

PREA Facility Audit Report: Final

Name of Facility: Hampshire Jail and House of Correction

Facility Type: Prison / Jail

Date Interim Report Submitted: NA

Date Final Report Submitted: 07/20/2018

Auditor Certification	
The contents of this report are accurate to the best of my knowledge.	<input checked="" type="checkbox"/>
No conflict of interest exists with respect to my ability to conduct an audit of the agency under review.	<input checked="" type="checkbox"/>
I have not included in the final report any personally identifiable information (PII) about any inmate/resident/detainee or staff member, except where the names of administrative personnel are specifically requested in the report template.	<input checked="" type="checkbox"/>
Auditor Full Name as Signed: Amy Fairbanks	Date of Signature: 07/20/2018

AUDITOR INFORMATION	
Auditor name:	Fairbanks, Amy
Address:	
Email:	fairbaa@comcast.net
Telephone number:	
Start Date of On-Site Audit:	06/11/2018
End Date of On-Site Audit:	06/12/2018

FACILITY INFORMATION	
Facility name:	Hampshire Jail and House of Correction
Facility physical address:	205 Rocky Hill Road, Northampton, Massachusetts - 01061
Facility Phone	413-584-5911
Facility mailing address:	PO Box 7000, Northampton, Massachusetts - 01061-7000
The facility is:	<input type="radio"/> County <input type="radio"/> Federal <input type="radio"/> Municipal <input checked="" type="radio"/> State <input type="radio"/> Military <input type="radio"/> Private for profit <input type="radio"/> Private not for profit
Facility Type:	<input type="radio"/> Prison <input checked="" type="radio"/> Jail

Primary Contact			
Name:	Bob Hodgen	Title:	Captain
Email Address:	robert.hodgen@hsd.state.ma.us	Telephone Number:	413-584-5911

Warden/Superintendent			
Name:	Patrick J. Cahillane	Title:	Sheriff
Email Address:	patrick.cahillane@hsd.state.ma.us	Telephone Number:	413-584-5911

Facility PREA Compliance Manager			
Name:	Jake McCormick	Email Address:	Jake_McCormick@hsd.state.ma.us

Facility Health Service Administrator			
Name:	Kim Myers	Title:	Medical Administrator
Email Address:	kim.myers@hsd.state.ma.us	Telephone Number:	413-584-5911

Facility Characteristics		
Designed facility capacity:	287	
Current population of facility:	235	
Age Range	Adults: 18-73	Youthful Residents:
Facility security level/inmate custody levels:	Maimum, Medium, Minimum, Prerelease	
Number of staff currently employed at the facility who may have contact with inmates:	176	

AGENCY INFORMATION	
Name of agency:	Hampshire Sheriff's Office
Governing authority or parent agency (if applicable):	Commonwealth of Massachusetts
Physical Address:	205 Rocky Hill Road, Northampton, Massachusetts - 01061
Mailing Address:	PO Box 7000, Northampton, Massachusetts - 01061-7000
Telephone number:	413-584-5911

Agency Chief Executive Officer Information:			
Name:	Patrick J. Cahillane	Title:	Sheriff
Email Address:	patrick.cahillane@hsd.state.ma.us	Telephone Number:	413-584-5911

Agency-Wide PREA Coordinator Information			
Name:	Bob Hodgen	Email Address:	robert.hodgen@hsd.state.ma.us

AUDIT FINDINGS

Narrative:

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

On June 11-12, 2018, an audit was conducted at the Hampshire County Sheriff's Jail to determine compliance with the Prison Rape Elimination Act standards finalized August 2012. The auditor was present at the facility for a total of 20 hours.

Pre audit activities:

Six weeks prior to the audit, the facility confirmed that posters announcing the audit were visible in all areas of the facility. Documents were uploaded to the audit system (OAS) supporting compliance with the standard as well as statistics from the pre-audit questionnaire. Documents reviewed for this audit included the completed PREA questionnaire, policy, contracts, training curriculums, staff training records, personnel files, contract/volunteer training records, logbooks, meeting minutes, sexual abuse & harassment complaints, sexual abuse incident review records, notification to inmate records, accreditation reports, memos, facility coordinated response, and population reports for the previous twelve months. The auditor reviewed all documentation prior to arrival. Five days prior to the audit, a tentative schedule was sent to the facility.

Audit activities:

Upon arrival on June 11, 2018, a brief entrance meeting was held with administrative staff including the Sheriff and the PREA compliance Coordinator/Manager to discuss the activities of the audit. The auditor was provided information about the inmate population such as who were deemed vulnerable, who were deemed aggressive and other targeted categories. A complete tour of the facility was conducted on June 11, 2018. The following areas and operations were visited and observed: inmate living areas (restrictive housing, pre-trial housing, sentenced housing, medical operations, booking operations, program areas, visiting room and food service operations. Interviews with staff and inmates were randomly conducted during the tour. Camera monitoring operations were also examined. Additional documents were reviewed and/or collected during the audit to help the auditor determine findings. Formal staff interviews were scheduled through random selection of staff and inmates from schedules and rosters provided by the staff prior to the audit.

Twenty five (25) staff interviews were conducted with the following: The Sheriff, PREA Compliance Coordinator and two managers (two lieutenants), medical staff (nurse, nurse practitioner, and contractual mental health provider), human resources coordinator, ten (10) corrections officers/sergeants from all areas of the jail and shifts, lieutenant (including special management housing), training officer, booking captain, two investigators, two classification staff (both complete risk assessments, follow up risk assessments, one conducts orientation, participate in sexual abuse incident review teams and monitor for retaliation), drug/alcohol counselor and one food service staff. Three newly hired staff that were in orientation were questioned regarding the hiring process.

Twenty (20) inmate interviews were conducted. They included the following: one physically disabled/intellectually disabled, one limited English, one mentally challenged, two designated as victims, two designated as aggressors, one transgender inmate, one who reported an allegation and eleven random inmates (pre-trial and sentenced). One inmate wrote a letter in response to the posters announcing the audit with the auditor's address. All inmates questioned (approximately 10) indicated they know of the audit announcements and they had been posted for a while. Three inmates were informally questioned during the tour. At least one inmate from each unit was interviewed.

The auditor was allowed free access to all areas of the facility, access to interview inmates and staff selected randomly and intentionally, and to see any documentation requested. No advocacy groups were identified as having shown interest in this facility.

Post audit activities:

This included reviewing the documents collected, interview notes, tour notes and completing the final report. An interview was attempted with the Rape Crisis center administrator regarding the Memo of Understanding with the facility and overall services provided. Three phone messages were left and an email was sent. No reply was received. Supplemental information was requested from the facility regarding number of calls made to the Rape Crisis number.

AUDIT FINDINGS

Facility Characteristics:

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

Hampshire County Sheriff's Jail and House of Correction is located in western Massachusetts. It is a jail facility that houses up to 287 inmates (pre-trial and those sentenced up to 30 months), with 167 staff. The average population is 249 males only. On the day of the audit the count was 246. There is a special management housing area that can hold 24 inmates. There is medium custody and minimum custody housing area as well. No females are housed at this facility. No youthful offenders are housed here. Contract services provide mental health care and some programming. The facility has five buildings. Pretrial holding areas are single celled with toilet and sinks in the room. Showers are located in each wing – a single unit with appropriate covering with a curtain for privacy. There are 8 pretrial wings that hold 6 to 12 offenders. Two do not leave the unit and are fed in; the others go the food service dining hall, programming and recreation in groups. Medium custody is one building divided with the officer station in the middle. Day rooms are on either side with wings that have multiple occupancy rooms and one common bathroom area. The shower/bathroom area is visible to the officer who can monitor for security. Barrier half walls are between the showers and toilet area to afford privacy. Each wing has designated programming missions. Minimum custody is housed in one building outside the main entrance. There are four wings with single or double occupancy rooms and a private individual bathroom. Inmates can work on grounds of the facility or may qualify to work on pre-release status.

AUDIT FINDINGS

Summary of Audit Findings:

The summary should include the number of standards exceeded, number of standards met, and number of standards not met, along with a list of each of the standards in each category. If relevant, provide a summarized description of the corrective action plan, including deficiencies observed, recommendations made, actions taken by the agency, relevant timelines, and methods used by the auditor to reassess compliance.

Auditor Note: No standard should be found to be "Not Applicable" or "NA". A compliance determination must be made for each standard.

Number of standards exceeded:	5
Number of standards met:	40
Number of standards not met:	0

Number of Standards Exceeded:

- §115.11 - Zero tolerance of sexual abuse and sexual harassment; PREA coordinator
- §115.17 – Hiring and Promotion Decisions
- §115.31 – Employee Training
- §115.41 – Screening for Risk of Victimization and Abusiveness

Number of Standards Met:

- §115.12 - Contracting with other entities for the confinement of inmates
- §115.13 – Supervision and Monitoring
- §115.14 – Youthful Inmates
- §115.15 – Limits to Cross-Gender Viewing and Searches
- §115.16 – Inmates with Disabilities and Inmates who are Limited English Proficient
- §115.18 – Upgrades to Facilities and Technology
- §115.21 – Evidence Protocol and Forensic Medical Examinations
- §115.22 – Policies to Ensure Referrals of Allegations for Investigations
- §115.32– Volunteer and Contractor Training
- §115.33 – Inmate Education
- §115.34 – Specialized Training: Investigations
- §115.35 – Specialized training: Medical and mental health care
- §115.42 – Use of Screening Information §115.43 – Protective Custody
- §115.51 – Inmate Reporting
- §115.52 – Exhaustion of Administrative Remedies
- §115.53 – Inmate Access to Outside Confidential Support Services
- §115.54 – Third-Party Reporting
- §115.61 – Staff and Agency Reporting Duties
- §115.62 – Agency Protection Duties
- §115.63 – Reporting to Other Confinement Facilities
- §115.64 – Staff First Responder Duties
- §115.65 – Coordinated Response
- §115.66 – Preservation of ability to protect inmates from contact with abusers
- §115.67 – Agency protection against retaliation

- §115.68 – Post-Allegation Protective Custody
- §115.71 – Criminal and Administrative Agency Investigations
- §115.72 – Evidentiary Standard for Administrative Investigations
- §115.73 – Reporting to Inmate
- §115.76 – Disciplinary sanctions for staff
- §115.77 – Corrective action for contractors and volunteers
- §115.78 – Disciplinary sanctions for inmates
- §115.81 – Medical and mental health screenings; history of sexual abuse
- §115.82 – Access to emergency medical and mental health services
- §115.83 – Ongoing medical and mental health care for sexual abuse victims and abusers
- §115.86 – Sexual abuse incident reviews
- §115.87 – Data Collection
- §115.88 – Data Review for Corrective Action
- §115.89 – Data Storage, Publication, and Destruction

Number of Standards Not Met: 0

All standards met compliance or exceeded compliance.

Summary of Corrective Action (if any)

No formal corrective action was required of this facility.

The auditor concluded that the overall culture of this facility is to be diligent, alert and report any suspicions to the supervisor to prevent and/or detect sexual abuse or sexual harassment.

Communication channels are well established which enhances the ability to prevent occurrences which is reflected in their investigations.

Standards

Auditor Overall Determination Definitions

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

Auditor Discussion Instructions

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

115.11	Zero tolerance of sexual abuse and sexual harassment; PREA coordinator
	Auditor Overall Determination: Exceeds Standard
	Auditor Discussion
	<p>(a) HSO 7.5.13 Zero Tolerance for Sexual Abuse, Assault, Harassment, Domestic Violence and Stalking emphasizes a zero tolerance for all forms of sexual abuse and sexual harassment. It addresses prevention, detection and response to allegations of sexual abuse and sexual harassment and a description of how the facility will address prevention, detection and response. It notes that employees may be subject to disciplinary sanctions up to and including termination.</p> <p>(b) The facility Captain who reports directly to the Sheriff serves as the PREA coordinator. He has held this position since the implementation of the PREA standards.</p> <p>(c) Two lieutenants provide oversight and support to the compliance coordinator and serve as compliance managers.</p> <p>Compliance finding based on the following:</p> <p>Documents – HSO 7.5.13 Zero Tolerance for Sexual Abuse, Assault, Harassment, Domestic Violence and Stalking, organization chart.</p> <p>Interviews-Interviews with the Sheriff, Captain, and lieutenants supports sufficient time and authority to ensure PREA efforts can be maintained.</p> <p>Observations – Overall observations during the on-site audit supports compliance.</p> <p>Exceeds based on having three individuals involved in ensuring compliance, and also provide on site coverage on different shifts.</p>

115.12	Contracting with other entities for the confinement of inmates
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	This agency does not enter into contracts for the confinement of inmates under their jurisdiction.

115.13	Supervision and monitoring
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>(a) HSO 2.1.12 Workload Requirements/Shift Relief Factor requires the development and documentation of a staffing plan which considers the staff and video monitoring needed to protect the confined population.</p> <p>(b) Deviations are included in the daily roster reporting process. Rosters randomly selected from the 3rd day of each of the previous six months were requested and reviewed which additionally support compliance. Typical reason for deviation from review of documentation included a housing area being closed.</p> <p>(c) HSO 2.1.4 Around the Clock Supervision and Staff/Inmate Interaction requires unannounced supervisory rounds on all shifts, and precludes staff from alerting other staff to these rounds. Seven examples of announced rounds were noted in the log book at all hours of the day, evening and night. An additional 6 examples for unannounced rounds (the 3rd of December, January, February, March, April and May) were requested and found to be compliant.</p> <p>Compliance finding based on the following: Documents – HSO 2.1.4 Around the Clock Supervision and Staff/Inmate Interaction. Log books observed during the pre-audit review and on-site review. Interviews- Interview with the Sheriff supported compliance with the staffing plan and its requirements; interview with the PREA coordinator confirmed compliance with the staffing plan, annual review with PREA Coordinator input; Supervisory interviews support their knowledge and compliance with unannounced rounds and provided strategies to avoid consistency and enhance randomness; Random staff questioned supported that staff are precluded from alerting other staff and staffing levels are adequate and not reduced to avoid overtime (follow the staffing plan); Observations – Staffing levels were observed during the onsite portion of the audit, as well as random review of log books at the housing areas.</p>

115.14	Youthful inmates
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>Part I, Title XVII, Chapter 119 and Section 58 effective September 2013 requires offenders under the age of 18 to be confined to the Department of Youth Services, this is referred to as the Raise the Age Bill. During the audit, neither auditor saw or heard anything to dispute that no youths are housed at this facility.</p>

115.15	Limits to cross-gender viewing and searches
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>(a) HSO 2.3.3 Inmate Search/Body Cavity/Strip Searches supports that cross gender strip or cross gender visual body searches will not be conducted unless there are exigent circumstances or they are conducted by medical staff.</p> <p>(b) No females are housed at the facility.</p> <p>(c) The facility maintains a strip search authorization log to document strip searches. A separate log is maintained for post visiting strip searches of inmates. Policy addresses when strip searches are conducted. The log was reviewed along with a list of female staff and found to be compliant in that female staff do not conduct strip searches. Furthermore, female staff do not conduct pat down searches of male inmates unless there are exigent circumstances.</p> <p>(d) HSO 2.1.8 Resident Supervision states, The HJHC ensures that inmates may 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. All inmates interviewed confirmed they are able to shower, perform bodily functions, and change clothing without nonmedical staff of opposite gender viewing them.</p> <p>(e) HSO 2.3.1 Searches & Disposition of Evidence states, Searches or physical examination of transgender or intersex inmates, for the sole purpose of determining the inmate's genital status, shall not be permitted. If the inmate's genital status is unknown, it may be determined 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. HSO 2.1.1 Master Control Center, Communications, Surveillance supports that video monitoring will not be used to invade the privacy of the inmates. Review of video monitoring supports that privacy of the inmate population is not invaded.</p> <p>(f) Training curriculum supports the following: Operationally, three options are in current practice for searches of transgender or intersex inmates/residents/detainees: 1) searches conducted only by medical staff; 2) searches conducted by female staff only, especially given there is no prohibition on the pat-searches female staff can perform (except in juvenile facilities); and 3) asking inmates/residents/detainees to identify the gender of staff with whom they would feel most comfortable conducting the search. Records reflecting all staff with inmate contact has been trained in the requirements for searches in accordance with the PREA standards have been viewed. Interviews with random staff and inmates support compliance with searches.</p> <p>Compliance finding based on the following: Documents – policies and excerpts listed above. Interviews- No interview conducted conflicted with a finding of compliance. Observations – Overall observations made during the on site audit.</p>

115.16	Inmates with disabilities and inmates who are limited English proficient
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>(a) HSO 4.3.1 Access to Care, Initial Medical Screening addresses all aspects of disabilities, ensuring meaningful access to all aspects of the Prison Rape Prevention Act standards. Training for all staff addresses these issues as well as policy. Training records from 2016 and 2017 support staff completion. Additional training documents requested during the audit support a finding of compliance.</p> <p>(b) Translation services are available from three different services.</p> <p>(c) HSO 4.3.1 Access to Care, Initial Medical Screening as well as the training curriculum ensure that inmates are not used for translation of limited English speaking inmates during the first response and investigation, unless no other options are available.</p> <p>Compliance finding based on the following:</p> <p>Documents – policy - HSO 4.3.1 Access to Care, Initial Medical Screening , training curriculum and review of training records.</p> <p>Interviews- All interviews with inmates and staff. Staff were aware of other staff who are bilingual and know of the language line services. Case management staff work closely together, meeting weekly as a team which includes the mental health staff to monitor special needs.</p> <p>Observations – Observations made during the audit regarding inmates with special needs support a finding of compliance as well.</p>

115.17	Hiring and promotion decisions
	Auditor Overall Determination: Exceeds Standard
	Auditor Discussion
	<p>(a) HSO 7.2.3 Internal Affairs/Background Check addresses all requirements of this subsection.</p> <p>(b) HSO 7.2.3 Internal Affairs/Background Check does afford the consideration of incidents of sexual harassment before hiring, promoting or using the services of staff/contractors.</p> <p>(c) HSO 7.2.3 Internal Affairs/Background Check states, Before hiring new employees, the HJHC shall:</p> <ol style="list-style-type: none"> a. Perform a criminal background records check; and b. 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. <p>(d) HSO 7.2.3 Internal Affairs/Background Check states The HJHC shall also perform a criminal background records check before enlisting the services of any contractor who may have contact with inmates.</p> <p>(e) HSO 7.2.3 Internal Affairs/Background Check states, The HJHC shall 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.</p> <p>(f) HSO 7.2.3 Internal Affairs/Background Check states, The HJHC shall ask all applicants and employees who may have contact with inmates directly about previous misconduct described in paragraph 3 (a-c) under the Policy statement above, in written applications or interviews for hiring or promotions and in any interviews or written self- evaluations conducted as part of reviews of current employees. The HJHC shall also impose upon employees a continuing affirmative duty to disclose any such misconduct.</p> <p>(g) HSO 7.2.3 Internal Affairs/Background Check states, Material omissions regarding such misconduct, or the provision of materially false information, shall be grounds for termination.</p> <p>Exceeds compliance finding based on the following:</p> <p>Documents – Policy requires annual background checks, review of randomly requested documents from 22 staff support annual background checks are conducted. Review of records for five staff hired in the past year support compliance for asking PREA questions prior to hiring and having staff sign documents acknowledging a continuing duty to report.</p> <p>Interviews- Interview with the Sheriff, Human Resource coordinator and three newly hired staff support compliance for the requirements of this standard.</p> <p>Observations – Overall observations made during the on site portion of the audit.</p>

115.18	Upgrades to facilities and technologies
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>The facility has not made any substantial modifications to existing buildings or expansions. They have added video monitoring the to minimum custody housing area.</p> <p>Compliance finding based on the following:</p> <p>Documents – facility diagram, documents regarding video monitoring.</p> <p>Interviews-Interview with the sheriff discussed plans for modifications and how PREA will be a factor.</p> <p>Observations – Overall observations made during the audit from the on site audit as well as the audit conducted three years ago. Observations of video monitoring system.</p>

115.21	Evidence protocol and forensic medical examinations
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>(a & b) HSO 6.3.2 Criminal and Administrative Investigations supports the use of a uniform evidence collection based on 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.</p> <p>(c) HSO 6.3.2 Criminal and Administrative Investigations states, The HJHC shall 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. Such examinations shall be performed by Sexual Assault Forensic Examiners (SAFEs) or Sexual Assault Nurse Examiners (SANEs) where possible. If SAFEs or SANEs cannot be made available, the examination can be performed by other qualified medical practitioners. The HJHC shall document its efforts to provide SAFEs or SANEs. (Refer to Disorder Management Reaction Plan #15 Sexual Assault/Abuse Response Plan). The hospital, which is 3-5 minutes from the facility is designated SANE site hospital by the State of Massachusetts.</p> <p>(d) HSO 6.3.2 Criminal and Administrative Investigations states, 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 and shall provide emotional support, crisis intervention, information, and referrals.</p> <p>(e) HSO 6.3.2 Criminal and Administrative Investigations states, 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 and shall provide emotional support, crisis intervention, information, and referrals.</p> <p>(f) The agency does conduct administrative and criminal investigations of sexual abuse. Compliance finding based on the following: Documents – policy - HSO 6.3.2 Criminal and Administrative Investigations, MOU with the Rape Crisis center, documentation regarding hospital designation as a SANE/SAFE hospital in the state, investigator training documentation. Interviews- Interviews with the investigators, mental health staff and the Rape Crisis Center support compliance with the standard. Observations – No cases have occurred during the previous 12 months that required a SANE/SAFE exam. The auditor found no evidence to contradict this statistic.</p>

115.22	Policies to ensure referrals of allegations for investigations
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>(a & b) HSO 6.3.2 Criminal and Administrative Investigations states, The HJHC shall ensure that an administrative or criminal investigation is completed for all allegations of sexual abuse and sexual harassment. In instances in which an inmate incarcerated at the Hampshire Jail and House of Correction is alleged to have committed any act covered by criminal law, including sexual assault, the case is referred to appropriate law enforcement officials for investigation and possible prosecution.</p> <p>Compliance finding based on the following:</p> <p>Documents – policy - HSO 6.3.2 Criminal and Administrative Investigations, facility Reaction Plan, training curriculum. Review of three completed investigations from the previous 12 months and one recent allegation support compliance.</p> <p>Interviews- All Interviews with the Sheriff, investigators, and random staff support compliance.</p> <p>Observations – Overall observations during the on site assessment support compliance with the standard.</p>

115.31	Employee training
	Auditor Overall Determination: Exceeds Standard
	Auditor Discussion
	<p>(a) HSO 7.2.5 Employee, Contractor & Volunteer Orientation states, The HJHC shall train all employees who may have contact with inmates on:</p> <p>Its zero-tolerance policy for sexual abuse and sexual harassment; Refer to HSO 7.5.13 Zero Tolerance</p> <p>How to fulfill their responsibilities under HJHC sexual abuse and sexual harassment prevention, detection, reporting, and response policies and procedures; Inmates' right to be free from sexual abuse and sexual harassment;</p> <p>The right of inmates and employees to be free from retaliation for reporting sexual abuse and sexual harassment;</p> <p>The dynamics of sexual abuse and sexual harassment in confinement;</p> <p>The common reactions of sexual abuse and sexual harassment victims;</p> <p>How to detect and respond to signs of threatened and actual sexual abuse;</p> <p>How to avoid inappropriate relationships with inmates;</p> <p>How to communicate effectively and professionally with inmates, including lesbian, gay, bisexual, transgender, intersex, or gender nonconforming inmates; and</p> <p>How to comply with relevant laws related to mandatory reporting of sexual abuse to outside authorities.</p> <p>The training curriculum addresses each area listed.</p> <p>(b) Training is tailored to the gender of the inmates which is male. If a staff person hired in who worked with females, he/she would be provided the training as a new employee.</p> <p>(c) Refresher training occurs through Roll Call Memos, posters, or email. Roll call documents were provided for 7/4/2016, 11/20/2016, 11/21/2016, 7/18/2016 which addressed various aspects of the PREA requirements.</p> <p>Refresher training occurs annually, therefore exceeding the standard.</p> <p>(d) staff sign noting they have understood the training they received.</p> <p>Compliance finding based on the following:</p> <p>Documents – policy, training curriculum and review of randomly selected training documents support compliance with the requirements of the training and the requirement to sign that staff understood the training. Review of the investigations support compliance with the standard.</p> <p>Review of memos issued to staff that constitute refresher training support that various aspects of PREA requirements are addressed during the year in addition to the posters noted throughout the facility.</p> <p>Interviews- All interviews with staff and the training officer support compliance.</p> <p>Observations – Overall observations made during the audit support compliance.</p> <p>Exceeds standard as all staff are trained annually and received refresher training during the year.</p>

115.32	Volunteer and contractor training
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>(a) HSO 7.5.13 Zero Tolerance for Sexual Abuse, Assault, Harassment, Domestic Violence and Stalking, states The Hampshire Sheriff's Office (HSO) has a zero-tolerance policy for sexual abuse, assault, harassment, domestic violence and stalking occurring within or outside the workplace. It is the policy of the HSO that all employees, inmates (HSO #4.4.14M Sexual Assault/Abuse, Reporting & Referral), contractors and volunteers work in an environment free from all forms of sexual abuse, assault, harassment, domestic violence and stalking. These acts undermine the integrity of the work place and the personal safety of the individual. HSO 7.2.5 Employee, Contractor & Volunteer Orientation states volunteers with inmate contact will be trained on the following at orientation: PREA Training and Education for Contractor & Volunteer 115.32 Refer to HSO 7.5.13 Zero Tolerance</p> <p>(1) The HJHC shall ensure 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. 115.32 (a)-1</p> <p>(2) 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, but all volunteers and contractors who have contact with inmates shall be notified of the agency's zero-tolerance policy regarding sexual abuse and sexual harassment and informed how to report such incidents.</p> <p>(b) HSO 7.2.5 Employee, Contractor & Volunteer Orientation states volunteers with inmate contact will be trained on the following at orientation: PREA Training and Education for Contractor & Volunteer 115.32 Refer to HSO 7.5.13 Zero Tolerance</p> <p>(1) The HJHC shall ensure 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. 115.32 (a)-1</p> <p>(2) 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, but all volunteers and contractors who have contact with inmates shall be notified of the agency's zero-tolerance policy regarding sexual abuse and sexual harassment and informed how to report such incidents.</p> <p>(c) HSO 7.2.5 Employee, Contractor & Volunteer Orientation states (3) The agency shall maintain documentation confirming that volunteers and contractors understand the training they have received.</p> <p>The facility reports that currently there are 100 volunteers, all have received orientation and annual refresher updates.</p> <p>Compliance finding based on the following:</p> <p>Documents – policy - HSO 7.2.5 Employee, Contractor & Volunteer Orientation and randomly selected documents for volunteers acknowledging the PREA requirements and signing indicating they understand.</p> <p>Interviews- Interviews with the lieutenant who conducts volunteer orientation.</p> <p>Observations – Overall observations and miscellaneous conversations support compliance with the standard.</p> <p>In addition, all visitors, including the PREA auditor, sign upon arrival a form acknowledging the PREA law.</p>



115.33	Inmate education
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>(a) 2.1.16 Inmate, Orientation Education (New Admission) Prior to being placed in the general population, each inmate is provided with an orientation to the facility. Information is provided to inmates about sexual abuse/assault including:</p> <ul style="list-style-type: none"> a. prevention/intervention b. self-protection c. reporting sexual abuse/assault d. treatment and counseling <p>(b) Within 30 days of intake, the agency shall provide comprehensive education to inmates either in person or through video regarding their rights to be free from sexual abuse and sexual harassment and to be free from retaliation for reporting such incidents, and regarding agency policies and procedures for responding to such incidents. This information is provided to inmates in a written and/or electronic format. If the inmate handbook is provided electronically, inmates in segregation are provided the information in a written format so that their access to the information is not impeded by their custody status.</p> <p>(c) This is no longer applicable</p> <p>(d) The agency shall provide inmate education in formats accessible to all inmates, including those who are limited English proficient, deaf, visually impaired, or otherwise disabled, as well as to inmates who have limited reading skills. Dissemination of Orientation Information: If an inmate cannot read, orientation materials are read to the inmate by a staff member, or are provided through the use of an audio or videotape. For inmates who do not speak English, interpretive services are provided. Inmates verify, by signature, the receipt of their initial orientation and of the inmate handbook and written orientation materials.</p> <p>(e) The agency shall maintain documentation of inmate participation in these education sessions.</p> <p>(f) In addition to providing such education, the agency shall ensure that key information is continuously and readily available or visible to inmates through posters, inmate handbooks, or other written formats.</p> <p>Additional language from the policy:</p> <p>B. Dissemination of Orientation Information</p> <ol style="list-style-type: none"> 1. If an inmate cannot read, orientation materials are read to the inmate by a staff member, or are provided through the use of an audio or videotape. For inmates who do not speak English, interpretive services are provided. Inmates verify, by signature, the receipt of their initial orientation and of the inmate handbook and written orientation materials. Signed acknowledgement of receipt of the handbook is maintained in the inmate's file. 2. Information is provided to inmates about sexual abuse/assault including: <ul style="list-style-type: none"> a. prevention/intervention b. self-protection c. reporting sexual abuse/assault d. treatment and counseling e. The information is communicated orally and in writing, in a language clearly understood by the inmate, upon arrival at the facility. <p>PROCEDURE:</p> <p>A. Admission (See HSO 2.1.15 Admission Process)</p>

1. The Booking Officer shall:

- a. Ensure that an inmate manual is distributed to each newly admitted inmate;
- b. Have inmate check on booking form that he/she has received the manual;
- c. Discuss with the inmate any concerns he/she might have.

2. The Case Manager shall:

- a. Identify newly admitted inmates
- b. Conduct an Orientation containing information from A. 1-3 above
- c. Answer any questions the inmate might have;
- d. Ensure that the inmate sign the orientation completion form and place it in the inmate's file.

Compliance finding based on the following:

Documents – policy - 2.1.16 Inmate, Orientation Education (New Admission) , Inmate Handbook, randomly selected inmate orientation documents/signatures.

Interviews- Inmate interviews support compliance with the standard. Many commented about the depth of information provided to them at orientation.

Observations – The auditor was able to observe inmate orientation and concurred that the information provided is accurate and meaningful.

115.34	Specialized training: Investigations
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>(a) HSO 7.2.17 Specialized Training PREA Investigators states, In addition to the general training provided to all employees pursuant to HSO 7.2.5 Employee, Contractor & Volunteer Orientation, the HJHC shall ensure that, to the extent the HJHC itself conducts sexual abuse investigations, its investigators have received training in conducting such investigations in confinement settings.</p> <p>(b) Investigator training curriculum includes techniques for interviewing sexual abuse victims, proper use of Miranda and Garrity, sexual abuse evidence collection in confinement settings and the criteria to substantiate a case for administrative action or prosecution referral. Investigators attend the state-wide investigation training with the Massachusetts Department of Corrections staff. Training is a 40 hours course for basic investigations with an additional 24 hours dedicated to investigations for PREA.</p> <p>(c) Documentation has been reviewed showing that four staff at the facility have completed the training.</p> <p>(d) not applicable</p> <p>Compliance finding based on the following: Documents – HSO 7.2.17 Specialized Training PREA Investigators, training curriculum, review of three completed investigations Interviews- Interviews with the investigators, certificates of completion Observations – Overall observations during the audit.</p>

115.35	Specialized training: Medical and mental health care
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>(a) HSO 4.4.4 Health Care & PREA Training Program states, All full and part-time medical employees shall be trained in specialized PREA training. Including: How to detect and assess signs of sexual abuse and sexual harassment; How to preserve physical evidence of sexual abuse; How to respond effectively and professionally to victims of sexual abuse and sexual harassment; and How and to whom to report allegations or suspicions of sexual abuse and sexual harassment</p> <p>(b) This is not applicable to this facility, medical staff do not conduct forensic exams.</p> <p>(c) HSO 4.4.4 Health Care & PREA Training Program states The HSO shall maintain documentation that Medical and Mental Health care practitioners have received specialized PREA training either from the agency or elsewhere.</p> <p>Compliance finding based on the following: Documents – policy - HSO 4.4.4 Health Care & PREA Training Program training documents showing all medical staff receive the training. Interviews- Interviews with the medical and mental health staff. Observations – Overall observations during the audit.</p>

115.41	Screening for risk of victimization and abusiveness
	<p>Auditor Overall Determination: Exceeds Standard</p> <p>Auditor Discussion</p> <p>(a) HSO 2.1.15 Admission Process/Screening, Initial Classification Process, Inmate Property states, All inmates shall be assessed during an intake screening and upon transfer to another facility for their risk of being sexually abused by other inmates or sexually abusive toward other inmates.</p> <p>(b) HSO 2.1.15 Admission Process/Screening, Initial Classification Process, Inmate Property states, Intake screening shall ordinarily take place within 72 hours of arrival at the facility.</p> <p>(c & d) An objective screening tool has been developed which incorporates all required elements of the standard and allows for individualized comments.</p> <p>(e) The screening tool also considers if the inmate has a history of violence and/or placement in protective custody during a previous incarceration.</p> <p>(f) Within a set time period, not to exceed 30 days from the inmate's arrival at the facility, the HJHC will reassess the inmate's risk of victimization or abusiveness based upon any additional, relevant information received by the facility since the intake screening. This typically occurs within 21 days, therefore exceeding the standard requirement.</p> <p>(g) HSO 2.1.15 Admission Process/Screening, Initial Classification Process, Inmate Property states, An inmate's risk level shall 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.</p> <p>(h) HSO 2.1.15 Admission Process/Screening, Initial Classification Process, Inmate Property states, Inmates may not be disciplined for refusing to answer, or for not disclosing complete information in response to, questions asked pursuant to paragraphs</p> <p>(I) HSO 2.1.15 Admission Process/Screening, Initial Classification Process, Inmate Property states The HJHC shall implement appropriate controls on the dissemination within the facility of responses to questions asked pursuant to this standard in order to ensure that sensitive information is not exploited to the inmate's detriment by staff or other inmates. Control of information is maintained in case notes. Access in which access is controlled. Supervisors, medical staff and case managers can retrieve information. Hard copies are maintained in the inmate record which is secured in the record office. Access to the record is also limited; it is posted on the wall who can and cannot see these records.</p> <p>Compliance finding based on the following: Documents – policy, HSO 2.1.15 Admission Process/Screening, Initial Classification Process, Inmate Property, 50 randomly requested screening tools completed (month of March 2018), review of tracking mechanism.</p> <p>Interviews- Two case managers who conduct intake screens support that the inmates is assess upon arrival, privately. Questions are asked verbally. All inmate interviews support compliance with the risk assessment, verbally asked questions and indicated they had no fear or concern if they refused to answer.</p> <p>Observations – Observation of the booking area and location where intake assessment occur.</p>

115.42	Use of screening information
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>(a) HSO 2.1.15 states, The HJHC utilizes information from the risk screening required in B 2 (d) above to determine 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. The screening form notes the type of placement given to the inmate upon completion of the screening tool.</p> <p>(b) The screening tool affords individualized determinations about how to ensure safety. HSO 2.1.15 states The HJHC utilizes information from the risk screening required in B 2 (d) above to determine 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. Before reassignment from intake and short term holding to housing, there is an initial classification of the inmate that considers safety and security issues. . . The HJHC shall make individualized determinations about how to ensure the safety of each inmate. The jail has numerous options for housing including two single cell units that do not interact with the population. Programming is determined by housing placement which provides additional strategy in making housing decisions, and protection for vulnerable inmates.</p> <p>(c) HSO 2.1.15 states In deciding whether to assign a transgender or intersex inmate to a facility for male or female inmates, and in making other housing and programming assignments, the HJHC shall consider on a case-by-case basis whether a placement would ensure the inmate’s health and safety, and whether the placement would present management or security problems. Assignment to this facility is determined by the court/judge. Placement is considered on a case by case basis.</p> <p>(d) HSO 2.1.15 Placement and programming assignments for each transgender or intersex inmate shall be reassessed at least twice each year to review any threats to safety experienced by the inmate. No one has been housed here long enough to provide documentation. (e) HSO 2.1.15 A transgender or intersex inmate’s own views with respect to his or her own safety shall be given serious consideration.</p> <p>(f) HSO 2.1.15 states Transgender and intersex inmates shall be given the opportunity to shower separately from other inmates. If housed in pre trial detention, the shower is a single unit which affords privacy. Officer can view if other inmates are attempting to go near the shower when in use. In medium custody, the shower is multiple use with separation; however a transgender would be afforded a separate shower time. AT the minimum, the shower/bathroom is an individual combination with a solid door and would afford privacy.</p> <p>(g) HSO 2.1.15 states, The HJHC 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. There is no separate wing at the facility which houses only transgender inmates.</p> <p>Compliance finding based on the following: Documents –Risk assessments collected and reviewed, policy. Interviews- Inmate interviews confirmed compliance. Case manager interviews confirmed compliance as well as the interview with the PREA Compliance Managers. Observations – View of the shower/ bathroom set ups in each housing area, observations</p>

during the facility tour of housing units and management of the security levels in place.

115.43	Protective Custody
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>(a) HSO 2.1.15 Admission Process/Screening, Initial Classification Process, Inmate Property states, Inmates at high risk for sexual victimization shall not be placed 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. If a facility cannot conduct such an assessment immediately, the facility may hold the inmate in involuntary segregated housing for less than 24 hours while completing the assessment.</p> <p>(b) HSO 2.1.15 Admission Process/Screening, Initial Classification Process, Inmate Property states, Inmates placed in segregated housing for this purpose shall have access to programs, privileges, education, and work opportunities to the extent possible. If the facility restricts access to programs, privileges, education, or work opportunities, the facility shall document:</p> <ol style="list-style-type: none"> a. The opportunities that have been limited; b. The duration of the limitation; and c. The reasons for such limitations. <p>3. The HJHC shall assign such inmates to involuntary segregated housing only until an alternative means of separation from likely abusers can be arranged, and such an assignment shall not ordinarily exceed a period of 30 days. 115.43(c)-1)</p> <p>4. If an involuntary segregated housing assignment is made pursuant to paragraph (a) of this section, the HJHC shall clearly document: 115.43(d)-1)</p> <ol style="list-style-type: none"> a. The basis for the facility’s concern for the inmate’s safety; and b. The reason why no alternative means of separation can be arranged. <p>5. Every 30 days, the HJHC shall afford each such inmate a review to determine whether there is a continuing need for separation from the general population.</p> <p>(c) The facility reports that no inmates have been placed in restrictive housing. Other options that would be utilized would include</p> <p>(d & e) The auditor found no reason to dispute this statement during the pre audit and during the audit of the facility, therefore no documentation could be reviewed to substantiate this standard.</p> <p>Compliance finding based on the following:</p> <p>Documents – policy - HSO 2.1.15 Admission Process/Screening, Initial Classification Process, Inmate Property</p> <p>Interviews- Restrictive housing staff, PREA manager/coordinator and Sheriff all confirm restrictive housing would be used as a last resort. Placement in another jail is a option that has been used in the past.</p> <p>Observations – Overall observation, the auditor found no evidence to dispute that use of restrictive housing would only be as a last resort, especially based on the physical plant design that affords many options prior to placement in restrictive housing.</p>

115.51	Inmate reporting
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>(a) HSO 6.2.5 Inmate/Staff Reporting of Sexual Abuse and Sexual Harassment states, The HJHC shall provide multiple internal ways for inmates to privately report sexual abuse and sexual harassment, retaliation by other inmates or staff for reporting sexual abuse and sexual harassment, and staff neglect or violation of responsibilities that may have contributed to such incidents. The inmate handbook provides detailed information as follows: Inmates who have an unresolved complaint as it relates to sexual harassment or sexual abuse, may formally process their complaints by informing any staff member of said abuse or harassment, writing to the facility superintendent, anonymously report in writing by placing complaint into medical drop box or calling the facility hotline (413) 584-0591. The inmate may request assistance from family members, attorneys, outside advocates, fellow inmates or staff. All complaints shall be forwarded to the Assistant Superintendent's office; he/she will assign the appropriate staff to investigate the complaint.</p> <p>(b) Inmates are provided a significant list of community resources, addresses/phone numbers to contact. The prosecuting attorney will transmit complaints to the facility if received. The Rape Crisis hotline will</p> <p>(c) HSO 6.2.5 Inmate/Staff Reporting of Sexual Abuse and Sexual Harassment states, All persons shall accept reports made verbally, in writing, anonymously, and from third parties and shall promptly document any verbal reports.</p> <p>(d) Staff are able to report privately through unions/associations or administration.</p> <p>Compliance finding based on the following:</p> <p>Documents – policy supports compliance as well as review of the three investigations. The hotline has been used four times in the previous 12 months.</p> <p>Interviews- Inmate interviews support compliance in that they understand their right to be free of abuse, harassment and retaliation. Inmates are aware of the hotline they can call. Staff interviews demonstrated they clearly understand and will support any and all observations, suspicions, reports of abuse or harassment, neglect or retaliation</p> <p>Observations – During orientation, this is covered in a manner easily understood. Overall observations support that the facility culture is to be vigilant about observations, suspicions concerns and readily report them to the officer in charge or supervisor. Observations of the PREA poster provide hotline number and the rape crisis number located near the inmate phones, affixed to the wall.</p>

115.52	Exhaustion of administrative remedies
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>(a) HSO 6.2.5 Inmate/Staff Reporting of Sexual Abuse and Sexual Harassment states, Exhaustion of Administrative Remedies</p> <p>(b) The HJHC shall not impose a time limit on when an inmate may submit a grievance regarding an allegation of sexual abuse. The HJHC may apply otherwise-applicable time limits to any portion of a grievance that does not allege an incident of sexual abuse. The HJHC shall not require an inmate to use any informal grievance process, or to otherwise attempt to resolve with staff, an alleged incident of sexual abuse. Nothing in this section shall restrict the agency's ability to defend against an inmate lawsuit on the ground that the applicable statute of limitations has expired.</p> <p>(c) The HJHC shall ensure that: a. An inmate who alleges sexual abuse may submit a grievance without submitting it to a staff member who is the subject of the complaint, and Such grievance is not referred to a staff member who is the subject of the complaint.</p> <p>(d) The HJHC shall 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 shall not include time consumed by inmates in preparing any administrative appeal. The HJHC 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 agency shall notify the inmate in writing of any such extension and provide a date by which a decision will be made. 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, the inmate may consider the absence of a response to be a denial at that level.</p> <p>(e) Inmate Assistance 1. Third parties, including fellow inmates, staff members, family members, attorneys, and outside advocates, shall be permitted to assist inmates in filing requests for administrative remedies relating to allegations of sexual abuse, and shall also be 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. If the inmate declines to have the request processed on his or her behalf, the agency shall document the inmate's decision.</p> <p>(f) Emergency Grievance: The HJHC shall establish procedures for the filing of an emergency grievance alleging that an inmate is subject to a substantial risk of imminent sexual abuse. After receiving an emergency grievance alleging an inmate is subject to a substantial risk of imminent sexual abuse, the agency shall 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, shall provide an initial response within 48 hours, and shall issue a final agency decision within 5 calendar days. The initial response and final agency decision shall document the agency's determination whether the inmate is in substantial risk of imminent sexual abuse and the action taken in response to the emergency grievance.</p> <p>(g) The HJHC may discipline an inmate for filing a grievance related to alleged sexual abuse only where the agency demonstrates that the inmate filed the grievance in bad faith.</p>

The facility reports that no grievances have been received regarding sexual abuse.

Compliance finding based on the following:

Documents – policy - HSO 6.2.5 Inmate/Staff Reporting of Sexual Abuse and Sexual Harassment, grievance form

Interviews- inmate and staff interviews

Observations – overall observations. Few grievances are filed at this facility. Inmate interviews reflected that overall they are comfortable and confident that they can approach staff and get their concerns resolved.

115.53	Inmate access to outside confidential support services
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>(a) 6.2.5 Inmate/Staff Reporting of Sexual Abuse and Sexual Harassment states, The facility shall 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, and, for persons detained solely for civil immigration purposes, immigrant services agencies. The facility shall enable reasonable communication between inmates and these organizations and agencies, in as confidential a manner as possible. Phones are available in each of the unit that provide some privacy based on the location (away from dayroom tables) or other activity in the unit.</p> <p>(b) The facility shall 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. This is noted on the poster located near the phones; the inmate is provided a PIN number in which to make this call.</p> <p>(c) The agency shall 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. The agency shall maintain copies of agreements or documentation showing attempts to enter into such agreements. The agency has a MOU with the Center for Woman and Community, Amherst, Massachusetts. telephone records reflect the number has been called 11 times in the past 12 months.</p> <p>Compliance finding based on the following:</p> <p>Documents – policy, MOU with Rape Crisis hotline. The inmate handbook provides each inmates with numerous resources - phone number and address - with which they can use to access needed services.</p> <p>Interviews- Many inmates were not aware of the service. Of those, they admitted they had a handbook but had not read it. Some acknowledged the number is on the poster by the phone.</p> <p>Observations – Posters are located by each phone with this information as well as the hotline number to report an allegation.</p> <p>Three messages were left with the Associate Director as well as an email was sent - no return communication was received. The auditor called the number to confirm it is the Center for Woman and Community and that emotional support is provided.</p>

115.54	Third-party reporting
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>HSO 6.2.5 Inmate/Staff Reporting of Sexual Abuse and Sexual Harassment supports that third party reports will be accepted whether by another inmate, third party grievance, or outside report. The visiting brochures provides the following information: WHAT IS PREA?</p> <p>The Prison Rape Elimination Act, otherwise known as PREA, is a federal regulation. The regulation requires the elimination, reduction and prevention of sexual assault and rape in this facility. The Hampshire Jail and House of Correction (HJHC) supports PREA by supporting a Zero Tolerance Policy for Sexual Assault/Abuse/Victimization and Harrassment in its facilities. This Zero-Tolerance Policy effects all of the HJHC, including every employee, contractor, volunteer, visitor and every person under correctional supervision. Report any assaults or victimizations that are sexual in nature to a staff member, in writing or call the Toll Free Hotline (413) 584-0591. Any reports will be kept as confidential as the circumstance allows.</p> <p>Compliance finding based on the following:</p> <p>Documents – policy HSO 6.2.5 Inmate/Staff Reporting of Sexual Abuse and Sexual Harassment, inmate handbook, visitor brochures, facility website.</p> <p>Interviews- All inmate interviews indicated they believe if they had an outside source file on their behalf, it would be investigated, Al staff interviewed supported that third party complaints would be address in the same manner as any other type of complaint - swiftly and confidentially.</p> <p>Observations – Overall observations of the facility.</p>

115.61	Staff and agency reporting duties
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>(a) H.SO 7.5.13 Zero Tolerance for Sexual Abuse, Assault, Harassment, Domestic Violence and Stalking states Responsibilities of All HSO Employees: The HSO shall 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; retaliation against inmates or staff who reported such an incident; and any staff neglect or violation of responsibilities that may have contributed to an incident or retaliation. HSO 4.4.14M Administrative Response for Inmate Report of Sexual Assault/Abuse/Harassment states, The HJHC requires all staff to report immediately and according to HJHC 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 HJHC; retaliation against inmates or staff who reported such an incident; and any staff neglect or violation of responsibilities that may have contributed to an incident or retaliation.</p> <p>(b) H.SO 7.5.13 Zero Tolerance for Sexual Abuse, Assault, Harassment, Domestic Violence and Stalking states Apart from reporting to designated supervisors or officials, staff shall not reveal 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. HSO 4.4.14M Administrative Response for Inmate Report of Sexual Assault/Abuse/Harassment states, Apart from reporting to designated supervisors or officials, staff shall not reveal any information related to a sexual abuse report to anyone other than to the extent necessary, as specified in HJHC policy, to make treatment, investigation, and other security and management decisions.</p> <p>(c) HSO 4.4.14M Administrative Response for Inmate Report of Sexual Assault/Abuse/Harassment states, Unless otherwise precluded by Federal, State, or local law, medical and mental health practitioners shall be required to report sexual abuse pursuant to paragraph (1) of this section and to inform inmates of the practitioner’s duty to report, and the limitations of confidentiality, at the initiation of services.</p> <p>(d) HSO 4.4.14M Administrative Response for Inmate Report of Sexual Assault/Abuse/Harassment states, If the alleged victim is under the age of 18 or considered a vulnerable adult under a State or local vulnerable person’s statute, the HJHC shall report the allegation to the designated State or local services agency under applicable mandatory reporting laws.</p> <p>(e) H.SO 7.5.13 Zero Tolerance for Sexual Abuse, Assault, Harassment, Domestic Violence and Stalking states, Any employee who receives knowledge of sexual abuse and sexual harassment, on an inmate, employee or person in the facility, including third party and anonymous reports, must report the information to the facility’s designated investigators. HSO 4.4.14M Administrative Response for Inmate Report of Sexual Assault/Abuse/Harassment states, The HJHC shall report all allegations of sexual abuse and sexual harassment, including third-party and anonymous reports, to the facility’s designated investigators.</p> <p>Compliance finding based on the following: Documents – policy H.SO 7.5.13 Zero Tolerance for Sexual Abuse, Assault, Harassment, Domestic Violence and Stalking and HSO 4.4.14M Administrative Response for Inmate Report of Sexual Assault/Abuse/Harassment Interviews- Interviews with all staff, the Sheriff, the investigators and the PREA Compliance</p>

Manager support compliance. Staff provided meaningful response to the overall PREA program, such as understanding of zero tolerance, reporting suspicions of abuse, harassment, neglect or retaliation, maintaining confidentiality, and preservation of evidence. Observations – Overall observations during the audit, such as the posters throughout the facility.

115.62	Agency protection duties
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>HSO 4.4.14M Administrative Response for Inmate Report of Sexual Assault/Abuse/Harassment states, When the HJHC learns that an inmate is subject to a substantial risk of imminent sexual abuse, it shall take immediate action to protect the inmate. The facility reports there have been no instances of risk of imminent sexual abuse. The auditor found no reason during the pre audit and audit to dispute this statement.</p> <p>Compliance finding based on the following:</p> <p>Documents – policy HSO 4.4.14M Administrative Response for Inmate Report of Sexual Assault/Abuse/Harassment, review of investigations.</p> <p>Interviews- Sheriff, PREA Manager, investigators and supervisors interviews support compliance.</p> <p>Observations – Overall observations of the audit.</p>

115.63	Reporting to other confinement facilities
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>(a) HSO 4.4.14M Administrative Response for Inmate Report of Sexual Assault/Abuse/Harassment states Upon receiving an allegation that an inmate was sexually abused while confined at another facility, the head of the HJHC shall notify the head of the facility or appropriate office of the agency where the alleged abuse occurred. The facility reports this occurred one time during the audit period. Documentation of notification, signed by the Sheriff was provided for review demonstrating compliance.</p> <p>(b) HSO 4.4.14M Administrative Response for Inmate Report of Sexual Assault/Abuse/Harassment states Such notification shall be provided as soon as possible, but no later than seventy-two (72) hours after receiving the allegation.</p> <p>(c) HSO 4.4.14M Administrative Response for Inmate Report of Sexual Assault/Abuse/Harassment states The HJHC shall document that it has provided such notification</p> <p>(d) HSO 4.4.14M Administrative Response for Inmate Report of Sexual Assault/Abuse/Harassment states The facility head or agency office that receives such notification shall ensure that the allegation is investigated in accordance with these standards. Two allegations were received. Documentation reviewed demonstrated there was a prompt investigation.</p> <p>Compliance finding based on the following: Documents – policy HSO 4.4.14M Administrative Response for Inmate Report of Sexual Assault/Abuse/Harassment, review of investigations. Interviews- Sheriff, PREA Manager, investigators and supervisors interviews support compliance. Observations – Overall observations of the audit.</p>

115.64	Staff first responder duties
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>(a) HSO 4.4.14M Administrative Response for Inmate Report of Sexual Assault/Abuse/Harassment states Upon learning of an allegation that an inmate was sexually abused, the first security staff member to respond to the report shall be required to:</p> <ol style="list-style-type: none"> a. Separate the alleged victim and abuser; b. Preserve and protect any crime scene until appropriate steps can be taken to collect any evidence; c. If the abuse occurred within a time period that still allows for the collection of physical evidence, request that the alleged victim not take any actions that could destroy physical evidence, including, as appropriate, washing, brushing teeth, changing clothes, urinating, defecating, smoking, drinking, or eating; and d. If the abuse occurred within a time period that still allows for the collection of physical evidence, ensure that the alleged abuser does not take any actions that could destroy physical evidence, including, as appropriate, washing, brushing teeth, changing clothes, urinating, defecating, smoking, drinking, or eating. <p>(b) HSO 4.4.14M Administrative Response for Inmate Report of Sexual Assault/Abuse/Harassment states, If the first staff responder is not a security staff member, the responder shall be required to request that the alleged victim not take any actions that could destroy physical evidence, and then notify security staff.</p> <p>In addition, the facility has a specific SEXUAL ASSAULT/ABUSE RESPONSE PLAN included with the facility reaction plans that provides detailed step by step information on the appropriate response.</p> <p>There is a standardized chain of evidence form as well as a PREA response kit maintained to help ensure the response is handled appropriately.</p> <p>Compliance finding based on the following:</p> <p>Documents – policy, HSO 4.4.14M Administrative Response for Inmate Report of Sexual Assault/Abuse/Harassment, facility Reaction Plan, PREA kit.</p> <p>Interviews- All staff interviewed support compliance, demonstrating knowledge of the process and their role whether they were a first responder or not.</p> <p>Observations – Overall observations made during the audit. There was no incident that was responded to by a non-security staff.</p>

115.65	Coordinated response
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>HSO 4.4.14M Administrative Response for Inmate Report of Sexual Assault/Abuse/Harassment states, The HJHC 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. Refer to HSO Disorder Management Reaction Plan #15 Sexual Assault/Abuse Response. The plan coordinate all actions among staff including first responders, medical/mental health staff, investigators and leadership.</p> <p>Compliance finding based on the following:</p> <p>Documents – HSO 4.4.14M Administrative Response for Inmate Report of Sexual Assault/Abuse/Harassment, HSO Disorder Management Reaction Plan #15 Sexual Assault/Abuse Response.</p> <p>Interviews- Staff interviews support knowledge and understanding of the policy and reaction plan and presence and location of the PREA kit.</p> <p>Observations – Overall observations during the audit.</p>

115.66	Preservation of ability to protect inmates from contact with abusers
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>HSO 4.4.14M Administrative Response for Inmate Report of Sexual Assault/Abuse/Harassment states, Neither the HJHC nor any other governmental entity responsible for collective bargaining on the agency’s behalf shall enter into or renew any collective bargaining agreement or other agreement that limits 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. This facility has staff that belong to one union, or three associations. Review of the current contracts support that the facility administration cannot be prevented from removing staff if alleged of abuse.</p> <p>Compliance finding based on the following:</p> <p>Documents – policy, HSO 4.4.14M Administrative Response for Inmate Report of Sexual Assault/Abuse/Harassment, review of contracts for the union and three associations.</p> <p>Interviews- Interview with the Sheriff</p> <p>Observations – Overall observations during the audit.</p>

115.67	Agency protection against retaliation
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>(a) HSO 4.4.14M Administrative Response for Inmate Report of Sexual Assault/Abuse/Harassment states, The HJHC shall 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. Any allegations of sexual abuse or sexual harassment of inmates will be monitored for retaliation by the inmate’s Case Manager. Any allegations of sexual abuse or sexual harassment of staff will be monitored for retaliation by the ADS Administration and/or ADS Security.</p> <p>(b) HSO 4.4.14M Administrative Response for Inmate Report of Sexual Assault/Abuse/Harassment states, The HJHC employs 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 that fear retaliation for reporting sexual abuse or sexual harassment or for cooperating with investigations.</p> <p>(c) HSO 4.4.14M Administrative Response for Inmate Report of Sexual Assault/Abuse/Harassment states, For at least 90 days following a report of sexual abuse or sexual harassment, the HJHC shall monitor the conduct and treatment of inmates or staff who reported the sexual abuse or sexual harassment and of inmates who were reported to have suffered sexual abuse or sexual harassment to see if there are changes that may suggest possible retaliation by inmates or staff, and shall act promptly to remedy any such retaliation. Items the HJHC should monitor include but are not limited to: 115.67 (c)-1</p> <ul style="list-style-type: none"> i. Inmate disciplinary or informational reports, ii. Housing, or program changes, iii. Negative performance reviews or iv. Reassignments of staff. v. The HJHC shall continue such monitoring beyond 90 days if the initial monitoring indicates a continuing need. <p>(d) HSO 4.4.14M Administrative Response for Inmate Report of Sexual Assault/Abuse/Harassment states, In the case of inmates, such monitoring shall also include periodic status checks and be documented in the inmates Case Notes.</p> <p>(e) HSO 4.4.14M Administrative Response for Inmate Report of Sexual Assault/Abuse/Harassment states, If any other individual who cooperates with an investigation expresses a fear of retaliation, the HJHC shall take appropriate measures to protect that individual against retaliation.</p> <p>(f) HSO 4.4.14M Administrative Response for Inmate Report of Sexual Assault/Abuse/Harassment states, The HJHC’s obligation to monitor shall terminate if the agency determines that the allegation is unfounded.</p> <p>A case manager or mental health staff is designated as the person who monitors for retaliation.</p> <p>Compliance finding based on the following:</p> <p>Documents – HSO 4.4.14M Administrative Response for Inmate Report of Sexual Assault/Abuse/Harassment</p> <p>Interviews- Interview with the mental health staff and two case managers as well as the Sheriff and PREA Compliance Manager.</p>

Observations – Overall observations during the audit. All three investigations were unfounded and therefore monitoring did not continue. Inmate interviews did not reveal any concern with retaliation from staff for any reasons.

115.68	Post-allegation protective custody
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>HSO 4.4.14M Administrative Response for Inmate Report of Sexual Assault/Abuse/Harassment states, Post-Allegation Protective Custody 115.68</p> <p>Any use of segregated housing to protect an inmate who is alleged to have suffered sexual abuse shall be subject to the requirements of HSO 2.1.15 Admission Process, E. 1-5 (pg. 4). The facility reports that no use of involuntary restrictive housing has been used to house inmates who have made an allegation. The auditor found no evidence during the pre audit phase or audit phase to dispute this.</p> <p>Compliance finding based on the following:</p> <p>Documents – HSO 4.4.14M Administrative Response for Inmate Report of Sexual Assault/Abuse/Harassment</p> <p>Interviews- The Sheriff, two staff who work in restrictive housing, one inmate housed in restrictive housing support compliance.</p> <p>Observations – Overall observations during the audit.</p>

115.71	Criminal and administrative agency investigations
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>(a) HSO 6.3.2 Criminal and Administrative Investigations states When HJHC conducts its own investigations into allegations of sexual abuse and sexual harassment, it shall do so promptly, thoroughly, and objectively for all allegations, including third-party and anonymous reports.</p> <p>(b) HSO 6.3.2 Criminal and Administrative Investigations states Where sexual abuse is alleged, the HJHC shall use investigators who have received special training in sexual abuse investigations pursuant to HSO 7.2.17 Specialized Training PREA Investigators. Four staff have been trained; they cover all shifts.</p> <p>(c) HSO 6.3.2 Criminal and Administrative Investigations states Investigators shall gather and preserve direct and circumstantial evidence, including any available physical and DNA evidence and any available electronic monitoring data; shall interview alleged victims, suspected perpetrators, and witnesses; and shall review prior complaints and reports of sexual abuse involving the suspected perpetrator. Review of reports reflects that all available relevant evidence is collected including video recordings and witness statements. For the previous 12 months, no physical evidence/DNA was collected as it was not relevant to the complaint.</p> <p>(d) HSO 6.3.2 Criminal and Administrative Investigations states When the quality of evidence appears to support criminal prosecution, the agency shall conduct compelled interviews only after consulting with prosecutors as to whether compelled interviews may be an obstacle for subsequent criminal prosecution. Interview with the investigators conforms the prosecutor will be contacted if the case appears to be criminal.</p> <p>(e) HSO 6.3.2 Criminal and Administrative Investigations states The credibility of an alleged victim, suspect, or witness shall be assessed on an individual basis and shall not be determined by the person's status as inmate or staff. No agency shall require an inmate who alleges sexual abuse to submit to a polygraph examination or other truth-telling device as a condition for proceeding with the investigation of such an allegation. Interviews support that polygraphs are not used; credibility is based on the statements and evidence.</p> <p>(f) HSO 6.3.2 Criminal and Administrative Investigations states, Administrative investigations: a. Shall include an effort to determine whether staff actions or failures to act contributed to the abuse; and b. Shall be documented in written reports that include a description of the physical and testimonial evidence, the reasoning behind credibility assessments, and investigative facts and findings. Investigation reports follow a consistent format that includes a summary of staff actions, overview of actions.</p> <p>(g) HSO 6.3.2 Criminal and Administrative Investigations states Criminal investigations shall be documented in a written report that contains a thorough description of physical, testimonial, and documentary evidence and attaches copies of all documentary evidence where feasible.</p> <p>(h) HSO 6.3.2 Criminal and Administrative Investigations states Substantiated allegations of conduct that appears to be criminal shall be referred for prosecution</p> <p>(I) HSO 6.3.2 Criminal and Administrative Investigations states The agency shall retain all written reports referenced in sections 6 and 7 of this section for as long as the alleged abuser is incarcerated or employed by the agency, plus five years.</p> <p>(j) HSO 6.3.2 Criminal and Administrative Investigations states The departure of the alleged abuser or victim from the employment or control of the HJHC shall not provide a basis for terminating an investigation.</p>

(I) HSO 6.3.2 Criminal and Administrative Investigations states When outside agencies investigate sexual abuse, the facility shall cooperate with outside investigators and shall endeavor to remain informed about the progress of the investigation.

Compliance finding based on the following:

Documents – HSO 6.3.2 Criminal and Administrative Investigations, three completed investigations, statement regarding a current investigation.

Interviews-Interview with the Sheriff and the PREA Compliance Coordinator/Manager. Investigator interviews support compliance with all aspects of this standard.

Observations – Video evidence regarding one pending investigation.

115.72	Evidentiary standard for administrative investigations
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>HSO 6.3.2 Criminal and Administrative Investigations states, Evidentiary standard for administrative investigations 1. The agency shall impose no standard higher than a preponderance of the evidence in determining whether allegations of sexual abuse or sexual harassment are substantiated.</p> <p>Compliance finding based on the following:</p> <p>Documents – review of policy and the three investigations from the previous 12 months.</p> <p>Interviews- Investigators confirmed the use of a preponderance of evidence.</p> <p>Observations – observation of video evidence for one pending investigation.</p>

115.73	Reporting to inmates
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>(a) HSO 6.3.2 Criminal and Administrative Investigations states, Following an investigation into an inmate’s allegation that he or she suffered sexual abuse in an agency facility, the HJHC shall inform the inmate as to whether the allegation has been determined to be substantiated, unsubstantiated, or unfounded.</p> <p>(b) HSO 6.3.2 Criminal and Administrative Investigations states, If the HJHC did not conduct the investigation, it shall request the relevant information from the investigative agency in order to inform the inmate</p> <p>(c) HSO 6.3.2 Criminal and Administrative Investigations states, Following an inmate’s allegation that a staff member has committed sexual abuse against the inmate, the HJHC shall subsequently inform the inmate (unless the HJHC has determined that the allegation is unfounded) whenever: 115.73 (c)-1)</p> <ol style="list-style-type: none"> a. The staff member is no longer posted within the inmate’s unit; b. The staff member is no longer employed at the facility; c. The HJHC learns that the staff member has been indicted on a charge related to sexual abuse within the facility; or d. The HJHC learns that the staff member has been convicted on a charge related to sexual abuse within the facility. <p>(d) HSO 6.3.2 Criminal and Administrative Investigations states, Following an inmate’s allegation that he or she has been sexually abused by another inmate, the HJHC shall subsequently inform the alleged victim whenever: a. The HJHC learns that the alleged abuser has been indicted on a charge related to sexual abuse within the facility; or</p> <ol style="list-style-type: none"> b. The HJHC learns that the alleged abuser has been convicted on a charge related to sexual abuse within the facility. <p>(e) HSO 6.3.2 Criminal and Administrative Investigations states, All such notifications or attempted notifications shall be documented</p> <p>(f) HSO 6.3.2 Criminal and Administrative Investigations states, An agency’s obligation to report under this standard shall terminate if the inmate is released from the agency’s custody.</p> <p>Compliance finding based on the following:</p> <p>Documents – Policy HSO 6.3.2 Criminal and Administrative Investigations and review of the three notifications provided supports compliance with this standard.</p> <p>Interviews- Investigator interviews support compliance.</p> <p>Observations – Overall observations during the audit.</p>

115.76	Disciplinary sanctions for staff
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>(a) HSO 7.5.13 Zero Tolerance for Sexual Abuse, Assault, Harassment, Domestic Violence and Stalking states Staff shall be subject to disciplinary sanctions up to and including termination for violating agency sexual abuse or sexual harassment policies.</p> <p>(b) HSO 7.5.13 Zero Tolerance for Sexual Abuse, Assault, Harassment, Domestic Violence and Stalking states Termination shall be the presumptive disciplinary sanction for staff who have engaged in sexual abuse.</p> <p>(c) HSO 7.5.13 Zero Tolerance for Sexual Abuse, Assault, Harassment, Domestic Violence and Stalking states Disciplinary sanctions for violations of agency policies relating to sexual abuse or sexual harassment (other than actually engaging in sexual abuse) 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.</p> <p>(d) HSO 7.5.13 Zero Tolerance for Sexual Abuse, Assault, Harassment, Domestic Violence and Stalking states 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, shall be reported to law enforcement agencies, unless the activity was clearly not criminal, and to any relevant licensing bodies.</p> <p>Zero staff have been disciplined or terminated for sexual abuse or harassment during the audit period. The auditor found no reason during the pre audit or audit at the facility to dispute this.</p> <p>Compliance finding based on the following:</p> <p>Documents – policy, randomly selected documents from personnel files.</p> <p>Interviews- staff and inmate interviews support compliance.</p> <p>Observations – overall observations of the audit process.</p>

115.77	Corrective action for contractors and volunteers
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>(a) HSO 7.5.13 Zero Tolerance for Sexual Abuse, Assault, Harassment, Domestic Violence and Stalking states Any contractor or volunteer who engages in sexual abuse shall be prohibited from contact with inmates and shall be reported to law enforcement agencies, unless the activity was clearly not criminal, and to relevant licensing bodies.</p> <p>(b) HSO 7.5.13 Zero Tolerance for Sexual Abuse, Assault, Harassment, Domestic Violence and Stalking states The facility shall take appropriate remedial measures, and shall consider 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.</p> <p>The facility reports that no volunteers have been disciplined or terminated due to violations of sexual abuse or sexual harassment. During the pre audit and the audit, the auditor found no reason to dispute this.</p> <p>Compliance finding based on the following:</p> <p>Documents – policy, HSO 7.5.13 Zero Tolerance for Sexual Abuse, Assault, Harassment, Domestic Violence and Stalking, review of volunteer orientation and annual reviews</p> <p>Interviews- staff and inmate interviews support compliance. Interview with the PREA Compliance Manager who conducts volunteer orientation and annual review.</p> <p>Observations – overall observations of the audit process.</p>

115.78	Disciplinary sanctions for inmates
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>(a) HSO 3.1.1 Resident Rules, Discipline and Sanctions states Inmates shall be subject to disciplinary sanctions pursuant to a formal disciplinary process following an administrative finding that the inmate engaged in inmate-on-inmate sexual abuse or following a criminal finding of guilt for inmate-on-inmate sexual abuse. (b) HSO 3.1.1 Resident Rules, Discipline and Sanctions states Sanctions shall 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.</p> <p>(c) HSO 3.1.1 Resident Rules, Discipline and Sanctions states The disciplinary process shall consider whether an inmate’s mental disabilities or mental illness contributed to his or her behavior when determining what type of sanction, if any, should be imposed.</p> <p>(d) HSO 3.1.1 Resident Rules, Discipline and Sanctions states If the HJHC offers therapy, counseling, or other interventions designed to address and correct underlying reasons or motivations for the abuse, the HJHC shall consider whether to require the offending inmate to participate in such interventions as a condition of access to programming or other benefits.</p> <p>(e) HSO 3.1.1 Resident Rules, Discipline and Sanctions states, The HJHC may discipline an inmate for sexual contact with staff only upon a finding that the staff member did not consent to such contact.</p> <p>(f) HSO 3.1.1 Resident Rules, Discipline and Sanctions states, For the purpose of disciplinary action, a report of sexual abuse made in good faith based upon a reasonable belief that the alleged conduct occurred shall not constitute falsely reporting an incident or lying, even if an investigation does not establish evidence sufficient to substantiate the allegation.</p> <p>(g) HSO 3.1.1 Resident Rules, Discipline and Sanctions states The HJHC prohibits all sexual activity between inmates and shall discipline inmates for such activity. An agency may not, however, deem such activity to constitute sexual abuse if it determines that the activity is not coerced.</p> <p>Compliance finding based on the following: Documents – policy HSO 3.1.1 Resident Rules, Discipline and Sanctions, inmate handbook Interviews- staff and inmate interviews support compliance. investigator interviews Observations – overall observations of the audit process. and observation of the orientation which addresses the abuse, harassment and that consensual sexual activity is prohibited.</p>

115.81	Medical and mental health screenings; history of sexual abuse
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>(a) This facility is a jail, therefore this requirement does not apply.</p> <p>(b) This facility is a jail, therefore this requirement does not apply.</p> <p>(c) HSO 4.3.1M Access to Care, Initial Medical Screening states, If the screening indicates that a jail inmate has experienced prior sexual victimization, whether it occurred in an institutional setting or in the community, staff shall ensure that the inmate is offered a follow-up meeting with a medical or mental health practitioner within 14 days of the intake screening. When this is required, the case manager makes a copy of the screening form and places it in the appropriate secure mailbox for medical and mental health staff. They also provide a health care request form to the inmate at that time.</p> <p>(d) HSO 4.3.1M Access to Care, Initial Medical Screening states Any information related to sexual victimization or abusiveness that occurred in an institutional setting shall be strictly limited to medical and mental health practitioners and other staff, as necessary, to inform treatment plans and security and management decisions, including housing, bed, work, education, and program assignments, or as otherwise required by Federal, State, or local law.</p> <p>(e) HSO 4.3.1M Access to Care, Initial Medical Screening states, Medical and mental health practitioners shall obtain informed consent from inmates before reporting information about prior sexual victimization that did not occur in an institutional setting, unless the inmate is under the age of 18. Consent is obtained at classification and would be again at the time the information was revealed. However, the facility reports they have not had to obtain consent or report abuse to outside authorities during the audit period.</p> <p>Compliance finding based on the following:</p> <p>Documents – Documentation showing a mental health follow up was reviewed. Policy support compliance.</p> <p>Interviews- Medical staff and mental health staff interviews support compliance. Case manager interviews support compliance.</p> <p>Observations – Overall observations during the on site audit.</p>

115.82	Access to emergency medical and mental health services
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>(a) HSO 4.3.5 Emergency Health Care Services states The facility provides 24-hour emergency care availability. Inmates with medical emergencies shall be immediately transported to the local emergency room. Inmate victims of sexual abuse shall 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.</p> <p>(b) If no qualified medical or mental health practitioners are on duty at the time a report of recent abuse is made, security staff first responders shall take preliminary steps to protect the victim pursuant to HSO 2.1.20M Authorization to Segregate and shall immediately notify the appropriate medical and mental health practitioners.</p> <p>(c) Inmate victims of sexual abuse while incarcerated shall be offered timely information about and timely access to emergency contraception and sexually transmitted infections prophylaxis, in accordance with professionally accepted standards of care, where medically appropriate.</p> <p>(d) Treatment services shall be provided to the victim without financial cost and regardless of whether the victim names the abuser or cooperates with any investigation arising out of the incident.</p> <p>The facility reports that no situation warranted a need to go to the hospital for medical exam/treatment in the previous 12 months. During the pre audit and audit, the auditor found no reason to dispute this.</p> <p>Compliance finding based on the following: Documents – Policy HSO 4.3.5 Emergency Health Care Services Interviews- PREA Coordinator/Manager and Sheriff support compliance. Medical staff indicate that emergency treatment for anyone is appropriately provided; the hospital is approximately 5 minutes from the facility. The hospital is designated as a SANE/SAFE hospital in the state of Massachusetts.</p> <p>Observations – Overall observations during the on site audit support compliance.</p>

115.83	Ongoing medical and mental health care for sexual abuse victims and abusers
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>(a) HSO 4.3.10 Mental Health Program, states Mental health services include . . . review of history of sexual abuse, victimization and predatory behavior and ongoing care for sexual abuse/assault victims and abusers. HJHC shall 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.</p> <p>(b) HSO 4.3.10 Mental Health Program, The evaluation and treatment of such victims shall 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.</p> <p>(c) HSO 4.3.10 Mental Health Program HJHC shall provide such victims with medical and mental health services consistent with the community level of care.</p> <p>(d) This facility houses males only.</p> <p>(e) This facility houses males only.</p> <p>(f) HSO 4.3.10 Mental Health Program Inmate victims of sexual abuse while incarcerated shall be offered tests for sexually transmitted infections as medically appropriate.</p> <p>(g) HSO 4.3.10 Mental Health Program Treatment services shall be provided to the victim without financial cost and regardless of whether the victim names the abuser or cooperates with any investigation arising out of the incident.</p> <p>(h) HSO 4.3.10 Mental Health Program The HJHC 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.</p> <p>Compliance finding based on the following:</p> <p>Documents – Policy</p> <p>Interviews- PREA Coordinator/Manager and Sheriff support compliance. Medical staff indicate that emergency treatment for anyone is appropriately provided; the hospital is approximately 5 minutes from the facility. Medical and mental health staff support that treatment is consistent with community standards. The hospital is designated as a SANE/SAFE hospital in the state of Massachusetts.</p> <p>Observations – Overall observations during the on site audit support compliance.</p>

115.86	Sexual abuse incident reviews
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>(a) HSO 4.4.18 PREA Data Collection, Review, Storage states The HJHC shall 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.</p> <p>115.86</p> <p>(b) HSO 4.4.18 PREA Data Collection, Review, Storage states. Such review shall ordinarily occur within 30 days of the conclusion of the investigation</p> <p>(c) HSO 4.4.18 PREA Data Collection, Review, Storage states The review team shall include upper-level management officials, with input from line supervisors, investigators, medical or mental health practitioners and other appropriate staff.</p> <p>(d) HSO 4.4.18 PREA Data Collection, Review, Storage states The review team shall: 115.86 (d)-1</p> <p>a. Consider whether the allegation or investigation indicates a need to change policy or practice to better prevent, detect, or respond to sexual abuse;</p> <p>b. Consider whether the incident or allegation was motivated by race; ethnicity; gender identity; lesbian, gay, bisexual, transgender, or intersex identification, status, or perceived status; or gang affiliation; or was motivated or otherwise caused by other group dynamics at the facility;</p> <p>c. Examine the area in the facility where the incident allegedly occurred to assess whether physical barriers in the area may enable abuse;</p> <p>d. Assess the adequacy of staffing levels in that area during different shifts;</p> <p>e. Assess whether monitoring technology should be deployed or augmented to supplement supervision by staff; and</p> <p>(e) HSO 4.4.18 PREA Data Collection, Review, Storage states Findings</p> <p>a. The review team shall, prepare a report of its findings, including but not necessarily limited to determinations made pursuant to paragraphs (1)(a)-(1)(e) of this section, and any recommendations for improvement and submit such report to the facility head and PREA compliance manager</p> <p>b. The facility shall implement the recommendations for improvement, or shall document its reasons for not doing so.</p> <p>Compliance finding based on the following:</p> <p>Documents – Policy, review of completed incident review reports. The team consisted of the Major, Captain, Case manager, and mental health staff.</p> <p>Interviews- PREA Coordinator/Manager and Sheriff support compliance.</p> <p>Observations – Overall observations during the onsite audit support compliance.</p>

115.87	Data collection
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>(a) HSO 4.4.18 PREA Data Collection, Review, Storage states, The HJHC shall collect accurate, uniform data for every allegation of sexual abuse at facilities under its direct control using a standardized instrument and set of definitions.</p> <p>(b) HSO 4.4.18 PREA Data Collection, Review, Storage states, The HJHC shall aggregate the incident-based sexual abuse data at least annually</p> <p>(c) HSO 4.4.18 PREA Data Collection, Review, Storage states, The HJHC shall collect accurate, uniform data for every allegation of sexual abuse at facilities under its direct control using a standardized instrument and set of definitions.</p> <p>(d) HSO 4.4.18 PREA Data Collection, Review, Storage states, The HJHC shall maintain, review, and collect data as needed from all available incident-based documents, including reports, investigation files, and sexual abuse incident reviews</p> <p>(e) This is not applicable to this facility.</p> <p>(f) HSO 4.4.18 PREA Data Collection, Review, Storage states, Upon request, the HJHC shall provide all such data from the previous calendar year to the Department of Justice no later than June 30.</p> <p>Compliance finding based on the following:</p> <p>Documents – Review of aggregated data for the past three years; the DOJ has not requested a Survey of Sexual Victimization.</p> <p>Interviews- PREA Coordinator/Manager and Sheriff interviews support compliance.</p> <p>Observations – Overall observations during the on site audit.</p>

115.88	Data review for corrective action
	Auditor Overall Determination: Exceeds Standard
	Auditor Discussion
	<p>(a) HSO 4.4.18 PREA Data Collection, Review, Storage states, The HJHC shall 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:</p> <ul style="list-style-type: none"> a. Identifying problem areas; b. Taking corrective action on an ongoing basis; and c. Preparing an annual report of its findings and corrective actions for each facility, as well as the HJHC as a whole. <p>(b) HSO 4.4.18 PREA Data Collection, Review, Storage states, Such report shall include a comparison of the current year’s data and corrective actions with those from prior years and shall provide an assessment of the HJHC’s progress in addressing sexual abuse.</p> <p>(c) HSO 4.4.18 PREA Data Collection, Review, Storage states, The HJHC’s report shall be approved by the Sheriff or designee and made readily available to the public through its website or, if it does not have one, through other means. The reports for 2015, 2016 and 2017 are available on http://www.hampshiresheriffs.com/prison-rape-elimination-act-prea.</p> <p>(d) The HJHC may redact specific material from the reports when publication would present a clear and specific threat to the safety and security of a facility, but must indicate the nature of the material redacted. A review of the reports revealed there was not need for redaction.</p> <p>Compliance finding based on the following:</p> <p>Documents – Review of aggregated date for the past three years; HSO 4.4.18 PREA Data Collection, Review, Storage</p> <p>Interviews- PREA Coordinator/Manager and Sheriff interviews support compliance.</p> <p>Observations – Overall observations during the on site audit.</p>

115.89	Data storage, publication, and destruction
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>(a) HSO 4.4.18 PREA Data Collection, Review, Storage states, The HJHC shall ensure that data collected pursuant to § 115.87 are securely retained</p> <p>(b) HSO 4.4.18 PREA Data Collection, Review, Storage states, The HJHC shall 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. There are no other facilities under its direct control nor private facilities.</p> <p>(c) HSO 4.4.18 PREA Data Collection, Review, Storage states, Before making aggregated sexual abuse data publicly available, the HJHC shall remove all personal identifiers. There are no personal identifiers on the reports posted on the web site.</p> <p>(d) HSO 4.4.18 PREA Data Collection, Review, Storage states, The HJHC shall maintain sexual abuse data collected pursuant to § 115.87 for at least ten (10) years after the date of the initial collection unless Federal, State, or local law requires otherwise. The standard requirements were implemented in 2013; therefore ten years has not passed to access this requirement.</p> <p>Compliance finding based on the following: Documents – Review of aggregated data for the past three years; HSO 4.4.18 PREA Data Collection, Review, Storage Interviews- PREA Coordinator/Manager and Sheriff support compliance. Observations – Overall observations during the on site audit. Files are securely retained in the investigators office, file cabinet with limited access</p>

115.401	Frequency and scope of audits
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>This facility was audited three years ago by this auditor. The auditor was allowed access to all areas of the facility, able to review and retain all documentation requested to verify compliance with the standards and interview offenders and staff in a private setting. Confidential letters were not received prior to the audit but were received after the audit; the auditor was able to determine a letter was written, identify potentially who wrote it, interview the person who wrote the letter which confirmed he was the correct individual, and subsequently find it in the Post Office box upon return from the audit. It had been mailed the Friday prior to the audit starting on Monday.</p>

115.403	Audit contents and findings
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	The PREA audit report dated June 2015 is published on the facility website.

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.)	na
	Does the PREA compliance manager have sufficient time and authority to coordinate the facility’s efforts to comply with the PREA standards? (N/A if agency operates only one facility.)	yes

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

115.12 (b)	Contracting with other entities for the confinement of inmates	
	Does any new contract or contract renewal signed on or after August 20, 2012 provide for agency contract monitoring to ensure 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 OR the response to 115.12(a)-1 is "NO".)	na

115.13 (a)	Supervision and monitoring	
	Does the agency ensure that each facility has developed a staffing plan that provides for adequate levels of staffing and, where applicable, video monitoring, to protect inmates against sexual abuse?	yes
	Does the agency ensure that each facility has documented a staffing plan that provides for adequate levels of staffing and, where applicable, video monitoring, to protect inmates against sexual abuse?	yes
	Does the agency ensure that each facility's staffing plan takes into consideration the generally accepted detention and correctional practices in calculating adequate staffing levels and determining the need for video monitoring?	yes
	Does the agency ensure that each facility's staffing plan takes into consideration any judicial findings of inadequacy in calculating adequate staffing levels and determining the need for video monitoring?	yes
	Does the agency ensure that each facility's staffing plan takes into consideration any findings of inadequacy from Federal investigative agencies in calculating adequate staffing levels and determining the need for video monitoring?	yes
	Does the agency ensure that each facility's staffing plan takes into consideration any findings of inadequacy from internal or external oversight bodies in calculating adequate staffing levels and determining the need for video monitoring?	yes
	Does the agency ensure that each facility's staffing plan takes into consideration all components of the facility's physical plant (including "blind-spots" or areas where staff or inmates may be isolated) in calculating adequate staffing levels and determining the need for video monitoring?	yes
	Does the agency ensure that each facility's staffing plan takes into consideration the composition of the inmate population in calculating adequate staffing levels and determining the need for video monitoring?	yes
	Does the agency ensure that each facility's staffing plan takes into	yes

	consideration the number and placement of supervisory staff in calculating adequate staffing levels and determining the need for video monitoring?	
	Does the agency ensure that each facility's staffing plan takes into consideration the institution programs occurring on a particular shift in calculating adequate staffing levels and determining the need for video monitoring?	yes
	Does the agency ensure that each facility's staffing plan takes into consideration any applicable State or local laws, regulations, or standards in calculating adequate staffing levels and determining the need for video monitoring?	yes
	Does the agency ensure that each facility's staffing plan takes into consideration the prevalence of substantiated and unsubstantiated incidents of sexual abuse in calculating adequate staffing levels and determining the need for video monitoring?	yes
	Does the agency ensure that each facility's staffing plan takes into consideration any other relevant factors in calculating adequate staffing levels and determining the need for video monitoring ?	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 in non-exigent circumstances? (N/A here for facilities with less than 50 inmates before August 20,2017.)	na
	Does the facility always refrain from restricting female inmates' access to regularly available programming or other out-of-cell opportunities in order to comply with this provision? (N/A here for facilities with less than 50 inmates before August 20,2017.)	na

115.15 (c)	Limits to cross-gender viewing and searches	
	Does the facility document all cross-gender strip searches and cross-gender visual body cavity searches?	yes
	Does the facility document all cross-gender pat-down searches of female inmates?	yes

115.15 (d)	Limits to cross-gender viewing and searches	
	Does the facility implement a policy and practice 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	yes

	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?	
	Does the agency take appropriate steps to ensure that inmates with disabilities have an equal opportunity to participate in or benefit from all aspects of the agency's efforts to prevent, detect, and respond to sexual abuse and sexual harassment, including: inmates who have intellectual disabilities?	yes
	Does the agency take appropriate steps to ensure that inmates with disabilities have an equal opportunity to participate in or benefit from all aspects of the agency's efforts to prevent, detect, and respond to sexual abuse and sexual harassment, including: inmates who have psychiatric disabilities?	yes
	Does the agency take appropriate steps to ensure that inmates with disabilities have an equal opportunity to participate in or benefit from all aspects of the agency's efforts to prevent, detect, and respond to sexual abuse and sexual harassment, including: inmates who have speech disabilities?	yes
	Does the agency take appropriate steps to ensure that inmates with disabilities have an equal opportunity to participate in or benefit from all aspects of the agency's efforts to prevent, detect, and respond to sexual abuse and sexual harassment, including: Other (if "other," please explain in overall determination notes.)	yes
	Do such steps include, when necessary, ensuring effective communication with inmates who are deaf or hard of hearing?	yes
	Do such steps include, when necessary, providing access to interpreters who can interpret effectively, accurately, and impartially, both receptively and expressively, using any necessary specialized vocabulary?	yes
	Does the agency ensure that written materials are provided in formats or through methods that ensure effective communication with inmates with disabilities including inmates who: Have intellectual disabilities?	yes
	Does the agency ensure that written materials are provided in formats or through methods that ensure effective communication with inmates with disabilities including inmates who: Have limited reading skills?	yes
	Does the agency ensure that written materials are provided in formats or 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 may have contact with inmates who has been civilly or administratively adjudicated to have engaged in the activity described in the two bullets immediately above?	yes
	Does the agency prohibit the enlistment of services of any contractor who may have contact with inmates who has engaged in sexual abuse in a prison, jail, lockup, community confinement facility, juvenile facility, or other institution (as defined in 42 U.S.C. 1997)?	yes
	Does the agency prohibit the enlistment of services of any contractor who may have contact with inmates who has been convicted of engaging or attempting to engage in sexual activity in the community facilitated by force, overt or implied threats of force, or coercion, or if the victim did not consent or was unable to consent or refuse?	yes
	Does the agency prohibit the enlistment of services of any contractor who may have contact with inmates who has been civilly or administratively adjudicated to have engaged in the activity described in the two bullets immediately above?	yes

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

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

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

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

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

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

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

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

115.18 (b)	Upgrades to facilities and technologies	
	If the agency installed or updated a video monitoring system, electronic surveillance system, or other monitoring technology, did the agency consider how such technology may enhance the agency's ability to protect inmates from sexual abuse? (N/A if agency/facility has not installed or updated a video monitoring system, electronic surveillance system, or other monitoring technology since August 20, 2012, or since the last PREA audit, whichever is later.)	yes

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

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

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

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

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

115.21 (f)	Evidence protocol and forensic medical examinations	
	If the agency itself is not responsible for investigating allegations of sexual abuse, has the agency requested that the investigating entity 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 attempts to make a victim advocate from a rape crisis center available to victims per 115.21(d) above.)	yes

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

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

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

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

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

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

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

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

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

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

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

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

115.33 (c)	Inmate education	
	Have all inmates received such education?	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 have received training in conducting such investigations in confinement settings? (N/A if the agency does not conduct any form of administrative or criminal sexual abuse investigations. See 115.21(a).)	yes

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

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

115.35 (a)	Specialized training: Medical and mental health care	
	Does the agency ensure that all full- and part-time medical and mental health care practitioners who work regularly in its facilities have been trained in how to detect and assess signs of sexual abuse and sexual harassment?	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?	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?	yes
	Does the agency ensure that all full- and part-time medical and mental health care practitioners who work regularly in its facilities have been trained in how and to whom to report allegations or suspicions of sexual abuse and sexual harassment?	yes

115.35 (b)	Specialized training: Medical and mental health care	
	If medical staff employed by the agency conduct forensic examinations, do such medical staff receive appropriate training to conduct such examinations? (N/A if agency medical staff at the facility do not conduct forensic exams.)	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?	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?	yes
	Do medical and mental health care practitioners contracted by and volunteering for the agency also receive training mandated for contractors and volunteers by §115.32?	yes

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

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

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

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

115.41 (e)	Screening for risk of victimization and abusiveness	
	In assessing inmates for risk of being sexually abusive, does the initial PREA risk screening consider, when 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, when 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, when 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 a: Incident of sexual abuse?	yes
	Does the facility reassess an inmate's risk level when warranted due to a: Receipt of additional information that bears on the inmate's risk of sexual victimization or abusiveness?	yes

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

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

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

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

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

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

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

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

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

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

115.43 (b)	Protective Custody	
	Do inmates who are placed in segregated housing because they are at high risk of sexual victimization have access to: Programs to the extent possible?	yes
	Do inmates who are placed in segregated housing because they are at high risk of sexual victimization have access to: Privileges to the extent possible?	yes
	Do inmates who are placed in segregated housing because they are at high risk of sexual victimization have access to: Education to the extent possible?	yes
	Do inmates who are placed in segregated housing because they are at high risk of sexual victimization have access to: Work opportunities to the extent possible?	yes
	If the facility restricts access to programs, privileges, education, or work opportunities, does the facility document: The opportunities that have been limited?	yes
	If the facility restricts access to programs, privileges, education, or work opportunities, does the facility document: The duration of the limitation?	yes
	If the facility restricts access to programs, privileges, education, or work opportunities, does the facility document: The reasons for such limitations?	yes

115.43 (c)	Protective Custody	
	Does the facility assign inmates at high risk of sexual victimization to involuntary segregated housing only until an alternative means of separation from likely abusers can be arranged?	yes
	Does such an assignment not ordinarily exceed a period of 30 days?	yes

115.43 (d)	Protective Custody	
	If an involuntary segregated housing assignment is made pursuant to paragraph (a) of this section, does the facility clearly document: The basis for the facility's concern for the inmate's safety?	yes
	If an involuntary segregated housing assignment is made pursuant to paragraph (a) of this section, does the facility clearly document: The reason why no alternative means of separation can be arranged?	yes

115.43 (e)	Protective Custody	
	In the case of each inmate who is placed in involuntary segregation because he/she is at high risk of sexual victimization, does the facility afford a review to determine whether there is a continuing need for separation from the general population EVERY 30 DAYS?	yes

115.51 (a)	Inmate reporting	
	Does the agency provide multiple internal ways for inmates to privately report: Sexual abuse and sexual harassment?	yes
	Does the agency provide multiple internal ways for inmates to privately report: Retaliation by other inmates or staff for reporting sexual abuse and sexual harassment?	yes
	Does the agency provide multiple internal ways for inmates to privately report: Staff neglect or violation of responsibilities that may have contributed to such incidents?	yes

115.51 (b)	Inmate reporting	
	Does the agency also provide at least one way for inmates to report sexual abuse or sexual harassment to a public or private entity or office that is not part of the agency?	yes
	Is that private entity or office able to receive and immediately forward inmate reports of sexual abuse and sexual harassment to agency officials?	yes
	Does that private entity or office allow the inmate to remain anonymous upon request?	yes
	Are inmates detained solely for civil immigration purposes provided information on how to contact relevant consular officials and relevant officials at the Department of Homeland Security?	yes

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

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

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

115.52 (b)	Exhaustion of administrative remedies	
	Does the agency permit inmates to submit a grievance regarding an allegation of sexual abuse without any type of time limits? (The agency may apply otherwise-applicable time limits to any portion of a grievance that does not allege an incident of sexual abuse.) (N/A if agency is exempt from this standard.)	yes
	Does the agency always refrain from requiring an inmate to use any informal grievance process, or to otherwise attempt to resolve with staff, an alleged incident of sexual abuse? (N/A if agency is exempt from this standard.)	yes

115.52 (c)	Exhaustion of administrative remedies	
	Does the agency ensure that: An inmate who alleges sexual abuse may submit a grievance without submitting it to a staff member who is the subject of the complaint? (N/A if agency is exempt from this standard.)	yes
	Does the agency ensure that: Such grievance is not referred to a staff member who is the subject of the complaint? (N/A if agency is exempt from this standard.)	yes

115.52 (d)	Exhaustion of administrative remedies	
	Does the agency issue a final agency decision on the merits of any portion of a grievance alleging sexual abuse within 90 days of the initial filing of the grievance? (Computation of the 90-day time period does not include time consumed by inmates in preparing any administrative appeal.) (N/A if agency is exempt from this standard.)	yes
	If the agency claims the maximum allowable extension of time to respond of up to 70 days per 115.52(d)(3) when the normal time period for response is insufficient to make an appropriate decision, does the agency notify the inmate in writing of any such extension and provide a date by which a decision will be made? (N/A if agency is exempt from this standard.)	yes
	At any level of the administrative process, including the final level, if the inmate does not receive a response within the time allotted for reply, including any properly noticed extension, may an inmate consider the absence of a response to be a denial at that level? (N/A if agency is exempt from this standard.)	yes

115.52 (e)	Exhaustion of administrative remedies	
	Are third parties, including fellow inmates, staff members, family members, attorneys, and outside advocates, permitted to assist inmates in filing requests for administrative remedies relating to allegations of sexual abuse? (N/A if agency is exempt from this standard.)	yes
	Are those third parties also permitted to file such requests on behalf of inmates? (If a third party files such a request on behalf of an inmate, the facility may require as a condition of processing the request that the alleged victim agree to have the request filed on his or her behalf, and may also require the alleged victim to personally pursue any subsequent steps in the administrative remedy process.) (N/A if agency is exempt from this standard.)	yes
	If the inmate declines to have the request processed on his or her behalf, does the agency document the inmate's decision? (N/A if agency is exempt from this standard.)	yes

115.52 (f)	Exhaustion of administrative remedies	
	Has the agency established procedures for the filing of an emergency grievance alleging that an inmate is subject to a substantial risk of imminent sexual abuse? (N/A if agency is exempt from this standard.)	yes
	After receiving an emergency grievance alleging an inmate is subject to a substantial risk of imminent sexual abuse, does the agency immediately forward the grievance (or any portion thereof that alleges the substantial risk of imminent sexual abuse) to a level of review at which immediate corrective action may be taken? (N/A if agency is exempt from this standard.)	yes
	After receiving an emergency grievance described above, does the agency provide an initial response within 48 hours? (N/A if agency is exempt from this standard.)	yes
	After receiving an emergency grievance described above, does the agency issue a final agency decision within 5 calendar days? (N/A if agency is exempt from this standard.)	yes
	Does the initial response and final agency decision document the agency's determination whether the inmate is in substantial risk of imminent sexual abuse? (N/A if agency is exempt from this standard.)	yes
	Does the initial response document the agency's action(s) taken in response to the emergency grievance? (N/A if agency is exempt from this standard.)	yes
	Does the agency's final decision document the agency's action(s) taken in response to the emergency grievance? (N/A if agency is exempt from this standard.)	yes

115.52 (g)	Exhaustion of administrative remedies	
	If the agency disciplines an inmate for filing a grievance related to alleged sexual abuse, does it do so ONLY where the agency demonstrates that the inmate filed the grievance in bad faith? (N/A if agency is exempt from this standard.)	yes

115.53 (a)	Inmate access to outside confidential support services	
	Does the facility provide inmates with access to outside victim advocates for emotional support services related to sexual abuse by giving inmates mailing addresses and telephone numbers, including toll-free hotline numbers where available, of local, State, or national victim advocacy or rape crisis organizations?	yes
	Does the facility provide persons detained solely for civil immigration purposes mailing addresses and telephone numbers, including toll-free hotline numbers where available of local, State, or national immigrant services agencies?	yes
	Does the facility enable reasonable communication between inmates and these organizations and agencies, in as confidential a manner as possible?	yes

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

115.71 (l)	Criminal and administrative agency investigations	
	When an outside entity investigates sexual abuse, does the facility cooperate with outside investigators and endeavor to remain informed about the progress of the investigation? (N/A if an outside agency does not conduct administrative or criminal sexual abuse investigations. See 115.21(a).)	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.)	na

115.73 (c)	Reporting to inmates	
	Following an inmate's allegation that a staff member has committed sexual abuse against the resident, unless the agency has determined that the allegation is unfounded, or unless the inmate has been released from custody, does the agency subsequently inform the resident whenever: The staff member is no longer posted within the inmate's unit?	yes
	Following an inmate's allegation that a staff member has committed sexual abuse against the resident, unless the agency has determined that the allegation is unfounded, or unless the resident has been released from custody, does the agency subsequently inform the resident whenever: The staff member is no longer employed at the facility?	yes
	Following an inmate's allegation that a staff member has committed sexual abuse against the resident, unless the agency has determined that the allegation is unfounded, or unless the resident has been released from custody, does the agency subsequently inform the resident whenever: The agency learns that the staff member has been indicted on a charge related to sexual abuse in the facility?	yes
	Following an inmate's allegation that a staff member has committed sexual abuse against the resident, unless the agency has determined that the allegation is unfounded, or unless the resident has been released from custody, does the agency subsequently inform the resident whenever: The agency learns that the staff member has been convicted on a charge related to sexual abuse within the facility?	yes

115.73 (d)	Reporting to inmates	
	Following an inmate's allegation that he or she has been sexually abused by another inmate, does the agency subsequently inform the alleged victim whenever: The agency learns that the alleged abuser has been indicted on a charge related to sexual abuse within the facility?	yes
	Following an inmate's allegation that he or she has been sexually abused by another inmate, does the agency subsequently inform the alleged victim whenever: The agency learns that the alleged abuser has been convicted on a charge related to sexual abuse within the facility?	yes

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

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

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

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

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

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

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

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

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

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

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

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

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

115.78 (g)	Disciplinary sanctions for inmates	
	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?	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.)	na

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?	yes

115.81 (d)	Medical and mental health screenings; history of sexual abuse	
	Is any information related to sexual victimization or abusiveness that occurred in an institutional setting strictly limited to medical and mental health practitioners and other staff as necessary to inform treatment plans and security management decisions, including housing, bed, work, education, and program assignments, or as otherwise required by Federal, State, or local law?	yes

115.81 (e)	Medical and mental health screenings; history of sexual abuse	
	Do medical and mental health practitioners obtain informed consent from inmates before reporting information about prior sexual victimization that did not occur in an institutional setting, unless the inmate is under the age of 18?	yes

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

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

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

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

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

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

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

115.83 (d)	Ongoing medical and mental health care for sexual abuse victims and abusers	
	Are inmate victims of sexually abusive vaginal penetration while incarcerated offered pregnancy tests? (N/A if all-male facility.)	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.)	na

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

115.401 (b)	Frequency and scope of audits	
	During each one-year period starting on August 20, 2013, 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?	yes

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

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

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

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

115.403 (f)	Audit contents and findings	
	The agency has published on its agency website, if it has one, or has otherwise made publicly available, all Final Audit Reports within 90 days of issuance by auditor. The review period is for prior audits completed during the past three years PRECEDING THIS AGENCY AUDIT. In the case of single facility agencies, the auditor shall ensure that the facility's last audit report was published. 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 that there has never been a Final Audit Report issued.)	yes