. Interviews with inmates who reported sexual abuse indicated that one was afforded the opportunity to speak to a victim advocate. The inmate stated the victim advocate was at the hospital with him during the forensic medical examination and they provided him contact information to follow up, but that information was given to Internal Affairs and he did not receive it. A review of documentation indicated there were ten sexual abuse allegations that required a victim be afforded access to a victim advocate (four of the sexual abuse allegations reported were via Warden to Warden and a such the inmate victim was not at the facility). Of the ten, one had documentation that a victim advocate was provided for a forensic medical examination, however none had documentation related to the requirement under this provision.

115.21 (e): The PAQ indicated that as requested by the victim, the victim advocate, qualified agency staff member or qualified community-based organization staff member shall accompany and support the victim through the forensic medical examination process and investigatory interviews. 04.01.301, page 5 states that the PCM shall identify community agencies, including advocacy and crisis organizations, where reports can be made or that provide assistance or support services to staff or offenders in the prevention or intervention of sexual abuse and harassment. Page 8 further states that all response efforts, including efforts to secure advocacy services from a rape crisis center, shall be documented. The facility has a Memorandum of Understanding with Call For Help, which was signed on August 23, 2021. The MOU states IDOC will follow the Sexual Assault Survivors Emergency Treatment Act (SASETA) when a forensic medical examination is determined by IDOC to be medically and evidentiarily appropriate in accordance with 115.21, and the examination will be provided at no cost to the inmate. It is expected that the treatment hospital will

contact a local rape crisis center as may be specified within a memorandum of understanding or other agreement between the treatment hospital's local rape crisis center pursuant to SASETA. IDOC will allow an inmate transported to a treatment hospital for medical forensic services to access crisis intervention and medical advocacy while at the treatment hospital. If the PCM is on duty, and as time and circumstances allow, the PCM shall provide notice to the appropriate rape crisis center of an inmate being transported to a treatment hospital for medical forensic services to allow for an advocate to be dispatched earlier than when the hospital calls upon arrival. The MOU further states that after the forensic services is performed, IDOC will inform the inmate how to contact the rape crisis center so that the inmate can independently decide whether to avail himself or herself of additional rape crisis services. The PCM stated the facility has an MOU with the local rape crisis center to provide services. He stated the facility has signage with contact information for victim advocates. Additionally, he stated he was unsure if victims were offered a victim advocate during forensic medical examinations as the exams occurred overnight so he was not sure if Call for Help was involved. He said based on his review of the incident reports it does not look like a victim advocate was utilized and he was unsure if one was requested. Interviews with inmates who reported sexual abuse indicated that one was afforded the opportunity to speak to a victim advocate. The inmate stated the victim advocate was at the hospital with him during the forensic medical examination and they provided him contact information to follow up, but that information was given to Internal Affairs and he did not receive it. It should be noted that State law requires that hospital staff contact a victim advocate related to forensic medical examination accompaniment. A review of documentation confirmed that a hospital victim advocate accompanied the inmate during the forensic medical examination. A review of documentation indicated there were ten sexual abuse allegations that required a victim be afforded access to a victim advocate (four of the sexual abuse allegations reported were via Warden to Warden and a such the inmate victim was not at the facility). Of the ten, none had documentation related to an advocate during any investigatory interviews.

115.21 (f): The PAQ indicated that the agency/facility is not responsible for investigating administrative or criminal investigations of sexual abuse. The agency/facility does conduct sexual abuse investigations, however there are certain criminal investigations that are conducted by the Illinois State Police. The MOU with the Illinois State Police (signed in 2019) indicates that they conduct investigations related to sexual assault involving staff on staff or staff on inmate. A review of documentation confirmed that the PC has annual correspondence with the Illinois State Police related to the Survey of Sexual Victimization. During that correspondence the Illinois State Police confirm that they follow a uniform evidence protocol and the requirements under this standard.

115.21 (g): The auditor is not required to audit this provision.

115.21 (h): The facility has an MOU with Call For Help, which is the local rape crisis center with trained/certified victim advocates. The PCM indicated the local rape crisis center, Call For Help has the training required by the State for victim advocates.

Based on a review of the PAQ, 04.01.301, 01.12.120, 01.12.112, the MOU with Call For Help, investigative reports, the MOU with the Illinois State Police, the correspondence with the Illinois State Police and information from interviews with the random staff, the PREA Compliance Manager, SAFE/SANE and inmates who reported sexual abuse indicates that this standard appears to require corrective action. Interviews with inmates who reported sexual abuse indicated that one was afforded the opportunity to speak to a victim advocate. The inmate stated the victim advocate was at the hospital with him during the forensic medical examination and they provided him contact information to follow up, but that information was given to Internal Affairs and he did not receive it. A review of documentation indicated there were ten sexual abuse allegations that required a victim be afforded access to a victim advocate (four of the sexual abuse allegations reported were via Warden to Warden and a such the inmate victim was not at the facility). Of the ten, one had documentation that a victim advocate was provided for a forensic medical examination, however none had documentation related to the requirement under this provision. Additionally, none of the ten were documented with an advocate during any investigatory interviews.

Corrective Action

The facility will need to develop a process to ensure that each inmate victim of sexual abuse is afforded access to a victim advocate. Once the process is established, appropriate staff should be trained. The facility will need to provide the auditor with documentation confirming the process and the training. Additionally, the facility will need to ensure that the access is documented and examples of this will need to be provided to the auditor.

Verification of Corrective Action Since the Interim Audit Report

The auditor gathered and analyzed the following additional evidence provided by the facility during the corrective action period relevant to the requirements in this standard.

	<p>Additional Documents:</p> <ol style="list-style-type: none"> 1. Updated PREA Checklist 2. Victim Advocacy Examples <p>On May 31, 2023 the facility provided the updated PREA Checklist which included a section under mental health where staff indicate if the victim was offered confidential support services. The section has a yes and no checkbox as well as a space to indicate why, if no was selected. The facility provided eight examples of inmate victims who were offered confidential support services during the corrective action period.</p> <p>Based on the documentation provided the facility has corrected this standard and it appears to be compliant.</p>
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115.22	Policies to ensure referrals of allegations for investigations
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>Documents:</p> <ol style="list-style-type: none"> 1. Pre-Audit Questionnaire 2. Administrative Directive 04.01.301 Sexual Abuse and Harassment Prevention and Intervention Program 3. Administrative Directive 01.12.120 Investigations of Unusual Incidents 4. Memorandum of Understanding with the Illinois State Police/Office of Executive Inspector General 5. Investigative Reports <p>Interviews:</p> <ol style="list-style-type: none"> 1. Interview with the Agency Head 2. Interviews with Investigative Staff

Findings (By Provision):

115.22 (a): The PAQ indicated that the agency ensures an administrative or criminal investigation is completed for all allegations of sexual abuse and sexual harassment. 04.01.301, page 10 states that all allegations of sexual abuse or harassment shall be investigated by trained investigators in accordance with 01.12.120. The initial investigative report shall be provided to the Chief Administrative Officer within 24 hours of the onset of the investigation. Policy further states that upon conclusion of the investigation the results shall be forwarded to the Chief of Operations who shall report the incident to the Illinois State Police, where appropriate. 01.12.120, pages 1-2 state that The CAO shall ensure that an internal investigation is conducted by facility staff, or by staff assigned by the Chief of Investigations and Intelligence, on each unusual incident report, if it is determined that further facts are required. The Director or the respective Deputy Director or Chief may request that the Chief of Operations initiate a Department investigation of any other major incident. Department investigations shall be conducted by the Investigations and Intelligence Unit. The PAQ noted there were 49 allegations reported within the previous twelve months, 49 of which resulted in an administrative investigation and one which resulted in a criminal investigation. The one criminal investigation was referred to Randolph County State Attorney who declined to prosecute. The PAQ stated that eight administrative investigations are still on-going at the time of the submission of the PAQ. A review of documentation for the 2022 allegations indicated there were 43 allegations reported, eleven were inmate-on-inmate sexual harassment, eight were inmate-on-inmate sexual abuse, seventeen were staff-on-inmate sexual harassment and seven were staff-on-inmate sexual abuse. Of the 43 allegations, all had an investigation initiated. At the time of the on-site portion of the audit, 33 administrative investigations were closed, one criminal investigation was closed, one criminal investigation was ongoing and eleven administrative investigations were open. The auditor reviewed fifteen investigative files, included the closed criminal investigation and documentation available for the open criminal investigation. It should be noted the open criminal investigation was pending DNA evidence. The interview with the Agency Head confirmed that the agency ensures an administrative or criminal investigation is completed for all allegations of sexual abuse or sexual harassment. He stated the agency has a policy/manual and that all allegation are investigated. He indicated that when an allegation is reported through any of the available channels it is reported to the PCM who then reports it to intel staff. Intel staff complete an investigation and if deemed substantiated it is forwarded for criminal charges. The Agency Head stated that the agency takes all allegations seriously and they prosecute to the fullest extent.

115.22 (b): The PAQ indicated that the agency has a policy that requires that allegations of sexual abuse or sexual harassment be referred for investigation to an agency with the legal authority to conduct criminal investigations, including the agency if it conducts its own investigations, unless the allegation does not involve

potentially criminal behavior. The PAQ further stated that the policy is published on the agency's website and all referrals for criminal investigations are documented. 04.01.301, page 10 states that all allegations of sexual abuse or harassment shall be investigated by trained investigators in accordance with 01.12.120. The initial investigative report shall be provided to the Chief Administrative Officer within 24 hours of the onset of the investigation. Policy further states that upon conclusion of the investigation the results shall be forwarded to the Chief of Operations who shall report the incident to the Illinois State Police, where appropriate. Additionally, the MOU with the Illinois State Police (signed in 2019) indicates that they conduct investigations related to sexual assault involving staff on staff or staff on inmate. A review of the agency website indicates that it states that IDOC investigates all allegations of offender on offender sexual abuse and staff sexual misconduct. It further states that investigations are initiated by the Investigations Unit at IDOC Headquarters. A review of the fifteen allegations indicated that all fifteen were investigated by IDOC investigators. One criminal investigation was completed by an agency investigator and was referred to the State Attorney. A letter from the State Attorney confirmed that the investigation was referred for prosecution, however the State Attorney declined to prosecute due to the resignation of the suspect. A second criminal investigation was ongoing and awaiting DNA results. The interviews with the investigators (criminal and administrative) confirmed that all allegations are referred to an investigative agency with the legal authority to conduct criminal investigations. The agency conducts criminal investigations and also has the authority to refer to the Illinois State Police.

115.22 (c): The PAQ indicated this provision is not applicable. Further communication with the PC indicated that this should be yes as ISP does conduct investigations on some cases. The agency/facility has the authority to conduct both administrative and criminal investigations. 04.01.301 states that upon conclusion of the investigation the results shall be forwarded to the Chief of Operations who shall report the incident to the Illinois State Police, where appropriate. Additionally, the MOU with the Illinois State Police (signed in 2019) indicates that they conduct investigations related to sexual assault involving staff on staff or staff on inmate.

115.22 (d): The auditor is not required to audit this provision.

115.22 (e): The auditor is not required to audit this provision.

Based on a review of the PAQ, 04.01.301, 01.12.120, the MOU with the Illinois State Police, investigative reports, the agency's website and information obtained via interviews with the Agency Head and the investigators indicate that this standard appears to be compliant.

115.31	Employee training
	<p data-bbox="256 188 959 221">Auditor Overall Determination: Meets Standard</p> <hr/> <p data-bbox="256 266 544 300">Auditor Discussion</p> <hr/> <p data-bbox="256 344 427 378">Documents:</p> <ol data-bbox="256 412 1426 1218" style="list-style-type: none"> 1. Pre-Audit Questionnaire 2. Administrative Directive 04.01.301 Sexual Abuse and Harassment Prevention and Intervention Program 3. Administrative Directive 03.03.102 Employee Training 4. Administrative Directives 01.01.101 Administrative Directives 5. Administrative Directive 01.02.101 Staff Meeting 6. PREA Pre-Service Orientation Training Curriculum 7. PREA - Individual in Custody Sexual Assault Prevention and Intervention Curriculum 8. Transgender and Non-Binary Individuals in Custody Setting - A Guide to Rehabilitation, Safety Management and Care 9. Supervising Individuals in Custody in the IDOC Women's Division 10. Sample of Staff Training Records <p data-bbox="256 1330 416 1364">Interviews:</p> <ol data-bbox="256 1397 746 1431" style="list-style-type: none"> 1. Interviews with Random Staff <p data-bbox="256 1543 587 1576">Findings (By Provision):</p> <p data-bbox="256 1688 1461 2058">115.31 (a): The PAQ indicated that the agency trains all employees who may have contact with inmates on the requirements under this provision. 04.01.301, pages 3-4 state that the PC shall develop or approve standardized modules for training staff. Training shall include, but may not be limited to: the Department's zero tolerance policy; the Department's Sexual Abuse and Harassment Prevention and Intervention Policy; an offender's right to be free from sexual abuse and harassment and to be free from retaliation for reporting sexual abuse and harassment; common signs of sexually abusive or harassing behavior; common signs of being a victim of sexual abuse or harassment; protocol for initial response, including identification and</p>

separation of offenders; reporting procedures and preservation of physical evidence of sexual abuse. 03.03.102, page 1 states that the Department shall ensure all new employees receive orientation and pre-service training and all employees receive in-service training on a fiscal year basis. A review of the PREA Pre-Service Orientation Training Curriculum and the PREA -Individual in Custody Sexual Assault Prevention and Intervention Curriculum confirms that both trainings includes information on: the agency's zero-tolerance policy, how to fulfill their responsibilities under the agency's sexual abuse and sexual harassment policies and procedures, the inmates' right to be free from sexual abuse and sexual harassment, the right of the inmate to be free from retaliation for reporting sexual abuse or sexual harassment, the dynamics of sexual abuse and sexual harassment in a confinement setting, the common reactions of sexual abuse and sexual harassment victims, how to detect and respond to signs of threatened and actual sexual abuse how to avoid inappropriate relationship with inmates and how to comply with relevant laws related to mandatory reporting. With regard to how to communicate effectively and professionally with lesbian, gay, bisexual, transgender and intersex inmates, staff are required to complete the Transgender and Non-Binary Individuals in Custody Setting - A Guide to Rehabilitation, Safety Management and Care video. A review of nineteen staff training records indicated that 100% of those reviewed received PREA training. Interviews with sixteen random staff confirmed that all sixteen had received PREA training. Staff stated they receive training annually during cycle training. All sixteen staff confirmed that the required components under this provision are discussed during the PREA training. Staff stated the training mainly discusses searches, how to respond to an incident of sexual abuse and reporting mechanisms.

115.31 (b): The PAQ indicated that training is tailored to the gender of inmate at the facility and that employees who are reassigned to facilities with opposite gender are given additional training. 03.03.102, page 4 states that all employees employed at a women's facility shall receive an additional 40 hours of gender responsive and trauma informed training onsite upon hire. Each employee shall then be provided a gender responsive and trauma informed refresher each subsequent year of employment. A review of the Supervising Individuals in Custody in the IDOC Women's Division training curriculum confirms the training includes 83 slides related to trauma informed practices, gender specific programs and services, different level of value of communication for women and health boundaries and professional distance. Additionally, the agency has the Gender Responsibility and Supervising the Female Offender training. Menard Correctional Center houses adult male inmates and as such additional training was not required or conducted.

115.31 (c): The PAQ indicated that between trainings the agency provides employees who may have contact with inmates with refresher information about current policies regarding sexual abuse and sexual harassment and that staff are provided training annually. 03.03.102, page 4 states that employees shall receive an additional 40 hours of training each subsequent year of employment. 01.01.101, page 7 states that

the Policy and Directives Unit shall provide monthly notice of, and make available via the Department Intranet any new or revised directives, rescission notices, or provide a notice of no change. Additionally, 01.02.101 states that administrative and supervisory staff meeting shall be held at least once a month to ensure that lines of two-way communication are established between all levels of supervision and that the meeting will be used for discussing policy and program changes and topics which are of general interest to the group. A review of nineteen staff training records indicated that sixteen had PREA training the previous two years. Two staff members were new hires and had training in 2022 and one staff member is on military leave and had training in 2020 and 2021 but not in 2022.

115.31 (d): The PAQ indicated that the agency documents that employees who may have contact with inmates understand the training they have received through employee signatures or electronic verification. 03.03.102, page 6 states that certificates or other verification of training received shall be provided to the Training Coordinator. The certificates or verification of training shall include all information required on the DOC 0200. Additionally, all newly hired staff are required to complete the Acknowledgement of Participation which indicates that the staff has read and understood 04.01.301. A review of a sample of nineteen staff training records indicated that all nineteen had verification of the completed training.

Based on a review of the PAQ, 04.01.301, 03.03.102, 01.01.101, 01.02.101, PREA Pre-Service Orientation Training Curriculum, PREA - Individual in Custody Sexual Assault Prevention and Intervention Curriculum, Transgender and Non-Binary Individuals in Custody Setting - A Guide to Rehabilitation, Safety Management and Care training, Supervising Individuals in Custody in the IDOC Women's Division, a review of a sample of staff training records as well as interviews with random staff indicates that this standard is compliant.

115.32	Volunteer and contractor training
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>Documents:</p> <ol style="list-style-type: none"> 1. Pre-Audit Questionnaire 2. Administrative Directive 04.01.301 Sexual Abuse and Harassment Prevention and Intervention Program 3. Administrative Directive 04.01.122 Volunteer Services

4. Administrative Directive 03.03.102 Employee Training
5. Volunteer Services Handbook
6. PREA Pre-Service Orientation Training Curriculum
7. PREA - Individual in Custody Sexual Assault Prevention and Intervention Curriculum
8. Contractor Training Records

Interviews:

1. Interviews with Volunteers and Contractors who have Contact with Inmates

Findings (By Provision):

115.32 (a): The PAQ indicated that all volunteers and contractors who have contact with inmates have been trained on their responsibilities under the agency's policies and procedures regarding sexual abuse and sexual harassment prevention, detection and response. 04.01.301, pages 3-4 state that the PC shall develop or approve standardized modules for training staff. Training shall include, but may not be limited to: the Department's zero tolerance policy; the Department's Sexual Abuse and Harassment Prevention and Intervention Policy; an offender's right to be free from sexual abuse and harassment and to be free from retaliation for reporting sexual abuse and harassment; common signs of sexually abusive or harassing behavior; common signs of being a victim of sexual abuse or harassment; protocol for initial response, including identification and separation of offenders; reporting procedures and preservation of physical evidence of sexual abuse. Page 2 states that the term staff for the purpose of this directive shall mean any Department employee, contracted employee, employee of a vendor or volunteer. 04.01.122, page 3 states that the Facility Volunteer Coordinator shall ensure volunteers receive orientation and training appropriate to the type of volunteer assignment at the facility or program site prior to service. Training shall include, but not be limited to, preparation of an incident report, volunteer rules of conduct and the Department's zero tolerance policy toward all forms of sexual abuse and sexual harassment. The PAQ indicated that 119 volunteers and contractors had received PREA training, which is equivalent to 100% of the total volunteers and contractors. A review of the PREA Pre-Service Orientation Training Curriculum and the PREA - Individual in Custody Sexual Assault Prevention and Intervention Curriculum confirms that the trainings discuss responsibilities under the agency's sexual abuse and sexual harassment policy. A review of the Volunteer Handbook confirms that page 19 includes information on the zero tolerance, how to report and red flags. A review of a sample of training documents for six contractors and five volunteers confirmed that all eleven had documentation that they received

PREA training. The interviews with the contractor and volunteer confirmed that both were provided information on the agency's sexual abuse and sexual harassment policies and their duties under the policies. The volunteer stated that he was provided information via a handout and the information was also discussed in person. The contractor stated that she receives cycle training (staff training) and that the training is the same that all security staff receive. Both confirmed that the training covered, at minimum, the zero tolerance policy and who to report information to related to sexual abuse and sexual harassment.

115.32 (b): The PAQ indicated that the level and type of training provided to volunteers and contractors is not based on the services they provide and level of contact they have with inmates. Per policy all volunteers and contractors receive the same training as staff. Additionally, the PAQ indicates that all volunteers and contractors who have contact with inmates have been notified of the agency's zero-tolerance policy regarding sexual abuse and sexual harassment and informed on how to report such incidents. 04.01.301, pages 3-4 state that the PC shall develop or approve standardized modules for training staff. Training shall include, but may not be limited to: the Department's zero tolerance policy; the Department's Sexual Abuse and Harassment Prevention and Intervention Policy; an offender's right to be free from sexual abuse and harassment and to be free from retaliation for reporting sexual abuse and harassment; common signs of sexually abusive or harassing behavior; common signs of being a victim of sexual abuse or harassment; protocol for initial response, including identification and separation of offenders; reporting procedures and preservation of physical evidence of sexual abuse. Page 2 states that the term staff for the purpose of this directive shall mean any Department employee, contracted employee, employee of a vendor or volunteer. 04.01.122, page 3 states that the Facility Volunteer Coordinator shall ensure volunteers receive orientation and training appropriate to the type of volunteer assignment at the facility or program site prior to service. Training shall include, but not be limited to, preparation of an incident report, volunteer rules of conduct and the Department's zero tolerance policy toward all forms of sexual abuse and sexual harassment. A review of the PREA Pre-Service Orientation Training Curriculum and the PREA - Individual in Custody Sexual Assault Prevention and Intervention Curriculum confirms that the trainings discuss responsibilities under the agency's sexual abuse and sexual harassment policy. A review of the Volunteer Services Handbook confirms that page 19 includes information on the zero tolerance, how to report and red flags. A review of training documents for six contractors confirmed that all six had documentation that they received PREA training. All six were medical staff and based on their constant contact with inmate, they were provided the same annual PREA training as staff. A review of five volunteer training records indicated that all five received training through the Chaplain via the information in the Volunteer Services Handbook. The interviews with the contractor and volunteer confirmed that both were provided information on the agency's sexual abuse and sexual harassment policies and their duties under the policies. The volunteer stated that he was provided information via a handout and the information was also discussed in person. The contractor stated that she receives

cycle training (staff training) and that the training is the same that all security staff receive. Both confirmed that the training covered, at minimum, the zero tolerance policy and who to report information to related to sexual abuse and sexual harassment.

115.32 (c): The PAQ indicated that the agency maintains documentation confirming that volunteers and contractors understand the training they have received. 03.03.102, page 6 states that certificates or other verification of training received shall be provided to the Training Coordinator. The certificates or verification of training shall include all information required on the DOC 0200. Additionally, all newly hired staff are required to complete the Acknowledgement of Participation which indicates that the staff has read and understood 04.01.301. Additionally, 04.01.122, page 3 states that individual volunteer files shall include training documentation including documented orientation and any additional training. Training documentation shall be signed and dated by the volunteer along with the Volunteer Coordinator. A review of training documents for six contractors confirmed that all six had documentation that they received and understood the PREA training. A review of the five volunteer training documents indicated that the Chaplain utilizes a spreadsheet to track whether volunteers receive training. While they were documented with the training, there was nothing confirming that they completed and understood the training.

Based on a review of the PAQ, 04.01.301, 04.01.122, 03.03.102, the Volunteer Services Handbook, PREA Pre-Service Orientation Training Curriculum, PREA - Individual in Custody Sexual Assault Prevention and Intervention Curriculum, a review of a sample of contractor and volunteer training records as well as the interviews with contractors and volunteers indicates that this standard appears to require corrective action. A review of the five volunteer training documents indicated that the Chaplain utilizes a spreadsheet to track whether volunteers receive training. While they were documented with the training, there was nothing confirming that they received and understood the training.

Corrective Action

The facility will need to ensure that volunteers signs an acknowledgment or sign-in sheet (manual or electronic) that indicates they received and understood information on PREA. All current volunteers will need to sign the verification and a sample of the training documents will need to be provided to the auditor.

Verification of Corrective Action Since the Interim Audit Report

	<p>The auditor gathered and analyzed the following additional evidence provided by the facility during the corrective action period relevant to the requirements in this standard.</p> <p>Additional Documents:</p> <ol style="list-style-type: none"> 1. A Guide for the Prevention and Reporting of Sexual Abuse with Offenders 2. Volunteer Training Records <p>On May 31, 2023 the facility provided a sample of signed acknowledgment forms from volunteers at the facility. The form includes information on the zero tolerance policy, duty to report, examples of sexual abuse and sexual harassment and red flags. The bottom of the form has an area for the volunteer to print, sign and date.</p> <p>Based on the documentation provided, the facility has corrected this standard and it appears to be compliant.</p>
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115.33	Inmate education
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>Documents:</p> <ol style="list-style-type: none"> 1. Pre-Audit Questionnaire 2. Administrative Directive 04.01.301 Sexual Abuse and Harassment Prevention and Intervention Program 3. Administrative Directive 04.01.105 Facility Orientation 4. Administrative Directive Administrative Directive 04.01.111 ADA Accommodations 5. Administrative Directive 05.07.101 Reception and Classification Process 6. Video Remote Interpreting Information 7. Language Interpretation Procedure - Propio Language Services, LLC.

8. Individuals In Custody Handbook (Handbook)
9. PREA Posters (English and Spanish)
10. Inmate Training Records (Offender Orientation Receipt)

Interviews:

1. Interview with Intake Staff
2. Interviews with Random Inmates

Site Review Observations:

1. Observations of Intake Area
2. Observations of PREA Posters

Findings (By Provision):

115.33 (a): The PAQ indicated that inmates receive information at the time of intake about the zero-tolerance policy and how to report incidents or suspicions of sexual abuse and sexual harassment. The PAQ indicated that 573 inmates received information on the zero-tolerance policy and how to report at intake, which is equivalent to 100% of the inmates who arrived in the previous twelve months. 04.01.301, page 7 states that during the admission and orientation process, offenders shall be provided with a presentation regarding the Department's Sexual Abuse and Harassment Prevention and Intervention Program, including reporting procedures and available services and the zero tolerance policy. Offenders shall be informed that victims need not name their attacker to receive medical and mental health services. The policy further states that the offender handbook shall include an explanation of reporting procedures and programs and services available to victims or predators of sexual abuse and harassment. A review of the Handbook confirmed that pages 71-75 include information on PREA. The information includes: zero tolerance, definitions of sexual abuse, how to prevent sexual abuse, ways to report (including the outside reporting entity) and victim advocacy information. During the tour the auditor observed the intake process through a demonstration. Inmates are provided PREA information at intake via the Handbook. The Handbook is available in both English and Spanish. The Handbook is paper format only and is not yet available on the inmate tablet system. PREA information was observed on the walls throughout intake. The intake staff member confirmed the Handbook has information on sexual abuse and sexual harassment and that they go over information in the Handbook, including PREA. The interview with intake staff indicated that inmates are provided information

related to the agency's sexual abuse and sexual harassment policies, including the zero tolerance policy and methods to report, during intake. He stated all inmates are provided a handout and the orientation manual (Handbook) during the reception process. He stated that they also verbally tell them about the zero tolerance policy, that they can file an anonymous report, that they can report through the hotline and that they can tell any staff member. The staff further stated that he also goes over with them what he or other staff would do if they reported sexual abuse or sexual harassment. The staff confirmed that all individuals are given this information, including those from county jail and those returning to prison on violation of probation. The staff stated that they use the orientation manual and go over it during the orientation process. He stated this is typically done on the same day they arrive, however it may fluctuate a few days depending on the staff member and when they arrive at the facility (i.e. if they arrive on a weekend it would be completed on Monday). Interviews with 41 inmates indicated that 21 were provided information on the agency's sexual abuse and sexual harassment policies. Inmates stated the information is available through the signs that are posted and that they were provided a manual/pamphlet. A review of 29 inmate files of those received in the previous twelve months indicated that sixteen were provided information at intake.

115.33 (b): 04.01.301, page 7 states that during the admission and orientation process, offenders shall be provided with a presentation regarding the Department's Sexual Abuse and Harassment Prevention and Intervention Program, including reporting procedures and available services and the zero tolerance policy. Offenders shall be informed that victims need not name their attacker to receive medical and mental health services. The policy further states that the offender handbook shall include an explanation of reporting procedures and programs and services available to victims or predators of sexual abuse and harassment. The PAQ indicated that 503 inmates received comprehensive PREA education within 30 days of intake. This is equivalent to 100% of those received in the previous twelve months whose length of stay was for 30 days or more. During the tour, the auditor had the facility conduct a mock demonstration of the comprehensive PREA education process. The auditor observed that the education is completed one on one in the counselors office. The staff provide the inmate the Handbook and go over the zero tolerance policy, ways to report and what occurs after an allegation of sexual abuse is reported. The staff stated this is all typically done on the first day of arrival. The facility staff indicated that they are showing the PREA video, however further conversation and observation confirmed that the PREA video is not shown. The intake staff member stated that if the inmate is LEP they request a staff member to translate. The staff also stated the Handbook is available in Spanish. The staff stated if a staff member is not available to translate they print out the information and go over it as best they can until a staff member is available to go over it. The staff stated if the inmate is disabled they utilize the TTL machine or read the information to the inmate. The staff confirmed that they coordinate with mental health assistance for any inmates with cognitive disabilities. The interview with intake staff indicated that inmates are provided information on their right to be free from sexual abuse and sexual harassment, their right to be free

from retaliation from reporting and the facility's response to an incident of sexual abuse or sexual harassment. He stated all inmates are provided a handout and the orientation manual (Handbook) during the reception process. He stated that they also verbally tell them about the zero tolerance policy, that they can file an anonymous report, that they can report through the hotline and that they can tell any staff member. The staff further stated that he also goes over with them what he or other staff would do if they reported sexual abuse or sexual harassment. The staff confirmed that all individuals are given this information, including those from county jail and those returning to prison on violation of probation. The staff stated that they use the orientation manual and go over it during the orientation process. He stated this is typically done on the same day they arrive, however it may fluctuate a few days depending on the staff member and when they arrive at the facility (i.e. if they arrive on a weekend it would be completed on Monday). Interviews with 41 inmates indicated that three were provided information on their right to be free from sexual abuse, their right to be free from retaliation and the facility's response to an allegation of sexual abuse and/or sexual harassment. A review of 29 inmate files of those received in the previous twelve months indicated that eighteen were provided comprehensive PREA education. One inmate transferred prior to the 30 days and ten inmates never received education.

115.33 (c): The PAQ indicated that all current inmates at the facility had been educated on PREA within 30 days or were educated by June 30, 2014. Additionally, the PAQ indicated that agency policy requires that inmates who are transferred from one facility to another be educated regarding their rights to be free from both sexual abuse and sexual harassment and retaliation for reporting such incidents and on agency policies and procedures for responding to such incidents, to the extent that the policies and procedures of the new facility differ from those of the previous facility. 04.01.301, page 7 states that during the admission and orientation process, offenders shall be provided with a presentation regarding the Department's Sexual Abuse and Harassment Prevention and Intervention Program, including reporting procedures and available services and the zero tolerance policy. Offenders shall be informed that victims need not name their attacker to receive medical and mental health services. The policy further states that the offender handbook shall include an explanation of reporting procedures and programs and services available to victims or predators of sexual abuse and harassment. A review of 54 total inmate files indicated that 24 had received comprehensive PREA education. 30 of the inmates did not have documentation that they received PREA education. It was observed that the majority of these inmates had arrived at the facility prior to the release of the PREA standards in 2013. The interview with intake staff indicated that inmates are provided information related to the agency's sexual abuse and sexual harassment policies during intake. He stated all inmates are provided a handout and the orientation manual (Handbook) during the reception process. He stated that they also verbally tell them about the zero tolerance policy, that they can file an anonymous report, that they can report through the hotline and that they can tell any staff member. The staff further stated that he also goes over with them what he or other staff would do if

they reported sexual abuse or sexual harassment. The staff confirmed that all individuals are given this information, including those from county jail and those returning to prison on violation of probation. The staff stated that they use the orientation manual and go over it during the orientation process. He stated this is typically done on the same day they arrive, however it may fluctuate a few days depending on the staff member and when they arrive at the facility (i.e. if they arrive on a weekend it would be completed on Monday).

115.33 (d): The PAQ indicated that inmate PREA education is available in formats accessible to all inmates, including those who are disabled or limited English proficient. 04.01.301, pages 7-8 state that the Department shall provide offender education in formats accessible to all offenders, including those who are limited English proficient, deaf, visually impaired or otherwise disabled, as well as to offender who have limited reading skills. 04.01.111, pages 3-4 indicate that the CAO shall ensure offenders are provide with information regarding ADA disability accommodations and shall establish procedures for offender access to teletypewriter (TTY) and Video Remote Interpreting (VRS) equipment. The policy also indicates that the CAO shall find alternative notification methods for auditory announcements (tactile paging system). 05.07.101, page 2 states that all videos used during orientation shall include closed captioning subtitles and closed captioning utilizing American Sign Language which has been reviewed for accuracy of the interpretation by the Illinois Deaf and Hard of Hearing Commissioner or a qualified interpreter. The policy further states that he department shall reserve the first row of seats during orientation for offenders who are disabled. 04.01.105, page 2 states that for a non-English speaking offender, reasonable efforts shall be made for the orientation to be explained to him or her in a language her or she understands. It further states that offenders shall receive written orientation material and/or translation in their own language and when a literacy problem exists, a staff member shall assist the offender in understanding the materials. The facility also has a contract with Propio Language Services, LLC. This company provides the facility a phone number that they can call that connects the staff member with a translator who can will translate information between the staff member and LEP inmate. The company has interpretation services for over 600 languages. A review of PREA Posters, the Handbook and distributed information confirmed that information can be provided in large font, bright colors, can be read to inmates in terminology that they understand and is available in Spanish. Additionally, pages 81-82 of the Handbook provides information on Americans with Disabilities (ADA) including requesting accommodations, telecommunication equipment and sign language information. A review of six disabled inmate files and two LEP inmate files indicated that three had signed that they received and understood comprehensive PREA education.

115.33 (e): The PAQ indicated that the agency maintains documentation of inmate participation in PREA education sessions. 04.01.105, page 2 states that at the conclusion of the orientation program, each offender shall be requested to sign an

Offender Orientation Receipt, DOC 0291, indicating he or she has participated in the orientation program and has obtained a copy of the manual. A review of 54 total inmate files indicated that 24 were documented with receiving comprehensive PREA education. 30 of the inmates did not have any documentation related to the comprehensive PREA education. Additionally, the auditor did not have documentation confirming information was provided upon intake for inmates received prior to 2022. Of those received in 2022, sixteen were documented with receiving information upon intake (within a few days of arrival).

115.33 (f): The PAQ indicated that the agency ensures that key information about the agency's PREA policies is continuously and readily available or visible through posters, inmate handbooks or other written formats. 04.01.301, page 7 states that the offender handbook shall include an explanation of reporting procedures and programs and services available to victims or predators of sexual abuse and harassment. A review of the Handbook and PREA Posters confirmed information is accessible to inmates through these avenues. Additionally, during the tour the auditor observed PREA information posted throughout the facility. Each housing building had numerous PREA posters including the End the Silence Poster, the PREA Poster and the Reporting Poster. Posters were observed in English and Spanish. The Posters were printed on typical letters size paper. One Poster was printed on bright pink paper while the others contained numerous colors and font. Poster were observed on the walls on different tiers of the housing units as well as at the main entrance of the housing unit buildings. Additionally, Posters were observed in common areas around the facility, including health services, warehouse, intake, laundry, etc. The Posters included information on reporting mechanisms, the zero tolerance policy and victim advocacy. Reporting mechanisms on the Posters included: to any staff person, via the PREA Hotline, through a note, request slip or grievance, by writing to the PREA Coordinator or by sending privileged mail to the John Howard Association. The Posters (specifically the Reporting Poster) also included contact information for outside victim advocacy services (Call for Help). The Poster indicated that victim advocacy can be provided by phone or in-person, will be provided in as confidential a manner as possible consistent with legal calls/visits. In addition to the posters, each tier had the PREA Hotline number painted in large font on the wall opposite of the inmate cells. Informal conversation with staff and inmates confirmed that the PREA information has been posted for a while. They stated the painted number has been there forever. A few of the inmates stated the Posters are only in the hallways and that they need to be in the galleries (tiers).

Based on a review of the PAQ, 04.01.301, 04.01.105, 04.01.111, 05.07.101, Propio Language Services, LLC. information, Video Remote Interpreting information, the Individuals in Custody Handbook, PREA posters, inmate education documents, observations made during the tour as well as information obtained during interviews with intake staff and random inmates indicates that this standard requires corrective action. During the tour, the auditor had the facility conduct a mock demonstration of

the comprehensive PREA education process. The auditor observed that the education is completed one on one in the counselors office. The staff provide the inmate the Handbook and go over the zero tolerance policy, ways to report and what occurs after an allegation of sexual abuse is reported. The staff stated this is all typically done on the first day of arrival. The facility staff indicated that they are showing the PREA video, however further conversation and observation confirmed that the PREA video is not shown. A review of 29 inmate files of those received in the previous twelve months indicated that sixteen were provided information at intake. A review of 29 inmate files of those received in the previous twelve months indicated that eighteen were provided comprehensive PREA education. One inmate transferred prior to the 30 days and ten inmates never received education. A review of 54 total inmate files indicated that 24 had received comprehensive PREA education. 30 of the inmates did not have documentation that they received PREA education. It was observed that the majority of these inmates had arrived at the facility prior to the release of the PREA standards in 2013. A review of six disabled inmate files and two LEP inmate files indicated that three had signed that they received and understood the PREA information. A review of 54 total inmate files indicated that 24 were documented with receiving comprehensive PREA education. 30 of the inmates did not have any documentation related to the comprehensive PREA education. Additionally, the auditor did not have documentation confirming information was provided upon intake for inmates received prior to 2022. Of those received in 2022, sixteen were documented with receiving information upon intake (within a few days of arrival).

Corrective Action

The facility will need to determine what process they will utilize for comprehensive PREA education. If they plan to utilize a video they will need to develop the process that will be utilized and train appropriate staff. The facility will need to provide the auditor with a memo describing how they will complete the comprehensive education and provide photos or other evidence that this process is being utilized. All current inmates without comprehensive PREA education after 2014 will need to be provided the education via the new process. A sample of the education records as well as an assurance memo confirming all current inmates were educated will need to be provided to the auditor. The facility will need to ensure they document receipt of PREA information at intake and during the comprehensive PREA education process. The facility will need to provide a list of inmates that arrived at the facility during the corrective action period and the auditor will select a sample to review to confirm that all new intakes received information at intake and comprehensive PREA education within 30 days of arrival. Additionally, the facility will need to ensure they are providing all disabled and LEP inmates with education in accessible formats. All disabled and LEP inmates at the facility will need to be provided education in appropriate formats and documentation should be maintained on how the information was tailored to their disability/language. The facility will need to ensure the video utilized is available in Spanish and closed captioning. A copy of disabled and LEP

inmate education records with documented accommodations will need to be provided to the auditor as confirmation of the process.

Recommendation

The auditor recommends that the facility utilize a few larger size posters with font that is adequate for those with vision impairments and is adequate to view from the housing cells.

Verification of Corrective Action Since the Interim Audit Report

The auditor gathered and analyzed the following additional evidence provided by the facility during the corrective action period relevant to the requirements in this standard.

Additional Documents:

1. Assurance Memo Related to Inmate Education
2. Process Memo Related to Comprehensive PREA Education
3. Inmate Education Document
4. LEP and Disabled Inmate Education Documents

On August 4, 2023 the facility provided an assurance memo confirming all inmates at the facility received PREA education, including viewing the PREA What You Need to Know video. The facility provided over 75 examples illustrating all inmates were provided education. This sample included all inmates that were not documented with education during the on-site portion of the audit. The facility also provided education documents for 28 inmates received during the corrective action period.

Documentation confirmed they were provided education within 30 days of arrival. The facility provided a process memo that indicated all inmates will receive comprehensive PREA education via the PREA What You Need to Know Video and staff will go over facility specific information.

On August 4, 2023 and August 8, 2023 the facility provided documentation confirming they re-educated nineteen disabled inmates and one LEP inmate. It should

	<p>be noted that the second LEP inmate identified while on-site had departed the facility during the corrective action period. The education documents for disabled inmate noted accommodations, including video subtitles and video with audio. The re-educated LEP inmate signed a Spanish acknowledgment form indicating he received the education in an appropriate format.</p> <p>Based on the documentation provided the facility has corrected this standard and as such appears to be compliant.</p>
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115.34	Specialized training: Investigations
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>Documents:</p> <ol style="list-style-type: none"> 1. Pre-Audit Questionnaire 2. Administrative Directive 04.01.301 Sexual Abuse and Harassment Prevention and Intervention Program 3. Administrative Directive 01.12.115 Institutional Investigative Assignments 4. Prison Rape Elimination Act (PREA) for Investigators Training Curriculum 5. Investigator Training Records <p>Interviews:</p> <ol style="list-style-type: none"> 1. Interviews with Investigative Staff <p>Findings (By Provision):</p> <p>115.34 (a): The PAQ indicates that agency policy requires that investigators are trained in conducting sexual abuse investigations in confinement settings. 04.01.301, page 10 states that all allegations of sexual abuse or harassment shall be investigated by trained investigators in accordance with 01.12.120. 01.12.115, page 2 states that the CAO shall ensure that each individual appointed as an investigator be registered for the next available investigator training program within ten days of temporary or permanent assignment as an investigator. Training topics include but</p>

are not limited to: investigative techniques, including interviewing sexual abuse victims; crime scene preservation; collection and preservation of evidence, including sexual abuse evidence collection in a confinement setting; proper use of Miranda and Garrity warnings; criteria and evidence required to substantiate a case for administrative action or prosecution referral; and investigative reporting. The agency utilizes their own training for this standard; PREA for Investigators. A review of documentation indicated that five facility staff were documented with the specialized investigations training. A review of fifteen investigations revealed they were completed by six investigators, five facility investigators and one agency investigator. A review of documentation confirmed all six had completed the specialized investigator training. The interviews with the criminal investigator and administrative investigator confirmed they received specialized training regarding conducting sexual abuse and sexual harassment investigations in a confinement setting. The criminal investigator stated he attended the 40 hour institutional investigator training, which covers the specialized training for PREA. The administrative investigator also stated he received the 40 hour training and that the PC has also provided PREA training. He further elaborated and stated the training covered the basics of a PREA situation, how to complete the PREA checklist and the overall investigation.

115.34 (b): 01.12.115, page 2 states that the CAO shall ensure that each individual appointed as an investigator be registered for the next available investigator training program within ten days of temporary or permanent assignment as an investigator. Training topics include but are not limited to: investigative techniques, including interviewing sexual abuse victims; crime scene preservation; collection and preservation of evidence, including sexual abuse evidence collection in a confinement setting; proper use of Miranda and Garrity warnings; criteria and evidence required to substantiate a case for administrative action or prosecution referral; and investigative reporting. The agency utilizes their own training for this standard; PREA for Investigators. A review of the training curriculum confirmed slides 67-118 include the following: techniques for interviewing sexual abuse victims, proper use of Miranda and Garrity warnings, sexual abuse evidence collection in confinement settings and the criteria and evidence required to substantiate an administrative investigation. A review of documentation indicated that five facility staff were documented with the specialized investigations training. A review of fifteen investigations revealed they were completed by six investigators, five facility investigators and one agency investigator. A review of documentation confirmed all six had completed the specialized investigator training. The interviews with the investigators confirmed that the specialized investigator training included the topics required under this provision: techniques for interviewing sexual abuse victims, proper use of Miranda and Garrity warnings, sexual abuse evidence collection in confinement settings and the criteria and evidence required to substantiate an administrative case.

115.34 (c): The PAQ indicated that the agency maintains documentation showing that investigators have completed the required training and that five investigators have

	<p>completed the specialized training. A review of documentation indicated that five facility staff were documented with the specialized investigations training. A review of fifteen investigations revealed they were completed by six investigators, five facility investigators and one agency investigator. A review of documentation confirmed all six had completed the specialized investigator training.</p> <p>115.34 (d): The auditor is not required to audit this provision.</p> <p>Based on a review of the PAQ, 04.01.301, 01.12.115, PREA for Investigators Training Curriculum, a review of investigator training records as well as the interview with the investigator, indicates that this standard appears to be compliant.</p>
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115.35	Specialized training: Medical and mental health care
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>Documents:</p> <ol style="list-style-type: none"> 1. Pre-Audit Questionnaire 2. Administrative Directive 04.01.301 Sexual Abuse and Harassment Prevention and Intervention Program 3. Administrative Directive 03.03.102 Employee Training 4. PREA Sexual Abuse and Harassment Prevention and Intervention Program Manual (PREA Manual) 5. Prison Rape Elimination Act: What Healthcare and Mental Health Providers Need to Know Training Curriculum 6. Wexford Health Prison Rape Elimination Act (PREA) and Implementation Training Curriculum 7. Medical and Mental Health Staff Training Records <p>Interviews:</p> <ol style="list-style-type: none"> 1. Interviews with Medical and Mental Health Staff

Findings (By Provision):

115.35 (a): The PAQ indicated that the agency has a policy related to the training of medical and mental health practitioners who work regularly in its facilities. 04.01.301, page 4 states that PC shall develop or approve specialized training modules for all full and part-time medical and mental health care practitioners who work regularly in the facilities. Training shall include: detecting and assessing signs of sexual abuse and sexual harassment; preserving physical evidence of sexual abuse; responding effectively and professionally to victims of sexual abuse and sexual harassment; and how and whom to report allegations or suspicions of sexual abuse and sexual harassment. The training is conducted via the Prison Rape Elimination Act: What Healthcare and Mental Health Providers Need to Know and the Wexford Health Overview of the 2003 Prison Rape Elimination Act (PREA) and Implementation. A review of the training curriculums confirmed that they include the following topics: 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 whom to report allegations or suspicion of sexual abuse and sexual harassment. The PAQ indicated that the facility has 46 medical and mental health staff and that 100% of these staff received the specialized training. A review of eight medical and mental health care staff training records indicated that five were documented with the specialized medical and mental health training. Both agency staff members and one contracted staff member were missing the required training. Interviews with medical and mental health care staff confirm that the mental health staff member received specialized training, but the medical staff member did not. The mental health staff member stated that the training is through Wexford and that it is also part of their annual cycle training through IDOC. She indicated the training goes over responsibilities, how to respond and how to communicate with someone who reports sexual abuse. She confirmed all required topics under this provision were included in the

115.35 (b): The PAQ indicated that this provision does not apply as agency medical and mental health care staff do not perform forensic medical examinations. Interviews with medical and mental health staff confirm that they do not perform forensic medical examinations.

115.35 (c): The PAQ indicated that documentation showing the completion of the training is maintained by the agency. A review of eight medical and mental health care staff training records indicated that five were documented with the specialized medical and mental health training. Both agency staff members and one contracted staff member were missing the required training.

115.35 (d): 04.01.301, pages 3-4 state that the PC shall develop or approve standardized modules for training staff. Training shall include, but may not be limited to: the Department's zero tolerance policy; the Department's Sexual Abuse and Harassment Prevention and Intervention Policy; an offender's right to be free from sexual abuse and harassment and to be free from retaliation for reporting sexual abuse and harassment; common signs of sexually abusive or harassing behavior; common signs of being a victim of sexual abuse or harassment; protocol for initial response, including identification and separation of offenders; reporting procedures and preservation of physical evidence of sexual abuse. 03.03.102, page 1 states that the Department shall ensure all new employees receive orientation and pre-service training and all employees receive in-service training on a fiscal year basis. A review of the PREA Pre-Service Orientation Training Curriculum and the PREA -Individual in Custody Sexual Assault Prevention and Intervention Curriculum confirm that both trainings includes information on responsibilities in prevention, detection and response as well as the zero tolerance policy and how to report allegations of sexual abuse. A review of eight medical and mental health staff training records indicated that two had received staff training as required under 115.31 and six had received contractor training as required under 115.32.

Based on a review of the PAQ, 04.01.301, 03.03.102, Prison Rape Elimination Act: What Healthcare and Mental Health Providers Need to Know training curriculum, the Wexford Health Overview of the 2003 Prison Rape Elimination Act (PREA) and Implementation training curriculum, a review of medical and mental health care staff training records as well as interviews with medical and mental health care staff indicate this standard requires corrective action. A review of eight medical and mental health care staff training records indicated that five were documented with the specialized medical and mental health training. Both agency staff members and one contracted staff member were missing the required training. Interviews with medical and mental health care staff confirm that the mental health staff member received specialized training, but the medical staff member did not.

Corrective Action

The facility will need to ensure that all full and part-time medical and mental health care staff (IDOC and Wexford) receive specialized training. Once all staff have received the training an assurance memo will need to be provided to the auditor as well as the originally requested training records for the two IDOC medical and mental health care staff and the one contracted part-time medical staff member.

Verification of Corrective Action Since the Interim Audit Report

	<p>The auditor gathered and analyzed the following additional evidence provided by the facility during the corrective action period relevant to the requirements in this standard.</p> <p>Additional Documents:</p> <ol style="list-style-type: none"> 1. Staff Training Documents 2. Assurance Memo Related to Three Medical/Mental Health Staff <p>On August 4, 2023 the facility provided a staff training roster that confirmed fourteen medical and mental health staff had completed the specialized training. The facility also provided an assurance memo indicating all staff, with the exception of three had completed the specialized training. Three staff were out on leave and the assurance memo advised they would receive it upon return to work.</p> <p>Based on the documentation provided the facility has corrected this standard and as such appears to be compliant.</p>
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115.41	Screening for risk of victimization and abusiveness
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>Documents:</p> <ol style="list-style-type: none"> 1. Pre-Audit Questionnaire 2. Administrative Directive 04.01.301 Sexual Abuse and Harassment Prevention and Intervention Program 3. PREA Sexual Abuse and Harassment Prevention and Intervention Program Manual (PREA Manual) 4. Screening for Potential Sexual Victimization or Sexual Abuse (DOC 0494) 5. Inmate Assessment and Reassessment Documents <p>Interviews:</p>

1. Interview with Staff Responsible for Risk Screening
2. Interviews with Random Inmates
3. Interview with the PREA Coordinator
4. Interview with the PREA Compliance Manager

Site Review Observations:

1. Observations of Risk Screening Area
2. Observations of Where Inmate Files are Located

Findings (By Provision):

115.41 (a): The PAQ indicated that the agency has a policy that requires screening (upon admission to a facility or transfer to another facility) for risk of sexual abuse victimization or sexual abusiveness toward other inmates. 04.01.301, page 6 states that staff shall make a reasonable effort to ensure the screening and assessment is conducted in consideration of sound confidentiality and sensitivity to the offender. Screening and assessment shall be documented on the Screening for Potential Sexual Victimization or Sexual Abuse, DOC 0494, or an electronic equivalent and shall occur ordinarily within 24 hours of admission or transfer to any facility by staff designated by the Chief Administrative Officer who shall screen each offender for sexually abusive behavior or victimization. Policy further states that the ordinarily within 72 hours of admission or transfer to any facility clinical services staff review the pre-sentence report, statement of facts and other materials in the master file for sexually abusive behavior and victimization. Concerns shall be forwarded to the PCM. Mental health professionals will also inquire whether the offender has been a victim of sexual abuse in the past. The interview with the staff responsible for the risk screening confirmed that inmates are screened for their risk of victimization and abusiveness. Interviews with 24 inmates that arrived within the previous twelve months indicated that fifteen were asked questions related to risk of victimization and abusiveness. During the tour the auditor was provided a demonstration of the initial risk assessment. The initial risk assessment is completed in a private office setting. Staff utilize the paper risk screening and ask each question on the form. The form is then given to the supervisor to sign off on and the information is scanned into Offender 360.

115.41 (b): The PAQ indicated that the policy requires that inmates be screened for risk of sexual victimization or risk of sexually abusing other inmates within 72 hours of their intake. 04.01.301, page 6 states that staff shall make a reasonable effort to

ensure the screening and assessment is conducted in consideration of sound confidentiality and sensitivity to the offender. Screening and assessment shall be documented on the Screening for Potential Sexual Victimization or Sexual Abuse, DOC 0494, or an electronic equivalent and shall occur ordinarily within 24 hours of admission or transfer to any facility by staff designated by the Chief Administrative Officer who shall screen each offender for sexually abusive behavior or victimization. Policy further states that the ordinarily within 72 hours of admission or transfer to any facility clinical services staff review the pre-sentence report, statement of facts and other materials in the master file for sexually abusive behavior and victimization. Concerns shall be forwarded to the PCM. Mental health professionals will also inquire whether the offender has been a victim of sexual abuse in the past. The PAQ noted that 558 inmates were screened within 72 hours over the previous twelve months. This indicates that 100% of those whose length of stay was for 72 hours or more received a risk screening within 72 hours. A review of 29 inmate files of those that arrived within the previous twelve months indicated that 26 had an initial risk screening completed, one of which was over 72 hours. The interview with the staff responsible for the risk screening confirmed that inmates are screened for their risk of victimization and abusiveness within 72 hours of arrival at the facility. Interviews with 24 inmates that arrived within the previous twelve months indicated that fifteen were asked questions related to risk of victimization and abusiveness. Most of the inmates stated they were asked the risk screening questions in receiving upon arrival. During the on-site portion of the audit the auditor discovered that there were a large number of inmates that arrived at the facility prior to 2013. A sample of records for these inmates indicated that many did not have a risk screening completed at all during their incarceration.

115.41 (c): The PAQ indicated that the risk screening is conducted using an objective screening instrument. A review of the Screening for Potential Sexual Victimization or Sexual Abuse (DOC 0494) indicates that inmates are asked about identified or perceived sexual orientation, gender identity and history or sexual victimization. Additionally, the Screening for Potential Sexual Victimization or Sexual Abuse (DOC 0494) indicates that general information such as age, height, weight, number of incarcerations, non-violent or violent criminal history, disabilities, education level, socioeconomic status, immigrant status/language, history or sexual abusive behavior, criminal history of sexual abuse in the community, history of domestic violence, security threat group affiliation and history or institutional assaultive/violent behavior are factored into the risk screening assessment tool. Each question has appropriate responses that correspond to a number. The numbers are added up at the end of the victimization section and predatory section and the total number determines where the inmate falls on the continuum. The continuum ranges from not likely, likely, moderately likely to highly likely for both vulnerable and predatory. The inmates who fall in the highly likely or moderately likely range are then reviewed for the official vulnerable or predatory designation. The DOC 0949 also states that the evaluator may refer an individual in custody on the continuum, but if the individual falls into the likely or not likely range, a rationale for the referral should be documented.

115.41 (d): A review of the Screening for Potential Sexual Victimization or Sexual Abuse (DOC 0494) indicates that the tool has two sections; vulnerability and predatory. The vulnerability section includes general information such as age, height, weight, number of incarcerations, non-violent or violent criminal history, disabilities (developmental, mental illness and physical), education level, socioeconomic status and immigrant status/language. Inmates are also asked about identified or perceived sexual orientation, gender identity and history or sexual victimization. The inmate is also asked about his/her own perception of their safety at the time of the screening. Each question has appropriate responses that correspond to a number. The numbers are added up at the end of the victimization section and the total number determines where the inmate falls on the continuum. The continuum ranges from not likely, likely, moderately likely to highly likely for vulnerability. The inmates who fall in the highly likely or moderately likely range are then reviewed for the official vulnerable designation. The staff responsible for the risk screening stated that the initial risk screening is completed via a paper form and then the information is entered into Offender 360. Offender 360 includes information such as criminal history and other demographic information. The staff stated they ask all questions on the paper risk screening and then compare it with any information in Offender 360. The staff stated they use the information in Offender 360 related to history and other questions rather than the inmate response, if the response is different (i.e. criminal history, prior sex offenses, violent offenses, etc.). The risk screening staff indicated that the paper form includes questions related to height, age, weight, disability, mental health history, physical health history, sexual orientation, gender identity and if the individual was sexually abused before. The auditor probed the risk screening staff related to other factors and the staff confirmed that all the required factors in provisions (d) and (e) were included.

115.41 (e): A review of the Screening for Potential Sexual Victimization or Sexual Abuse (DOC 0494) indicates information including, history or sexual abusive behavior, criminal history of sexual abuse in the community, history of domestic violence, security threat group affiliation and history or institutional assaultive/violent behavior are factored into the risk screening assessment tool. Each question has appropriate responses that correspond to a number. The numbers are added up at the end of the predatory section and the total number determines where the inmate falls on the continuum. The continuum ranges from not likely, likely, moderately likely to highly likely for predatory. The inmates who fall in the highly likely or moderately likely range are then reviewed for the official predatory designation. The staff responsible for the risk screening stated that the initial risk screening is completed via a paper form and then the information is entered into Offender 360. Offender 360 includes information such as criminal history and other demographic information. The staff stated they ask all questions on the paper risk screening and then compare it with any information in Offender 360. The staff stated they use the information in Offender 360 related to history and other questions rather than the inmate response, if the response is different (i.e. criminal history, prior sex offenses, violent offenses, etc.).

The risk screening staff indicated that the paper form includes questions related to height, age, weight, disability, mental health history, physical health history, sexual orientation, gender identity and if the individual was sexually abused before. The auditor probed the risk screening staff related to other factors and the staff confirmed that all the required factors in provisions (d) and (e) were included.

115.41 (f): The PAQ indicated that the policy requires that the facility reassess each inmate's risk of victimization or abusiveness within a set time period, not to exceed 30 days after the inmate's arrival at the facility, based upon any additional, relevant information received by the facility since the intake screening. 04.01.301, page 6 states that within 30 days of admission or transfer to the facility, each offender, including any offender returned to Reception and Classification as a parole or mandatory supervised release violator, shall be screened again for sexually abusive behavior or victimization and potentially predator or vulnerable offender identification based upon any additional, relevant information received by the facility since the intake screening. The PAQ noted that 503 inmates were reassessed within 30 days, which is equivalent to 100% of the inmates who arrived and stayed longer than 30 days. The interview with the staff responsible for the risk screening indicated that inmates are reassessed within 30 days. The staff stated they did have a short time where it was over 30 days but that they are back on track. Interviews with 24 inmates that arrived within the previous twelve months indicated that five had been asked questions related to their risk of victimization and abusiveness more than once. The few inmates indicated that the questions were asked again after they reported a sexual abuse incident. A review of 29 inmate files of those that arrived in the previous twelve months indicated that 20 had a reassessment completed. Twelve of the 20 were past the 30 day timeframe. It should be noted that two of the inmates did not have a reassessment completed as it was not past the 30 days and one was transferred from the facility prior to the 30 days.

115.41 (g): The PAQ indicated that the policy requires that an inmate's risk level be reassessed when warranted due to a referral, request, incident of sexual abuse, or receipt of additional information that bears on the inmate's risk of sexual victimization or abusiveness. 04.01.301, page 6 states screening and assessment shall occur when warranted due to referral, request, incident of sexual abuse, or receipt of additional information that bears on the offender's risk of sexual victimization or abusiveness. The interview with staff responsible for the risk screening confirmed that inmates are reassessed when warranted due to referral, request, incident of sexual abuse or receipt of additional information. Interviews with 24 inmates that arrived within the previous twelve months indicated that five had been asked questions related to their risk of victimization and abusiveness more than once. The few inmates indicated that the questions were asked again after they reported a sexual abuse incident. A review of 29 inmate files of those that arrived in the previous twelve months indicated that 20 had a reassessment completed. Twelve of the 20 were past the 30 day timeframe. It should be noted that two of the inmates

did not have a reassessment completed as it was not past the 30 days and one was transferred from the facility prior to the 30 days. A review of investigations indicated that twelve sexual abuse investigations were deemed substantiated or unsubstantiated. Of the twelve, four victims were not at the facility when it was reported and as such the facility could not conduct a reassessment. Of the remaining eight, one inmate was transferred from the facility prior to the completion of the investigation and as such the facility was unable to conduct a reassessment. None of the seven inmates that remained at the facility were documented with a reassessment due to incident of sexual abuse.

115.41 (h): The PAQ indicated that policy prohibits disciplining inmates for refusing to answer (or for not disclosing complete information related to) questions regarding: (a) whether or not the inmate has a mental, physical, or developmental disability; (b) whether or not the inmate is or is perceived to be gay, lesbian, bisexual, transgender, intersex, or gender non-conforming; (c) whether or not the inmate has previously experienced sexual victimization; and (d) the inmate's own perception of vulnerability. The 04.01.301, page 7 states individuals in custody shall not be disciplined for refusing to answer, or not disclosing complete information in response to questions asked during the screening for potential sexual victimization or sexual abuse. The interview with the staff responsible for risk screening confirmed that inmates are not disciplined for refusing to answer or for not fully disclosing information any of the risk screening questions.

115.41 (i): 04.01.301, page 6 states that staff shall make a reasonable effort to ensure the screening and assessment is conducted with consideration of sound confidentiality and sensitivity to the offender. The interview with the PREA Coordinator indicated that the agency has outlined who should have access to an inmate's risk assessment within the facility in order to protect sensitive information from exploitation. He stated screening information is provided on a need-to-know basis to make informed placement decisions as well as predator/vulnerable designations. The PCM stated that the availability of the information that was observed during the on-site (see below that information was accessed via a Correctional Officer) was new for him and that a lot of Correctional Officers do not have access to the online 360 program at all. He stated that based on the review today that the PC would be working on limiting access to the risk screening information in 360. The staff responsible for risk screening confirmed that the agency has outlined who should have access to the risk screening information so that sensitive information is not exploited. The staff stated that the paper form is completed by staff and provided to the supervisor. The information is entered into 360 and then other staff have access to it in 360. During the tour the auditor observed that inmate risk assessments are electronic and paper. Paper risk assessments are maintained in inmate records, which is staffed from 7:00am-4:00pm. Inmate records is secure outside of those hours with restricted key access only. The records staff advised that if security staff request access to an inmate file they need a

specific reason, such as Internal Affairs conducting an investigation. Any files that are checked out by staff are tracked through a sign out form. Electronic risk assessments are completed and located in Offender 360. During the tour a Correctional Office illustrated how to access Offender 360 and the inmate risk assessment. The staff indicated she did not believe she had access, however when she pulled the information up she was able to view the risk assessment and responses from the inmate.

Based on a review of the PAQ, 04.01.301, the PREA Manual, DOC 0494, a review of inmate files and information from interviews with the PREA Coordinator, PREA Compliance Manager, staff responsible for conducting the risk screenings and random inmates indicate that this standard requires corrective action. During the on-site portion of the audit the auditor discovered that there were a large number of inmates that arrived at the facility prior to 2013. A sample of records for these inmates indicated that many did not have a risk screening completed at all during their incarceration. Interviews with 24 inmates that arrived within the previous twelve months indicated that five had been asked questions related to their risk of victimization and abusiveness more than once. The few inmates indicated that the questions were asked again after they reported a sexual abuse incident. A review of 29 inmate files of those that arrived in the previous twelve months indicated that 20 had a reassessment completed. Twelve of the 20 were past the 30 day timeframe. It should be noted that two of the inmates did not have a reassessment completed as it was not past the 30 days and one was transferred from the facility prior to the 30 days. A review of reassessment for inmates who reported sexual abuse indicated that none of the seven that remained at the facility were documented with a reassessment due to incident of sexual abuse. During the tour a Correctional Office illustrated how to access 360 and the inmate risk assessment. The staff indicated she did not believe she had access, however when she pulled the information up she was able to view the risk assessment and responses from the inmate. The PCM stated that the availability of the information that was observed during the on-site was new for him and that a lot of Correctional Officers do not have access to Offender 360 program at all. He stated that based on the review today that the PC would be working on limiting access to the risk screening information in Offender 360.

Corrective Action

The facility will need to ensure that all inmates that arrive at the facility receive an initial risk screening within 72 hours and a reassessment within 30 days. A list of inmates that arrived during the corrective action period will need to be provided and the auditor will select a sample to review their risk assessments. Additionally, the facility will need to ensure all inmate victims of sexual abuse (excluding those with unfounded outcomes) receive a reassessment due to incident of sexual abuse. All appropriate staff should be educated on this process. Examples of the reassessments

due to incident of sexual abuse will need to be provided to the auditor during the corrective action period. Further the facility will need to identify all inmates that have not had a risk screening completed (most arrived prior to 2013). All inmates will need to have a risk assessment completed to ensure they have an appropriate risk designation. An assurance memo will need to be provided to the auditor once completed and a sample of the risk assessments should also be provided. The facility will also need to ensure that risk screening information via the 360 program is limited to a staff with a need to know. Confirmation of the limitation in the system will need to be provided to the auditor. This can be done through the PC providing documentation or through the same Correctional Officer utilized on-site pulling up the information and taking a screen shot confirming the information was not accessible.

Verification of Corrective Action Since the Interim Audit Report

The auditor gathered and analyzed the following additional evidence provided by the facility during the corrective action period relevant to the requirements in this standard.

Additional Documents:

1. Assurance Memo Related to Inmate Risk Assessments
2. Inmate Risk Assessments
3. List of Sexual Abuse Allegations
4. Offender 360 Restricted Access Documentation

On August 4, 2023 the facility provided an assurance memo confirming all inmates at the facility had been assessed using the Screening for Potential Sexual Victimization or Sexual Abuse tool. The facility provided numerous documents illustrating over 400 inmates had received a risk assessment during the corrective action period. Additionally, the facility provided documents for 42 inmates that arrived during the corrective action period. Fourteen records were provided initially and all fourteen had an initial risk screening within 72 hours and thirteen had a reassessment, nine of which were completed within 30 days. The auditor identified a possible issue of staff not completing appropriate file review with the initial and reassessments when reviewing the documentation. The facility conducted follow-up training/meetings with staff related to the risk screening process. The additional 28 inmate records provided showed consistency and as such the auditor determined file reviews were being completed. All 28 had an initial risk screening, 26 were within 72 hours and all 28 had a reassessment within 30 days.

	<p>On August 4, 2023 the facility provided a list of sexual abuse allegations reported during the corrective action period as well as documentation for the eight sexual abuse victims that were reassessed after an incident of sexual abuse. It should be noted that four of the eight risk assessments were completed well after the investigation was completed and the auditor made a recommendation to the facility to ensure these are completed timely at the conclusion of the investigation.</p> <p>On August 2, 2023 the facility provided documentation indicating that the agency implemented security roles for the Offender 360 risk screening information. The agency restricted access to only a few security roles and all other staff are required to request access to the risk screening information through the agency PC. The PC also provided screenshots of different staff's views in Offender 360. The auditor confirmed the staff did not have access to the risk screening.</p> <p>Based on the documentation provided the facility has corrected this standard and as such appears to be compliant.</p>
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115.42	Use of screening information
	<p>Auditor Overall Determination: Meets Standard</p> <hr/> <p>Auditor Discussion</p> <p>Documents:</p> <ol style="list-style-type: none"> 1. Pre-Audit Questionnaire 2. Administrative Directive 04.01.301 Sexual Abuse and Harassment Prevention and Intervention Program 3. Administrative Directive 04.03.104 Evaluation, Treatment and Correctional Management of Transgender Offenders 4. PREA Sexual Abuse and Harassment Prevention and Intervention Program Manual (PREA Manual) 5. Housing Assignments of Inmates at Risk of Sexual Victimization and/or Sexual Abusiveness 6. Transgender/Intersex Housing Determination Documents 7. Transgender/Intersex Biannual Reassessments (DOC 0700 - Transgender Placement and Programming Review)

8. LGBTI Housing Assignments

Interviews:

1. Interview with Staff Responsible for Risk Screening
2. Interview with PREA Coordinator
3. Interview with PREA Compliance Manager
4. Interviews with Gay, Lesbian and Bisexual Inmates
5. Interviews with Transgender Inmates

Site Review Observations:

1. Location of Inmate Records
2. Shower Area in Housing Units

Findings (By Provision):

115.42 (a): The PAQ indicated that the agency/facility 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. 04.01.301, page 6 states that any indication of sexually abusive behavior, victimization or potential victimization in a correctional setting identified at a Reception and Classification Center or any assigned facility shall be referred to the facility PREA Compliance Manager. The PCM shall promptly review any referrals to assess whether an offender should be identified as a predator or vulnerable offender using the DOC 0494 and make recommendations regarding safety consideration and treatment or counseling needs. Page 7 further states that an offender identified as vulnerable shall not be housed with an offender identified as a predator. Prior to housing an offender identified as vulnerable or an offender identified as a predator, the proposed housing assignment shall be reviewed and approved by the Chief Administrative Officer in consultation with the facility PCM. The interview with the PREA Compliance Manager indicated that the risk assessment is completed and if they meet a certain threshold they are reviewed to see if they need to be identified as predatory or vulnerable. The PCM indicated that generally those identified as vulnerable will be housed alone. He stated that they also try to house any predatory alone as well. The PCM confirmed that those deemed predator and vulnerable are kept away from each other. The interview with the staff responsible for the risk screening indicated that information

from the risk screening is utilized to determine if an individual needs to have a single cell. The staff stated that if someone is a perpetrator they would not recommend that they be double celled. The staff indicated that they recommend all predators and vulnerable inmates be single celled. A review of the housing locations confirmed that predators were not housed with those identified as vulnerable. Additionally, only one of the individuals had a job and/or program assignment and as such, predators did not work or program with those identified as vulnerable. During the on-site portion of the audit, the auditor identified eleven inmates that did not have a risk screening completed and as such did not have a risk designation. Most of the eleven were individuals that arrived at the facility prior to 2013.

115.42 (b): The PAQ indicated that the agency/facility makes individualized determinations about how to ensure the safety of each inmate. 04.01.301, page 6 states that any indication of sexually abusive behavior, victimization or potential victimization in a correctional setting identified at a Reception and Classification Center or any assigned facility shall be referred to the facility PREA Compliance Manager. The PCM shall promptly review any referrals to assess whether an offender should be identified as a predator or vulnerable offender using the DOC 0494 and make recommendations regarding safety consideration and treatment or counseling needs. Page 7 further states that an offender identified as vulnerable shall not be housed with an offender identified as a predator. Prior to housing an offender identified as vulnerable or an offender identified as a predator, the proposed housing assignment shall be reviewed and approved by the Chief Administrative Officer in consultation with the facility PCM. The interview with the staff responsible for the risk screening indicated that information from the risk screening is utilized to determine if an individual needs to have a single cell. The staff stated that if someone is a perpetrator they would not recommend that they be double celled. The staff indicated that they recommend all predators and vulnerable inmates be single celled.

115.42 (c): The PAQ indicated that the agency/facility makes housing and program assignments for transgender or intersex inmates in the facility on a case-by-case basis. 04.03.104, page 7 indicates that transgender, intersex and gender incongruent offenders shall not be assigned to gender-specific facilities based solely on their external genital anatomy. The Transgender Administrative Committee (TAC) shall make individualized determinations about how to ensure the safety of each offender including considering transfer from one gender-specific facility to an opposite gender facility and specifically the gender of staff which will perform searches of the offender. The determination shall consider, on a case-by-case basis, whether specific placement ensure the offender's health and safety, and whether the placement would present management or security concerns. The agency as a whole houses approximately 150 transgender inmates. Currently the agency houses nine transgender female inmates at female facilities and zero transgender male inmates at male facilities. The review of meeting minutes for four TAC meetings confirms that housing is reviewed on a case-by-case basis for each inmate. The interview with the

PCM indicated that housing assignments (male and female facility assignments) for transgender and intersex individuals are determined by the transgender review committee. Once the individual arrives at Menard, housing and programming assignments are determined on a case-by-case basis as well. The PC indicated that many of the transgender inmates at Menard have requested Protective Custody and they are there by choice but there is at least one transgender inmate in general population. He confirmed that placements consider the health and safety of the inmate and they also consider whether the placement would present any security or management issues. Interviews with four transgender inmates indicated that three were asked how they felt about their safety. All four indicated that they did not believe LGBTI inmates are placed in one facility, housing unit or wing.

115.42 (d): 04.03.104, page 7 states that a review of each transgender, intersex and gender incongruent offender's placement and programming assignments shall be conducted by the facility twice annually to review any threats to safety experienced or posed by the offender. The agency as a whole houses approximately 150 transgender inmates. A review of documentation for four transgender inmates at Menard confirmed that four were documented with biannual assessments via DOC 0700. One inmate had only had the DOC 0700 completed in January 2023, however the inmate was not designated as transgender until recently. The PCM advised that mental health handles placement at the facility and they see the individuals related to housing. The staff responsible for the risk screening stated that transgender and intersex inmates would be reassessed by the transgender coordinator. It should be noted that biannual assessments are completed at the agency level by the TAC in January and July.

115.42 (e): 04.03.104, page 7 states that decisions shall be made by the TAC on a case-by-case basis with serious consideration given to circumstances including, but not limited to, the following: the offender's perception of whether a male or female facility is safest for him or her, as well as the preferred gender of staff to perform searches. The interviews with the PCM and staff responsible for the risk screening indicated that transgender and intersex inmates' views with respect to their safety are given serious consideration. The PCM stated that mental health takes that into consideration as they handle the assignments. He further stated that anyone who expresses a concern for safety, that information is taken into consideration. Interviews with four transgender inmates indicated that three were asked how they felt about their safety.

115.42 (f): 04.03.104, page 9 states that transgender, intersex and gender incongruent offenders shall be allowed the same frequency of showers in accordance with his or her classification. Showers shall be separated and private from other offenders. During the tour the auditor observed that showers had privacy through curtains, barriers and walls. Most housing units had a few single person showers as

well as group showers. The interview with the PCM and the staff responsible for risk screening confirmed that transgender and intersex inmates are afforded the opportunity to shower separately. The PCM stated that each gallery has a shower and they leave a couple empty cells near so others can't see or hear. He further stated that gallery showers are single person with a curtain. Interviews with four transgender inmates indicated that all four are afforded the opportunity to shower separately from other inmates.

115.42 (g): 04.03.104, page 7 states that transgender, intersex and gender incongruent offenders shall not be assigned to gender specific facilities based solely on their external genital anatomy. Additionally, the PREA Manual, pages 27-28 indicate that the agency shall not place lesbian, gay, bisexual, transgender, or intersex inmates in dedicated facilities, units, or wings solely on the basis of such identification or status, unless such 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 such inmates. The interview with the PC confirmed that the agency is not subject to a consent decree and that there is not a dedicated facility for LGBTI inmates. He further stated placement decisions are made to ensure the safety and security of all individuals in custody. Facility, housing unit and cell assignments are made on a case by case basis and housing individuals strictly by gender identity or sexual orientation is prohibited. The PCM confirmed that the agency goes not have a consent decree and that LGBTI inmates are not placed in dedicated facilities, units or wings solely because of their identification or status. Interviews with three LGB inmates and four transgender inmates indicated that five did not feel the facility places LGBTI inmates in dedicated facilities, units, or wings solely on the basis of such identification or status. Two of the inmates stated that a lot of the LGBTI inmates are placed in voluntary protective custody due to gangs and safety. A review of housing assignments for LGBTI inmates confirmed that they were housed across numerous areas at the facility, confirming that LGBTI inmates were not placed in one dedicated unit or wing at Menard. It should be noted that there were a higher number of LGBTI individuals in the protective custody areas. The auditor confirmed that this was due to their request for protective custody and not due to their gender identity or sexual preference.

Based on a review of the PAQ, 04.01.301, 04.03.104, the PREA Manual, inmates at risk of sexual abusiveness and sexual victimization housing determinations, transgender or intersex inmate house determinations, transgender or intersex biannual assessments, LGBTI inmate housing assignments, observations made during the tour and information from interviews with the PC, PCM, staff responsible for conducting the risk screening and LGBTI inmates, indicates that this standard appears to require corrective action. During the on-site portion of the audit, the auditor identified eleven inmates that did not have a risk screening completed and as such did not have a risk designation. Most of the eleven were individuals that arrived to the facility prior to 2013.

Corrective Action

The facility will need to identify all inmates that have not had a risk screening completed (most arrived prior to 2013). All inmates will need to have a risk assessment completed to ensure they have an appropriate risk designation. Once completed the facility will need to provide the updated high victimization lists with housing and job/program assignments to confirm all are housed appropriately.

Recommendation

The auditor recommends that the PCM be provided education on LGBTI policies and procedures as it related to this standards to ensure he is in the know for all processes.

Verification of Corrective Action Since the Interim Audit Report

The auditor gathered and analyzed the following additional evidence provided by the facility during the corrective action period relevant to the requirements in this standard.

Additional Documents:

1. Housing, Work and Programming Assignments for High Risk Inmates

On August 8, 2023 the facility provided a revised list of high risk inmates (after all inmates had a risk assessment completed during the corrective action period). The documentation illustrated that housing, work and program assignments are made utilizing the risk screening designations (predator and vulnerable). The auditor confirmed there were zero predators housed with vulnerables. There were very few work and programming assignments due to the facility type, but a review confirmed that predators did not work or program with vulnerables.

Based on the documentation provided the facility has corrected this standard and as such appears to be compliant.

115.43 Protective Custody

Auditor Overall Determination: Meets Standard

Auditor Discussion

Documents:

1. Pre-Audit Questionnaire
2. Administrative Directive 04.01.301 Sexual Abuse and Harassment Prevention and Intervention Program
3. Administrative Directive 05.15.100 Restrictive Housing
4. Inmates at High Risk of Victimization Housing Assignments

Interviews:

1. Interview with the Warden
2. Interview with Staff who Supervise Inmates in Segregated Housing

Site Review Observations:

1. Observations in the Segregated Housing Unit

Findings (By Provision):

115.43 (a): The PAQ indicated that the agency has a policy 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 of separation from likely abusers. The PAQ noted that there were zero inmates at high risk of victimization that were placed in involuntary segregated housing in the past twelve months. 04.01.301, page 7 states that an offender identified as vulnerable shall not be housed in a segregated status for the sole purpose of providing protective custody unless no other means of separation can be arranged. The placement shall require the approval of the Deputy Director or Agency PREA Coordinator (no designee) and shall only continue until an alternative means of separation can be provided and such placement in segregation shall not ordinarily exceed a period of 30 days. The interview with the Warden confirmed that agency policy prohibits placing inmates at high risk of sexual victimization in involuntary segregated housing unless an assessment of all available alternatives has been made and it is determined that there are not alternative means of separation form likely abusers. A review of housing assignments for current inmates at high risk of sexual

victimization confirmed that none of the inmates identified as vulnerable were housed in the segregated housing unit due to their risk of victimization. Two high risk inmates identified in segregated housing were housed there due to disciplinary issues.

115.43 (b): During the tour the auditor observed that segregated housing was certain galleries (tiers) in the N2 building. The building had a separate area for programming that was enclosed with benches and a television. The outdoor recreation area was separate from the general population recreation area and included enclosed recreation areas. Individuals in segregated housing have access to a rolling phone once a month and they have access to their purchased tablet once a week. Locked boxes for requests, mail and grievances are located on the first floor of the housing building, however for those in segregated housing, a black locked box is walked around on the 3pm-11pm shift. The interview with the staff who supervise inmates in segregated housing confirmed that inmates at high risk of sexual victimization who are involuntary segregated would have access to the same privileges as anyone else under that segregation status. The staff member confirmed that any restrictions would be document it. There were no inmates identified to be in involuntary segregated housing due to their risk of victimization and as such no interviews were conducted.

115.43 (c): The PAQ indicated there were zero inmates at risk of sexual victimization who were assigned to involuntary segregated housing due to their risk of sexual victimization. 04.01.301, page 7 states that an offender identified as vulnerable shall not be housed in a segregated status for the sole purpose of providing protective custody unless no other means of separation can be arranged. The placement shall require the approval of the Deputy Director or Agency PREA Coordinator (no designee) and shall only continue until an alternative means of separation can be provided and such placement in segregation shall not ordinarily exceed a period of 30 days. The interview with the Warden confirmed that inmates would only be placed in involuntary segregated housing until an alternative means of separation from likely abuser(s) could be arranged. He stated that inmates would only be placed there for enough time to find another adequate location that would keep them safe and in the same classification. The Warden stated that they typically do not involuntary segregate for high risk of victimization at Menard and the individual would be placed in the infirmary before they were placed in segregation. The interview with the staff who supervise inmates in segregated housing indicated that inmates would only be placed in involuntary segregated housing until they could find an alternative means of separation. He stated that decision is above his level and that they bring him the inmate and he keeps him/her safe. He stated if he had an inmate placed in involuntary segregated housing due to high risk the individual would still be able to participate in activities such as yard, but that he/she would just go to a separate yard than others. The staff further stated that the inmate would not remain in involuntary segregated housing typically longer than 30 days. The staff stated investigations are completed within 30 days. There were no inmates identified to be in involuntary

segregated housing due to their risk of victimization and as such no interviews were conducted.

115.43 (d): The PAQ indicated there were zero inmates at risk of sexual victimization who were held in involuntary segregated housing in the past twelve months who had both a statement of the basis for the facility's concern for the inmate's safety and the reason why alternative means of separation could not be arranged. A review of housing assignments for current inmates at high risk of sexual victimization confirmed that none of the inmates identified as vulnerable were housed in the segregated housing unit due to their risk of victimization. Two high risk inmates identified in segregated housing were housed there due to disciplinary issues.

115.43 (e): The PAQ indicate that if an inmate was placed in segregation due to risk of victimization, they would be reviewed every 30 days to determine if there was a continued need for the inmate to be separated from the general population. 04.01.301, page 7 states that an offender identified as vulnerable shall not be housed in a segregated status for the sole purpose of providing protective custody unless no other means of separation can be arranged. The placement shall require the approval of the Deputy Director or Agency PREA Coordinator (no designee) and shall only continue until an alternative means of separation can be provided and such placement in segregation shall not ordinarily exceed a period of 30 days. Additionally, 05.15.100, page 6 states that a Restrictive Housing Review Committee (RHRC) shall be established at each facility with restrictive housing. The committee shall review the status of each individual in custody's placement into restrictive housing every seven days for the first 60 days and at least every 30 days thereafter, unless more frequently if clinically indicated. The interview with the staff who supervise inmates in segregated housing confirmed that inmates would be reviewed at least every 30 days for their continued need for placement in involuntary segregated housing. He stated a team meets twice a week to discuss inmates in segregated housing. There were no inmates identified to be in involuntary segregated housing due to their risk of victimization and as such no interviews were conducted.

Based on a review of the PAQ, 04.01.301, 05.15.100, high risk inmate housing assignments, observations from the facility tour as well as information from the interviews with the Warden and staff who supervise inmates in segregated housing indicates this standard appears to be compliant.

115.51	Inmate reporting
	Auditor Overall Determination: Meets Standard
	Auditor Discussion

Documents:

1. Pre-Audit Questionnaire
2. Administrative Directive 04.01.301 Sexual Abuse and Harassment Prevention and Intervention Program
3. PREA Sexual Abuse and Harassment Prevention and Intervention Program Manual (PREA Manual)
4. Memorandum of Understanding with the John Howard Association
5. TRUST Act Memorandum
6. Individuals In Custody Handbook (Handbook)
7. PREA Posters

Interviews:

1. Interviews with Random Staff
2. Interviews with Random Inmates
3. Interview with the PREA Compliance Manager

Site Review Observations:

1. Observation of Posted PREA Reporting Information
2. Testing of Internal Reporting Hotline
3. Testing of the External Reporting Entity

Findings (By Provision):

115.51 (a): The PAQ indicated that the agency has established procedures allowing for multiple internal ways for inmates to report privately to agency officials about: (a) sexual abuse or sexual harassment; (b) retaliation by other inmates or staff for reporting sexual abuse and sexual harassment; and (c) staff neglect or violation of responsibilities that may have contributed to such incidents. The PREA Manual, page 29 states that offenders shall be encouraged to report allegations to staff at all levels. Offenders shall be provided with avenues of internal reporting, including, but not limited to, a telephone hotline maintained by the Investigations and Intelligence Unit, or by mail to an outside entity (e.g. John Howard Association). Offenders shall be

provided information on reporting mechanisms as noted in section 115.33. A review of additional documentation to include the Handbook and PREA Posters indicated that they outline methods for reporting. These methods include: telling any staff member; calling the hotline, writing to the PC, to the John Howard Association (outside reporting entity) and/or sending a note, grievance or request slip. During the tour the auditor observed PREA information posted throughout the facility. Each housing building had numerous PREA posters including the End the Silence Poster, the PREA Poster and the Reporting Poster. Posters were observed in English and Spanish. The Posters were printed on typical letters size paper. One Poster was printed on bright pink paper while the others contained numerous colors and font. Poster were observed on the walls on different tiers of the housing units as well as at the main entrance of the housing unit buildings. Additionally, Posters were observed in common areas around the facility, including health services, warehouse, intake, laundry, etc. The Posters included information on reporting mechanisms, the zero tolerance policy and victim advocacy. Reporting mechanisms on the Posters included: to any staff person, via the PREA Hotline, through a note, request slip or grievance, by writing to the PREA Coordinator or by sending privileged mail to the John Howard Association. In addition to the posters, each tier had the PREA Hotline number painted in large font on the wall opposite of the inmate cells. Informal conversation with staff and inmates confirmed that the PREA information has been posted for a while. They stated the painted number has been there forever. A few of the inmates stated the Posters are only in the hallways and that they need to be in the galleries (tiers). The auditor tested the internal reporting mechanism during the tour. The auditor called the PREA hotline on January 9, 2023 and left a message. The auditor was provided confirmation that the call was received by the PREA Coordinator on the same date (January 9, 2023). Initial phone instructions are provided in English and Spanish, however the hotline instructions are only available in English. Inmates have access to the phones in the housing units via the rolling phone. Inmates get access at least twice a week to the rolling phone (may be more if the phone makes its round on the unit quickly). Additionally, inmates have access to phones on the recreation yard and when out of their cell for visitation, medical, etc. The internal PREA hotline is accessible on all phones and requires the inmate to utilize their pin to make the call. Inmates in segregated housing have access to the phones once a month via the rolling phone. The auditor also submitted a written grievance via the black box on January 10, 2023. The auditor was provided confirmation on January 11, 2023 that the grievance was received by the facility. Inmate also have access to the tablet system at the facility. Currently there are no reporting mechanisms via the tablet system, however the PREA Coordinator indicated they were working on implementing electronic grievances and requests via the tablet system. Interviews with 41 inmates confirmed that most were aware of at least one method to report sexual abuse and sexual harassment. The methods known included: via the phone number on the wall, verbally to staff, to a nurse and through a family member. Interviews with sixteen random staff indicate that inmates can report through the hotline, to Internal Affairs, to any staff member, via a letter or kite and through the John Howard Association.

115.51 (b): The PAQ stated that the agency provides at least one way for inmates to report sexual abuse to a public or private entity or office that is not part of the agency. Additionally, the PAQ indicated that the facility does not house inmates solely for civil immigration purposes. The agency has an MOU with the John Howard Association. The MOU states John Howard Association will allow IDOC to identify JHA within inmate orientation materials and prison posting as one way for inmates to report sexual abuse or sexual harassment to an entity that is not part of the agency, and that is able to receive and forward inmate reports of sexual abuse or harassment to Agency official for investigation, allowing the inmate to remain anonymous, upon request. The MOU further provides additional responsibilities for JHA and IDOC. The PREA Manual, page 29 indicates that offenders shall be provided contact information to the John Howard Association to make such reports. This information shall be available in the facility orientation manual. A review of the Handbook and PREA Posters confirmed that inmates can report externally to the John Howard Association. The Handbook (page 73) states that inmates can report through an independent outside entity, the John Howard Association of Illinois (JHA). The Handbook indicates that JHA has privileged mail status. It also states that inmates can remain anonymous and provides direction to state in the letter that the inmate does not want his/her name to be included. The PREA Posters states that inmates can report via privileged mail to the John Howard Association through the PO Box in Chicago, Illinois. During the tour the auditor observed that inmates are able to place outgoing mail in any of the locked boxes on the first tier of the housing units. None of the drop boxes were specific to sexual abuse or sexual harassment allegations or information. Inmates pass these boxes during controlled movements to recreation, chow, medical, etc. Inmates in segregated housing and protective custody are able to place mail in the black locked box that is brought around daily by staff. The interview with the mailroom staff indicated that incoming mail is sorted by legal or non-legal. All non-legal mail is opened and inspected for contraband. Legal or privileged mail is provided to the inmate, who then opens the mail in front of staff to confirm that it does not contain contraband. The staff indicated that mail from the John Howard Association is treated as legal/privileged mail. Outgoing mail is sorted the same, legal or non-legal. All mail is sent with a voucher, however any mail that does not have voucher will still be mailed out. Non-legal mail is not sealed and is scanned for contraband. Legal mail is sealed by the inmate and is not opened or scanned by the mail room staff. Letters to the John Howard Association are sent out at legal/privileged mail. The auditor also tested the outside reporting mechanism via a letter to the John Howard Association. The auditor obtained an envelope and sent a letter to the John Howard Association on January 10, 2023. The auditor obtained assistance from an inmate to utilize his name and number on the return address. The letter was placed in the outgoing US mail box by the inmate. While a return name and number is required, the mail staff do not open this mail and as such inmates are able to remain anonymous within the letter. The John Howard Association is utilized for numerous services and they are not just an organization to report sexual abuse. The auditor received confirmation on January 20, 2023 that the letter was received by the John Howard Association. A copy of the letter that was mailed was forwarded back to the auditor as well as the confirmation from John Howard Association staff that the inmate can remain anonymous. The auditor observed PREA information posted throughout

the facility. Each housing building had numerous PREA posters including the End the Silence Poster, the PREA Poster and the Reporting Poster. Posters were observed in English and Spanish. The Posters were printed on typical letters size paper. One Poster was printed on bright pink paper while the others contained numerous colors and font. Posters were observed on the walls on different tiers of the housing units as well as at the main entrance of the housing unit buildings. Additionally, Posters were observed in common areas around the facility, including health services, warehouse, intake, laundry, etc. The Posters included information on reporting mechanisms, the zero tolerance policy and victim advocacy. Reporting mechanisms on the Posters included: to any staff person, via the PREA Hotline, through a note, request slip or grievance, by writing to the PREA Coordinator or by sending privileged mail to the John Howard Association. The interview with the PCM indicated inmates can contact the John Howard Association and that the contact information is in the orientation manual (Handbook). He confirmed that information to contact JHA is also posted throughout the facility. He further stated that they also have a television channel that runs the contact information and other ways to report daily. The PCM stated he has not dealt with the process of JHA since he has become the PCM but that he knows they have received letters back that were forwarded from JHA. He indicated that it is his understanding that JHA will contact someone at IDOC with the information. The PCM further confirmed that JHA forwards the information to him and he would forward it to the facility to handle. Interviews with 41 inmates indicated that six were aware of an outside reporting entity. Thirteen inmates stated that they knew about the John Howard Association, but they were unaware if they could report sexual abuse or sexual harassment to the organization. Sixteen of the 41 were aware they could report sexual abuse and sexual harassment anonymously. While the inmates were not aware of the outside reporting mechanism, the information was observed throughout the facility on the PREA Posters and was contained in the Handbook. The facility does not house inmates detained solely for immigration services and as such this part of the provision is not applicable.

115.51 (c): The PAQ indicated that the agency has a policy mandating that staff accept reports of sexual abuse and sexual harassment made verbally, in writing, anonymously, and from third parties. It further indicated that staff are required to document verbal reports immediately. 04.01.301, page 10 states that any alleged sexual abuse or harassment shall be reported through chain of command as an unusual incident in accordance with 01.12.105. The PREA Manual, page 29 further states that staff shall accept reports made verbally, in writing, anonymously, and from third parties and shall promptly document any verbal reports. Interviews with 41 inmates indicated that 34 knew they could report verbally and/or in writing to staff and 37 knew they could report through a third party. Interviews with sixteen staff indicated that inmates can report verbally, in writing, anonymously and through a third party. The staff stated if an inmate reported verbally they would document it immediately after taking the initial first responder steps. A review of investigations indicated that one was reported through a third party, one was reported through the hotline, three were reported via a written format, six were reported verbally and four

were reported via Warden to Warden. All fifteen included incident reports from staff involved to ensure the information was documented and referred for investigation. During the tour, the auditor asked staff to demonstrate how they submit a written report. Staff indicated they would complete an incident report in paper format and that the form is in the security officer station. The staff indicated they can also complete an incident report electronically on one of the staff computers. The staff member demonstrated what sections would be filled out and advised he would submit the report to the Shift Commander for review. The staff confirmed that he would be able to bypass the chain of command for reporting and submitting an incident report if necessary. The staff indicated the incident report would be completed and turned in immediately.

115.51 (d): The PAQ indicates the agency has established procedures for staff to privately report sexual abuse and sexual harassment of inmates. It further states that staff can report through any of the reporting mechanisms offered to individuals in custody. The PAQ indicated that staff are informed of this method through PREA refresher trainings and postings around the facility. The PREA Manual, page 29 states that the agency shall provide a method for staff to privately report sexual abuse and sexual harassment of inmates. Interviews with sixteen staff indicated fifteen were aware that they could privately report sexual abuse of an inmate. Most staff stated they could report directly to a supervisor. A few stated they could report through the hotline number and all confirmed they could go outside their chain of command if necessary.

Based on a review of the PAQ, PREA Manual, memo related to John Howard Association, TRUST Act memo, the Handbook, the PREA Posters, observations during the tour, information from interviews with the PCM, random inmates and random staff, and the documentation provided related to the auditors test of the outside entity reporting and the internal reporting line, this standard appears to be compliant.

Recommendation

The auditor recommends that the facility emphasize the reporting methods, to include the external reporting entity and ability to remain anonymous during the education pursuant to 115.33. Additionally, the auditor recommends that large Reporting Posters are placed in the galleries, rather than only outside the galleries, so inmates can readily access that information from their cells. The auditor also recommends that the facility provide a copy of the Reporting Poster that is included in the Handbook to each inmate at the facility to ensure they have a copy of the information. Further, the auditor recommends that the facility provide each inmate, upon arrival, with at least one pre-address and pre-stamped envelope for the John

	<p>Howard Association to ensure that they have adequate resources to report an allegation of sexual abuse or sexual harassment to the outside reporting entity. Further, the auditor highly recommends that the PREA hotline have a Spanish option with Spanish directions.</p>
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115.52	Exhaustion of administrative remedies
	Auditor Overall Determination: Meets Standard
	<p>Auditor Discussion</p> <p>Documents:</p> <ol style="list-style-type: none"> 1. Pre-Audit Questionnaire 2. Administrative Directive 04.01.114 Local Offender Grievance Procedures 3. Individuals In Custody Handbook (Handbook) 4. Grievance Log 5. Sexual Abuse Grievances <p>Interviews:</p> <ol style="list-style-type: none"> 1. Interviews with Inmates who Reported Sexual Abuse <p>Findings (By Provision):</p> <p>115.52 (a): 04.01.114 is the policy related to grievance procedures for inmates. The PAQ indicated that the agency is not exempt from this standard.</p> <p>115.52 (b): The PAQ indicated that agency policy or procedure allows an inmate to submit a grievance regarding an allegation of sexual abuse at any time, regardless of when the incident is alleged to have occurred. The PAQ further indicated that inmates are required to use an informal grievance process, or otherwise to attempt to resolve with staff, an alleged incident of sexual abuse. Further communication with the PC indicated that this was an error and that inmate are not required to use the informal grievance process. 04.01.114, page 2 states that offender grievances related to allegations of sexual abuse shall not be subject to any filing time frame. Policy further states that offender grievances involving alleged incidents of sexual abuse shall be</p>

exempt from any informal grievance process. A review of Handbook confirmed that information on grievances is provided to inmates on pages 40-42.

115.52 (c): The PAQ stated that agency policy and procedure allow an inmate to submit a grievance alleging sexual abuse without submitting it to the staff member who is the subject of the complaint. It further stated that agency policy and procedure requires that an inmate grievance alleging sexual abuse not be referred to the staff member who is the subject of the complaint. 04.01.114, page 6 indicates an offender may submit the grievance without submitting it to any staff member who is the subject of the complaint. Policy further states that no grievance shall be referred to any staff member who is the subject of the complaint. A review of Handbook confirmed that information on grievances is provided to inmates on pages 40-42.

115.52 (d): The PAQ stated that agency policy and procedure requires that a decision on the merits of any grievance or portion of a grievance alleging sexual abuse be made within 90 days of the filing of the grievance. The PAQ indicated that there were eleven sexual abuse grievances filed in the previous twelve months, however one was determined not to meet the definition of sexual abuse or sexual harassment. The PAQ stated eight of the eleven had a final decision reached within 90 days (one was determined not to be PREA and two were still pending). The PAQ further indicates that the agency always notifies an inmate in writing when the agency files for an extension, including notice of the date by which a decision will be made. 04.01.114, page 6 states that the Department shall issue a final 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 shall not include time consumed by the offender in preparing any administrative appeal. Policy further states that the Department may claim an extension of time to respond, of up to 70 days, if the normal time period for response is insufficient to make an appropriate decision. The offender shall be notified, in writing, of such extension and provided with a date by which a decision will be made. Page 6 also states that at any level of the grievance process, if the offender does not receive a response within the time allotted for reply, including any properly noticed extension, the offender may consider the absence of a response to be a denial at that level. The auditor reviewed the grievance log and the sexual abuse grievances. The auditor confirmed there were ten sexual abuse or sexual harassment grievances and all ten were forwarded for investigation. A response was provided to the inmate within 90 days related to the allegation being forwarded for investigation. Interviews with inmates who reported sexual abuse indicated two were provided information related to the outcome of the investigation, one said immediately and the other said within two weeks. One inmate stated he was not provided a notification, but he did receive a response to his grievance that the allegation was unsubstantiated. Only one of the four inmates stated he filed a grievance related to the sexual abuse. The inmate further stated he also submitted a grievance to Springfield related to the sexual abuse and that he received a response about three to four months later.

115.52 (e): The PAQ indicated that agency policy and procedure permits third parties, including fellow inmates, staff members, family members, attorneys, and outside advocates, to assist inmates in filing requests for administrative remedies relating to allegations of sexual abuse and to file such requests on behalf of inmates. The PAQ further indicated that agency policy and procedure requires that if an inmate declines to have third-party assistance in filing a grievance alleging sexual abuse, the agency documents the inmate's decision to decline. 04.01.114, page 6 states that third parties, including other offenders, staff members, family members, attorneys, etc., shall be permitted to assist offenders in filing grievances relating to allegations of sexual abuse, and shall also be permitted to file such requests on behalf of the offender. Policy further states that the Department shall require, as a condition of processing the grievance, the alleged victim to agree to have the grievance filed on his or her behalf. If the alleged victim declines, the decision shall be documented. The PAQ stated that there were zero grievances alleging sexual abuse by inmates in the past twelve months in which the inmate declined third-party assistance and which contained documentation of the inmate's decision to decline. The auditor reviewed the grievance log and sexual abuse grievances. None of the grievances were filed by a third party.

115.52 (f): The PAQ indicated that the agency has a policy and established procedures for filing an emergency grievance alleging that an inmate is subject to a substantial risk of imminent sexual abuse. It further indicated that the agency's policy and procedure for emergency grievances alleging substantial risk of imminent sexual abuse requires an initial response within 48 hours. The PAQ also indicated that the agency's policy and procedure for emergency grievances alleging substantial risk of imminent sexual abuse requires that a final agency decision be issued within five days. 04.01.114, page 7 states that for emergency grievances alleging an offender is subject to a substantial risk of imminent sexual abuse, the Department shall provide an initial response within 48 hours, and shall have a final decision provided within five calendar days. The initial response and the final decision shall document the Department's determination whether the offender is in substantial risk of imminent sexual abuse and the action taken in response to the emergency grievance. The PAQ stated there were ten emergency grievances alleging substantial risk of imminent sexual abuse in the previous twelve months. The PAQ indicated that they were deemed emergent for the purpose of expediting the grievance process. It further stated that all ten had an initial response within 48 hours and one reached a final decision within five days. It should be noted that none of the grievances alleged imminent risk of sexual abuse or were emergency grievances, however the facility expedited them and treated them as an emergency due to the nature. The auditor reviewed the grievance log and the sexual abuse grievances. The auditor confirmed there were ten sexual abuse or sexual harassment grievances. All were immediately forwarded for investigation. Two did not yet have a response (dated first week of December), two were responded to within one day, one was responded to within two days, one was within three days, two were within fourteen days and one was within

	<p>45 days.</p> <p>115.52 (g): The PAQ indicated that the agency has a written policy that limits its ability to discipline an inmate for filing a grievance alleging sexual abuse to occasions where the agency demonstrates that the inmate filed the grievance in bad faith. 04.01.114, page 2 stats that staff shall be prohibited from imposing discipline due to use of the grievance process. The PAQ indicated that zero inmates have been disciplined for filing a grievance in bad faith in the previous twelve months.</p> <p>Based on a review of the PAQ, 04.01.114, the Handbook, the grievance log, the sexual abuse grievances and interviews with inmates who reported sexual abuse, this standard appears to be compliant.</p>
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115.53	Inmate access to outside confidential support services
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>Documents:</p> <ol style="list-style-type: none"> 1. Pre-Audit Questionnaire 2. Administrative Directive 04.01.301 Sexual Abuse and Harassment Prevention and Intervention Program 3. Memorandum of Understanding with Call For Help 4. Individuals in Custody Handbook (Handbook) 5. PREA Poster <p>Interviews:</p> <ol style="list-style-type: none"> 1. Interviews with Random Inmates 2. Interviews with Inmates who Reported Sexual Abuse 3. Interview with Victim Advocate <p>Site Review Observations:</p>

1. Observation of Victim Advocacy Information

Findings (By Provision):

115.53 (a): The PAQ indicated that the facility provides inmates with access to outside victim advocates for emotional support services related to sexual abuse. It further stated that the facility provides inmates with access to such services by giving inmates mailing addresses and telephone numbers for local, state or national victim advocacy or rape crisis organizations and that the facility provides inmates with access to such services by enabling reasonable communication between inmates and these organizations in a confidential a manner as possible. The PAQ stated that IDOC does not hold individuals strictly for immigration purposes. 04.01.301, page 5 states that the PCM shall identify community agencies, including advocacy and crisis organizations, where reports can be made or that provide assistance or support services to staff or offenders in the prevention or intervention of sexual abuse and harassment. Contact information such as mailing addresses shall be provided via offender handbook, bulletins, etc. The MOU with Call For Help indicates that the purpose and scope of the MOU is to establish a joint effort between IDOC and Sexual Assault & Family Emergencies to make available to inmates access to an outside entity to provide emotional support services related to sexual abuse, including crisis intervention and sexual assault counseling, to aid IDOC in fulfilling compliance with 115.53 while inmates are incarcerated at the Big Muddy River Correctional Center and within the IDOC prison. The MOU further states that it understood face-to-face emotional support provided in a confidential a manner as possible or emotional support through confidential unmonitored, unrecorded phone call(s) shall comply with 735 ILCS 5/8-802.1 "Confidentiality of Statements Made to Rape Crisis Personnel". A review of the Handbook and PREA Posters confirmed that inmates are provided the mailing address and telephone number to Call for Help. The documents state that individuals in custody may contact victim advocates for emotional support services related to sexual abuse. The PREA Poster states that advocacy can be provide either by phone or in-person and will be provided in as confidential a manner as possible consistent with legal calls/visits. Interviews with 41 inmates including those who reported sexual abuse, indicated that thirteen were aware of outside victim advocacy services and five were provided a phone number and mailing address to a local rape crisis center. Most of the five inmates who were provided the information indicated they did not know specifics on the organization. While there were few inmates who advised they were aware of the outside victim advocacy services, the information was observed in the Handbook and posted throughout the facility. Additionally, the information is shown daily on the facility television channel. During the tour the auditor observed PREA information posted throughout the facility. Each housing building had numerous PREA posters including the End the Silence Poster, the PREA Poster and the Reporting Poster. Posters were observed in English and Spanish. The Posters were printed on typical letters size paper. One Poster was printed on bright pink paper while the others contained numerous colors and font. Poster were

observed on the walls on different tiers of the housing units as well as at the main entrance of the housing unit buildings. Additionally, Posters were observed in common areas around the facility, including health services, warehouse, intake, laundry, etc. The Posters included information on reporting mechanisms, the zero tolerance policy and victim advocacy. The Posters (specifically the Reporting Poster) also included contact information for outside victim advocacy services (Call for Help). The Poster indicated that victim advocacy can be provided by phone or in-person, will be provided in as confidential a manner as possible consistent with legal calls/visits. The auditor also observed that inmates are able to place outgoing mail in any of the locked boxes on the first tier of the housing units. None of the drop boxes were specific to sexual abuse or sexual harassment allegations or information. Inmates pass these boxes during controlled movements to recreation, chow, medical, etc. Inmates in segregated housing and protective custody are able to place mail in the black locked box that is brought around daily by staff. The interview with the mailroom staff indicated that incoming mail is sorted by legal or non-legal. All non-legal mail is opened and inspected for contraband. Legal or privileged mail is provided to the inmate, who then opens the mail in front of staff to confirm that it does not contain contraband. The staff indicated that mail from the local rape crisis center is treated as legal/privileged mail. Outgoing mail is sorted the same, legal or non-legal. All mail is sent with a voucher, however any mail that does not have voucher will still be mailed out. Non-legal mail is not sealed and is scanned for contraband. Legal mail is sealed by the inmate and is not opened or scanned by the mail room staff. Letters the local rape crisis center are sent out at legal/privileged mail. Additionally, the auditor tested the victim advocacy hotline during the tour. Inmates are able to call the victim advocacy number from the inmate phones, however the number has to be added to their phone list. Calls on the inmate phone are monitored and recorded. In order to provide confidential calls, the agency has established that inmates are able to call the hotline in the Chapel as a legal call. Inmates advise medical or mental health care staff that they want to call the hotline and the staff set up the call. Staff are able to call the phone number and transfer it to the legal call booth for the inmate. The auditor tested the mechanism and reached a live person. The rape crisis center staff stated that she was able to provide services to any individual that called the hotline. She stated that if additional service are needed that they take the individuals information and set up referrals. The staff stated that they can inform the inmates on how to report but that what they tell them is confidential and they can't report for them. The staff stated they do not have any Spanish speaking staff.

115.53 (b): The PAQ indicated that the facility informs inmates, prior to giving them access to outside support services, the extent to which such communications will be monitored. It further stated that the facility informs inmates, prior to giving them access to outside support services, of the mandatory reporting rules governing privacy, confidentiality, and/or privilege that apply to disclosures of sexual abuse made to outside victim advocates, including any limits to confidentiality under relevant federal, state, or local law. The MOU with Call For Help indicates that the

purpose and scope of the MOU is to establish a joint effort between IDOC and Sexual Assault & Family Emergencies to make available to inmates access to an outside entity to provide emotional support services related to sexual abuse, including crisis intervention and sexual assault counseling, to aid IDOC in fulfilling compliance with 115.53 while inmates are incarcerated at the Menard Correctional Center and within the IDOC prison. The MOU further states that it understood face-to-face emotional support provided in a confidential a manner as possible or emotional support through confidential unmonitored, unrecorded phone call(s) shall comply with 735 ILCS 5/8-802.1 "Confidentiality of Statements Made to Rape Crisis Personnel". A review of the Handbook and PREA Posters confirmed that inmates are provided the mailing address and telephone number to Call for Help. The documents state that individuals in custody may contact victim advocates for emotional support services related to sexual abuse. The PREA Posters states that advocacy can be provide either by phone or in-person and will be provided in as confidential a manner as possible consistent with legal calls/visits. Pages 48-51 of the Handbook outlines the mail process including privileged mail and pages 51-53 outline the telephone process, including information about telephone calls from individual in custody phones being subject to monitoring and recording. Interviews with 41 inmates, including those who reported sexual abuse indicated that thirteen were aware of outside victim advocacy services and five were provided a phone number and mailing address to a local rape crisis center. Most of the five indicated they received the information but they were not familiar with specifics on the organization. While there were few inmates who advised they were aware of the outside victim advocacy services, the information was observed in the Handbook and posted throughout the facility. Additionally, the information is shown daily on the facility television channel. During the tour the auditor observed PREA information posted throughout the facility. Each housing building had numerous PREA posters including the End the Silence Poster, the PREA Poster and the Reporting Poster. Posters were observed in English and Spanish. The Posters were printed on typical letters size paper. One Poster was printed on bright pink paper while the others contained numerous colors and font. Poster were observed on the walls on different tiers of the housing units as well as at the main entrance of the housing unit buildings. Additionally, Posters were observed in common areas around the facility, including health services, warehouse, intake, laundry, etc. The Posters included information on reporting mechanisms, the zero tolerance policy and victim advocacy. The Posters (specifically the Reporting Poster) also included contact information for outside victim advocacy services (Call for Help). The Poster indicated that victim advocacy can be provided by phone or in-person, will be provided in as confidential a manner as possible consistent with legal calls/visits. The auditor also observed that inmates are able to place outgoing mail in any of the locked boxes on the first tier of the housing units. None of the drop boxes were specific to sexual abuse or sexual harassment allegations or information. Inmates pass these boxes during controlled movements to recreation, chow, medical, etc. Inmates in segregated housing and protective custody are able to place mail in the black locked box that is brought around daily by staff. The interview with the mailroom staff indicated that incoming mail is sorted by legal or non-legal. All non-legal mail is opened and inspected for contraband. Legal or privileged mail is provided to the inmate, who then opens the mail in front of staff to confirm that it

does not contain contraband. The staff indicated that mail from the local rape crisis center is treated as legal/privileged mail. Outgoing mail is sorted the same, legal or non-legal. All mail is sent with a voucher, however any mail that does not have voucher will still be mailed out. Non-legal mail is not sealed and is scanned for contraband. Legal mail is sealed by the inmate and is not opened or scanned by the mail room staff. Letters to the local rape crisis center are sent out at legal/privileged mail. Additionally, the auditor tested the victim advocacy hotline during the tour. Inmates are able to call the victim advocacy number from the inmate phones, however the number has to be added to their phone list. Calls on the inmate phone are monitored and recorded. In order to provide confidential calls, the agency has established that inmates are able to call the hotline in the Chapel as a legal call. Inmates advise medical or mental health care staff that they want to call the hotline and the staff set up the call. Staff are able to call the phone number and transfer it to the legal call booth for the inmate. The auditor tested the mechanism and reached a live person. The rape crisis center staff stated that she was able to provide services to any individual that called the hotline. She stated that if additional service are needed that they take the individuals information and set up referrals. The staff stated that they can inform the inmates on how to report but that what they tell them is confidential and they can't report for them. The staff stated they do not have any Spanish speaking staff.

115.53 (c): The PAQ indicated that the facility maintains a memorandum of understanding or other agreement with a community service provider that is able to provide inmates with emotional support services related to sexual abuse. The PAQ also indicated that the facility maintains copies of the agreement. A review of documentation confirms that the facility has an MOU with Call for Help. The MOU was signed August 23, 2021 and the facility maintains a copy of the MOU.

Based on a review of the PAQ, 04.01.301, the MOU with Call For Help, the Inmate Handbook, the PREA Poster and interviews with random inmates, inmates who reported sexual abuse and the staff member at Call For Help this standard appears to be compliant.

Recommendation

The auditor recommends that the facility emphasize the victim advocacy information, to include how to contact and level of confidentiality, during the education process pursuant to 115.33. Additionally, the auditor recommends that large Reporting Posters are placed in the galleries, rather than only outside the galleries, so inmates can readily access that information from their cells. The auditor also recommends that the facility provide a copy of the Reporting Poster that is included in the

	<p>Handbook to each inmate at the facility to ensure they have a copy of the victim advocacy information. Further, the auditor recommends that the facility provide access to the victim advocacy hotline through the inmate phones to allow easier access to emotional support services.</p>
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115.54	Third-party reporting
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	<p>Auditor Overall Determination: Meets Standard</p>
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	<p>Auditor Discussion</p>
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Documents:

1. Pre-Audit Questionnaire
2. PREA Sexual Abuse and Harassment Prevention and Intervention Program Manual (PREA Manual)
3. PREA Posters

Findings (By Provision):

115.54 (a): The PAQ indicated that the agency has a method to receive third-party reports of sexual abuse and sexual harassment and the agency publicly distributes that information on how to report sexual abuse and sexual harassment on behalf of an inmate. The PREA Manual, page 32 states that the Department shall post publicly, and maintain, the third-party reporting avenue on its public website. A review of the agency's website confirms that there is information on how to report sexual abuse and/or staff sexual misconduct. Individuals can call the IDOC Headquarters number (217-558-4013) and leave a message. Additionally, the PREA Posters state that individuals can write to the IDOC PREA Coordinator and/or to the John Howard Association. During the tour third party reporting information was observed in the visitation area and the front entrance. Both areas contained the End the Silence Poster and the Reporting Poster, both of which had information on reporting via the PREA Hotline and staff and one that advised to report via the PREA Coordinator or John Howard Association. Posters were observed in English and Spanish. One Poster was on bright pink paper and the other had bright colors. Posters were observed in typical paper size and font. The auditor tested the third party reporting mechanism on January 22, 2023. The auditor called the PREA hotline as outlined on the agency website. The hotline is the same hotline utilized for the inmate population. The

	<p>auditor received confirmation from the PREA Coordinator on January 23, 2023 that the message was received and forwarded to him to handle. He indicated he would provide the information to the facility for investigation if it was a report of sexual abuse or sexual harassment.</p> <p>Based on a review of the PAQ, the PREA Manual, the PREA Poster and the agency's website this standard appears to be compliant.</p>
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115.61	Staff and agency reporting duties
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>Documents:</p> <ol style="list-style-type: none"> 1. Pre-Audit Questionnaire 2. Administrative Directive 04.01.301 Sexual Abuse and Harassment Prevention and Intervention Program 3. Administrative Directive 01.12.105 Reporting of Unusual Incidents 4. PREA Sexual Abuse and Harassment Prevention and Intervention Program Manual (PREA Manual) 5. Investigative Reports <p>Interviews:</p> <ol style="list-style-type: none"> 1. Interviews with Random Staff 2. Interviews with Medical and Mental Health Staff 3. Interview with the Warden 4. Interview with the PREA Coordinator <p>Findings (By Provision):</p> <p>115.61 (a): The PAQ indicated that the agency requires all staff to report immediately and according to agency policy any knowledge, suspicion, or information they receive</p>

regarding an incident of sexual abuse or sexual harassment that occurred in a facility, whether or not it is part of the agency; any retaliation against inmates or staff who reported such an incident; and/or any staff neglect or violation of responsibilities that may have contributed to an incident or retaliation. 04.01.301, page 8 states that any verbal report or observance of sexual activity shall be treated as possible sexual abuse. Any report or observance of sexual abuse or harassment shall be documented on an Incident Report, DOC 0434, and reported to the facility PCM in accordance with Paragraph II.G.6. All reports shall be investigated accordingly. Page 10 (Paragraph II.G.6) states that any alleged sexual abuse or harassment shall be reported through chain of command as an unusual incident in accordance with 01.12.105. All staff who observe the alleged abuse or harassment or to whom the initial report was made shall complete a DOC 0434 and may be required to be interviewed by an investigator or other staff designated by the Chief Administrative Officer prior to leaving the facility at the end of their shift. Interviews with sixteen staff confirmed that policy requires that they report any knowledge, suspicion or information regarding an incident of sexual abuse and sexual harassment, any retaliation related to reporting sexual abuse and/or information related to any staff neglect or violation of responsibilities that contributed to the sexual abuse or retaliation. Staff stated they would report the information via their chain of command to the Shift Commander.

115.61 (b): The PAQ indicated that apart from reporting to designated supervisors or officials and designated state or local services agencies, agency policy prohibits staff from revealing any information related to a sexual abuse report to anyone other than to the extent necessary to make treatment, investigation, and other security and management decisions. 04.01.301, page 8 states that any verbal report or observance of sexual activity shall be treated as possible sexual abuse. Any report or observance of sexual abuse or harassment shall be documented on an Incident Report, DOC 0434, and reported to the facility PCM in accordance with Paragraph II.G.6. All reports shall be investigated accordingly. Page 10 (Paragraph II.G.6) states that any alleged sexual abuse or harassment shall be reported through chain of command as an unusual incident in accordance with 01.12.105. All staff who observe the alleged abuse or harassment or to whom the initial report was made shall complete a DOC 0434 and may be required to be interviewed by an investigator or other staff designated by the Chief Administrative Officer prior to leaving the facility at the end of their shift. The PREA Manual, page 32 further states that the information concerning the identity of the alleged offender victim and the specific facts of the case shall be limited to staff who need to know because of their involvement with the victim's welfare and the investigation of the incident. This is important to not only preserve the victim's privacy but to preserve maximum flexibility to investigate the allegation. Interviews with sixteen staff confirmed that policy requires that they report any knowledge, suspicion or information regarding an incident of sexual abuse and sexual harassment, any retaliation related to reporting sexual abuse and/or information related to any staff neglect or violation of responsibilities that contributed to the sexual abuse or retaliation. Staff stated they would report the information via their chain of command to the Shift Commander.

115.61 (c): Interviews with medical and mental health care staff confirm that at the initiation of services with an inmate they disclose limitations of confidentiality and their duty to report. Both staff stated they are required to report any knowledge, suspicion or information related an incident of sexual abuse or sexual harassment. One of the two staff members stated that she was made aware of an incident of sexual abuse or sexual harassment and that she reported it to security. She stated she called Internal Affairs they come over to interview the inmate. She further stated she also contacts medical (she was the mental health care staff member). A review of investigations indicated four were reported to medical or mental health staff. In all four instances the staff member contacted security and completed an incident report/ witness statement.

115.61 (d): The interview with the PREA Coordinator indicated that while State law (730 ILCS 5/5-8-6) specifically prohibits anyone under the age of eighteen to be confined to the Illinois Department of Corrections; if an allegation was made regarding a youth (such as a minor child visiting an individual in custody housed at the facility), the Illinois State Police and/or the Department of Children & Family Services, as appropriate, would be contacted to notify the agency of the allegation so they may properly investigate. For allegations made by a vulnerable adult in custody, the agency would ensure access to mental health is available for immediate assessment (per our PREA protocol) as well as long-term services. Additionally, access to community confidential support services would be available and offered. The Warden stated that they do not house offenders under eighteen. He stated for vulnerable adults they would follow the same process for reporting and notify the PC. He stated there are not any other mandatory reporting related to this population.

115.61 (e): 04.01.301, page 8 states that any verbal report or observance of sexual activity shall be treated as possible sexual abuse. Any report or observance of sexual abuse or harassment shall be documented on an Incident Report, DOC 0434, and reported to the facility PCM in accordance with Paragraph II.G.6. All reports shall be investigated accordingly. Page 10 (Paragraph II.G.6) states that any alleged sexual abuse or harassment shall be reported through chain of command as an unusual incident in accordance with 01.12.105. All staff who observe the alleged abuse or harassment or to whom the initial report was made shall complete a DOC 0434 and may be required to be interviewed by an investigator or other staff designated by the Chief Administrative Officer prior to leaving the facility at the end of their shift. The interview with the Warden confirmed that all allegations are reported to the designated facility investigator. A review of investigations indicated that one was reported through a third party, one was reported through the hotline, three were reported via a written format, six were reported verbally and four were reported via Warden to Warden. All fifteen included incident reports from staff involved and all were forwarded to the facility investigators. Two were further forwarded to an agency

	<p>investigator for a criminal investigation.</p> <p>Based on a review of the PAQ, 04.01.301, 01.12.105, the PREA Manual, investigative reports and information from interviews with random staff, medical and mental health care staff, the PREA Coordinator and the Warden indicates that this standard appears to be compliant.</p>
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115.62	Agency protection duties
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	<p>Auditor Overall Determination: Meets Standard</p>
	<p>Auditor Discussion</p>
	<p>Documents:</p> <ol style="list-style-type: none"> 1. Pre-Audit Questionnaire 2. Administrative Directive 04.01.301 Sexual Abuse and Harassment Prevention and Intervention Program 3. PREA Sexual Abuse and Harassment Prevention and Intervention Program Manual (PREA Manual) <p>Interviews:</p> <ol style="list-style-type: none"> 1. Interview with the Agency Head 2. Interview with the Warden 3. Interviews with Random Staff <p>Findings (By Provision):</p> <p>115.62 (a): The PAQ indicated that when the agency or facility learns that an inmate is subject to a substantial risk of imminent sexual abuse, it takes immediate action to protect the inmate (i.e., it takes some action to assess and implement appropriate protective measures without unreasonable delay). 04.01.301, page 8 states that any offender who alleges to be a victim of sexual abuse shall be immediately provided protection from the alleged abuser and the incident shall be investigated. The PREA Manual, page 33 states that in cases where the alleged perpetrator is another</p>

offender, the Shift Supervisor shall be notified immediately. The Shift Supervisor shall ensure appropriate and immediate safeguards to protect the offender are taken. Depending on the severity, safeguards may include monitoring the situation, changing housing assignments, changing work assignments, placing the alleged victim and perpetrator in Special Housing, etc. The PREA Manual further states that if the alleged perpetrator is a staff member, all options for safeguarding the offender shall be considered as described above. Options may include reassignment to another unit or post, or other measures that will effectively separate the staff member from the offender. The PAQ stated that there were zero determinations made in the past twelve months that an inmate was at substantial risk of imminent sexual abuse. The Agency Head stated that the agency has many actions, including removing the individual from harms way, removing the perpetrator and placing the staff member on administrative leave. He further stated that the risk would be investigated and the individual would be provided medical and mental health services. The interview with the Warden indicated the facility would separate the individuals involved and complete interviews with both parties. The individual at imminent risk would be placed in a safe environment during the investigation. Interviews with sixteen random staff confirmed that all would take immediate action if an inmate was at imminent risk of sexual abuse. Staff stated they would report the information to their supervisor, take the inmate to medical and ensure the inmate had a cell/housing change.

Based on a review of the PAQ, 04.01.301, PREA Manual and information from interviews with the Agency Head, Warden and random staff indicates that this standard appears to be compliant.

115.63	Reporting to other confinement facilities
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>Documents:</p> <ol style="list-style-type: none"> 1. Pre-Audit Questionnaire 2. Administrative Directive 04.01.301 Sexual Abuse and Harassment Prevention and Intervention Program 3. PREA Sexual Abuse and Harassment Prevention and Intervention Program Manual (PREA Manual) 4. Warden to Warden Notification Letters 5. Investigative Reports

Interviews:

1. Interview with the Agency Head
2. Interview with the Warden

Findings (By Provision):

115.63 (a): The PAQ indicated that the agency has a policy requiring that, upon receiving an allegation that an inmate was sexually abused while confined at another facility, the head of the facility must notify the head of the facility or appropriate office of the agency or facility where sexual abuse is alleged to have occurred. 04.01.301, page 9 states that reports of sexual abuse or sexual harassment occurring while an offender was housed within a different jurisdiction, such as a municipal lockup, county jail, or correctional center in another state, shall be documented on a DOC 0434 and reported to the Chief Administrative Officer of the facility that received the allegation the allegation to the Chief Administrative Officer of the agency where the alleged abuse occurred within 72 hours. The PAQ stated there were five allegations received that an inmate was abused while confined at another facility. The PAQ indicated the response to the five allegations included offering the victim access to medical, mental health and outside support services. A review of documentation confirmed there were five inmates who reported sexual abuse that occurred at another facility. Four of the five had a Warden to Warden notification documented. The facility advised the fifth allegation had a notification but they were unable to locate the letter at the issuance of the interim report. The facility provided a copy of the incident report where the information was originally reported. It should be noted that auditor confirmed that this allegation was reported and investigated at the IDOC facility where it occurred.

115.63 (b): The PAQ indicated that agency policy requires that the facility head provide such notification as soon as possible, but no later than 72 hours after receiving the allegation. 04.01.301, page 9 states that reports of sexual abuse or sexual harassment occurring while an offender was housed within a different jurisdiction, such as a municipal lockup, county jail, or correctional center in another state, shall be documented on a DOC 0434 and reported to the Chief Administrative Officer of the facility that received the allegation the allegation to the Chief Administrative Officer of the agency where the alleged abuse occurred within 72 hours. A review of documentation confirmed there were five inmates who reported sexual abuse that occurred at another facility. Four of the five had a Warden to Warden notification documented. Two of the four had a notification completed within 72 hours. The facility advised the fifth allegation had a notification but they were

unable to locate the letter at the issuance of the interim report. The facility provided a copy of the incident report where the information was originally reported. It should be noted that auditor confirmed that this allegation was reported and investigated at the IDOC facility where it occurred.

115.63 (c): The PAQ indicated that the agency or facility documents that it has provided such notification within 72 hours of receiving the allegation. 04.01.301, page 9 states that reports of sexual abuse or sexual harassment occurring while an offender was housed within a different jurisdiction, such as a municipal lockup, county jail, or correctional center in another state, shall be documented on a DOC 0434 and reported to the Chief Administrative Officer of the facility that received the allegation the allegation to the Chief Administrative Officer of the agency where the alleged abuse occurred within 72 hours. A review of documentation confirmed there were five inmates who reported sexual abuse that occurred at another facility. Four of the five had a Warden to Warden notification documented. Two of the four had a notification completed within 72 hours. The facility advised the fifth allegation had a notification but they were unable to locate the letter at the issuance of the interim report. The facility provided a copy of the incident report where the information was originally reported. It should be noted that auditor confirmed that this allegation was reported and investigated at the IDOC facility where it occurred.

115.63 (d): The PAQ indicated that the agency or facility policy requires that allegations received from other facilities and agencies are investigated in accordance with the PREA standards. 04.01.301, page 9 states reports of sexual abuse or harassment occurring while an individual in custody was housed at a different facility shall be reported to the CAO of the facility where the incident occurred as soon as possible, but not later than 72 hours after the initial report was received. The CAO that receives such notification shall ensure the allegation is investigated in accordance with the procedures herein. The PREA Manual, pages 33-34 state that in cases where there is an allegation that sexual abuse occurred at another Department facility, the Chief Administrative Officer of the victim's current facility shall report the allegation to the Chief Administrative of the identified facility. In cases alleging sexual abuse by staff at another facility, the Chief Administrative Officer of the offender's current facility shall refer the matter directly to Internal Affairs. The PAQ stated there were seven allegations reported to the facility from another facility in the previous twelve months. A review of documentation indicated there were seven allegations received through a Warden to Warden notification. All seven had an investigation initiated and completed. The Agency Head stated that when notified by another agency of an allegation within an IDOC facility, the point of contact is the PC. He stated the PC would then forward it to the appropriate facility to investigate. The Agency Head indicated that the agency/facility would reach out to the other agency to obtain any follow-up information. He confirmed that they had a recent example from South Dakota and that it was forwarded from the PC to the facility for investigation. The interview with the Warden indicated that the information would be

provided to the PCM and investigations team. The investigations team would conduct an interview with the alleged victim at whatever facility they were currently housed. The Warden confirmed that an investigation would be completed and that they have had example and all were referred for investigation.

Based on a review of the PAQ, 04.01.301, the PREA Manual, Warden to Warden notification letters, investigative reports and interviews with the Agency Head and Warden, this standard appears to require corrective action. A review of documentation confirmed there were five inmates who reported sexual abuse that occurred at another facility. Four of the five had a Warden to Warden notification documented. Two of the four had a notification completed within 72 hours. The facility advised the fifth allegation had a notification but they were unable to locate the letter at the issuance of the interim report. The facility provided a copy of the incident report where the information was originally reported. It should be noted that auditor confirmed that this allegation was reported and investigated at the IDOC facility where it occurred.

Corrective Action

The facility will need to ensure appropriate staff are trained on the requirements under this provision, including the 72 hour timeframe and documentation of the Warden to Warden notification. A copy of the training should be provided to the auditor.

Verification of Corrective Action Since the Interim Audit Report

The auditor gathered and analyzed the following additional evidence provided by the facility during the corrective action period relevant to the requirements in this standard.

Additional Documents:

1. Staff Training Memorandum

On July 7, 2023 the facility provided a signed training memo related to Warden to Warden notifications. The Warden, Assistant Wardens and PCM signed a training memo related to the required 72 hour timeframe for Warden to Warden notifications.

Based on the documentation provided the facility has corrected this standard and as such appears to be compliant.

115.64 Staff first responder duties

Auditor Overall Determination: Meets Standard

Auditor Discussion

Documents:

1. Pre-Audit Questionnaire
2. Administrative Directive 04.01.301 Sexual Abuse and Harassment Prevention and Intervention Program
3. PREA Checklist
4. Investigative Reports

Interviews:

1. Interview with First Responders
2. Interviews with Random Staff
3. Interviews with Inmates who Reported Sexual Abuse

Findings (By Provision):

115.64 (a): The PAQ indicated that the agency has a first responder policy for allegations of sexual abuse and that the policy requires that, upon learning of an allegation that an inmate was sexually abused, the first security staff member to respond to the report to separate the alleged victim and abuser. It further states that the policy requires that, upon learning of an allegation that an inmate was sexually abused, the first security staff member to respond to the report to preserve and protect any crime scene until appropriate steps can be taken to collect any evidence and if the abuse occurred within a time period that still allows for the collection of physical evidence, the first security staff member to respond to the report request that the alleged victim and ensure that the alleged perpetrator not take any actions

that could destroy physical evidence, including, as appropriate, washing, brushing teeth, changing clothes, urinating, defecating, smoking, drinking, or eating.

04.01.301, page 8 states that any offender who alleges to be a victim of sexual abuse shall be immediately provided protection from the alleged abuser and the incident shall be investigated. The victim shall be referred to health services for examination, treatment and evidence collection in accordance with Paragraph II.G.5 and be evaluated by mental health or a crisis intervention team member within 24 hours to assess the need for counseling services. Policy further states that staff responding to any allegation of sexual abuse shall take steps to ensure preservation of the area in which the alleged abuse occurred, including requesting the alleged victim and abuser not to take any action that may destroy physical evidence, including changing clothes, bathing, brushing teeth, urinating, defecating drinking or eating, etc. The PREA Checklist also provides staff with a checklist of duties to ensure is completed post sexual abuse allegation. The PREA Checklist includes the required first responder duties. The PAQ stated there were 21 allegations of sexual abuse in the previous twelve months and all 21 involved the immediate separation of the alleged victim and abuser. One of the allegations involved the collection of physical evidence, securing of the crime scene and requesting the victim not take any action to destroy any evidence. The PAQ stated the alleged abuser was unknown and therefore the alleged abuser was not instructed to not take any action to destroy evidence. A review of fifteen investigations indicated fourteen were sexual abuse. One involved the immediate separation from the alleged perpetrator and one involved the transfer of the victim to another facility due to the staff perpetrator. One involved evidence collection via a forensic medical examination and instructions not to take any action to destroy physical evidence. The security first responder stated that he would separate the two individuals, make sure the area is secured, ensure the victim does not clean up or do anything to destroy evidence, make sure the other inmate also does not destroy any evidence, notify the chain of command and send the inmate victim to medical. The non-security first responder stated that she would preserve any evidence, separate the two and notify security. Three of the four inmates who reported sexual abuse indicated that they were either moved or the other individual was moved. Most inmates are housed in single cells and as such the moves were from one gallery to another to limit out of cell contact. One inmate advised he went on crisis watch, told the staff he lied and was then put on segregation status.

115.64 (b): The PAQ indicated that agency policy requires that if the first staff responder is not a security staff member, that responder shall be required to request that the alleged victim not take any actions that could destroy physical evidence. It further indicated that agency policy requires that if the first staff responder is not a security staff member, that responder shall be required to notify security staff.

04.01.301, page 8 states that a member of the security staff shall be promptly notified if the staff responding is other than security staff. The PREA Checklist also provides staff with a checklist of duties to ensure is completed post sexual abuse allegation. The PREA Checklist includes the required first responder duties. The PAQ stated there were seven allegations of sexual abuse that involved a non-security

	<p>staff first responder. All seven involved the non-security first responder notifying security staff and one involved the non-security staff member requesting the victim not to take any action to destroy any evidence. Further communication with the PC indicated that the allegation involving physical evidence was reported to a security staff member. A review of fifteen investigations indicated the one allegation was reported to a non-security first responder but did not involve first responder duties. The allegation was immediately reported to security and an investigation was initiated. The security first responder stated that he would separate the two individuals, make sure the area is secured, ensure the victim does not clean up or do anything to destroy evidence, make sure the other inmate also does not destroy any evidence, notify the chain of command and send the inmate victim to medical. The non-security first responder stated that she would preserve any evidence, separate the two and notify security. The interviews with sixteen random staff confirmed that staff are aware of first responder duties. Most staff stated that they would separate the individuals, secure the scene, ensure evidence was not destroyed, take the victim to medical and report to their supervisor.</p> <p>Based on a review of the PAQ, 04.01.301, investigative reports, the PREA Checklist and interviews with random staff and first responders, this standard appears to be compliant.</p>
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115.65	Coordinated response
	<p>Auditor Overall Determination: Meets Standard</p> <hr/> <p>Auditor Discussion</p> <p>Documents:</p> <ol style="list-style-type: none"> 1. Pre-Audit Questionnaire 2. Administrative Directive 04.01.301 Sexual Abuse and Harassment Prevention and Intervention Program 3. Menard Correctional Center Institutional Directive (ID) 04.01.301 Sexual Abuse and Harassment Prevention and Intervention <p>Interviews:</p> <ol style="list-style-type: none"> 1. Interview with the Warden <p>Findings (By Provision):</p>

115.65 (a): The PAQ indicated that the facility has developed a 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. ID 04.01.301, page 7 states that any offender who alleges to be a victim of sexual abuse shall be immediately provided protection from the alleged abuser and the incident shall be investigated. The victim shall be referred to health services for examination, treatment and evidence collection in accordance with Paragraph II.G.5. The decision to collect evidence shall be made on a case-by-case basis in accordance with standard investigative procedures. The victim will be evaluated by mental health or a crisis intervention team member within 24 hours to assess the need for counseling services. Policy further states that staff responding to any allegation of sexual abuse shall take steps to ensure preservation of the area in which the alleged abuse occurred, including requesting the alleged victim and abuser not to take any action that may destroy physical evidence, including changing clothes, bathing, brushing teeth, urinating, defecating drinking or eating, etc. Page 10 describes medical and mental health treatment for victims of sexual abuse, pages 11-12 describes the investigative process for allegations of sexual abuse and pages 3-7 describe the facility leaderships responsibilities. The Warden confirmed that the facility has an institutional plan that coordinates actions among staff first responders, medical and mental health practitioners, investigators and facility leadership.

Based on a review of the PAQ, ID 04.01.301 and information from the interview with the Warden, this standard appears to be compliant.

115.66	Preservation of ability to protect inmates from contact with abusers
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>Documents:</p> <ol style="list-style-type: none"> 1. Pre-Audit Questionnaire 2. Collective Bargaining Agreements <p>Interviews:</p> <ol style="list-style-type: none"> 1. Interview with the Agency Head

	<p>Findings (By Provision):</p> <p>115.66 (a): The PAQ indicated that the agency, facility, or any other governmental entity responsible for collective bargaining on the agency's behalf has entered into or renewed any collective bargaining agreement or other agreement since August 20, 2012, or since the last PREA audit, whichever is later. A review of a sample of the agency's collective bargaining agreements confirm that those reviewed allowed for the removal of the alleged staff abuser. Most of the agreements indicated that a written reason for the removal, discipline or termination should be provided to the union. The interview with the Agency Head confirmed that the agency has entered into or renewed any collective bargaining agreements or other agreements since August 20, 2012. He stated that depending on the severity, the agreements allow staff to be removed from contact and/or placed on administrative leave.</p> <p>115.66 (b): The auditor is not required to audit this provision.</p> <p>Based on a review of the PAQ, a sample of collective bargaining agreements and the interview with the Agency Head, this standard appears to be compliant.</p>
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115.67	Agency protection against retaliation
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>Documents:</p> <ol style="list-style-type: none"> 1. Pre-Audit Questionnaire 2. Administrative Directive 04.01.301 Sexual Abuse and Harassment Prevention and Intervention Program 3. PREA Retaliation Monitor - Staff (DOC 0499) 4. PREA Retaliation Monitor - Offender (DOC 0498) 5. Investigative Reports <p>Interviews:</p> <ol style="list-style-type: none"> 1. Interview with the Agency Head

2. Interview with the Warden
3. Interview with Designated Staff Member Charged with Monitoring Retaliation
4. Interviews with Inmates who Reported Sexual Abuse

Findings (By Provision):

115.67 (a): The PAQ indicated that the agency has 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. 04.01.301, pages 11-12 state that for a minimum of 90 days following the initial report of sexual abuse or harassment, the Department shall monitor the conduct and treatment of offenders or staff who reported the sexual abuse and of offenders who were reported to have suffered sexual abuse to observe if there are changes that may suggest possible retaliation by offenders or staff. Policy further states that the Department shall act promptly to remedy any such retaliation. The PAQ indicated that the agency designates staff members charged with monitoring for retaliation. At Menard Correctional Center the position responsible for monitoring is the PCM (Casework Supervisor).

115.67 (b): 04.01.301, pages 11-12 state that for a minimum of 90 days following the initial report of sexual abuse or harassment, the Department shall monitor the conduct and treatment of offenders or staff who reported the sexual abuse and of offenders who were reported to have suffered sexual abuse to observe if there are changes that may suggest possible retaliation by offenders or staff. Offender conduct and treatment shall be documented on the PREA Retaliation Monitor - Offender, DOC 0498. The review shall include, but not be limited to, disciplinary reports, housing or programming changes and facility transfers and include periodic status checks to ensure he or she displays no changes that may suggest retaliation. Staff conduct and treatment shall be documented on the PREA Retaliation Monitor - Staff, DOC 0499. The review shall include, but not be limited to, negative performance reviews and reassignments. A review of investigative reports and monitoring documents indicated that there were no reported allegations of retaliation nor any reported fear of retaliation. A review of the DOC 0498 confirmed that it includes a section to document protective measures that were taken, including housing changes, facility transfers and emotional support services. A review of the DOC 0499 further confirmed that the protective measures section included post reassignment, facility transfer and emotional support services. Interviews with the Agency Head, Warden and staff responsible for monitoring retaliation all indicated that protective measures would be taken if an inmate or staff member expressed fear of retaliation. The Agency Head stated that the agency has options to protect individual, including transferring an individual to another facility, removing the abuser from contact with the individual

and moving staff to another post or facility. The Warden confirmed that the facility can take protective actions including: housing changes, removal of staff from contact with the individual, facility transfers, placing individual on a keep separate list from one another and providing emotional support services. The Warden further stated that staff and inmate can call the hotline to report any retaliation. The interview with the staff responsible for monitoring for retaliation indicated that he monitors for retaliation for up to 90 days and every 30 days he looks into activities related to retaliation. He stated that at the end of the 90 days they end the monitoring unless there is an need to extend. The staff responsible for monitoring confirmed that protective measures would be taken and could include separation from the alleged abuser through a keep separate from (KSF) notice which is utilized to ensure individuals are not housed together. He further stated that if it is staff they also have the ability to keep the inmate and staff separate by assigning the staff to a different gallery (tier or unit). He also stated they can ensure all interaction is ceased and he confirmed they would offer emotional support services. The staff stated that the monitoring is completed via a form and the form looks for certain things, such as changes in disciplinary history, job assignment, housing assignment and program assignment. He stated it also looks at whether they are using mental health services and any notable interaction with mental health related to retaliation. The staff stated he typically does a file review for the monitoring. Interviews with four inmates who reported sexual abuse indicated that none felt protected against retaliation. Two of the inmates stated they did not feel protected because they are targeted by other inmates due to their gender identity and/or sexual preference. Two other inmates stated they do not feel protected because they know at some point even though they are not housed in the same gallery, they will see them again.

115.67 (c): The PAQ indicated that the agency/facility monitors the conduct or treatment of inmates or staff who reported sexual abuse and of inmates who were reported to have suffered sexual abuse to see if there are any changes that may suggest possible retaliation by inmates or staff. The PAQ stated that monitoring is completed for a minimum of 90 days. The PAQ further stated that the agency/facility acts promptly to remedy any relation and that the agency/facility continues such monitoring beyond 90 days if the initial monitoring indicates a continuing need. 04.01.301, pages 11-12 state that for a minimum of 90 days following the initial report of sexual abuse or harassment, the Department shall monitor the conduct and treatment of offenders or staff who reported the sexual abuse and of offenders who were reported to have suffered sexual abuse to observe if there are changes that may suggest possible retaliation by offenders or staff. Offender conduct and treatment shall be documented on the PREA Retaliation Monitor - Offender, DOC 0498. The review shall include, but not be limited to, disciplinary reports, housing or programming changes and facility transfers and include periodic status checks to ensure he or she displays no changes that may suggest retaliation. Policy further states that the Department shall act promptly to remedy any such retaliation. The PAQ noted there were zero incidents of retaliation reported in the previous twelve months. A review of the DOC 0498 confirmed that it includes a section to confirm

appropriate checks were completed, including housing changes, program changes, job changes and disciplinary history. A review of the DOC 0499 further confirmed that it also included a section to confirm appropriate checks were completed including performance reviews and reassignments. The interview with the Warden indicated that if retaliation is suspected or reported the facility would conduct interviews to get details and conduct an investigation. He stated they would initiate a keep separate to ensure that the individuals did not have any contact during the investigation. He also stated that if the retaliation involved a staff member the information would be forwarded to Affirmative Action, which is another State agency, to conduct an investigation. The interview with the staff responsible for monitoring for retaliation indicated that he monitors for retaliation for up to 90 days and every 30 days he looks into activities related to retaliation. He stated that at the end of the 90 days they end the monitoring unless there is a need to extend. The staff responsible for monitoring confirmed that protective measures would be taken and could include separation from the alleged abuser through a keep separate from (KSF) notice which is utilized to ensure individuals are not housed together. He further stated that if it is staff they also have the ability to keep the inmate and staff separate by assigning the staff to a different gallery (tier or unit). He also stated they can ensure all interaction is ceased and he confirmed they would offer emotional support services. The staff stated that the monitoring is completed via a form and the form looks for certain things, such as changes in disciplinary history, job assignment, housing assignment and program assignment. He stated it also looks at whether they are using mental health services and any notable interaction with mental health related to retaliation. The staff stated he typically does a file review for the monitoring. A review of fifteen investigative reports indicated eight required monitoring. Seven of the eight had monitoring for retaliation documented via the DOC 0498 form.

115.67 (d): 04.01.301, pages 11-12 state that for a minimum of 90 days following the initial report of sexual abuse or harassment, the Department shall monitor the conduct and treatment of offenders or staff who reported the sexual abuse and of offenders who were reported to have suffered sexual abuse to observe if there are changes that may suggest possible retaliation by offenders or staff. Offender conduct and treatment shall be documented on the PREA Retaliation Monitor - Offender, DOC 0498. The review shall include, but not be limited to, disciplinary reports, housing or programming changes and facility transfers and include periodic status checks to ensure he or she displays no changes that may suggest retaliation. The staff member responsible for monitoring stated he does not do in person status checks, but rather does a file review. A review of fifteen investigative reports indicated that eight required monitoring. Seven of the eight had monitoring documented via the DOC 0498 form. None of the seven had an indication that periodic in-person status checks were completed.

115.67 (e): 04.01.301, page 12 states that if any other individual who cooperates with an investigation expresses a fear of retaliation, the Department shall take

appropriate measures to protect the individuals against retaliation. The Agency Head stated that the same protective measures would be offered to those who cooperate with an investigation or express fear for retaliation. The interview with the Warden indicated that same protective action could be taken for those who cooperate or express a fear of retaliation. He confirmed that the facility can take protective actions including: housing changes, removal of staff from contact with the individual, facility transfers, placing individual on a keep separate list from one another and providing emotional support services. The Warden further stated that staff and inmate can call the hotline to report any retaliation. He further indicated that if retaliation is suspected or reported the facility would conduct interviews to get details and conduct an investigation. He stated they would initiate a keep separate to ensure that the individuals did not have any contact during the investigation. He also stated that if the retaliation involved a staff member the information would be forwarded to Affirmative Action, which is another State agency, to conduct an investigation.

115.67 (f): Auditor not required to audit this provision.

Based on a review of the PAQ, 04.01.301, investigative reports, DOC 0498 and interviews with the Agency Head, Warden and staff charged with monitoring for retaliation, this standard appears require corrective action. The staff member responsible for monitoring stated he does not do in person status checks, but rather does a file review. A review of fifteen investigative reports indicated that eight required monitoring. Seven of the eight had monitoring documented via the DOC 0498 form. None of the seven had an indication that periodic in-person status checks were completed.

Corrective Action

The facility will need to ensure that monitoring for retaliation includes periodic in person status checks during the 90 day period. Appropriate staff should be educated on this requirement and all future monitoring should include documentation related to the in person status checks. The facility will need to provide samples of monitoring for retaliation completed during the corrective action period where status checks were documented.

Verification of Corrective Action Since the Interim Audit Report

	<p>The auditor gathered and analyzed the following additional evidence provided by the facility during the corrective action period relevant to the requirements in this standard.</p> <p>Additional Documents:</p> <ol style="list-style-type: none"> 1. Monitoring for Retaliation Documents <p>On June 22, 2023 the facility provided ten examples of monitoring for retaliation during the corrective action period. The documentation confirmed that monitoring staff conducted in-person status checks during the 30, 60 and 90 day mark.</p> <p>Based on the documentation provided the facility has corrected this standard and as such appears to be compliant.</p>
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115.68	Post-allegation protective custody
	<p>Auditor Overall Determination: Meets Standard</p> <hr/> <p>Auditor Discussion</p> <p>Documents:</p> <ol style="list-style-type: none"> 1. Pre-Audit Questionnaire 2. Administrative Directive 04.01.301 Sexual Abuse and Harassment Prevention and Intervention Program 3. Administrative Directive 05.15.100 Restrictive Housing 4. Inmate Victim Housing Assignments <p>Interviews:</p> <ol style="list-style-type: none"> 1. Interview with the Warden 2. Interview with Staff who Supervise Inmates in Segregated Housing <p>Site Review Observations:</p>

1. Observations of the Segregated Housing Unit

Findings (By Provision):

115.68 (a): The PAQ indicated that the agency has a policy prohibiting the placement of inmates who allege to have suffered sexual abuse 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. The PAQ further indicated that if an involuntary segregated housing assignment is made, the facility affords each such inmate a review every 30 days to determine whether there is a continuing need for separation from the general population. The PAQ noted there were zero inmates who alleged sexual abuse were involuntarily segregated for zero to 24 hours or longer than 30 day. 04.01.301, page 7 states that an offender identified as vulnerable shall not be housed in a segregated status for the sole purpose of providing protective custody unless no other means of separation can be arranged. The placement shall require the approval of the Deputy Director or Agency PREA Coordinator (no designee) and shall only continue until an alternative means of separation can be provided and such placement in segregation shall not ordinarily exceed a period of 30 days. Page 9 further states that any offender who alleges sexual abuse shall have their housing needs reviewed to determine appropriate placement. If the offender is transferred to another facility, the PCM of the sending facility shall promptly notify the PCM of the receiving facility of the alleged sexual abuse or harassment to ensure the offender receives proper follow-up services. Additionally, 05.15.100, page 6 states that a Restrictive Housing Review Committee (RHRC) shall be established at each facility with restrictive housing. The committee shall review the status of each individual in custody's placement into restrictive housing every seven days for the first 60 days and at least every 30 days thereafter, unless more frequently if clinically indicated. During the tour the auditor observed that the segregated housing unit was certain galleries (tiers) in the N2 building. The building had a separate area for programming that was enclosed with benches and a television. The outdoor recreation area was separate from the general population recreation area and included enclosed recreation areas. Individuals in segregated housing have access to a rolling phone once a month and they have access to their purchased tablet once a week. Locked boxes for requests, mail and grievances are located on the first floor of the housing building, however for those in segregated housing, a black locked box is walked around by the 3pm-11pm shift staff. A review of documentation for fifteen investigations indicated four victims were not at the facility when the allegation was reported and one inmate reported sexual harassment. Of the remaining ten, six remained in the same housing assignment, two were moved to a different general population housing unit, one was transferred to another facility and two were placed in segregation. The two housed in segregation were placed there due to an unwitnessed fight and a disciplinary infraction for destruction of property. The interview with the Warden confirmed that agency policy prohibits placing inmates

who report sexual abuse in involuntary segregated housing unless an assessment of all available alternatives has been made and it is determined that there are no alternative means of separation from likely abusers. The Warden confirmed that inmates would only be placed in involuntary segregated housing until an alternative means of separation from likely abuser(s) could be arranged. He stated individuals placed in segregated housing for this purpose would only remain there until they found another adequate location to keep the person safe and in the same classification. He stated they don't typically involuntarily segregate for this purpose at Menard and that they would utilize the infirmary before segregated housing. The interview with the staff who supervise inmates in segregated housing confirmed that inmates who report sexual abuse who are involuntarily segregated would have access to the same privileges as anyone else under that segregation status. The staff member confirmed that any restrictions would be document it. The staff who supervise inmates in segregated housing indicated that inmates would only be placed in involuntary segregated housing until they could find an alternative means of separation. He stated that decision is above his level and that they bring him the inmate and he keeps him/her safe. He stated if he had an inmate placed in involuntary segregated housing due to high risk the individual would still be able to participate in activities such as yard, but he/she would just go to a separate yard than others. The staff further stated that the inmate would not remain in involuntary segregated housing typically longer than 30 days. The staff stated investigations are completed within 30 days. He further confirmed that that inmates would be reviewed at least every 30 days for their continued need for placement in involuntary segregated housing. He stated a team meets twice a week to discuss inmates in segregated housing. There were no inmates identified to be in segregated housing due to an allegation of sexual abuse and as such no interviews were conducted.

Based on a review of the PAQ, 04.01.301, 05.15.100, housing documentation for inmates who reported sexual abuse and the interview with the Warden and staff who supervise inmates in segregated housing, this standard appears to be compliant.

115.71	Criminal and administrative agency investigations
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	Documents: <ul style="list-style-type: none"> 1. Pre-Audit Questionnaire 2. Administrative Directive 04.01.301 Sexual Abuse and Harassment Prevention and Intervention Program 3. Administrative Directive 01.12.120 Investigations of Unusual Incidents

4. Administrative Directive 01.12.101 Employee Criminal Misconduct
5. Administrative Directive 01.12.112 Preservation of Physical Evidence
6. Administrative Directive 01.12.125 Uniform Investigative Reporting System
7. Administrative Directive 01.12.115 Institutional Investigative Assignment
8. Memorandum of Understanding with the Illinois State Police/Office of Executive Inspector General
9. Investigative Reports
10. Investigator Training Records

Interviews:

1. Interview with Investigative Staff
2. Interview with the Warden
3. Interview with the PREA Coordinator
4. Interview with the PREA Compliance Manager
5. Interviews with Inmates who Reported Sexual Abuse

Findings (By Provision):

115.71 (a): The PAQ indicated that the agency/facility has a policy related to criminal and administrative agency investigations. 04.01.301, page 10 states that all allegations of sexual abuse or harassment shall be investigated by trained investigators in accordance with 01.12.120. The initial investigative report shall be provided to the Chief Administrative Officer within 24 hours of the onset of the investigation. Policy further states that upon conclusion of the investigation the results shall be forwarded to the Chief of Operations who shall report the incident to the Illinois State Police, where appropriate. 01.12.120, page 1 states the CAO shall ensure that an internal investigation is conducted by facility staff, or by staff assigned by the Chief of Investigations and Intelligence, on each unusual incident reported, if it is determined that further facts are required. Page 2 states that the facility investigation shall include, but not be limited to: obtaining statements from all involved individuals; obtaining statements from all known and any possible witnesses; securing and preserving all weapons; securing and preserving any other evidence; determining if all policies and procedures were followed; determining the quality of offender and staff supervision; conferring with local State Attorney to determine if criminal prosecution is warranted and referring individuals to the prosecuting

authority for criminal prosecution, when warranted. 01.12.101, 01.12.105, 01.12.115, 01.12.112 and 01.12.125 all outline different elements to the investigative process for the agency. A review of fifteen investigations confirmed all were referred for investigation, two were investigated by the agency investigator and thirteen were investigated by facility investigators. The two agency investigations were criminal and one was referred for prosecution (the State Attorney declined to prosecute). Of the fifteen investigations reviewed, fourteen were closed. Of the fourteen that were closed, thirteen were completed within 30 days. The one that was not completed within 30 days was the criminal investigation. All fourteen of the closed investigations were objective and thorough. All fourteen involved interviews with the alleged victim, perpetrator and witnesses, when applicable. Eight of the fourteen involved collection of some type of evidence (i.e. video, logs, photos, DNA, etc.). The interview with the administrative investigator indicated that an investigation is initiated pretty quickly after the allegation is made. He stated sometimes it is initiated the same day of the allegation and that it would just depend on how the victim reported the allegation. The criminal investigator stated that investigations are initiated immediately after the allegation is received. Both investigators confirmed that third party and anonymous reports are investigated the same as first person reports. Direct and circumstantial evidence is collected, interviews are completed and prior reports are reviewed.

115.71 (b): 01.12.115, page 2 states that the CAO shall ensure that each individual appointed as an investigator be registered for the next available investigator training program within ten days of temporary or permanent assignment as an investigator. Training topics include but are not limited to: investigative techniques, including interviewing sexual abuse victims; crime scene preservation; collection and preservation of evidence, including sexual abuse evidence collection in a confinement setting; proper use of Miranda and Garrity warnings; criteria and evidence required to substantiate a case for administrative action or prosecution referral; and investigative reporting. The agency utilizes their own training for this standard; PREA for Investigators. A review of the training curriculum confirmed slides 67-118 include the following: techniques for interviewing sexual abuse victims, proper use of Miranda and Garrity warnings, sexual abuse evidence collection in confinement settings and the criteria and evidence required to substantiate an administrative investigation. A review of documentation indicated that five facility staff were documented with the specialized investigations training. A review of fifteen investigations revealed they were completed by six investigators, five facility investigators and one agency investigator. A review of documentation confirmed all six had completed the specialized investigator training. The interviews with the investigators confirmed that the specialized investigator training included the topics required under this provision: techniques for interviewing sexual abuse victims, proper use of Miranda and Garrity warnings, sexual abuse evidence collection in confinement settings and the criteria and evidence required to substantiate an administrative case.

115.71 (c): 04.01.301, page 10 states that for reports of sexual abuse, the crime

scene shall always be protected and investigators shall collect and tag evidence from the scene in accordance with established procedures. Evidence collected shall be submitted to the State Police within ten business days of receipt. 01.12.120, page 1 states the CAO shall ensure that an internal investigation is conducted by facility staff, or by staff assigned by the Chief of Investigations and Intelligence, on each unusual incident reported, if it is determined that further facts are required. Page 2 states that the facility investigation shall include, but not be limited to: obtaining statements from all involved individuals; obtaining statements from all known and any possible witnesses; securing and preserving all weapons; securing and preserving any other evidence; determining if all policies and procedures were followed; determining the quality of offender and staff supervision; conferring with local State Attorney to determine if criminal prosecution is warranted and referring individuals to the prosecuting authority for criminal prosecution, when warranted. 01.12.101, 01.12.105, 01.12.115, 01.12.112 and 01.12.125 all outline different elements to the investigative process for the agency. A review of fifteen investigations confirmed all were referred for investigation, two were investigated by the agency investigator and thirteen were investigated by facility investigators. One agency investigation was criminal and was referred for prosecution (the State Attorney declined to prosecute). Of the fifteen investigations reviewed, fourteen were closed. All fourteen involved interviews with the alleged victim, perpetrator and witnesses, when applicable. Eight of the fourteen involved collection of some type of evidence (i.e. video, logs, photos, DNA, etc.). The interview with the administrative investigator indicated his first step would be to determine if it is a PREA allegation or not. He stated he usually discusses the information with the PC first. He stated he would then ensure that an incident report is authored by whoever received the information and he would make sure the checklist is completed. He stated he would then conduct an interview with the individual in custody and make sure that the alleged victim and alleged perpetrator are separated. He stated he would also make sure evidence is maintained. The administrative investigator confirmed that after initial steps they would get an investigator assigned and the investigator would complete any additional interviews, review video, check kiosk/GTL message, listen to phone calls and collect any necessary physical evidence, including DNA. He stated he would basically complete an information gathering process and analyze the information to determine a conclusion and finding. The criminal investigator stated the initial investigative step would be to gather and preserve any evidence. He further stated he would remain objective during the investigation and base credibility on a case-by-case basis. He stated he would conduct a complete and thorough investigation. This is done through gathering and preserving direct and circumstantial evidence, including physical, DNA and any available video monitoring data. He confirmed he would interview the alleged victims, suspected perpetrators and any witnesses and he would review prior complaints and reports of sexual abuse involving the perpetrator.

115.71 (d): The interview with the administrative investigator indicated that they have a very good relationship with the State Attorney and based on history and working relationship, after the investigation reaches a certain point they pass

everything through him. The criminal investigator confirmed that before they conduct any compelled interviews they would consult with prosecutors. A review of investigative reports confirmed none of the closed investigations involved compelled interviews.

115.71 (e): 04.01.301, page 10 states that alleged victims of sexual abuse shall not be required to submit to truth telling verification examinations such as voice stress analysis or polygraph exam as part of or as a condition of the investigation. The interviews with the administrative and criminal investigators confirmed that the agency does require inmate victims of sexual abuse to submit to a polygraph tests or any other truth-telling devices. Further the administrative investigator stated that credibility is gauged based on all factors. He stated you have to remain objective in looking at everything and that credibility would be determined based on any inconsistencies as determined by evidence. The criminal investigator stated that credibility is assessed on an individual basis and is not determined by an person's status. Interviews with inmates who reported sexual abuse confirmed none of the four were required to take a polygraph test or truth telling device test.

115.71 (f): 01.12.120, page 3 states that the supervisor of the internal investigation team shall submit an initial report, verbal or written, to the CAO within 48 hours of the incident and shall submit a final written report utilizing the Report of Investigation, DOC 0262, within ten working day from the conclusion of the investigation. A review of fifteen investigations indicated fourteen were closed. All fourteen were documented in a written report with information related to the initial allegation, a description of statements/interviews with the alleged victim, perpetrator(s) and/or witnesses, if applicable, whether video was reviewed and investigatory facts and findings. The administrative investigator confirmed that administrative investigations are documented in a written report. He stated the report contains basic information, possible charges for the perpetrator, a case summary with everything that occurred during the investigation, when and how the victim was notified, interviews, any process of the sexual assault kit, a case conclusion and a finding. He stated that the report would follow a chronological process and every step taken during the investigation would be documented. He further stated that during the investigation it would be determined if staff actions or failure to act contributed to the sexual abuse by looking at statements, logs books, video, etc. The criminal investigator further confirmed that they would review logbooks, video and interview all parties to determine if staff actions or failure to act contributed to the abuse.

115.71 (g): 01.12.120, page 3 states that the supervisor of the internal investigation team shall submit an initial report, verbal or written, to the CAO within 48 hours of the incident and shall submit a final written report utilizing the Report of Investigation, DOC 0262, within ten working day from the conclusion of the investigation. There were two criminal investigation during the previous twelve months, one which was

closed and one which was open pending DNA results. The investigative report included similar elements of the administrative investigations but also included information on the submittal to the State Attorney. The interview with the criminal investigator confirmed that criminal investigations are documented on the DOC 0262 (Report of Investigation). The report would contain a thorough description of physical, interview and documentary evidence. He stated it would also include all attachments such as: statements, video, audio, physical, etc.

115.71 (h): The PAQ indicated that substantiated allegations of conduct that appear to be criminal are referred for prosecution. 04.01.301, page 11 states that upon conclusion of the investigation, if applicable, the case shall be reviewed with the appropriate State's Attorney for possible referral for prosecution. The PAQ noted there was one allegation referred for prosecution since the last PREA audit. A review of documentation confirmed there was one criminal investigation referred for prosecution. The State Attorney declined to prosecute due to the staff member's resignation. The interview with the investigators confirmed that criminal investigations are typically referred for prosecution, especially those that are substantiated.

115.71 (i): The PAQ indicated that the agency retains all written reports pertaining to the administrative or criminal investigation of alleged sexual abuse or sexual harassment for as long as the alleged abuser is incarcerated or employed by the agency, plus five years. A review of a sample of historic investigations confirmed retention is being met.

115.71 (j): The interview with the criminal investigator confirmed that an individual in custody being released or an employee separating from the agency has no bearing on the investigation and it would proceed accordingly. The administrative investigator stated an individual resigning or departing custody would not matter, that is not a get out of jail free card. The investigation would still continue.

115.71 (k): The auditor is not required to audit this standard.

115.71 (l): 04.01.301 states that upon conclusion of the investigation the results shall be forwarded to the Chief of Operations who shall report the incident to the Illinois State Police, where appropriate. Additionally, the MOU with the Illinois State Police (signed in 2019) indicates that they conduct investigations related to sexual assault involving staff on staff or staff on inmate. The PREA Coordinator stated that cases which are referred to the Illinois State Police are assigned an external investigator from IDOC's Office of Investigations & Intelligence. The IDOC external investigator

would ensure updates are provided to the facility and PREA Coordinator, as appropriate. The Warden stated that very little information is provided from the State Police while they are conducting an investigation but that he receives a copy of the investigation once complete. The PCM stated he periodically checks in with Internal Affairs to get updates on investigations. He stated that IA stays in contact with the outside agency and typically gets updates at least a few times a month. The interview with the administrative investigator indicated that when outside law enforcement investigates an allegation he would assist them with whatever they need and act in a support role. The criminal investigator stated that he fully cooperates with the outside investigator and stays informed of the progress of their investigation.

Based on a review of the PAQ, 04.01.310, 01.12.101, 01.12.112, 01.12.115, 01.12.120, 01.12.125, the MOU with the State Police, investigative reports, investigative training records and information from interviews with the Warden, PREA Coordinator, PREA Compliance Manager and investigators, indicate that this standard appears to be compliant.

115.72	Evidentiary standard for administrative investigations
	Auditor Overall Determination: Meets Standard
	<p>Auditor Discussion</p> <p>Documents:</p> <ol style="list-style-type: none"> 1. Pre-Audit Questionnaire 2. Administrative Directive 04.01.301 Sexual Abuse and Harassment Prevention and Intervention Program 3. Prison Rape Elimination Act (PREA) for Investigators Training Curriculum 4. Investigative Reports <p>Interviews:</p> <ol style="list-style-type: none"> 1. Interviews with Investigative Staff <p>Findings (By Provision):</p> <p>115.72 (a): The PAQ stated that the agency imposes a standard of a preponderance of</p>

the evidence or a lower standard of proof when determining whether allegations of sexual abuse or sexual harassment are substantiated. 04.01.301, page 10 states that the Department shall impose no standard higher than a preponderance of the evidence in determining whether allegations of sexual abuse or sexual harassment are substantiated. Additionally, the PREA for Investigators Training Curriculum includes information on the elements to substantiate an investigation (preponderance of evidence). A review of fifteen investigations indicated that one investigation was determined to be substantiated, one was ongoing and thirteen were closed unfounded or unsubstantiated. A review of the investigative reports indicated that all findings were appropriate based on the evidence. The substantiated investigation was criminal and was referred for prosecution. The interviews with the investigators confirmed that the standard of evidence to substantiate an administrative investigation is a preponderance of evidence.

Based on a review of the PAQ, 04.01.301, PREA Investigators Training Curriculum, investigative reports and information from the interview with the investigators, it is determined that this standard appears to be compliant.

115.73 Reporting to inmates
Auditor Overall Determination: Meets Standard
Auditor Discussion
<p>Documents:</p> <ol style="list-style-type: none"> 1. Pre-Audit Questionnaire 2. Administrative Directive 04.01.301 Sexual Abuse and Harassment Prevention and Intervention Program 3. PREA Sexual Abuse and Harassment Prevention and Intervention Program Manual (PREA Manual) 4. Investigative Reports 5. Victim Notification Memorandums <p>Interviews:</p> <ol style="list-style-type: none"> 1. Interview with the Warden 2. Interviews with Investigative Staff 3. Interviews with Inmates who Reported Sexual Abuse

Findings (By Provision):

115.73 (a): The PAQ indicated that the agency has a policy requiring that any inmate who makes an allegation that he or she suffered sexual abuse in an agency facility 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 agency. 04.01.301, page 10 states that the alleged victim will be notified, in writing, of the outcome of the investigation. The PAQ stated there were seventeen completed sexual abuse investigations in the previous twelve months and all seventeen had a verbal or written victim notification. A review of fifteen investigations indicated fourteen were closed. All fourteen investigations had a victim notification documented, including the one sexual harassment investigation. It should be noted that one investigation was re-opened and determined to be substantiated after it was initially deemed unsubstantiated. The facility did not provide an updated notification on the outcome, however they did provide notification that the investigation was referred for prosecution. The interviews with the Warden and the investigators confirm that inmates are informed of the outcome of the investigation into their allegation. The criminal investigator stated the victim will receive the "Notification of Completed PREA Investigation Finding Memorandum". Interviews with inmates who reported sexual abuse indicated two of the four were aware that they were to be notified of the outcome of their investigation. One stated he was notified in writing two weeks after he reported and another stated he was told right away after he told the staff that he lied. The other two inmates indicated they had not heard anything about the investigation. One stated that he was written a ticket about giving false information and that was all it was. It should be noted the inmate was given a disciplinary report after the investigation was deemed unfounded and the investigator determined the inmate lied about the allegation.

115.73 (b): The PAQ indicate that if an outside entity conducts such investigations, the agency requests the relevant information from the investigative entity in order to inform the inmate of the outcome of the investigation. The PAQ stated there were zero investigations completed by an outside agency in the previous twelve months. 04.01.301, page 10 states that the alleged victim will be notified, in writing, of the outcome of the investigation. A review of investigations confirmed that zero were investigated by the State Police and as such no notifications were required under this provision.

115.73 (c): The PAQ indicated following an inmate's allegation that a staff member has committed sexual abuse against the inmate, the agency/facility subsequently informs the inmate (unless the agency has determined that the allegation is unfounded) whenever: the staff member is no longer posted within the inmate's unit;

the staff member is no longer employed at the facility; the agency learns that the staff member has been indicted on a charge related to sexual abuse within the facility; or the agency learns that the staff member has been convicted on a charge related to sexual abuse within the facility. Additionally, the PAQ indicated that there has been a substantiated or unsubstantiated complaint (i.e., not unfounded) of sexual abuse committed by a staff member against an inmate in an agency facility in the past 12 months and that in each case the agency subsequently informed the inmate whenever: the staff member was no longer posted within the inmate's unit; the staff member was no longer employed at the facility; the staff member has been indicated on a charge related to sexual abuse within the facility or the staff member has been convicted on a charge related to sexual abuse within the facility. The PREA Manual, page 40 states that following an inmate's allegation that a staff member has committed sexual abuse against the inmate, the agency shall subsequently inform the inmate (unless the agency has determined that the allegation is unfounded) whenever: the staff member is no longer posted within the inmate's unit; the staff member is no longer employed at the facility; the agency learns that the staff member has been indicted on a charge related to sexual abuse within the facility; or the agency learns that the staff member has been convicted on a charge related to sexual abuse within the facility. The PREA Manual further states that an assessment shall be completed to determine if actions described above are warranted in accordance with section 115.65. The actions may not be appropriate in all cases. Offenders shall be notified only if there is a link between the listed actions in this section and an incident of sexual abuse. The timing of such notifications shall not interfere with any pending criminal or administrative investigations. A review of fifteen investigations indicated that three were staff-on-inmate allegations. None of the investigations involved the notification that the staff was no longer posted in the inmate's unit or no longer at the facility. One substantiated investigation did involve a notification to the inmate about the investigation being referred for prosecution. The State Attorney declined to prosecute and as such no further notification related to conviction or indictment was necessary. It should be noted that the staff member did resign during the investigation, however the inmate victim was no longer at the facility. Interviews with inmates who reported sexual abuse indicated that none involved a staff member and as such they were not notified of anything under this provision.

115.73 (d): The PAQ indicated following an inmate's allegation that he or she has been sexually abused by another inmate in an agency facility, the agency subsequently informs the alleged victim whenever: the agency learns that the alleged abuser has been indicted on a charge related to sexual abuse within the facility; or the agency learns that the alleged abuser has been convicted on a charge related to sexual abuse within the facility. The PREA Manual, page 40 states that following an inmate's allegation that he or she has been sexually abused by another inmate, the agency shall 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; or the agency learns that the alleged abuser has been convicted on a

charge related to sexual abuse within the facility. A review of fifteen investigative reports indicated eleven were inmate-on-inmate sexual abuse allegations, however none were substantiated. As such there were zero notifications under this provision required. Interviews with inmates who reported sexual abuse indicated three were inmate-on-inmate allegations (one inmate stated he was unsure if the perpetrator was staff or an inmate). All three stated that they had not been notified of anything related to the allegation.

115.73 (e): The PAQ indicated the agency has a policy that all notifications to inmates described under this standard are documented. 04.01.301, page 10 states that the alleged victim will be notified, in writing, of the outcome of the investigation. The PAQ stated there were seven notification made pursuant to this standard. Further communication with the PC indicated that this was an error and all concluded investigations involved a victim notification. A review of fifteen investigations indicated fourteen were closed. All fourteen investigations had a victim notification documented, including the one sexual harassment investigation. It should be noted that one investigation was re-opened and determined to be substantiated after it was initially deemed unsubstantiated. The facility did not provide an updated notification on the outcome, however they did provide notification that the investigation was referred for prosecution.

115.73 (f): This provision is not required to be audited.

Based on a review of the PAQ, 04.01.301, the PREA Manual, investigative reports, victim notification memos and information from interviews with the Warden, the investigators and inmates who reported sexual abuse indicates that this standard appears to be compliant.

Recommendation

The auditor recommends that the facility emphasize to staff that when a case is re-opened a follow-up notification related to any updated outcome is required.

115.76	Disciplinary sanctions for staff
	Auditor Overall Determination: Meets Standard
	Auditor Discussion

Documents:

1. Pre-Audit Questionnaire
2. Administrative Directive 04.01.301 Sexual Abuse and Harassment Prevention and Intervention Program
3. Administrative Directive 03.01.120 Employee Review Hearing
4. PREA Sexual Abuse and Harassment Prevention and Intervention Program Manual (PREA Manual)
5. Investigative Reports

Findings (By Provision):

115.76 (a): The PAQ indicated that staff is subject to disciplinary sanctions up to and including termination for violating agency sexual abuse or sexual harassment policies. 04.01.301, page 11 states that all terminations for violating the agency sexual abuse or sexual harassment policies, or resignations by staff who would have been terminated if not for their resignation, shall be reported to law enforcement agencies, unless the activity was clearly not criminal, and to any relevant licensing bodies. The PREA Manual, page 41 states that staff shall be subject to disciplinary sanctions up to and including termination for violating agency sexual abuse and sexual harassment policies. A review of investigative reports indicated there was one substantiated staff-on-inmate sexual abuse investigation. The staff member was placed on administrative leave during the investigation and resigned five months prior to the investigation being deemed substantiated. Additionally, the investigation was forwarded to the Randolph County State's Attorney who declined to prosecute.

115.76 (b): The PREA Manual, page 41 states termination shall be the presumptive disciplinary sanction for staff who have engaged in sexual abuse. It further states that administrative discipline shall be conducted using the Employee Review Hearing Process and the collective bargaining agreement. Any decision made on the proposal shall be in accordance with all applicable laws, rules and regulations. The PAQ indicated there was one staff member who violated the sexual abuse or sexual harassment policies in the previous twelve months and one staff member who was terminated (or resigned prior to termination) for violating the agency's sexual abuse or sexual harassment policies. A review of investigative reports indicated there was one substantiated staff-on-inmate sexual abuse investigation. The staff member was placed on administrative leave during the investigation and resigned five months prior to the investigation being deemed substantiated. Additionally, the investigation was forwarded to the Randolph County State's Attorney who declined to prosecute.

115.76 (c): The PAQ indicated that the disciplinary sanctions for violations of agency policies relating to sexual abuse or sexual harassment (other than actually engaging in sexual abuse) are commensurate with the nature and circumstances of the acts committed, the staff member's disciplinary history, and the sanctions imposed for comparable offenses by other staff with similar histories. The PAQ indicated there were zero staff that were disciplined short of termination for violating the sexual abuse or sexual harassment policies. The PREA Manual, page 41 states that disciplinary sanctions for violations of agency policy relating to sexual abuse or sexual harassment shall be 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. 03.01.120 further describes the employee disciplinary review process. A review of investigative reports indicated there was one substantiated staff-on-inmate sexual abuse investigation. The staff member was placed on administrative leave during the investigation and resigned five months prior to the investigation being deemed substantiated. Additionally, the investigation was forwarded to the Randolph County State's Attorney who declined to prosecute.

115.76 (d): The PAQ indicated that 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, are reported to law enforcement agencies (unless the activity was clearly not criminal) and to any relevant licensing bodies. 04.01.301, page 11 states that all terminations for violating the agency sexual abuse or sexual harassment policies, or resignations by staff who would have been terminated if not for their resignation, shall be reported to law enforcement agencies, unless the activity was clearly not criminal, and to any relevant licensing bodies. The PAQ indicated there were no staff members who were reported to law enforcement or licensing boards following their termination (or resignation prior to termination) for violating agency sexual or sexual harassment policies. A review of investigative reports indicated there was one substantiated staff-on-inmate sexual abuse investigation. The staff member was placed on administrative leave during the investigation and resigned five months prior to the investigation being deemed substantiated. Additionally, the investigation was forwarded to the Randolph County State's Attorney who declined to prosecute.

Based on a review of the PAQ, 04.01.301, 03.01.120, the PREA Manual and investigative reports, this standard appears to be compliant.

115.77	Corrective action for contractors and volunteers
	Auditor Overall Determination: Meets Standard

Auditor Discussion

Documents:

1. Pre-Audit Questionnaire
2. Administrative Directive 04.01.301 Sexual Abuse and Harassment Prevention and Intervention Program
3. Investigative Reports

Interviews:

1. Interview with the Warden

Findings (By Provision):

115.77 (a): The PAQ indicated that agency policy requires that any contractor or volunteer who engages in sexual abuse be reported to law enforcement agencies (unless the activity was clearly not criminal) and to relevant licensing bodies and that any contractor or volunteer who engages in sexual abuse be prohibited from contact with inmates. 04.01.301, page 11 states that any contractor or volunteer who engages in sexual abuse shall be prohibited from contact with offenders and shall be reported to law enforcement agencies unless the activity was clearly not criminal, and to relevant licensing bodies. The PAQ indicated that there have been no contractors or volunteers who violated the sexual abuse or sexual harassment policies within the previous twelve months and as such none were reported to law enforcement or relevant licensing bodies. A review of investigative reports confirmed there were zero contractors or volunteers who violated the agency's sexual abuse or sexual harassment policies.

115.77 (b): The PAQ indicated that the facility takes appropriate remedial measures and considers whether to prohibit further contact with inmates in the case of any other violation of agency sexual abuse or sexual harassment policies by a contractor or volunteer. 04.01.301, page 11 states that any contractor or volunteer who engages in sexual abuse shall be prohibited from contact with offenders and shall be reported to law enforcement agencies unless the activity was clearly not criminal, and to relevant licensing bodies. The interview with the Warden indicated that if a volunteer or contractor violated the sexual abuse and/or sexual harassment policies an investigation would be initiated and the individual would be suspended from coming into the facility until the investigation concluded. He stated if the investigation was substantiated information would be turned over to the State Police for further action.

Based on a review of the PAQ, 04.01.301, investigative reports and information from the interview with the Warden, this standard appears to be compliant.

115.78 Disciplinary sanctions for inmates

Auditor Overall Determination: Meets Standard

Auditor Discussion

Documents:

1. Pre-Audit Questionnaire
2. Administrative Directive 04.01.301 Sexual Abuse and Harassment Prevention and Intervention Program
3. Illinois Administrative Code 20.504
4. PREA Sexual Abuse and Harassment Prevention and Intervention Program Manual (PREA Manual)
5. Investigative Reports

Interviews:

1. Interview with the Warden
2. Interviews with Medical and Mental Health Staff

Findings (By Provision):

115.78 (a): The PAQ indicated that inmates are subject to disciplinary sanctions only pursuant to a formal disciplinary process following an administrative finding and/or a criminal finding that an inmate engaged in inmate-on-inmate sexual abuse. 04.01.301, page 10 states that upon conclusion of the investigation disciplinary reports shall be completed, served and processed, where warranted. 20.504, page 2 states that no offender shall be found guilty of any violation without a hearing before the Adjustment Committee or Program Unit. 20.504 further describes the formal disciplinary process required. The PAQ stated there were zero administrative finding of inmate-on-inmate sexual abuse and zero criminal findings of inmate-on-inmate sexual abuse. A review of investigative reports confirmed there were zero

substantiated inmate-on-inmate sexual abuse and/or sexual harassment allegation.

115.78 (b): 20.507, pages 2-3 stated that in determining the appropriate sanctions, the Adjustment Committee or Program Unit, the CAO and the Director shall consider, among other matters, mitigating or aggravating factors including; the offenders age, medical and mental health state, if the offender was determined to be mentally ill, the extent and degree of participation in the commission of the offense and the offender's prior disciplinary record. The Warden confirmed that if an inmate perpetrator is found to have violated the sexual abuse or sexual harassment policies he/she would be charged with a 504 rule violation and would go before the disciplinary committee. He stated the inmate could also have additional charges through the county. The Warden confirmed that sanctions are consistent in the disciplinary process and that sanctions would be 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.

115.78 (c): 20.507, pages 2-3 stated that in determining the appropriate sanctions, the Adjustment Committee or Program Unit, the CAO and the Director shall consider, among other matters, mitigating or aggravating factors including; the offenders age, medical and mental health state, if the offender was determined to be mentally ill, the extent and degree of participation in the commission of the offense and the offender's prior disciplinary record. The interview with the Warden confirmed that the disciplinary process considers whether the inmate's mental disabilities or mental illness contributed to his or her behavior when determining what type of sanction, if any, should be imposed.

115.78 (d): The PAQ indicated the facility does not offer therapy, counseling, or other interventions designed to address and correct the underlying reasons or motivations for abuse. Further communication with the PC indicated that sex offender treatment is only offered at Big Muddy River Correctional Center and Taylorville Correctional Center. The interview with mental health staff indicated that the facility offers therapy, counseling, or other interventions designed to address and correct the underlying reasons and motivations for abuse to the alleged perpetrator. The staff further stated the facility does not require participation in order to gain access to other programming and benefits.

115.78 (e): The PAQ indicated that the agency disciplines inmates for sexual conduct with staff only upon finding that the staff member did not consent to such contact. A review of investigative reports indicated that the one inmate victim of a substantiated staff-on-inmate sexual abuse incident received a disciplinary report for possession of contraband and unauthorized information, however he was not disciplined for the sexual conduct with the staff member.

115.78 (f): The PAQ indicated that the agency prohibits disciplinary action for a report of sexual abuse made in good faith based upon a reasonable belief that the alleged conduct occurred, even if an investigation does not establish evidence sufficient to substantiate the allegation. The PREA Manual, page 42 states that the maintenance of an effective sexual abuse prevention policy, and general secure and orderly running of a facility, requires that offenders be held responsible for manipulative behavior and intentionally making false allegations. Allegations of false reports shall be considered by staff in accordance with the procedures and standards found within Illinois Administrative Code 507, Administration of Discipline.

115.78 (g): The PAQ indicated that the agency prohibits all sexual activity between inmates. It further indicated that if the agency prohibits all sexual activity between inmates and disciplines inmates for such activity, the agency deems such activity to constitute sexual abuse only if it determines that the activity is coerced. A review of Illinois Administrative Code 507 outlines prohibited behavior. Number 107 outlines sexual misconduct as prohibited behavior. Sexual misconduct is described as engaging in sexual intercourse, sexual conduct or gesturing, fondling or touching done to sexually arouse, intimidate or harass either or both persons; or engaging in any of these activities with an animal.

Based on a review of the PAQ, 04.01.301, 20.507, the PREA Manual, investigative reports and information from interviews with the Warden and medical and mental health care staff, this standard appears to be compliant.

115.81	Medical and mental health screenings; history of sexual abuse
	Auditor Overall Determination: Meets Standard
	<p>Auditor Discussion</p> <p>Documents:</p> <ol style="list-style-type: none"> 1. Pre-Audit Questionnaire 2. Administrative Directive 04.01.301 Sexual Abuse and Harassment Prevention and Intervention Program 3. Standard Operating Procedural (SOP) Manual for Mental Health 4. Screening for Potential Sexual Victimization or Sexual Abuse (DOC 0494) 5. Medical/Mental Health Documents

Interviews:

1. Interview with Staff Responsible for Risk Screening
2. Interviews with Medical and Mental Health Staff
3. Interviews with Inmates who Disclose Sexual Victimization at Risk Screening

Site Review Observations:

1. Observations of Risk Screening Area
2. Observation of Inmate Medical and Classification Files

Findings (By Provision):

115.81 (a): The PAQ indicated that all inmates at this facility who have disclosed any prior sexual victimization during a screening pursuant to §115.41 are offered a follow-up meeting with a medical or mental health practitioner and the follow-up meeting was offered within fourteen days. The PAQ further indicated that medical and mental health staff maintain secondary materials (e.g., form, log) documenting compliance with the above required services. 04.01.301, page 6 states that if it is determined that the offender was previously a victim of sexual abuse, the facility PCM shall notify medical and mental health staff within fourteen days of the screening. The PAQ noted that 100% of those inmates who reported prior victimization were seen within fourteen days by medical or mental health. A review of mental health documents for twelve inmates who disclosed prior sexual victimization during the risk screening indicated that ten were documented with being offered a follow-up with mental health. Of the ten, five were not offered/provided within the fourteen day timeframe. The interview with the staff responsible for the risk screening indicated that inmates who disclose prior victimization are offered a follow-up with mental health. The staff stated that individuals are typically seen within seven to fourteen days. Interviews with three inmates who disclosed sexual victimization during the risk screening indicated one was offered a follow-up with medical or mental health care staff.

115.81 (b): The PAQ indicated that all prison inmates who have previously perpetrated sexual abuse, as indicated during the screening pursuant to § 115.41, are offered a follow-up meeting with a mental health practitioner and the follow-up meeting was offered within fourteen days. The PAQ further indicated that medical and mental health staff maintain secondary materials (e.g., form, log) documenting compliance with the above required services. 04.01.301, page 7 states that if it is

determined that the offender previously perpetrated sexual abuse, the facility PCM shall notify mental health staff within fourteen days of the screening. The PAQ noted that 100% of those inmates who reported prior perpetration were seen within fourteen days by medical or mental health. A review of five inmates with a history of sexual abusiveness confirmed that all five were offered a follow-up with mental health on the date of the risk screening. Three declined services and two accepted. The two that accepted were seen over 30 days later. The interview with the staff responsible for the risk screening indicated that inmates who are identified with prior sexual abusiveness are offered a follow-up with mental health. The staff stated that individuals are typically seen within seven to fourteen days.

115.81 (c): The facility is not a jail and as such this provision is not applicable.

115.81 (d): The PAQ indicated that information related to sexual victimization or abusiveness that occurred in an institutional setting is not strictly limited to medical and mental health practitioners, however it stated that the information is only shared with staff to assist with security and management decisions. 04.01.301, page 5 states that access to information related to sexual abuse occurring in an correctional setting shall be treated as confidential and limited to staff directly related to the assessment, treatment, placement or investigations of the offender to the extent possible when ensuring the safety and security of the offender. During the tour the auditor observed that inmate risk assessments are electronic and paper while medical and mental health documents are paper. Investigative files are electronic and paper and are maintained by Internal Affairs. During the tour the auditor spoke with health service staff and confirmed medical and mental health records are paper and maintained in medical records. This area is staffed from 8:00am-5:00pm and is locked after hours. Medical and mental health care staff are the only staff with access to medical records and are the only staff who have access to view inmate medical and mental health files. Paper risk assessments are maintained in inmate records, which is staffed from 7:00am-4:00pm. Inmate records is secure outside of those hours with restricted key access only. The records staff advised that if security staff request access to an inmate file they need a specific reason, such as Internal Affairs conducting an investigation. Any files that are checked out by staff are tracked through a sign out form. Electronic risk assessments are completed and located Offender 360. During the tour a Correctional Office illustrated how to access Offender 360 and the inmate risk assessment. The staff indicated she did not believe she had access, however when she pulled the information up she was able to view the risk assessment and responses from the inmate.

15.81 (e): The PAQ indicated that 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 eighteen. 04.01.301, page 5 states that informed consent shall be required

before utilizing information regarding a sexual victimization that occurred outside of a correctional setting. The SOP Manual for Mental Health, page 46 clinicians should clearly specify any limits of confidentiality. Offender disclosures are considered to be confidential and privileged with the following exceptions: threats to physically harm self-and/or others, threats to escape or otherwise disrupt or breach the security of the institution and information about an identifiable minor child or elderly/disabled person who has been the victim of physical or sexual abuse. Interviews with medical and mental health staff indicate that they obtain informed consent prior to reporting any sexual abuse that did not occur in an institutional setting. Both staff stated there is a separate consent for individuals under eighteen, however the facility does not house anyone under eighteen.

Based on a review of the PAQ, 04.01.301, SOP Manual for Mental Health, DOC 0494, medical and mental health documents, information from interviews with staff who perform the risk screening, medical and mental health care staff and inmates who disclosed victimization during the risk screening indicate that this standard requires corrective action. A review of mental health documents for twelve inmates who disclosed prior sexual victimization during the risk screening indicated that ten were documented with being offered a follow-up with mental health. Of the ten, five were not provided the follow-up services within the fourteen day timeframe. A review of five inmates with a history of sexual abusiveness confirmed that all five were offered a follow-up with mental health on the date of the risk screening. Three declined services and two accepted. The two that accepted were seen over 30 days later. Interviews with three inmates who disclosed sexual victimization during the risk screening indicated one was offered a follow-up with medical or mental health care staff. During the tour a Correctional Officer illustrated how to access Offender 360 and the inmate risk assessment. The staff indicated she did not believe she had access, however when she pulled the information up she was able to view the risk assessment and responses from the inmate.

Corrective Action

The facility will need to ensure that all inmates who disclose prior sexual victimization and who are identified with prior sexual abusiveness are provided a follow-up with mental health within fourteen days. The agency's new system prompts this referral and as such the facility will just need to provide example during the corrective action period of the mental health follow-up being offered and provided in the appropriate timeframes, if accepted. Additionally, the facility will also need to ensure that risk screening information via the 360 program is limited to a staff with a need to know. Confirmation of the limitation in the system will need to be provided to the auditor. This can be done through the PC providing documentation or through the same Correctional Officer utilized on-site pulling up the information and taking a screen shot confirming the information was not accessible.

Verification of Corrective Action Since the Interim Audit Report

The auditor gathered and analyzed the following additional evidence provided by the facility during the corrective action period relevant to the requirements in this standard.

Additional Documents:

1. Inmate Risk Assessments
2. Mental Health Documentation
3. Offender 360 Restricted Access Documentation

On July 14, 2023 the facility provided documentation of six individuals received during the corrective action period who disclosed prior sexual victimization during the risk screening. Three of the six accepted the offered mental health follow-up. All three were seen within fourteen days. Additionally, during the review of documentation from corrective action under 115.41 the auditor identified six additional inmates who disclosed prior sexual victimization or had prior sexual abusiveness. Three of the six accepted the mental health follow-up services. A review of additional documentation confirmed all three were seen by mental health within fourteen days.

On August 2, 2023 the facility provided documentation indicating that the agency implemented security roles for the Offender 360 risk screening information. The agency restricted access to only a few security roles and all other staff are required to request access to the risk screening information through the agency PC. The PC also provided screenshots of different staff's views in Offender 360. The auditor confirmed the staff did not have access to the risk screening.

Based on the documentation provided the facility has corrected this standard and as such appears to be compliant.

115.82	Access to emergency medical and mental health services
	Auditor Overall Determination: Meets Standard
	Auditor Discussion

Documents:

1. Pre-Audit Questionnaire
2. Administrative Directive 04.01.301 Sexual Abuse and Harassment Prevention and Intervention Program
3. Medical and Mental Health Documents

Interviews:

1. Interviews with Medical and Mental Health Staff
2. Interviews with First Responders
3. Interviews with Inmates who Reported Sexual Abuse

Site Review Observations:

1. Observations of Medical and Mental Health Areas

Findings (By Provision):

115.82 (a): The PAQ indicated that inmate victims of sexual abuse receive timely, unimpeded access to emergency medical treatment and crisis intervention services and that the nature of scope of services are determined by medical and mental health practitioners according to their professional judgment. The PAQ further indicates that medical and mental health staff maintain secondary materials (e.g., form, log) documenting the timeliness of emergency medical treatment and crisis intervention services that were provided; the appropriate response by non-health staff in the event health staff are not present at the time the incident is reported; and the provision of appropriate and timely information and services concerning contraception and sexually transmitted infection prophylaxis. 04.01.301, page 8 states that any offender who alleges to be a victim of sexual abuse shall be referred to health services for examination, treatment and evidence collection in accordance with Paragraph II.G.5 and shall be evaluated by mental health services or a crisis intervention team member within 24 hours to assess the need for counseling services. During the tour, the auditor observed that health services encompassed three floors. The first floor had a reception area that was enclosed with benches. Exam and treatment rooms had a door and windows. These rooms had a curtain that was able to be drawn when in use. The ancillary area was large and had a solid door with a small window. The area also had four observation rooms with beds, a toilet and a sink. The rooms had a door with a window and large observation windows. The

windows did not have any privacy as outlined in 115.15. Health services also contained a small infirmary and suicide observation rooms with appropriate privacy. Additionally, the segregated housing unit had a separate small medical area that had examination rooms, mental health rooms and a holding/reception area. The examination rooms had large observation windows, which did not afford adequate privacy. During the on-site portion of the audit, the facility added a curtain type material to the windows that can be added or removed based on the nature of the services being provided. The auditor determined through visual observation that the issue was corrected. A review of fourteen sexual abuse allegations indicated all fourteen victims were offered/provided medical and/or mental health services after the reported allegation. In all fourteen instances the victim was taken to medical and provided medical services, if appropriate, and/or mental health services. One inmate was transported to the hospital for a forensic medical examination and another inmate was transported to the hospital but did not have a forensic medical examination. Interviews with medical and mental health care staff confirmed that inmates receive timely and unimpeded access to emergency medical treatment and crisis intervention service. Both staff stated that they provide services as soon as they are informed of the allegation. The mental health staff member stated if the individual is taken to the hospital they would see the inmate upon return to the facility. Interviews with inmates who reported sexual abuse indicated that three of the four were provided medical and/or mental health services.

115.82 (b): 04.01.301, page 8 states that any offender who alleges to be a victim of sexual abuse shall be referred to health services for examination, treatment and evidence collection in accordance with Paragraph II.G.5 and shall be evaluated by mental health services or a crisis intervention team member within 24 hours to assess the need for counseling services. Page 9 (Paragraph II.G.5) further states that treatment shall be provided by a certified SAFE or SANE at a local emergency room and that the medical examination provided by Department facilities shall include a general physical examination for recent sexual abuse. The interview with the security first responder indicated that he would separate the two individuals, make sure the area is secured, ensure the victim does not clean up or do anything to destroy evidence, make sure the other inmate also does not destroy any evidence, notify the chain of command and send the inmate victim to medical. The non-security first responder stated that she would preserve any evidence, separate the two and notify security.

115.82 (c): The PAQ indicated that inmate victims of sexual abuse while incarcerated are 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. 04.01.301, page 9 states that a general physical examination for recent sexual abuse shall include, but not be limited to: a blood test (RPR for Syphilis); culture smears for seminal fluid, Gonorrhea, Chlamydia and other Sexually Transmitted Diseases (STD) as appropriate; Hepatitis C

	<p>antibody test and Hepatitis B surface antigen and antibody blood test and an HIV test and counseling shall be offered. A review of documentation indicated that two sexual abuse allegations involved penetration. Documentation confirmed that one inmate victim was transported to the hospital for a forensic medical examination and was provided testing and medication at the hospital. The documentation also confirmed that the inmate victim was released from the hospital with directions for facility staff on medication. The second inmate was documented with declining all medical and mental health services, including a forensic medical examination. Interviews with medical and mental health care staff confirm that inmates receive timely information and access to emergency contraception and sexually transmitted infection prophylaxis. The interviews with inmates who reported sexual abuse indicated two involved penetration or touching that would require information and access to sexually transmitted infection prophylaxis. One inmate stated that these services were provided to him at the hospital. The other inmate advised that he was transported to the local hospital and he declined a forensic medical examination. He stated he was not offered HIV or STI testing or medication.</p> <p>115.82 (d): The PAQ indicated that treatment services are provided to every victim without financial cost and regardless of whether the victim names the abuser or cooperates with any investigation arising out of the incident. 04.01.301, page 9 states that offenders shall not be charged a co-payment for medical treatment, including forensic medical examinations, obtained for alleged sexual abuse.</p> <p>Based on a review of the PAQ, 04.01.301, medical and mental health documents and information from interviews with medical and mental health care staff and inmate who reported sexual abuse indicate that this standard appears to be compliant.</p>
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115.83	Ongoing medical and mental health care for sexual abuse victims and abusers
	Auditor Overall Determination: Meets Standard
	<p>Auditor Discussion</p> <p>Documents:</p> <ol style="list-style-type: none"> 1. Pre-Audit Questionnaire 2. Administrative Directive 04.01.301 Sexual Abuse and Harassment Prevention and Intervention Program 3. PREA Sexual Abuse and Harassment Prevention and Intervention Program Manual (PREA Manual)

4. Medical and Mental Health Documents

Interviews:

1. Interviews with Medical and Mental Health Staff
2. Interviews with Inmates who Reported Sexual Abuse

Site Review Observations:

1. Observations of Medical Treatment Areas

Findings (By Provision):

115.83 (a): The PAQ indicated the facility offers 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. 04.01.301, page 8 states that any offender who alleges to be a victim of sexual abuse shall be referred to health services for examination, treatment and evidence collection in accordance with Paragraph II.G.5 and shall be evaluated by mental health services or a crisis intervention team member within 24 hours to assess the need for counseling services. Additionally, 04.01.301, page 6 states that if it is determined that the offender was previously a victim of sexual abuse, the facility PCM shall notify medical and mental health staff within fourteen days of the screening. During the tour, the auditor observed that health services encompassed three floors. The first floor had a reception area that was enclosed with benches. Exam and treatment rooms had a door and windows. These rooms had a curtain that was able to be drawn when in use. The ancillary area was large and had a solid door with a small window. The area also had four observation rooms with beds, a toilet and a sink. The rooms had a door with a window and large observation windows. The windows did not have any privacy as outlined in 115.15. Health services also contained a small infirmary and suicide observation rooms with appropriate privacy. Additionally, the segregated housing unit had a separate small medical area that had examination rooms, mental health rooms and a holding/reception area. The examination rooms had large observation windows, which did not afford adequate privacy. During the on-site portion of the audit, the facility added a curtain type material to the windows that can be added or removed based on the nature of the services being provided. The auditor determined through visual observation that the issue was corrected.

115.83 (b): 04.01.301, page 8 states that any offender who alleges to be a victim of sexual abuse shall be referred to health services for examination, treatment and

evidence collection in accordance with Paragraph II.G.5 and shall be evaluated by mental health services or a crisis intervention team member within 24 hours to assess the need for counseling services. A review of fourteen sexual abuse allegations indicated all fourteen victims were offered/provided medical and/or mental health services after the reported allegation. In all fourteen instances the victim was taken to medical and provided medical services, if appropriate, and/or mental health services. One inmate was transported to the hospital for a forensic medical examination and another inmate was transported to the hospital but did not have a forensic medical examination. A review of mental health documents for twelve inmates who disclosed prior sexual victimization during the risk screening indicated that ten were documented with being offered a follow-up with mental health. Of the ten, five were not offered/provided within the fourteen day timeframe. Interviews with inmates who reported sexual abuse indicated one was provided follow-up services. Two inmates stated they were not provided follow-up services but they did not really need them.

115.83 (c): The facility provides access to medical and mental health staff on-site and also transports inmates to the local hospital for treatment that is not available at the facility. All medical and mental health care staff are required to have the appropriate licensure and credentials. A review of fourteen sexual abuse allegations indicated all fourteen victims were offered/provided medical and/or mental health services after the reported allegation. In all fourteen instances the victim was taken to medical and provided medical services, if appropriate, and/or mental health services. One inmate was transported to the hospital for a forensic medical examination and another inmate was transported to the hospital but did not have a forensic medical examination. Interviews with medical and mental health care staff confirm that the services they provide are consistent with the community level of care.

115.83 (d): The PAQ indicated that female victims of sexual abusive vaginal penetration while incarcerated are offered pregnancy tests. 04.10.301, page 10 states female victims of sexual abusive vaginal penetration while incarcerated shall be offered pregnancy tests. If pregnancy results from the sexual abuse, such victims shall receive timely and comprehensive information about and timely access to all lawfully pregnancy-related medical services. The facility does not house female inmates and as such this provision does not apply.

115.83 (e): The PAQ indicated that the facility does not house female inmates and as such this provision does not apply. 04.10.301, page 10 states female victims of sexual abusive vaginal penetration while incarcerated shall be offered pregnancy tests. If pregnancy results from the sexual abuse, such victims shall receive timely and comprehensive information about and timely access to all lawfully pregnancy-related medical services. The PREA Manual, page 45 states that if pregnancy results from the conduct described in paragraph (d) of this section (sexually abusive vaginal

penetration), such victims shall receive timely and comprehensive information about and timely access to all lawful pregnancy-related medical services. It further states that Department healthcare providers shall deliver comprehensive prenatal counseling and care for pregnant female offenders.

115.83 (f): The PAQ indicated that inmate victims of sexual abuse while incarcerated are offered tests for sexually transmitted infections as medically appropriate. 04.01.301, page 9 states that a general physical examination for recent sexual abuse shall include, but not be limited to: a blood test (RPR for Syphilis); culture smears for seminal fluid, Gonorrhea, Chlamydia and other Sexually Transmitted Diseases (STD) as appropriate; Hepatitis C antibody test and Hepatitis B surface antigen and antibody blood test and an HIV test and counseling shall be offered. A review of documentation indicated two sexual abuse allegations involved penetration. Documentation confirmed that one inmate victim was transported to the hospital for a forensic medical examination and was provided testing and medication at the hospital. The documentation also confirmed that the inmate victim was released from the hospital with directions for facility staff on medication. The second inmate was documented with refusing medical and mental health services, including a forensic medical examination.

115.83 (g): The PAQ indicated that treatment services are provided to every victim without financial cost and regardless of whether the victim names the abuser or cooperates with any investigation arising out of the incident. 04.01.301, page 9 states that offenders shall not be charged a co-payment for medical treatment, including forensic medical examinations, obtained for alleged sexual abuse. The interviews with inmates who reported sexual abuse indicated that none of the four were required to pay for medical or mental health services.

115.83 (h): The PAQ indicated that the facility attempts to conduct a mental health evaluation of all known inmate-on-inmate abusers within 60 days of learning of such abuse history and offers treatment when deemed appropriate by mental health practitioners. The PREA Manual, page 46 states that all prisons shall 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. There were zero inmate-on-inmate sexual abuse allegations that were deemed substantiated and as such there were no confirmed inmate-on-inmate abusers who required an evaluation under this provision. The interview with the mental health care staff member confirmed that the facility attempts to conduct a mental health evaluation on all known inmate-on-inmate abusers within seven to fourteen days.

Based on a review of the PAQ, 04.01.301, the PREA Manual, medical and mental health documents, observations made during the tour and information from interviews with medical and mental health care staff and inmates who reported sexual abuse, this standard appears to require corrective action. A review of mental health documents for twelve inmates who disclosed prior sexual victimization during the risk screening indicated that ten were documented with being offered a follow-up with mental health.

Corrective Action

The facility will need to ensure that all inmates who disclose prior sexual victimization are provided a follow-up with mental health. The agency's new system prompts this referral and as such the facility will just need to provide example during the corrective action period of the mental health follow-up being offered and provided in the appropriate timeframes, if accepted.

Verification of Corrective Action Since the Interim Audit Report

The auditor gathered and analyzed the following additional evidence provided by the facility during the corrective action period relevant to the requirements in this standard.

Additional Documents:

1. Inmate Risk Assessments
2. Mental Health Documentation

On July 14, 2023 the facility provided documentation of six individuals received during the corrective action period who disclosed prior sexual victimization during the risk screening. Three of the six accepted the offered mental health follow-up. All three were seen within fourteen days. Additionally, during the review of documentation from corrective action under 115.41 the auditor identified six additional inmates who disclosed prior sexual victimization or had prior sexual abusiveness. Three of the six accepted the mental health follow-up services. A review of additional documentation confirmed all three were seen by mental health within fourteen days.

Based on the documentation provided the facility has corrected this standard and as

	such appears to be compliant.
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115.86	Sexual abuse incident reviews
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>Documents:</p> <ol style="list-style-type: none"> 1. Pre-Audit Questionnaire 2. Administrative Directive 04.01.301 Sexual Abuse and Harassment Prevention and Intervention Program 3. Investigative Reports 4. Sexual Abuse Incident Reviews (DOC 0593) <p>Interviews:</p> <ol style="list-style-type: none"> 1. Interview with the Warden 2. Interview with the PREA Compliance Manager 3. Interview with Incident Review Team <p>Findings (By Provision):</p> <p>115.86 (a): The PAQ indicated that the facility conducts a sexual abuse incident review at the conclusion of every criminal or administrative sexual abuse investigation, unless the allegation has been determined to be unfounded. 04.01.301, page 11 states that the facility shall conduct a sexual abuse incident review at the conclusion of every sexual abuse investigation, unless the allegation was determined to be unfounded. Such reviews shall ordinarily occur within 30 days of the conclusion of the investigation. The PAQ stated there were sixteen criminal and/or administrative investigations of alleged sexual abuse completed at the facility excluding only unfounded incidents. A review of fifteen investigations indicated that twelve required a sexual abuse incident review. Of the twelve, eleven had a sexual abuse incident review completed. It should be noted that one investigation was re-opened and deemed substantiated, however the facility did not complete an updated sexual abuse incident review.</p>

115.86 (b): The PAQ indicated that the facility ordinarily conducts a sexual abuse incident review within 30 days of the conclusion of the criminal or administrative sexual abuse investigation. The PAQ further stated that in the past twelve months, there were sixteen sexual abuse incident reviews completed within 30 days. 04.01.301, page 11 states that the facility shall conduct a sexual abuse incident review at the conclusion of every sexual abuse investigation, unless the allegation was determined to be unfounded. Such reviews shall ordinarily occur within 30 days of the conclusion of the investigation. A review of fifteen investigations indicated that twelve required a sexual abuse incident review. Of the twelve, eleven had a sexual abuse incident review completed. All eleven were completed within 30 days of the closure of the investigation.

115.86 (c): The PAQ indicated that the sexual abuse incident review team includes upper-level management officials and allows for input from line supervisors, investigators, and medical or mental health practitioners. 04.01.301, page 11 states that the review team, at minimum, shall include: Assistant Chief Administrative Officer; Shift Commander or Lieutenant; a representative from Internal Affairs; the PCM, a representative from medical and a representative from mental health. The eleven completed sexual abuse incident reviews included upper level management, a supervisor, an investigator and medical and/or mental health care staff. The interview with the Warden confirmed that the facility has a sexual abuse incident review team and the team and it includes upper level management with input from line supervisor, investigators, medical and mental health care staff.

115.86 (d): The PAQ indicated that the facility prepares a report of its findings from sexual abuse incident reviews including, but not necessarily limited to, determinations made pursuant to paragraphs (d)(1)-(d)(5) of this section and any recommendations for improvement, and submits such report to the facility head and PREA Compliance Manager. 04.01.301, page 11 states that the review, including any reports of findings or any recommendation for improvement, shall be documented on the DOC 0593, Sexual Abuse Incident Review. A review of the eleven completed sexual abuse incident review indicated that they included the required elements under this provision. All reviews were completed using the DOC 0593, which has section for each element as well as recommendations. Interviews with the Warden, PCM and incident review team member confirmed that these reviews are being completed and they include all the required elements under this provision. The interview with the Warden indicated information from the sexual abuse incident reviews is utilized to determine corrective action plans. He stated they try to determine what they can do better and to prevent the incident from occurring again. The PCM confirmed that he is part of the sexual abuse incident review team and that he has not noticed any trends. He indicated that once the report is submitted he would ensure any recommendations or changes are forwarded for signature. He

	<p>stated they have not had any recommendations or changes since he started in his role but that hypothetically if they did he would ensure the Warden concurs and have meetings to ensure the issues or recommendations are addressed.</p> <p>115.86 (e): The PAQ indicated that the facility implements the recommendations for improvement or documents its reasons for not doing so. 04.01.301, page 11 states that the DOC 0593 shall be forwarded to the Chief Administrative Officer so recommendations for improvement may be considered. Any recommendation not implemented shall be documented on the DOC 0593 including justification for not doing so. A review of the eleven completed sexual abuse incident review indicated that a section exists for recommendations and corrective action, however none had any recommendations.</p> <p>Based on a review of the PAQ, 04.01.301, investigative report, sexual abuse incident reviews (DOC 0593) and information from interviews with the Warden, the PCM and a member of the sexual abuse incident review team, this standard appears to be compliant.</p>
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115.87	Data collection
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>Documents:</p> <ol style="list-style-type: none"> 1. Pre-Audit Questionnaire 2. Administrative Directive 04.01.301 Sexual Abuse and Harassment Prevention and Intervention Program 3. PREA Checklist 4. Investigative Reports 5. Annual PREA Report 6. Survey of Sexual Victimization <p>Findings (By Provision):</p>

115.87 (a): The PAQ indicated that the agency collects accurate, uniform data for every allegation of sexual abuse at facilities under its direct control using a standardized instrument and set of definitions. 04.01.301, pages 12-13 state that the Chief Administrative Officer and the facility PCM shall conduct an annual evaluation of the Sexual Abuse and Harassment Prevention and Intervention Program at their respective facility and submit to the PC a written report of the findings. The report should at minimum include: a review of each incident of sexual abuse or harassment that occurred during the reporting period; program and procedural changes implemented based on recommendations of the review team; training needs to ensure future safety and security; record of referrals to outside community resources; record of referrals for post-release service and statistical data. Policy further states that upon receipt of the reports from each facility, the agency PC shall assess the overall effectiveness of the Department's Sexual Abuse and Harassment Prevention and Intervention Program and submit a written report to the Director that has at minimum: statistical data and corrective action by facility; aggregated incident based sexual abuse or harassment data for the Department; perceived areas of concern and recommended or implemented improvements; a comparison of the current year's statistical data and corrective action with those of previous reporting periods; and an assessment of the Department's progress in addressing sexual abuse or harassment overall. A review of investigative reports and the PREA Checklist confirm that information/data related to each sexual abuse and sexual harassment allegation is reported and documented. The PREA Checklist is then forwarded to the PC to assist with compiling statistical data to identify trends.

115.87 (b): The PAQ indicated that the agency aggregates the incident-based sexual abuse data at least annually. 04.01.301, pages 12-13 state that upon receipt of the reports from each facility, the agency PC shall assess the overall effectiveness of the Department's Sexual Abuse and Harassment Prevention and Intervention Program and submit a written report to the Director that has at minimum: statistical data and corrective action by facility; aggregated incident based sexual abuse or harassment data for the Department; perceived areas of concern and recommended or implemented improvements; a comparison of the current year's statistical data and corrective action with those of previous reporting periods; and an assessment of the Department's progress in addressing sexual abuse or harassment overall. A review of the Annual PREA Report indicates that it includes agency accomplishments, facilities audited during the year, statistical data and corrective actions. The report compares data from 2014 through the current year.

115.87 (c): The PAQ indicated that the standardized instrument includes, at a minimum, the data necessary to answer all questions from the most recent version of the Survey of Sexual Violence (SSV) conducted by the Department of Justice. A review of the agency's most recent Survey of Sexual Victimization (formerly known as Survey of Sexual Violence) confirms that the agency collects appropriate information using a standardized instrument and reports the appropriate information via the SSV.

115.87 (d): The PAQ indicated that the agency maintains, reviews, and collects data as needed from all available incident-based documents, including reports, investigation files, and sexual abuse incident reviews. 04.01.301, pages 12-13 state that the Chief Administrative Officer and the facility PCM shall conduct an annual evaluation of the Sexual Abuse and Harassment Prevention and Intervention Program at their respective facility and submit to the PC a written report of the findings. The report should at minimum include: a review of each incident of sexual abuse or harassment that occurred during the reporting period; program and procedural changes implemented based on recommendations of the review team; training needs to ensure future safety and security; record of referrals to outside community resources; record of referrals for post-release service and statistical data. Policy further states that upon receipt of the reports from each facility, the agency PC shall assess the overall effectiveness of the Department's Sexual Abuse and Harassment Prevention and Intervention Program and submit a written report to the Director that has at minimum: statistical data and corrective action by facility; aggregated incident based sexual abuse or harassment data for the Department; perceived areas of concern and recommended or implemented improvements; a comparison of the current year's statistical data and corrective action with those of previous reporting periods; and an assessment of the Department's progress in addressing sexual abuse or harassment overall.

115.87 (e): The PAQ indicated that the agency obtains incident-based and aggregated data from every private facility with which it contracts for the confinement of inmates and that data from private facilities complies with SSV reporting regarding content. 04.01.301, pages 12-13 state that the Chief Administrative Officer and the facility PCM shall conduct an annual evaluation of the Sexual Abuse and Harassment Prevention and Intervention Program at their respective facility and submit to the PC a written report of the findings. The report should at minimum include: a review of each incident of sexual abuse or harassment that occurred during the reporting period; program and procedural changes implemented based on recommendations of the review team; training needs to ensure future safety and security; record of referrals to outside community resources; record of referrals for post-release service and statistical data. Policy further states that upon receipt of the reports from each facility, the agency PC shall assess the overall effectiveness of the Department's Sexual Abuse and Harassment Prevention and Intervention Program and submit a written report to the Director that has at minimum: statistical data and corrective action by facility; aggregated incident based sexual abuse or harassment data for the Department; perceived areas of concern and recommended or implemented improvements; a comparison of the current year's statistical data and corrective action with those of previous reporting periods; and an assessment of the Department's progress in addressing sexual abuse or harassment overall. A review of the Annual PREA Report indicates that it includes agency accomplishments, facilities audited during the year, statistical data and corrective actions. The report compares data from 2014 through the current year. The data included information from the

	<p>contracted private facilities.</p> <p>115.87 (f): The PAQ indicated that the agency provided the Department of Justice with data from the previous calendar year upon request. 04.01.301, page 13 states that upon request, the report shall be submitted to the Department of Justice.</p> <p>Based on a review of the PAQ, 04.01.301, investigative reports, the PREA Checklist, the Survey of Sexual Victimization and the Annual PREA Report this standard appears to be compliant.</p>
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115.88	Data review for corrective action
	<p>Auditor Overall Determination: Meets Standard</p> <hr/> <p>Auditor Discussion</p> <p>Documents:</p> <ol style="list-style-type: none"> 1. Pre-Audit Questionnaire 2. Administrative Directive 04.01.301 Sexual Abuse and Harassment Prevention and Intervention Program 3. Annual PREA Report <p>Interviews:</p> <ol style="list-style-type: none"> 1. Interview with the Agency Head 2. Interview with the PREA Coordinator 3. Interview with the PREA Compliance Manager <p>Findings (By Provision):</p> <p>115.88 (a): The PAQ indicated that the agency reviews data collected and aggregated pursuant to §115.87 in order to assess and improve the effectiveness of its sexual abuse prevention, detection, response policies, and training, including: identifying problem areas; taking corrective action on an ongoing basis; and preparing an annual report of its findings from its data review and any corrective actions for each facility,</p>

as well as the agency as a whole. 04.01.301, pages 12-13 state that the Chief Administrative Officer and the facility PCM shall conduct an annual evaluation of the Sexual Abuse and Harassment Prevention and Intervention Program at their respective facility and submit to the PC a written report of the findings. The report should at minimum include: a review of each incident of sexual abuse or harassment that occurred during the reporting period; program and procedural changes implemented based on recommendations of the review team; training needs to ensure future safety and security; record of referrals to outside community resources; record of referrals for post-release service and statistical data. Policy further states that upon receipt of the reports from each facility, the agency PC shall assess the overall effectiveness of the Department's Sexual Abuse and Harassment Prevention and Intervention Program and submit a written report to the Director that has at minimum: statistical data and corrective action by facility; aggregated incident based sexual abuse or harassment data for the Department; perceived areas of concern and recommended or implemented improvements; a comparison of the current year's statistical data and corrective action with those of previous reporting periods; and an assessment of the Department's progress in addressing sexual abuse or harassment overall. A review of the Annual PREA Report indicates that it includes agency accomplishments, facilities audited during the year, statistical data and corrective actions. The report compares data from 2014 through the current year. The interview with the Agency Head indicated that the agency collects data on a quarterly basis and they do trend analysis on the data. He stated that the data assist with identifying hot spots and other variables and they determine action plans for each facility and agency as whole. He further confirmed they utilize the data to determine measures to put in place to correct any issues. The PC confirmed that the agency reviews data that is collected in order to assess and improve the effectiveness of the sexual abuse prevention, detection and response policies. He stated the Agency Head approves the report and that the information is published on the agency website. He further stated that trends are analyzed and appropriate corrective action is taken based off of this information. The interview with the PCM indicated that the facility submits a quarterly report to the PC that lists all of their cases. This information is sent from all facilities to determine agency wide issues and data.

115.88 (b): The PAQ indicated that the annual report includes a comparison of the current year's data and corrective actions with those from prior years and that the annual report provides an assessment of the agency's progress in addressing sexual abuse. 04.01.301, pages 12-13 state that the Chief Administrative Officer and the facility PCM shall conduct an annual evaluation of the Sexual Abuse and Harassment Prevention and Intervention Program at their respective facility and submit to the PC a written report of the findings. The report should at minimum include: a review of each incident of sexual abuse or harassment that occurred during the reporting period; program and procedural changes implemented based on recommendations of the review team; training needs to ensure future safety and security; record of referrals to outside community resources; record of referrals for post-release service and statistical data. Policy further states that upon receipt of the reports from each

facility, the agency PC shall assess the overall effectiveness of the Department's Sexual Abuse and Harassment Prevention and Intervention Program and submit a written report to the Director that has at minimum: statistical data and corrective action by facility; aggregated incident based sexual abuse or harassment data for the Department; perceived areas of concern and recommended or implemented improvements; a comparison of the current year's statistical data and corrective action with those of previous reporting periods; and an assessment of the Department's progress in addressing sexual abuse or harassment overall. A review of the Annual PREA Report indicates that it includes agency accomplishments, facilities audited during the year, statistical data and corrective actions. The report compares data from 2014 through the current year.

115.88 (c): The PAQ indicated that the agency makes its annual report readily available to the public at least annually through its website and that the annual reports are approved by the Agency Head. 04.01.301, page 13 states that the annual report shall be made available on the Department's website no later than June 30th of the year subsequent to the reporting period. The interview with the Agency Head confirmed that he reviews and approves the annual report. A review of the website confirmed that the current annual report as well as prior annual reports are available for review.

115.88 (d): The PAQ indicated that when the agency redacts material from an annual report for publication, the redactions are limited to specific materials where publication would present a clear and specific threat to the safety and security of the facility and that the agency indicates the nature of material redacted. 04.01.301, page 13 states that the final report shall not contain any personal identifiers. The Department may redact information on the posted report if said information would present a clear and specific threat to the safety and security of a facility or the Department. A review of Annual PREA Report confirmed there was no personal identifying information included nor any security related information. The report did not contain any redacted information. The interview with the PC indicated that confidential and sensitive individual in custody or staff information is redacted. In consultation with the Legal Department, a determination would be made regarding what information would be redacted and justification for such redaction would be provided.

Based on a review of the PAQ, 04.01.301, the Annual PREA Report, the website and information obtained from interviews with the Agency Head, PC and PCM, this standard appears to be compliant.

Auditor Overall Determination: Meets Standard

Auditor Discussion

Documents:

1. Pre-Audit Questionnaire
2. Administrative Directive 04.01.301 Sexual Abuse and Harassment Prevention and Intervention Program
3. PREA Sexual Abuse and Harassment Prevention and Intervention Program Manual (PREA Manual)

Interviews:

1. Interview with the PREA Coordinator

Findings (By Provision):

115.89 (a): The PAQ indicated that the agency ensures that incident-based and aggregate data are securely retained. The PREA Manual, page 50 states that the agency shall ensure that data collected pursuant to 115.87 are securely retained. The interview with the PREA Coordinator indicated that all identifying information regarding PREA allegations is treated as confidential and maintained in secure databases and secured drives. Any hard-copy documents are maintained via double-locked storage.

115.89 (b): The PAQ indicated that agency policy requires that aggregated sexual abuse data from facilities under its direct control and private facilities with which it contracts be made readily available to the public at least annually through its website. 04.01.301, page 14 states the annual report shall be made available on the Department's website no later than June 30th of the year subsequent that of the reporting period. A review of the website confirmed that the current annual report, which includes aggregated data, as well as prior annual reports are available for review.

115.89 (c): The PAQ indicated that before making aggregated sexual abuse data publicly available, the agency removes all personal identifiers. 04.01.301, page 13 states that the final report shall not contain any personal identifiers. A review of the Annual PREA Report confirmed there was no personal identifying information included

	<p>nor any security related information. The report did not contain any redacted information.</p> <p>115.89 (d): The PAQ indicated that the agency maintains sexual abuse data collected pursuant to Standard 115.87 for at least ten years after the date of initial collection, unless federal, state or local law requires otherwise. 04.01.301, page 13 states that all reports and statistical data shall be retained for a period of no less than ten years. A review of prior Annual PREA Reports confirmed that data is available from 2014 to current.</p> <p>Based on a review of the PAQ, 04.01.301, the Annual PREA Report, the agency website and information obtained from the interview with the PREA Coordinator, this standard appears to be compliant.</p>
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115.401	Frequency and scope of audits
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>Findings (By Provision):</p> <p>115.401 (a): The facility is part of the Illinois Department of Corrections. All facilities were audited in the previous three-year audit cycle and audit report are found on the agency's website.</p> <p>115.401 (b): The facility is part of the Illinois Department of Corrections. The Department has a schedule for all their facilities to be audited within the three-year cycle, with one third being audited in each cycle. The facility is being audited in the third year of the three-year cycle.</p> <p>115.401 (h) - (m): The auditor had access to all areas of the facility; was permitted to review any relevant policies, procedure or documents and was permitted to conduct private interviews.</p> <p>115.401 (n): The auditor observed the audit announcement in each housing unit on bright yellow paper. The notice was in English and Spanish and was printed on normal letter size paper. The audit noticed advised the inmates that correspondence</p>

	<p>with the auditor would remain confidential unless the inmate reported information such as sexual abuse, harm to self or harm to others. The detainees were able to send correspondence via special mail. The auditor did not receive any correspondence from inmates at the facility.</p>
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115.403	Audit contents and findings
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>Findings (By Provision):</p> <p>115.403 (f): The agency has audit reports published to their website for all audits completed during the previous three, three year audit cycles.</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	yes

	that the contractor is complying with the PREA standards? (N/A if the agency does not contract with private agencies or other entities for the confinement of inmates.)	
115.13 (a)	Supervision and monitoring	
	Does the facility have a documented staffing plan that provides for adequate levels of staffing and, where applicable, video monitoring, to protect inmates against sexual abuse?	yes
	In calculating adequate staffing levels and determining the need for video monitoring, does the staffing plan take into consideration: Generally accepted detention and correctional practices?	yes
	In calculating adequate staffing levels and determining the need for video monitoring, does the staffing plan take into consideration: Any judicial findings of inadequacy?	yes
	In calculating adequate staffing levels and determining the need for video monitoring, does the staffing plan take into consideration: Any findings of inadequacy from Federal investigative agencies?	yes
	In calculating adequate staffing levels and determining the need for video monitoring, does the staffing plan take into consideration: Any findings of inadequacy from internal or external oversight bodies?	yes
	In calculating adequate staffing levels and determining the need for video monitoring, does the staffing plan take into consideration: All components of the facility's physical plant (including "blind-spots" or areas where staff or inmates may be isolated)?	yes
	In calculating adequate staffing levels and determining the need for video monitoring, does the staffing plan take into consideration: The composition of the inmate population?	yes
	In calculating adequate staffing levels and determining the need for video monitoring, does the staffing plan take into consideration: The number and placement of supervisory staff?	yes
	In calculating adequate staffing levels and determining the need for video monitoring, does the staffing plan take into consideration: The institution programs occurring on a particular shift?	yes
	In calculating adequate staffing levels and determining the need for video monitoring, does the staffing plan take into	yes

	consideration: Any applicable State or local laws, regulations, or standards?	
	In calculating adequate staffing levels and determining the need for video monitoring, does the staffing plan take into consideration: The prevalence of substantiated and unsubstantiated incidents of sexual abuse?	yes
	In calculating adequate staffing levels and determining the need for video monitoring, does the staffing plan take into consideration: Any other relevant factors?	yes
115.13 (b)	Supervision and monitoring	
	In circumstances where the staffing plan is not complied with, does the facility document and justify all deviations from the plan? (N/A if no deviations from staffing plan.)	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.)	yes
	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	yes

	facility does not have female inmates.)	
115.15 (c)	Limits to cross-gender viewing and searches	
	Does the facility document all cross-gender strip searches and cross-gender visual body cavity searches?	yes
	Does the facility document all cross-gender pat-down searches of female inmates (N/A if the facility does not have female inmates)?	yes
115.15 (d)	Limits to cross-gender viewing and searches	
	Does the facility have policies that enables inmates to shower, perform bodily functions, and change clothing without nonmedical staff of the opposite gender viewing their breasts, buttocks, or genitalia, except in exigent circumstances or when such viewing is incidental to routine cell checks?	yes
	Does the facility have procedures that enables inmates to shower, perform bodily functions, and change clothing without nonmedical staff of the opposite gender viewing their breasts, buttocks, or genitalia, except in exigent circumstances or when such viewing is incidental to routine cell checks?	yes
	Does the facility require staff of the opposite gender to announce their presence when entering an inmate housing unit?	yes
115.15 (e)	Limits to cross-gender viewing and searches	
	Does the facility always refrain from searching or physically examining transgender or intersex inmates for the sole purpose of determining the inmate's genital status?	yes
	If an inmate's genital status is unknown, does the facility determine genital status during conversations with the inmate, by reviewing medical records, or, if necessary, by learning that information as part of a broader medical examination conducted in private by a medical practitioner?	yes
115.15 (f)	Limits to cross-gender viewing and searches	
	Does the facility/agency train security staff in how to conduct cross-gender pat down searches in a professional and respectful manner, and in the least intrusive manner possible, consistent with security needs?	yes
	Does the facility/agency train security staff in how to conduct searches of transgender and intersex inmates in a professional and respectful manner, and in the least intrusive manner possible, consistent with security needs?	yes

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

	with inmates with disabilities including inmates who: Have intellectual disabilities?	
	Does the agency ensure that written materials are provided in formats or through methods that ensure effective communication with inmates with disabilities including inmates who: Have limited reading skills?	yes
	Does the agency ensure that written materials are provided in formats or through methods that ensure effective communication with inmates with disabilities including inmates who: are blind or have low vision?	yes
115.16 (b)	Inmates with disabilities and inmates who are limited English proficient	
	Does the agency take reasonable steps to ensure meaningful access to all aspects of the agency's efforts to prevent, detect, and respond to sexual abuse and sexual harassment to inmates who are limited English proficient?	yes
	Do these steps include providing interpreters who can interpret effectively, accurately, and impartially, both receptively and expressively, using any necessary specialized vocabulary?	yes
115.16 (c)	Inmates with disabilities and inmates who are limited English proficient	
	Does the agency always refrain from relying on inmate interpreters, inmate readers, or other types of inmate assistance except in limited circumstances where an extended delay in obtaining an effective interpreter could compromise the inmate's safety, the performance of first-response duties under §115.64, or the investigation of the inmate's allegations?	yes
115.17 (a)	Hiring and promotion decisions	
	Does the agency prohibit the hiring or promotion of anyone who may have contact with inmates who has engaged in sexual abuse in a prison, jail, lockup, community confinement facility, juvenile facility, or other institution (as defined in 42 U.S.C. 1997)?	yes
	Does the agency prohibit the hiring or promotion of anyone who may have contact with inmates who has been convicted of engaging or attempting to engage in sexual activity in the community facilitated by force, overt or implied threats of force, or coercion, or if the victim did not consent or was unable to consent or refuse?	yes
	Does the agency prohibit the hiring or promotion of anyone who	yes

	may have contact with inmates who has been civilly or administratively adjudicated to have engaged in the activity described in the two bullets immediately above?	
	Does the agency prohibit the enlistment of services of any contractor who may have contact with inmates who has engaged in sexual abuse in a prison, jail, lockup, community confinement facility, juvenile facility, or other institution (as defined in 42 U.S.C. 1997)?	yes
	Does the agency prohibit the enlistment of services of any contractor who may have contact with inmates who has been convicted of engaging or attempting to engage in sexual activity in the community facilitated by force, overt or implied threats of force, or coercion, or if the victim did not consent or was unable to consent or refuse?	yes
	Does the agency prohibit the enlistment of services of any contractor who may have contact with inmates who has been civilly or administratively adjudicated to have engaged in the activity described in the two bullets immediately above?	yes
115.17 (b)	Hiring and promotion decisions	
	Does the agency consider any incidents of sexual harassment in determining whether to hire or promote anyone who may have contact with inmates?	yes
	Does the agency consider any incidents of sexual harassment in determining whether to enlist the services of any contractor who may have contact with inmates?	yes
115.17 (c)	Hiring and promotion decisions	
	Before hiring new employees who may have contact with inmates, does the agency perform a criminal background records check?	yes
	Before hiring new employees who may have contact with inmates, does the agency, consistent with Federal, State, and local law, make its best efforts to contact all prior institutional employers for information on substantiated allegations of sexual abuse or any resignation during a pending investigation of an allegation of sexual abuse?	yes
115.17 (d)	Hiring and promotion decisions	
	Does the agency perform a criminal background records check before enlisting the services of any contractor who may have contact with inmates?	yes

115.17 (e)	Hiring and promotion decisions	
	Does the agency either conduct criminal background records checks at least every five years of current employees and contractors who may have contact with inmates or have in place a system for otherwise capturing such information for current employees?	yes
115.17 (f)	Hiring and promotion decisions	
	Does the agency ask all applicants and employees who may have contact with inmates directly about previous misconduct described in paragraph (a) of this section in written applications or interviews for hiring or promotions?	yes
	Does the agency ask all applicants and employees who may have contact with inmates directly about previous misconduct described in paragraph (a) of this section in any interviews or written self-evaluations conducted as part of reviews of current employees?	yes
	Does the agency impose upon employees a continuing affirmative duty to disclose any such misconduct?	yes
115.17 (g)	Hiring and promotion decisions	
	Does the agency consider material omissions regarding such misconduct, or the provision of materially false information, grounds for termination?	yes
115.17 (h)	Hiring and promotion decisions	
	Does the agency provide information on substantiated allegations of sexual abuse or sexual harassment involving a former employee upon receiving a request from an institutional employer for whom such employee has applied to work? (N/A if providing information on substantiated allegations of sexual abuse or sexual harassment involving a former employee is prohibited by law.)	yes
115.18 (a)	Upgrades to facilities and technologies	
	If the agency designed or acquired any new facility or planned any substantial expansion or modification of existing facilities, did the agency consider the effect of the design, acquisition, expansion, or modification upon the agency's ability to protect inmates from sexual abuse? (N/A if agency/facility has not acquired a new facility or made a substantial expansion to existing facilities since August 20, 2012, or since the last PREA audit, whichever is later.)	no
115.18 (b)	Upgrades to facilities and technologies	

	If the agency installed or updated a video monitoring system, electronic surveillance system, or other monitoring technology, did the agency consider how such technology may enhance the agency's ability to protect inmates from sexual abuse? (N/A if agency/facility has not installed or updated a video monitoring system, electronic surveillance system, or other monitoring technology since August 20, 2012, or since the last PREA audit, whichever is later.)	yes
115.21 (a)	Evidence protocol and forensic medical examinations	
	If the agency is responsible for investigating allegations of sexual abuse, does the agency follow a uniform evidence protocol that maximizes the potential for obtaining usable physical evidence for administrative proceedings and criminal prosecutions? (N/A if the agency/facility is not responsible for conducting any form of criminal OR administrative sexual abuse investigations.)	yes
115.21 (b)	Evidence protocol and forensic medical examinations	
	Is this protocol developmentally appropriate for youth where applicable? (N/A if the agency/facility is not responsible for conducting any form of criminal OR administrative sexual abuse investigations.)	yes
	Is this protocol, as appropriate, adapted from or otherwise based on the most recent edition of the U.S. Department of Justice's Office on Violence Against Women publication, "A National Protocol for Sexual Assault Medical Forensic Examinations, Adults/Adolescents," or similarly comprehensive and authoritative protocols developed after 2011? (N/A if the agency/facility is not responsible for conducting any form of criminal OR administrative sexual abuse investigations.)	yes
115.21 (c)	Evidence protocol and forensic medical examinations	
	Does the agency offer all victims of sexual abuse access to forensic medical examinations, whether on-site or at an outside facility, without financial cost, where evidentiarily or medically appropriate?	yes
	Are such examinations performed by Sexual Assault Forensic Examiners (SAFEs) or Sexual Assault Nurse Examiners (SANEs) where possible?	yes
	If SAFEs or SANEs cannot be made available, is the examination performed by other qualified medical practitioners (they must have been specifically trained to conduct sexual assault forensic exams)?	yes

	Has the agency documented its efforts to provide SAFEs or SANEs?	yes
115.21 (d)	Evidence protocol and forensic medical examinations	
	Does the agency attempt to make available to the victim a victim advocate from a rape crisis center?	yes
	If a rape crisis center is not available to provide victim advocate services, does the agency make available to provide these services a qualified staff member from a community-based organization, or a qualified agency staff member? (N/A if the agency always makes a victim advocate from a rape crisis center available to victims.)	na
	Has the agency documented its efforts to secure services from rape crisis centers?	yes
115.21 (e)	Evidence protocol and forensic medical examinations	
	As requested by the victim, does the victim advocate, qualified agency staff member, or qualified community-based organization staff member accompany and support the victim through the forensic medical examination process and investigatory interviews?	yes
	As requested by the victim, does this person provide emotional support, crisis intervention, information, and referrals?	yes
115.21 (f)	Evidence protocol and forensic medical examinations	
	If the agency itself is not responsible for investigating allegations of sexual abuse, has the agency requested that the investigating agency follow the requirements of paragraphs (a) through (e) of this section? (N/A if the agency/facility is responsible for conducting criminal AND administrative sexual abuse investigations.)	yes
115.21 (h)	Evidence protocol and forensic medical examinations	
	If the agency uses a qualified agency staff member or a qualified community-based staff member for the purposes of this section, has the individual been screened for appropriateness to serve in this role and received education concerning sexual assault and forensic examination issues in general? (N/A if agency always makes a victim advocate from a rape crisis center available to victims.)	na
115.22 (a)	Policies to ensure referrals of allegations for investigations	

	Does the agency ensure an administrative or criminal investigation is completed for all allegations of sexual abuse?	yes
	Does the agency ensure an administrative or criminal investigation is completed for all allegations of sexual harassment?	yes
115.22 (b)	Policies to ensure referrals of allegations for investigations	
	Does the agency have a policy and practice in place to ensure that allegations of sexual abuse or sexual harassment are referred for investigation to an agency with the legal authority to conduct criminal investigations, unless the allegation does not involve potentially criminal behavior?	yes
	Has the agency published such policy on its website or, if it does not have one, made the policy available through other means?	yes
	Does the agency document all such referrals?	yes
115.22 (c)	Policies to ensure referrals of allegations for investigations	
	If a separate entity is responsible for conducting criminal investigations, does the policy describe the responsibilities of both the agency and the investigating entity? (N/A if the agency/facility is responsible for criminal investigations. See 115.21(a).)	yes
115.31 (a)	Employee training	
	Does the agency train all employees who may have contact with inmates on its zero-tolerance policy for sexual abuse and sexual harassment?	yes
	Does the agency train all employees who may have contact with inmates on how to fulfill their responsibilities under agency sexual abuse and sexual harassment prevention, detection, reporting, and response policies and procedures?	yes
	Does the agency train all employees who may have contact with inmates on inmates' right to be free from sexual abuse and sexual harassment?	yes
	Does the agency train all employees who may have contact with inmates on the right of inmates and employees to be free from retaliation for reporting sexual abuse and sexual harassment?	yes
	Does the agency train all employees who may have contact with inmates on the dynamics of sexual abuse and sexual harassment in confinement?	yes

	Does the agency train all employees who may have contact with inmates on the common reactions of sexual abuse and sexual harassment victims?	yes
	Does the agency train all employees who may have contact with inmates on how to detect and respond to signs of threatened and actual sexual abuse?	yes
	Does the agency train all employees who may have contact with inmates on how to avoid inappropriate relationships with inmates?	yes
	Does the agency train all employees who may have contact with inmates on how to communicate effectively and professionally with inmates, including lesbian, gay, bisexual, transgender, intersex, or gender nonconforming inmates?	yes
	Does the agency train all employees who may have contact with inmates on how to comply with relevant laws related to mandatory reporting of sexual abuse to outside authorities?	yes
115.31 (b)	Employee training	
	Is such training tailored to the gender of the inmates at the employee's facility?	yes
	Have employees received additional training if reassigned from a facility that houses only male inmates to a facility that houses only female inmates, or vice versa?	yes
115.31 (c)	Employee training	
	Have all current employees who may have contact with inmates received such training?	yes
	Does the agency provide each employee with refresher training every two years to ensure that all employees know the agency's current sexual abuse and sexual harassment policies and procedures?	yes
	In years in which an employee does not receive refresher training, does the agency provide refresher information on current sexual abuse and sexual harassment policies?	yes
115.31 (d)	Employee training	
	Does the agency document, through employee signature or electronic verification, that employees understand the training they have received?	yes
115.32 (a)	Volunteer and contractor training	

	Has the agency ensured that all volunteers and contractors who have contact with inmates have been trained on their responsibilities under the agency's sexual abuse and sexual harassment prevention, detection, and response policies and procedures?	yes
115.32 (b)	Volunteer and contractor training	
	Have all volunteers and contractors who have contact with inmates been notified of the agency's zero-tolerance policy regarding sexual abuse and sexual harassment and informed how to report such incidents (the level and type of training provided to volunteers and contractors shall be based on the services they provide and level of contact they have with inmates)?	yes
115.32 (c)	Volunteer and contractor training	
	Does the agency maintain documentation confirming that volunteers and contractors understand the training they have received?	yes
115.33 (a)	Inmate education	
	During intake, do inmates receive information explaining the agency's zero-tolerance policy regarding sexual abuse and sexual harassment?	yes
	During intake, do inmates receive information explaining how to report incidents or suspicions of sexual abuse or sexual harassment?	yes
115.33 (b)	Inmate education	
	Within 30 days of intake, does the agency provide comprehensive education to inmates either in person or through video regarding: Their rights to be free from sexual abuse and sexual harassment?	yes
	Within 30 days of intake, does the agency provide comprehensive education to inmates either in person or through video regarding: Their rights to be free from retaliation for reporting such incidents?	yes
	Within 30 days of intake, does the agency provide comprehensive education to inmates either in person or through video regarding: Agency policies and procedures for responding to such incidents?	yes
115.33 (c)	Inmate education	
	Have all inmates received the comprehensive education referenced in 115.33(b)?	yes

	Do inmates receive education upon transfer to a different facility to the extent that the policies and procedures of the inmate's new facility differ from those of the previous facility?	yes
115.33 (d)	Inmate education	
	Does the agency provide inmate education in formats accessible to all inmates including those who are limited English proficient?	yes
	Does the agency provide inmate education in formats accessible to all inmates including those who are deaf?	yes
	Does the agency provide inmate education in formats accessible to all inmates including those who are visually impaired?	yes
	Does the agency provide inmate education in formats accessible to all inmates including those who are otherwise disabled?	yes
	Does the agency provide inmate education in formats accessible to all inmates including those who have limited reading skills?	yes
115.33 (e)	Inmate education	
	Does the agency maintain documentation of inmate participation in these education sessions?	yes
115.33 (f)	Inmate education	
	In addition to providing such education, does the agency ensure that key information is continuously and readily available or visible to inmates through posters, inmate handbooks, or other written formats?	yes
115.34 (a)	Specialized training: Investigations	
	In addition to the general training provided to all employees pursuant to §115.31, does the agency ensure that, to the extent the agency itself conducts sexual abuse investigations, its investigators receive training in conducting such investigations in confinement settings? (N/A if the agency does not conduct any form of administrative or criminal sexual abuse investigations. See 115.21(a).)	yes
115.34 (b)	Specialized training: Investigations	
	Does this specialized training include techniques for interviewing sexual abuse victims? (N/A if the agency does not conduct any form of administrative or criminal sexual abuse investigations. See 115.21(a).)	yes
	Does this specialized training include proper use of Miranda and	yes

	Garrity warnings? (N/A if the agency does not conduct any form of administrative or criminal sexual abuse investigations. See 115.21(a).)	
	Does this specialized training include sexual abuse evidence collection in confinement settings? (N/A if the agency does not conduct any form of administrative or criminal sexual abuse investigations. See 115.21(a).)	yes
	Does this specialized training include the criteria and evidence required to substantiate a case for administrative action or prosecution referral? (N/A if the agency does not conduct any form of administrative or criminal sexual abuse investigations. See 115.21(a).)	yes
115.34 (c)	Specialized training: Investigations	
	Does the agency maintain documentation that agency investigators have completed the required specialized training in conducting sexual abuse investigations? (N/A if the agency does not conduct any form of administrative or criminal sexual abuse investigations. See 115.21(a).)	yes
115.35 (a)	Specialized training: Medical and mental health care	
	Does the agency ensure that all full- and part-time medical and mental health care practitioners who work regularly in its facilities have been trained in how to detect and assess signs of sexual abuse and sexual harassment? (N/A if the agency does not have any full- or part-time medical or mental health care practitioners who work regularly in its facilities.)	yes
	Does the agency ensure that all full- and part-time medical and mental health care practitioners who work regularly in its facilities have been trained in how to preserve physical evidence of sexual abuse? (N/A if the agency does not have any full- or part-time medical or mental health care practitioners who work regularly in its facilities.)	yes
	Does the agency ensure that all full- and part-time medical and mental health care practitioners who work regularly in its facilities have been trained in how to respond effectively and professionally to victims of sexual abuse and sexual harassment? (N/A if the agency does not have any full- or part-time medical or mental health care practitioners who work regularly in its facilities.)	yes
	Does the agency ensure that all full- and part-time medical and mental health care practitioners who work regularly in its facilities have been trained in how and to whom to report allegations or	yes

	suspicious of sexual abuse and sexual harassment? (N/A if the agency does not have any full- or part-time medical or mental health care practitioners who work regularly in its facilities.)	
115.35 (b)	Specialized training: Medical and mental health care	
	If medical staff employed by the agency conduct forensic examinations, do such medical staff receive appropriate training to conduct such examinations? (N/A if agency medical staff at the facility do not conduct forensic exams or the agency does not employ medical staff.)	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	yes

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

	Whether the inmate is detained solely for civil immigration purposes?	
115.41 (e)	Screening for risk of victimization and abusiveness	
	In assessing inmates for risk of being sexually abusive, does the initial PREA risk screening consider, as known to the agency: prior acts of sexual abuse?	yes
	In assessing inmates for risk of being sexually abusive, does the initial PREA risk screening consider, as known to the agency: prior convictions for violent offenses?	yes
	In assessing inmates for risk of being sexually abusive, does the initial PREA risk screening consider, as known to the agency: history of prior institutional violence or sexual abuse?	yes
115.41 (f)	Screening for risk of victimization and abusiveness	
	Within a set time period not more than 30 days from the inmate's arrival at the facility, does the facility reassess the inmate's risk of victimization or abusiveness based upon any additional, relevant information received by the facility since the intake screening?	yes
115.41 (g)	Screening for risk of victimization and abusiveness	
	Does the facility reassess an inmate's risk level when warranted due to a referral?	yes
	Does the facility reassess an inmate's risk level when warranted due to a request?	yes
	Does the facility reassess an inmate's risk level when warranted due to an incident of sexual abuse?	yes
	Does the facility reassess an inmate's risk level when warranted due to receipt of additional information that bears on the inmate's risk of sexual victimization or abusiveness?	yes
115.41 (h)	Screening for risk of victimization and abusiveness	
	Is it the case that inmates are not ever disciplined for refusing to answer, or for not disclosing complete information in response to, questions asked pursuant to paragraphs (d)(1), (d)(7), (d)(8), or (d)(9) of this section?	yes
115.41 (i)	Screening for risk of victimization and abusiveness	
	Has the agency implemented appropriate controls on the dissemination within the facility of responses to questions asked pursuant to this standard in order to ensure that sensitive	yes

	information is not exploited to the inmate's detriment by staff or other inmates?	
115.42 (a)	Use of screening information	
	Does the agency use information from the risk screening required by § 115.41, with the goal of keeping separate those inmates at high risk of being sexually victimized from those at high risk of being sexually abusive, to inform: Housing Assignments?	yes
	Does the agency use information from the risk screening required by § 115.41, with the goal of keeping separate those inmates at high risk of being sexually victimized from those at high risk of being sexually abusive, to inform: Bed assignments?	yes
	Does the agency use information from the risk screening required by § 115.41, with the goal of keeping separate those inmates at high risk of being sexually victimized from those at high risk of being sexually abusive, to inform: Work Assignments?	yes
	Does the agency use information from the risk screening required by § 115.41, with the goal of keeping separate those inmates at high risk of being sexually victimized from those at high risk of being sexually abusive, to inform: Education Assignments?	yes
	Does the agency use information from the risk screening required by § 115.41, with the goal of keeping separate those inmates at high risk of being sexually victimized from those at high risk of being sexually abusive, to inform: Program Assignments?	yes
115.42 (b)	Use of screening information	
	Does the agency make individualized determinations about how to ensure the safety of each inmate?	yes
115.42 (c)	Use of screening information	
	When deciding whether to assign a transgender or intersex inmate to a facility for male or female inmates, does the agency consider, on a case-by-case basis, whether a placement would ensure the inmate's health and safety, and whether a placement would present management or security problems (NOTE: if an agency by policy or practice assigns inmates to a male or female facility on the basis of anatomy alone, that agency is not in compliance with this standard)?	yes
	When making housing or other program assignments for transgender or intersex inmates, does the agency consider, on a case-by-case basis, whether a placement would ensure the inmate's health and safety, and whether a placement would	yes

	present management or security problems?	
115.42 (d)	Use of screening information	
	Are placement and programming assignments for each transgender or intersex inmate reassessed at least twice each year to review any threats to safety experienced by the inmate?	yes
115.42 (e)	Use of screening information	
	Are each transgender or intersex inmate's own views with respect to his or her own safety given serious consideration when making facility and housing placement decisions and programming assignments?	yes
115.42 (f)	Use of screening information	
	Are transgender and intersex inmates given the opportunity to shower separately from other inmates?	yes
115.42 (g)	Use of screening information	
	Unless placement is in a dedicated facility, unit, or wing established in connection with a consent decree, legal settlement, or legal judgment for the purpose of protecting lesbian, gay, bisexual, transgender, or intersex inmates, does the agency always refrain from placing: lesbian, gay, and bisexual inmates in dedicated facilities, units, or wings solely on the basis of such identification or status? (N/A if the agency has a dedicated facility, unit, or wing solely for the placement of LGBT or I inmates pursuant to a consent decree, legal settlement, or legal judgement.)	yes
	Unless placement is in a dedicated facility, unit, or wing established in connection with a consent decree, legal settlement, or legal judgment for the purpose of protecting lesbian, gay, bisexual, transgender, or intersex inmates, does the agency always refrain from placing: transgender inmates in dedicated facilities, units, or wings solely on the basis of such identification or status? (N/A if the agency has a dedicated facility, unit, or wing solely for the placement of LGBT or I inmates pursuant to a consent decree, legal settlement, or legal judgement.)	yes
	Unless placement is in a dedicated facility, unit, or wing established in connection with a consent decree, legal settlement, or legal judgment for the purpose of protecting lesbian, gay, bisexual, transgender, or intersex inmates, does the agency always refrain from placing: intersex inmates in dedicated facilities, units, or wings solely on the basis of such identification or status? (N/A if the agency has a dedicated facility, unit, or wing	yes

	solely for the placement of LGBT or I inmates pursuant to a consent degree, legal settlement, or legal judgement.)	
115.43 (a)	Protective Custody	
	Does the facility always refrain from placing inmates at high risk for sexual victimization in involuntary segregated housing unless an assessment of all available alternatives has been made, and a determination has been made that there is no available alternative means of separation from likely abusers?	yes
	If a facility cannot conduct such an assessment immediately, does the facility hold the inmate in involuntary segregated housing for less than 24 hours while completing the assessment?	yes
115.43 (b)	Protective Custody	
	Do inmates who are placed in segregated housing because they are at high risk of sexual victimization have access to: Programs to the extent possible?	yes
	Do inmates who are placed in segregated housing because they are at high risk of sexual victimization have access to: Privileges to the extent possible?	yes
	Do inmates who are placed in segregated housing because they are at high risk of sexual victimization have access to: Education to the extent possible?	yes
	Do inmates who are placed in segregated housing because they are at high risk of sexual victimization have access to: Work opportunities to the extent possible?	yes
	If the facility restricts any access to programs, privileges, education, or work opportunities, does the facility document the opportunities that have been limited? (N/A if the facility never restricts access to programs, privileges, education, or work opportunities.)	yes
	If the facility restricts access to programs, privileges, education, or work opportunities, does the facility document the duration of the limitation? (N/A if the facility never restricts access to programs, privileges, education, or work opportunities.)	yes
	If the facility restricts access to programs, privileges, education, or work opportunities, does the facility document the reasons for such limitations? (N/A if the facility never restricts access to programs, privileges, education, or work opportunities.)	yes
115.43 (c)	Protective Custody	

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

	anonymous upon request?	
	Are inmates detained solely for civil immigration purposes provided information on how to contact relevant consular officials and relevant officials at the Department of Homeland Security? (N/A if the facility never houses inmates detained solely for civil immigration purposes.)	na
115.51 (c)	Inmate reporting	
	Does staff accept reports of sexual abuse and sexual harassment made verbally, in writing, anonymously, and from third parties?	yes
	Does staff promptly document any verbal reports of sexual abuse and sexual harassment?	yes
115.51 (d)	Inmate reporting	
	Does the agency provide a method for staff to privately report sexual abuse and sexual harassment of inmates?	yes
115.52 (a)	Exhaustion of administrative remedies	
	Is the agency exempt from this standard? NOTE: The agency is exempt ONLY if it does not have administrative procedures to address inmate grievances regarding sexual abuse. This does not mean the agency is exempt simply because an inmate does not have to or is not ordinarily expected to submit a grievance to report sexual abuse. This means that as a matter of explicit policy, the agency does not have an administrative remedies process to address sexual abuse.	no
115.52 (b)	Exhaustion of administrative remedies	
	Does the agency permit inmates to submit a grievance regarding an allegation of sexual abuse without any type of time limits? (The agency may apply otherwise-applicable time limits to any portion of a grievance that does not allege an incident of sexual abuse.) (N/A if agency is exempt from this standard.)	yes
	Does the agency always refrain from requiring an inmate to use any informal grievance process, or to otherwise attempt to resolve with staff, an alleged incident of sexual abuse? (N/A if agency is exempt from this standard.)	yes
115.52 (c)	Exhaustion of administrative remedies	
	Does the agency ensure that: An inmate who alleges sexual abuse may submit a grievance without submitting it to a staff member who is the subject of the complaint? (N/A if agency is exempt from	yes

	this standard.)	
	Does the agency ensure that: Such grievance is not referred to a staff member who is the subject of the complaint? (N/A if agency is exempt from this standard.)	yes
115.52 (d)	Exhaustion of administrative remedies	
	Does the agency issue a final agency decision on the merits of any portion of a grievance alleging sexual abuse within 90 days of the initial filing of the grievance? (Computation of the 90-day time period does not include time consumed by inmates in preparing any administrative appeal.) (N/A if agency is exempt from this standard.)	yes
	If the agency claims the maximum allowable extension of time to respond of up to 70 days per 115.52(d)(3) when the normal time period for response is insufficient to make an appropriate decision, does the agency notify the inmate in writing of any such extension and provide a date by which a decision will be made? (N/A if agency is exempt from this standard.)	yes
	At any level of the administrative process, including the final level, if the inmate does not receive a response within the time allotted for reply, including any properly noticed extension, may an inmate consider the absence of a response to be a denial at that level? (N/A if agency is exempt from this standard.)	yes
115.52 (e)	Exhaustion of administrative remedies	
	Are third parties, including fellow inmates, staff members, family members, attorneys, and outside advocates, permitted to assist inmates in filing requests for administrative remedies relating to allegations of sexual abuse? (N/A if agency is exempt from this standard.)	yes
	Are those third parties also permitted to file such requests on behalf of inmates? (If a third party files such a request on behalf of an inmate, the facility may require as a condition of processing the request that the alleged victim agree to have the request filed on his or her behalf, and may also require the alleged victim to personally pursue any subsequent steps in the administrative remedy process.) (N/A if agency is exempt from this standard.)	yes
	If the inmate declines to have the request processed on his or her behalf, does the agency document the inmate's decision? (N/A if agency is exempt from this standard.)	yes
115.52 (f)	Exhaustion of administrative remedies	

	Has the agency established procedures for the filing of an emergency grievance alleging that an inmate is subject to a substantial risk of imminent sexual abuse? (N/A if agency is exempt from this standard.)	yes
	After receiving an emergency grievance alleging an inmate is subject to a substantial risk of imminent sexual abuse, does the agency immediately forward the grievance (or any portion thereof that alleges the substantial risk of imminent sexual abuse) to a level of review at which immediate corrective action may be taken? (N/A if agency is exempt from this standard.)	yes
	After receiving an emergency grievance described above, does the agency provide an initial response within 48 hours? (N/A if agency is exempt from this standard.)	yes
	After receiving an emergency grievance described above, does the agency issue a final agency decision within 5 calendar days? (N/A if agency is exempt from this standard.)	yes
	Does the initial response and final agency decision document the agency's determination whether the inmate is in substantial risk of imminent sexual abuse? (N/A if agency is exempt from this standard.)	yes
	Does the initial response document the agency's action(s) taken in response to the emergency grievance? (N/A if agency is exempt from this standard.)	yes
	Does the agency's final decision document the agency's action(s) taken in response to the emergency grievance? (N/A if agency is exempt from this standard.)	yes
115.52 (g)	Exhaustion of administrative remedies	
	If the agency disciplines an inmate for filing a grievance related to alleged sexual abuse, does it do so ONLY where the agency demonstrates that the inmate filed the grievance in bad faith? (N/A if agency is exempt from this standard.)	yes
115.53 (a)	Inmate access to outside confidential support services	
	Does the facility provide inmates with access to outside victim advocates for emotional support services related to sexual abuse by giving inmates mailing addresses and telephone numbers, including toll-free hotline numbers where available, of local, State, or national victim advocacy or rape crisis organizations?	yes
	Does the facility provide persons detained solely for civil immigration purposes mailing addresses and telephone numbers,	na

	including toll-free hotline numbers where available of local, State, or national immigrant services agencies? (N/A if the facility never has persons detained solely for civil immigration purposes.)	
	Does the facility enable reasonable communication between inmates and these organizations and agencies, in as confidential a manner as possible?	yes
115.53 (b)	Inmate access to outside confidential support services	
	Does the facility inform inmates, prior to giving them access, of the extent to which such communications will be monitored and the extent to which reports of abuse will be forwarded to authorities in accordance with mandatory reporting laws?	yes
115.53 (c)	Inmate access to outside confidential support services	
	Does the agency maintain or attempt to enter into memoranda of understanding or other agreements with community service providers that are able to provide inmates with confidential emotional support services related to sexual abuse?	yes
	Does the agency maintain copies of agreements or documentation showing attempts to enter into such agreements?	yes
115.54 (a)	Third-party reporting	
	Has the agency established a method to receive third-party reports of sexual abuse and sexual harassment?	yes
	Has the agency distributed publicly information on how to report sexual abuse and sexual harassment on behalf of an inmate?	yes
115.61 (a)	Staff and agency reporting duties	
	Does the agency require all staff to report immediately and according to agency policy any knowledge, suspicion, or information regarding an incident of sexual abuse or sexual harassment that occurred in a facility, whether or not it is part of the agency?	yes
	Does the agency require all staff to report immediately and according to agency policy any knowledge, suspicion, or information regarding retaliation against inmates or staff who reported an incident of sexual abuse or sexual harassment?	yes
	Does the agency require all staff to report immediately and according to agency policy any knowledge, suspicion, or information regarding any staff neglect or violation of responsibilities that may have contributed to an incident of sexual	yes

	abuse or sexual harassment or retaliation?	
115.61 (b)	Staff and agency reporting duties	
	Apart from reporting to designated supervisors or officials, does staff always refrain from revealing any information related to a sexual abuse report to anyone other than to the extent necessary, as specified in agency policy, to make treatment, investigation, and other security and management decisions?	yes
115.61 (c)	Staff and agency reporting duties	
	Unless otherwise precluded by Federal, State, or local law, are medical and mental health practitioners required to report sexual abuse pursuant to paragraph (a) of this section?	yes
	Are medical and mental health practitioners required to inform inmates of the practitioner's duty to report, and the limitations of confidentiality, at the initiation of services?	yes
115.61 (d)	Staff and agency reporting duties	
	If the alleged victim is under the age of 18 or considered a vulnerable adult under a State or local vulnerable persons statute, does the agency report the allegation to the designated State or local services agency under applicable mandatory reporting laws?	yes
115.61 (e)	Staff and agency reporting duties	
	Does the facility report all allegations of sexual abuse and sexual harassment, including third-party and anonymous reports, to the facility's designated investigators?	yes
115.62 (a)	Agency protection duties	
	When the agency learns that an inmate is subject to a substantial risk of imminent sexual abuse, does it take immediate action to protect the inmate?	yes
115.63 (a)	Reporting to other confinement facilities	
	Upon receiving an allegation that an inmate was sexually abused while confined at another facility, does the head of the facility that received the allegation notify the head of the facility or appropriate office of the agency where the alleged abuse occurred?	yes
115.63 (b)	Reporting to other confinement facilities	
	Is such notification provided as soon as possible, but no later than 72 hours after receiving the allegation?	yes

115.63 (c)	Reporting to other confinement facilities	
	Does the agency document that it has provided such notification?	yes
115.63 (d)	Reporting to other confinement facilities	
	Does the facility head or agency office that receives such notification ensure that the allegation is investigated in accordance with these standards?	yes
115.64 (a)	Staff first responder duties	
	Upon learning of an allegation that an inmate was sexually abused, is the first security staff member to respond to the report required to: Separate the alleged victim and abuser?	yes
	Upon learning of an allegation that an inmate was sexually abused, is the first security staff member to respond to the report required to: Preserve and protect any crime scene until appropriate steps can be taken to collect any evidence?	yes
	Upon learning of an allegation that an inmate was sexually abused, is the first security staff member to respond to the report required to: Request that the alleged victim not take any actions that could destroy physical evidence, including, as appropriate, washing, brushing teeth, changing clothes, urinating, defecating, smoking, drinking, or eating, if the abuse occurred within a time period that still allows for the collection of physical evidence?	yes
	Upon learning of an allegation that an inmate was sexually abused, is the first security staff member to respond to the report required to: Ensure that the alleged abuser does not take any actions that could destroy physical evidence, including, as appropriate, washing, brushing teeth, changing clothes, urinating, defecating, smoking, drinking, or eating, if the abuse occurred within a time period that still allows for the collection of physical evidence?	yes
115.64 (b)	Staff first responder duties	
	If the first staff responder is not a security staff member, is the responder required to request that the alleged victim not take any actions that could destroy physical evidence, and then notify security staff?	yes
115.65 (a)	Coordinated response	
	Has the facility developed a written institutional plan to coordinate actions among staff first responders, medical and mental health practitioners, investigators, and facility leadership taken in	yes

	response to an incident of sexual abuse?	
115.66 (a)	Preservation of ability to protect inmates from contact with abusers	
	Are both the agency and any other governmental entities responsible for collective bargaining on the agency's behalf prohibited from entering into or renewing any collective bargaining agreement or other agreement that limit the agency's ability to remove alleged staff sexual abusers from contact with any inmates pending the outcome of an investigation or of a determination of whether and to what extent discipline is warranted?	yes
115.67 (a)	Agency protection against retaliation	
	Has the agency established a policy to protect all inmates and staff who report sexual abuse or sexual harassment or cooperate with sexual abuse or sexual harassment investigations from retaliation by other inmates or staff?	yes
	Has the agency designated which staff members or departments are charged with monitoring retaliation?	yes
115.67 (b)	Agency protection against retaliation	
	Does the agency employ multiple protection measures, such as housing changes or transfers for inmate victims or abusers, removal of alleged staff or inmate abusers from contact with victims, and emotional support services for inmates or staff who fear retaliation for reporting sexual abuse or sexual harassment or for cooperating with investigations?	yes
115.67 (c)	Agency protection against retaliation	
	Except in instances where the agency determines that a report of sexual abuse is unfounded, for at least 90 days following a report of sexual abuse, does the agency: Monitor the conduct and treatment of inmates or staff who reported the sexual abuse to see if there are changes that may suggest possible retaliation by inmates or staff?	yes
	Except in instances where the agency determines that a report of sexual abuse is unfounded, for at least 90 days following a report of sexual abuse, does the agency: Monitor the conduct and treatment of inmates who were reported to have suffered sexual abuse to see if there are changes that may suggest possible retaliation by inmates or staff?	yes
	Except in instances where the agency determines that a report of	yes

	sexual abuse is unfounded, for at least 90 days following a report of sexual abuse, does the agency: Act promptly to remedy any such retaliation?	
	Except in instances where the agency determines that a report of sexual abuse is unfounded, for at least 90 days following a report of sexual abuse, does the agency: Monitor any inmate disciplinary reports?	yes
	Except in instances where the agency determines that a report of sexual abuse is unfounded, for at least 90 days following a report of sexual abuse, does the agency: Monitor inmate housing changes?	yes
	Except in instances where the agency determines that a report of sexual abuse is unfounded, for at least 90 days following a report of sexual abuse, does the agency: Monitor inmate program changes?	yes
	Except in instances where the agency determines that a report of sexual abuse is unfounded, for at least 90 days following a report of sexual abuse, does the agency: Monitor negative performance reviews of staff?	yes
	Except in instances where the agency determines that a report of sexual abuse is unfounded, for at least 90 days following a report of sexual abuse, does the agency: Monitor reassignments of staff?	yes
	Does the agency continue such monitoring beyond 90 days if the initial monitoring indicates a continuing need?	yes
115.67 (d)	Agency protection against retaliation	
	In the case of inmates, does such monitoring also include periodic status checks?	yes
115.67 (e)	Agency protection against retaliation	
	If any other individual who cooperates with an investigation expresses a fear of retaliation, does the agency take appropriate measures to protect that individual against retaliation?	yes
115.68 (a)	Post-allegation protective custody	
	Is any and all use of segregated housing to protect an inmate who is alleged to have suffered sexual abuse subject to the requirements of § 115.43?	yes
115.71 (a)	Criminal and administrative agency investigations	
	When the agency conducts its own investigations into allegations	yes

	of sexual abuse and sexual harassment, does it do so promptly, thoroughly, and objectively? (N/A if the agency/facility is not responsible for conducting any form of criminal OR administrative sexual abuse investigations. See 115.21(a).)	
	Does the agency conduct such investigations for all allegations, including third party and anonymous reports? (N/A if the agency/facility is not responsible for conducting any form of criminal OR administrative sexual abuse investigations. See 115.21(a).)	yes
115.71 (b)	Criminal and administrative agency investigations	
	Where sexual abuse is alleged, does the agency use investigators who have received specialized training in sexual abuse investigations as required by 115.34?	yes
115.71 (c)	Criminal and administrative agency investigations	
	Do investigators gather and preserve direct and circumstantial evidence, including any available physical and DNA evidence and any available electronic monitoring data?	yes
	Do investigators interview alleged victims, suspected perpetrators, and witnesses?	yes
	Do investigators review prior reports and complaints of sexual abuse involving the suspected perpetrator?	yes
115.71 (d)	Criminal and administrative agency investigations	
	When the quality of evidence appears to support criminal prosecution, does the agency conduct compelled interviews only after consulting with prosecutors as to whether compelled interviews may be an obstacle for subsequent criminal prosecution?	yes
115.71 (e)	Criminal and administrative agency investigations	
	Do agency investigators assess the credibility of an alleged victim, suspect, or witness on an individual basis and not on the basis of that individual's status as inmate or staff?	yes
	Does the agency investigate allegations of sexual abuse without requiring an inmate who alleges sexual abuse to submit to a polygraph examination or other truth-telling device as a condition for proceeding?	yes
115.71 (f)	Criminal and administrative agency investigations	
	Do administrative investigations include an effort to determine whether staff actions or failures to act contributed to the abuse?	yes

	Are administrative investigations documented in written reports that include a description of the physical evidence and testimonial evidence, the reasoning behind credibility assessments, and investigative facts and findings?	yes
115.71 (g)	Criminal and administrative agency investigations	
	Are criminal investigations documented in a written report that contains a thorough description of the physical, testimonial, and documentary evidence and attaches copies of all documentary evidence where feasible?	yes
115.71 (h)	Criminal and administrative agency investigations	
	Are all substantiated allegations of conduct that appears to be criminal referred for prosecution?	yes
115.71 (i)	Criminal and administrative agency investigations	
	Does the agency retain all written reports referenced in 115.71(f) and (g) for as long as the alleged abuser is incarcerated or employed by the agency, plus five years?	yes
115.71 (j)	Criminal and administrative agency investigations	
	Does the agency ensure that the departure of an alleged abuser or victim from the employment or control of the agency does not provide a basis for terminating an investigation?	yes
115.71 (l)	Criminal and administrative agency investigations	
	When an outside entity investigates sexual abuse, does the facility cooperate with outside investigators and endeavor to remain informed about the progress of the investigation? (N/A if an outside agency does not conduct administrative or criminal sexual abuse investigations. See 115.21(a).)	yes
115.72 (a)	Evidentiary standard for administrative investigations	
	Is it true that the agency does not impose a standard higher than a preponderance of the evidence in determining whether allegations of sexual abuse or sexual harassment are substantiated?	yes
115.73 (a)	Reporting to inmates	
	Following an investigation into an inmate's allegation that he or she suffered sexual abuse in an agency facility, does the agency inform the inmate as to whether the allegation has been determined to be substantiated, unsubstantiated, or unfounded?	yes

115.73 (b)	Reporting to inmates	
	If the agency did not conduct the investigation into an inmate's allegation of sexual abuse in an agency facility, does the agency request the relevant information from the investigative agency in order to inform the inmate? (N/A if the agency/facility is responsible for conducting administrative and criminal investigations.)	yes
115.73 (c)	Reporting to inmates	
	Following an inmate's allegation that a staff member has committed sexual abuse against the resident, unless the agency has determined that the allegation is unfounded, or unless the inmate has been released from custody, does the agency subsequently inform the resident whenever: The staff member is no longer posted within the inmate's unit?	yes
	Following an inmate's allegation that a staff member has committed sexual abuse against the resident, unless the agency has determined that the allegation is unfounded, or unless the resident has been released from custody, does the agency subsequently inform the resident whenever: The staff member is no longer employed at the facility?	yes
	Following an inmate's allegation that a staff member has committed sexual abuse against the resident, unless the agency has determined that the allegation is unfounded, or unless the resident has been released from custody, does the agency subsequently inform the resident whenever: The agency learns that the staff member has been indicted on a charge related to sexual abuse in the facility?	yes
	Following an inmate's allegation that a staff member has committed sexual abuse against the resident, unless the agency has determined that the allegation is unfounded, or unless the resident has been released from custody, does the agency subsequently inform the resident whenever: The agency learns that the staff member has been convicted on a charge related to sexual abuse within the facility?	yes
115.73 (d)	Reporting to inmates	
	Following an inmate's allegation that he or she has been sexually abused by another inmate, does the agency subsequently inform the alleged victim whenever: The agency learns that the alleged abuser has been indicted on a charge related to sexual abuse within the facility?	yes
	Following an inmate's allegation that he or she has been sexually	yes

	abused by another inmate, does the agency subsequently inform the alleged victim whenever: The agency learns that the alleged abuser has been convicted on a charge related to sexual abuse within the facility?	
115.73 (e)	Reporting to inmates	
	Does the agency document all such notifications or attempted notifications?	yes
115.76 (a)	Disciplinary sanctions for staff	
	Are staff subject to disciplinary sanctions up to and including termination for violating agency sexual abuse or sexual harassment policies?	yes
115.76 (b)	Disciplinary sanctions for staff	
	Is termination the presumptive disciplinary sanction for staff who have engaged in sexual abuse?	yes
115.76 (c)	Disciplinary sanctions for staff	
	Are disciplinary sanctions for violations of agency policies relating to sexual abuse or sexual harassment (other than actually engaging in sexual abuse) commensurate with the nature and circumstances of the acts committed, the staff member's disciplinary history, and the sanctions imposed for comparable offenses by other staff with similar histories?	yes
115.76 (d)	Disciplinary sanctions for staff	
	Are all terminations for violations of agency sexual abuse or sexual harassment policies, or resignations by staff who would have been terminated if not for their resignation, reported to: Law enforcement agencies (unless the activity was clearly not criminal)?	yes
	Are all terminations for violations of agency sexual abuse or sexual harassment policies, or resignations by staff who would have been terminated if not for their resignation, reported to: Relevant licensing bodies?	yes
115.77 (a)	Corrective action for contractors and volunteers	
	Is any contractor or volunteer who engages in sexual abuse prohibited from contact with inmates?	yes
	Is any contractor or volunteer who engages in sexual abuse reported to: Law enforcement agencies (unless the activity was clearly not criminal)?	yes

	Is any contractor or volunteer who engages in sexual abuse reported to: Relevant licensing bodies?	yes
115.77 (b)	Corrective action for contractors and volunteers	
	In the case of any other violation of agency sexual abuse or sexual harassment policies by a contractor or volunteer, does the facility take appropriate remedial measures, and consider whether to prohibit further contact with inmates?	yes
115.78 (a)	Disciplinary sanctions for inmates	
	Following an administrative finding that an inmate engaged in inmate-on-inmate sexual abuse, or following a criminal finding of guilt for inmate-on-inmate sexual abuse, are inmates subject to disciplinary sanctions pursuant to a formal disciplinary process?	yes
115.78 (b)	Disciplinary sanctions for inmates	
	Are sanctions commensurate with the nature and circumstances of the abuse committed, the inmate's disciplinary history, and the sanctions imposed for comparable offenses by other inmates with similar histories?	yes
115.78 (c)	Disciplinary sanctions for inmates	
	When determining what types of sanction, if any, should be imposed, does the disciplinary process consider whether an inmate's mental disabilities or mental illness contributed to his or her behavior?	yes
115.78 (d)	Disciplinary sanctions for inmates	
	If the facility offers therapy, counseling, or other interventions designed to address and correct underlying reasons or motivations for the abuse, does the facility consider whether to require the offending inmate to participate in such interventions as a condition of access to programming and other benefits?	yes
115.78 (e)	Disciplinary sanctions for inmates	
	Does the agency discipline an inmate for sexual contact with staff only upon a finding that the staff member did not consent to such contact?	yes
115.78 (f)	Disciplinary sanctions for inmates	
	For the purpose of disciplinary action does a report of sexual abuse made in good faith based upon a reasonable belief that the alleged conduct occurred NOT constitute falsely reporting an incident or lying, even if an investigation does not establish	yes

	evidence sufficient to substantiate the allegation?	
115.78 (g)	Disciplinary sanctions for inmates	
	If the agency prohibits all sexual activity between inmates, does the agency always refrain from considering non-coercive sexual activity between inmates to be sexual abuse? (N/A if the agency does not prohibit all sexual activity between inmates.)	yes
115.81 (a)	Medical and mental health screenings; history of sexual abuse	
	If the screening pursuant to § 115.41 indicates that a prison inmate has experienced prior sexual victimization, whether it occurred in an institutional setting or in the community, do staff ensure that the inmate is offered a follow-up meeting with a medical or mental health practitioner within 14 days of the intake screening? (N/A if the facility is not a prison).	yes
115.81 (b)	Medical and mental health screenings; history of sexual abuse	
	If the screening pursuant to § 115.41 indicates that a prison inmate has previously perpetrated sexual abuse, whether it occurred in an institutional setting or in the community, do staff ensure that the inmate is offered a follow-up meeting with a mental health practitioner within 14 days of the intake screening? (N/A if the facility is not a prison.)	yes
115.81 (c)	Medical and mental health screenings; history of sexual abuse	
	If the screening pursuant to § 115.41 indicates that a jail inmate has experienced prior sexual victimization, whether it occurred in an institutional setting or in the community, do staff ensure that the inmate is offered a follow-up meeting with a medical or mental health practitioner within 14 days of the intake screening? (N/A if the facility is not a jail).	na
115.81 (d)	Medical and mental health screenings; history of sexual abuse	
	Is any information related to sexual victimization or abusiveness that occurred in an institutional setting strictly limited to medical and mental health practitioners and other staff as necessary to inform treatment plans and security management decisions, including housing, bed, work, education, and program assignments, or as otherwise required by Federal, State, or local law?	yes
115.81 (e)	Medical and mental health screenings; history of sexual abuse	
	Do medical and mental health practitioners obtain informed consent from inmates before reporting information about prior	yes

	sexual victimization that did not occur in an institutional setting, unless the inmate is under the age of 18?	
115.82 (a)	Access to emergency medical and mental health services	
	Do inmate victims of sexual abuse receive timely, unimpeded access to emergency medical treatment and crisis intervention services, the nature and scope of which are determined by medical and mental health practitioners according to their professional judgment?	yes
115.82 (b)	Access to emergency medical and mental health services	
	If no qualified medical or mental health practitioners are on duty at the time a report of recent sexual abuse is made, do security staff first responders take preliminary steps to protect the victim pursuant to § 115.62?	yes
	Do security staff first responders immediately notify the appropriate medical and mental health practitioners?	yes
115.82 (c)	Access to emergency medical and mental health services	
	Are inmate victims of sexual abuse offered timely information about and timely access to emergency contraception and sexually transmitted infections prophylaxis, in accordance with professionally accepted standards of care, where medically appropriate?	yes
115.82 (d)	Access to emergency medical and mental health services	
	Are treatment services provided to the victim without financial cost and regardless of whether the victim names the abuser or cooperates with any investigation arising out of the incident?	yes
115.83 (a)	Ongoing medical and mental health care for sexual abuse victims and abusers	
	Does the facility offer medical and mental health evaluation and, as appropriate, treatment to all inmates who have been victimized by sexual abuse in any prison, jail, lockup, or juvenile facility?	yes
115.83 (b)	Ongoing medical and mental health care for sexual abuse victims and abusers	
	Does the evaluation and treatment of such victims include, as appropriate, follow-up services, treatment plans, and, when necessary, referrals for continued care following their transfer to, or placement in, other facilities, or their release from custody?	yes
115.83 (c)	Ongoing medical and mental health care for sexual abuse	

	victims and abusers	
	Does the facility provide such victims with medical and mental health services consistent with the community level of care?	yes
115.83 (d)	Ongoing medical and mental health care for sexual abuse victims and abusers	
	Are inmate victims of sexually abusive vaginal penetration while incarcerated offered pregnancy tests? (N/A if "all male" facility. Note: in "all male" facilities there may be inmates who identify as transgender men who may have female genitalia. Auditors should be sure to know whether such individuals may be in the population and whether this provision may apply in specific circumstances.)	na
115.83 (e)	Ongoing medical and mental health care for sexual abuse victims and abusers	
	If pregnancy results from the conduct described in paragraph § 115.83(d), do such victims receive timely and comprehensive information about and timely access to all lawful pregnancy-related medical services? (N/A if "all male" facility. Note: in "all male" facilities there may be inmates who identify as transgender men who may have female genitalia. Auditors should be sure to know whether such individuals may be in the population and whether this provision may apply in specific circumstances.)	na
115.83 (f)	Ongoing medical and mental health care for sexual abuse victims and abusers	
	Are inmate victims of sexual abuse while incarcerated offered tests for sexually transmitted infections as medically appropriate?	yes
115.83 (g)	Ongoing medical and mental health care for sexual abuse victims and abusers	
	Are treatment services provided to the victim without financial cost and regardless of whether the victim names the abuser or cooperates with any investigation arising out of the incident?	yes
115.83 (h)	Ongoing medical and mental health care for sexual abuse victims and abusers	
	If the facility is a prison, does it attempt to conduct a mental health evaluation of all known inmate-on-inmate abusers within 60 days of learning of such abuse history and offer treatment when deemed appropriate by mental health practitioners? (NA if the facility is a jail.)	yes

115.86 (a)	Sexual abuse incident reviews	
	Does the facility conduct a sexual abuse incident review at the conclusion of every sexual abuse investigation, including where the allegation has not been substantiated, unless the allegation has been determined to be unfounded?	yes
115.86 (b)	Sexual abuse incident reviews	
	Does such review ordinarily occur within 30 days of the conclusion of the investigation?	yes
115.86 (c)	Sexual abuse incident reviews	
	Does the review team include upper-level management officials, with input from line supervisors, investigators, and medical or mental health practitioners?	yes
115.86 (d)	Sexual abuse incident reviews	
	Does the review team: Consider whether the allegation or investigation indicates a need to change policy or practice to better prevent, detect, or respond to sexual abuse?	yes
	Does the review team: Consider whether the incident or allegation was motivated by race; ethnicity; gender identity; lesbian, gay, bisexual, transgender, or intersex identification, status, or perceived status; gang affiliation; or other group dynamics at the facility?	yes
	Does the review team: Examine the area in the facility where the incident allegedly occurred to assess whether physical barriers in the area may enable abuse?	yes
	Does the review team: Assess the adequacy of staffing levels in that area during different shifts?	yes
	Does the review team: Assess whether monitoring technology should be deployed or augmented to supplement supervision by staff?	yes
	Does the review team: Prepare a report of its findings, including but not necessarily limited to determinations made pursuant to §§ 115.86(d)(1)-(d)(5), and any recommendations for improvement and submit such report to the facility head and PREA compliance manager?	yes
115.86 (e)	Sexual abuse incident reviews	
	Does the facility implement the recommendations for improvement, or document its reasons for not doing so?	yes

115.87 (a)	Data collection	
	Does the agency collect accurate, uniform data for every allegation of sexual abuse at facilities under its direct control using a standardized instrument and set of definitions?	yes
115.87 (b)	Data collection	
	Does the agency aggregate the incident-based sexual abuse data at least annually?	yes
115.87 (c)	Data collection	
	Does the incident-based data include, at a minimum, the data necessary to answer all questions from the most recent version of the Survey of Sexual Violence conducted by the Department of Justice?	yes
115.87 (d)	Data collection	
	Does the agency maintain, review, and collect data as needed from all available incident-based documents, including reports, investigation files, and sexual abuse incident reviews?	yes
115.87 (e)	Data collection	
	Does the agency also obtain incident-based and aggregated data from every private facility with which it contracts for the confinement of its inmates? (N/A if agency does not contract for the confinement of its inmates.)	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	yes

	to § 115.87 in order to assess and improve the effectiveness of its sexual abuse prevention, detection, and response policies, practices, and training, including by: Preparing an annual report of its findings and corrective actions for each facility, as well as the agency as a whole?	
115.88 (b)	Data review for corrective action	
	Does the agency's annual report include a comparison of the current year's data and corrective actions with those from prior years and provide an assessment of the agency's progress in addressing sexual abuse?	yes
115.88 (c)	Data review for corrective action	
	Is the agency's annual report approved by the agency head and made readily available to the public through its website or, if it does not have one, through other means?	yes
115.88 (d)	Data review for corrective action	
	Does the agency indicate the nature of the material redacted where it redacts specific material from the reports when publication would present a clear and specific threat to the safety and security of a facility?	yes
115.89 (a)	Data storage, publication, and destruction	
	Does the agency ensure that data collected pursuant to § 115.87 are securely retained?	yes
115.89 (b)	Data storage, publication, and destruction	
	Does the agency make all aggregated sexual abuse data, from facilities under its direct control and private facilities with which it contracts, readily available to the public at least annually through its website or, if it does not have one, through other means?	yes
115.89 (c)	Data storage, publication, and destruction	
	Does the agency remove all personal identifiers before making aggregated sexual abuse data publicly available?	yes
115.89 (d)	Data storage, publication, and destruction	
	Does the agency maintain sexual abuse data collected pursuant to § 115.87 for at least 10 years after the date of the initial collection, unless Federal, State, or local law requires otherwise?	yes
115.401 (a)	Frequency and scope of audits	

	During the prior three-year audit period, did the agency ensure that each facility operated by the agency, or by a private organization on behalf of the agency, was audited at least once? (Note: The response here is purely informational. A "no" response does not impact overall compliance with this standard.)	yes
115.401 (b)	Frequency and scope of audits	
	Is this the first year of the current audit cycle? (Note: a "no" response does not impact overall compliance with this standard.)	yes
	If this is the second year of the current audit cycle, did the agency ensure that at least one-third of each facility type operated by the agency, or by a private organization on behalf of the agency, was audited during the first year of the current audit cycle? (N/A if this is not the second year of the current audit cycle.)	na
	If this is the third year of the current audit cycle, did the agency ensure that at least two-thirds of each facility type operated by the agency, or by a private organization on behalf of the agency, were audited during the first two years of the current audit cycle? (N/A if this is not the third year of the current audit cycle.)	na
115.401 (h)	Frequency and scope of audits	
	Did the auditor have access to, and the ability to observe, all areas of the audited facility?	yes
115.401 (i)	Frequency and scope of audits	
	Was the auditor permitted to request and receive copies of any relevant documents (including electronically stored information)?	yes
115.401 (m)	Frequency and scope of audits	
	Was the auditor permitted to conduct private interviews with inmates, residents, and detainees?	yes
115.401 (n)	Frequency and scope of audits	
	Were inmates permitted to send confidential information or correspondence to the auditor in the same manner as if they were communicating with legal counsel?	yes
115.403	Audit contents and findings	

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