

# PREA Facility Audit Report: Final

**Name of Facility:** Effingham County Prison

**Facility Type:** Prison / Jail

**Date Interim Report Submitted:** NA

**Date Final Report Submitted:** 05/24/2021

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"/>
<b>Auditor Full Name as Signed:</b> Mable P. Wheeler	<b>Date of Signature:</b> 05/24/2021

AUDITOR INFORMATION	
<b>Auditor name:</b>	Wheeler, Mable
<b>Email:</b>	wheeler5p@hotmail.com
<b>Start Date of On-Site Audit:</b>	04/05/2021
<b>End Date of On-Site Audit:</b>	04/06/2021

FACILITY INFORMATION	
<b>Facility name:</b>	Effingham County Prison
<b>Facility physical address:</b>	321 Hwy 119 South, Springfield, Georgia - 31309
<b>Facility Phone</b>	
<b>Facility mailing address:</b>	P.O. Box 235, Springfield, Georgia - 31329

<b>Primary Contact</b>	
<b>Name:</b>	Janet Marie Robere
<b>Email Address:</b>	jrobere@effinghamcounty.org
<b>Telephone Number:</b>	9123461646

<b>Warden/Jail Administrator/Sheriff/Director</b>	
<b>Name:</b>	Victor Walker
<b>Email Address:</b>	vwalker@effinghamcounty.org
<b>Telephone Number:</b>	912-754-2108

<b>Facility PREA Compliance Manager</b>	
<b>Name:</b>	
<b>Email Address:</b>	
<b>Telephone Number:</b>	

<b>Facility Health Service Administrator On-site</b>	
<b>Name:</b>	Winston Mack
<b>Email Address:</b>	wmack@effinghamcounty.org
<b>Telephone Number:</b>	912-754-2108

<b>Facility Characteristics</b>	
<b>Designed facility capacity:</b>	192
<b>Current population of facility:</b>	176
<b>Average daily population for the past 12 months:</b>	177
<b>Has the facility been over capacity at any point in the past 12 months?</b>	No
<b>Which population(s) does the facility hold?</b>	Males
<b>Age range of population:</b>	18-62
<b>Facility security levels/inmate custody levels:</b>	Minimum - Medium
<b>Does the facility hold youthful inmates?</b>	No
<b>Number of staff currently employed at the facility who may have contact with inmates:</b>	36
<b>Number of individual contractors who have contact with inmates, currently authorized to enter the facility:</b>	3
<b>Number of volunteers who have contact with inmates, currently authorized to enter the facility:</b>	0

<b>AGENCY INFORMATION</b>	
<b>Name of agency:</b>	Effingham County Board of Commissioners
<b>Governing authority or parent agency (if applicable):</b>	
<b>Physical Address:</b>	601 North Laurel Street, Springfield, Georgia - 31329
<b>Mailing Address:</b>	
<b>Telephone number:</b>	

Agency Chief Executive Officer Information:	
<b>Name:</b>	
<b>Email Address:</b>	
<b>Telephone Number:</b>	

Agency-Wide PREA Coordinator Information			
<b>Name:</b>	Janet Robere	<b>Email Address:</b>	jrobere@effinghamcounty.org

## 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.

### Introduction

The Rape Elimination Act (PREA) audit onsite phase for Effingham County Prison was conducted April 5 - 6, 2021. Effingham County Prison located at 321 Hwy 119 South, Springfield, GA. 31309. The audit was conducted by Mable P. Wheeler from Macon, Georgia, who is a U. S. Department of Justice Certified PREA auditor for adults and juvenile facilities. The audit was assigned to M P Wheeler & Associates as part of a contractual agreement with Diversified Correctional Services. There are no known existing conflicts of interest or barriers to completing the audit. The facility was last audited September 5, 2018, with 100% compliance with the PREA Standards.

### Mission

The mission of Effingham County Prison is to provide housing, care and treatment, effective programming, and a labor force that supports our local government. Under contract with the Georgia Department of Corrections, Effingham County Prison houses 192 nonviolent inmates that have a sentence ranging from a few months to a few years. The facility's mission is also to provide safe and secure prisoner housing primarily for state inmates under contract with the Georgia Department of Corrections, and for a limited number of county inmates; to provide an inmate labor force working daily for county departments including public works, solid waste, recreation and facilities management, and for other agencies on request.

### Pre-Onsite Audit Phase

Prior to the onsite visit, the auditor contacted the PREA Compliance Manager to discuss the audit process and to set a tentative daily agenda and schedule for the onsite audit. The auditor requested the following information be provided the first day of the audit: daily population report, staff roster to include all departments; Detainee roster by housing unit; listing of staff who perform risk assessments, list of medical staff; list of contractors and volunteers available during the audit; list of Detainees with a PREA classification (identified through risk screening); list of lesbian, gay, bisexual, transgender, and intersex Detainees; list of disabled (deaf, hard of hearing, blind, low vision, low cognitive skills) Detainees, list of limited English proficient, Detainees, list of allegations with investigation outcomes etc. This information was utilized to establish the interview schedules for the selection of Detainees and staff to be interviewed; random and specialized interviews.

### Notice of Audit Posting and Timeline

The audit notice was posted March 8, 2021. The audit notice was posted in English and Spanish on colorful paper using a large font. The audit notices were placed throughout the facility, in places visible to all Detainees, staff and visitors. Confirmation of revised audit notices was emailed to the auditor on March 8, 2021. Further verification of their placement was made through observations during the onsite

review and conversations with Detainees. The audit notices included a statement regarding confidentiality of Detainee and staff correspondence with the auditor. No correspondences were received during the phase of the audit.

#### Pre-Audit Questionnaire (PAQ) and Supporting Documentation

The PAQ and supporting documentation was uploaded into the PREA Online Audit System. The auditor reviewed the PAQ, policy, procedures, and supporting documentation. Using the Auditor Compliance Tool and Checklist of Documentation, the auditor's initial analysis and review of the information, the auditor requested further documentation for clarification of several standards. Some of the information was provided electronically prior to the audit and the remaining documentation was provided during the on-site audit visit.

#### Requests of Facility Lists

Effingham County Prison provided the following information for interview selections and document sampling:

Complete Offender Roster	An up to date roster was provided upon request.
Offenders with physical disabilities	0
Offenders with cognitive disabilities	0
Offenders with hearing disabilities	0
Offenders who are LEP	0
Lesbian, Gay and Bisexual	0
Offenders in segregated housing	0
Offenders in isolation	0
Offenders who reported sexual abuse	0
Offenders who reported sexual victimization during risk screening	0
Complete Staff Roster	The staff roster and schedule were provided upon arrival to the facility.
Contractor who may have contact with offenders	3
Volunteers who may have contact with offenders	0
Grievances alleging sexual abuse/harassment made during the 12 months preceding the audit.	0
Allegations of sexual abuse/harassment made during the 12 months preceding the audit.	0
Hotline Calls	0

External Contract Made:

Just Detention International	Just Detention International reviewed their database for information reported and no information reported for the 12 months preceding the audit.
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Entrance briefing

On April 5, 2021, the entrance briefing was held with the PREA Compliance Manager, Janet M. Robere; and Certified Auditor, Mable P. Wheeler. Introductions were made and the agenda for the onsite visit was discussed.

On April 5, 2021 the auditor conducted the site review accompanied by the PREA Compliance Manager. After the site review, the auditor conducted staff and Detainee interviews, all interviews were voluntary and conducted in privacy.

## Site review

The auditor had access to, and observed, all areas of the facility. The auditor was provided a diagram of the physical plant during the pre-onsite phase of the audit and was thus familiar with the layout of the facility. The facility consists of four (4) buildings which includes three (3) Residents housing units, six (6) single housing units, nine (9) multiple occupancy cell housing units, three (3) open bay dorm housing units, and six (6) segregation/isolation cells. The facility designated capacity is (192). Population on the first of the on onsite audit was (165) for the center. The facility has a video monitoring system, responsible for security surveillance; cameras are strategically placed throughout the facility to provide security.

During the site review the auditor made numerous observations, including the posting of Notices of PREA Audits, PREA Related Posters posted neatly in frames, instructions for placing PREA Hotline phone calls, availability of KIOSKs, locations of showers, restrooms and privacy issues. The configuration of living units, capacities of dorms, observations of blind spots, camera deployment, the use of mirrors to mitigate blind spots, staffing levels, supervision of inmates and accessibility to telephones were observed.

The auditor was led by the PREA Compliance Manager on a complete site review of the prison. The prison was observed to be well-maintained, and exceptionally clean. The living units are dormitory style, the floors were clean, and bunks were neatly arranged. Showers and restroom areas were exceptionally clean and day areas had bulletin boards that were neatly maintained with relevant information posted. The dorms were well illuminated and equipped with air conditioning.

The site review began in the administrative area, housing administrative offices and a spacious conference room used for daily leadership team meetings.

Entering the secured area from the administration area, staff and/or visitors must be granted entry by the control room. Just inside the secured area on either side of the long hall are offices. These include the Lieutenant's Office, Senior Counselor's Office and the medical unit. Entrance into these offices is covered by a camera at the end of the hall.

The medical unit consists of an open area for reception and screening of inmates. This space is wide open and facilitates viewing the other exam rooms in the unit. Camera coverage is provided. The two exam rooms have small windows in the doors enabling viewing into the rooms. A bulletin board in medical contained PREA related posters and in one of the exam rooms painted on the wall was a statement, "Sexual Abuse is not a Part of Your Sentence."

Further down the hall is the restricted housing unit/segregation. Viewing into the unit is easily facilitated by a huge window. There are six (6) cells in this unit. Toilets are inside the double-occupancy cells. A small window in the door enables staff to view inside the cell. There are two single-occupancy secured showers. The door to each shower is made of expanded metal. Staff have installed a "PREA metal curtain" to obstruct the inmate from being seen naked while showering. Inmates in segregation have access to a KIOSK. There are two (2) cameras in the unit, in the front of the unit and in the back of the unit.

Four (4) dorms are located around a main control room, with two dorms on each side, enabling staff from the control room to enhance supervision of inmates by having control staff being able to view inmates in the dorms. The control room contains equipment and supplies common to control rooms. A video monitor is in the control room as well. Each dorm contains doubled bunks and can house 64 inmates. The other dorms are configured the same.



A Dorm was viewed. The PREA Audit notice was posted in the unit. The day room portion of the dorm contained eight (8) phones with lines that are left on 24/7 enabling inmates to place calls at any time. PREA Posters were observed in the unit and dialing instructions for accessing the GDC PREA Hotline are posted at each phone. The auditor tested the phone in the unit by calling the PREA Unit and leaving a message for the PREA Analyst to email confirmation to the auditor. A KIOSK in the unit contains a streaming message on reporting via the PREA Hotline. The inmate handbook is also on the KIOSK. There were five (5) shower heads for the dorm. A half-wall obscured viewing inmates who were showering. Interviewed inmates indicated they shower one at a time before the details come in and then usually no more than two (2) inmates shower to provide privacy. There are two toilets and two urinals on each side of the back of the dorm. Stalls separate them with ½ block walls.

Dorm B is configured the same as Dorm A and contained the same numbers of showers and toilets. The current walls in the dorms provide a degree of privacy and assure the inmate is not naked in full view of staff. Dorms A and B are on one side of the main control room.

The barbershop has a window enabling viewing inside and a camera inside the shop. A shower providing complete privacy is located in the shop and is the shower designated for any transgender or intersex inmate who asks or prefers to shower separately from the other inmates.

There is a small laundry room manned by one inmate. Camera coverage is in the laundry. Inside the laundry is a small library. On the door to the library is a posted notice designating who is authorized to gain access into the library.

The kitchen was a fairly open space and was observed to be organized and clean. The food service office has windows around the office enabling the supervisor to view areas of the kitchen where inmates may be. A dry storage room does not have camera coverage but remains locked when not in use and contained a Memo on the door designating those who have authorization to enter the room. A cooler secured with a padlock was observed and the padlock was secured. The mop room door has been removed and makes this area visible to anyone in that hall. A mirror facilitates viewing around a blind spot.

Dorm C is secured and windows blacked out. This unit is operated by the Effingham County Sheriff's Office; staff do not have access to the unit.

Dorm D is configured and furnished the same as the other dorms.

There is a large multipurpose room. This is an open space used for a variety of functions. Viewing is not an issue in this area; this area has three (3) cameras.

#### Processes and areas observed

The Auditor was not able to observe the intake process due to COVID 19 concerns and limited movement statewide. Grievance boxes are located on the housing units. Grievance forms and writing utensils are available upon request.

The staff conducting the site review and auditor's discussion with Residents verified the privacy for showering, using toilet and changing clothes. Auditor was able to observe the locations of the video monitoring cameras. PREA posters with telephone numbers for reporting sexual abuse and sexual harassment are prominently placed in the housing units and common area. The auditor informally asked Residents about basic PREA facts during visit to housing units.

## Exit briefing

An exit briefing was held on April 6, 2021 with the PREA Compliance Manager and Counselor to discuss audit findings.

## Interviews Logistics Location and Privacy

All interviews were voluntary and privately conducted. Interviews were held in the conference room and offices within the Residents visitation area; these locations provided privacy and minimum disruption of daily activities and programming. The auditor received no communications from Residents or staff prior to onsite visit.

## Selection Process

Thirteen (13) direct care staff was interviewed using the random staff interview protocol. Twenty (20) random Residents were interviewed using the Residents interview questionnaire. There were zero (0) Residents identified for targeted interviews; zero (0) Residents with Cognitive Disabilities and zero (0) Residents with Physical Disabilities; zero (0) Residents who was Limited English Proficient; zero (0) Residents identified as transgender, zero (0) Residents identified as gay/bisexual; zero (0) Residents who disclosed prior sexual victimization during risk screening; and zero (0) Residents who reported sexual abuse; and zero (0) Residents in segregated housing.

Interview Protocols	Number of Interviews
Administrative and Agency Leadership	
Agency Head	1 (prior interview)
Agency Statewide PREA Coordinator	1 (prior interview)
Agency Statewide Assistant PREA Coordinator	1 (prior interview)
Agency Contract Administrative	1 (prior interview)
SANE	1 (prior interview)
Warden	
PREA Compliance Manager	1
Specialized Staff	
Medical	1
Investigator	1
Human Resources	1
Intermediate or Higher-Level Staff who conduct unannounced rounds	1
Staff who perform screening for Risk of	1

Victimization	
Intake Staff	1
Retaliation Monitor	1
Security First Responder	
Non-Security First Responder	
Random Sample of Staff	
First Shift	7
Second Shift	6
Contractor	1
Volunteer	0
Random Sample of Offenders	20
Targeted Offenders	0
Interview Totals	
Staff	26
Offenders	20
Total Interviews	46

Records Review:

Type of Record	Number of Records
Personnel	20
Volunteers	0
Contractor	3
Medical Records for Victims of Sexual Abuse	NA
Mental Health Records for Victims of Sexual Abuse	NA
Grievances (sexual abuse/harassment)	NA
Incident Reports (sexual abuse/harassment)	NA
Investigations (sexual abuse/harassment)	NA



## 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.

### Characteristics Related to PREA and Sexual Safety

Introduction	
Parent Agency	Georgia Department of Corrections
Facility Name	Effingham County Prison
Facility Address	321 Hwy 119 South, Springfield, GA. 31309
Facility Rated Capacity	192
Offender Population Size and Makeup	
Average Daily Population	177
Population on 1 day on the onsite audit	165
Population Gender	Male
Population ethnicity	Multiethnic
Length of stay	2 years 14 months
Staff Size	36
Type of supervision	Minimum
Number of Contracts who may have contact with offenders	3
Number of Volunteers who may have contact with offenders	0

### Housing Units

Number of housing units	3
Number of single occupancy units	6
Number of multiple occupancy units	9
Number of open bay dorms	3
Number of segregation cells	6
Number of medical units	1
Type of supervision	Direct and Indirect
Video Monitoring	Yes

The mission of Effingham County Prison is to provide housing, care and treatment, effective programming, and a labor force that supports our local government. Under contract with the Georgia Department of Corrections, Effingham County Prison houses 192 nonviolent inmates that have a sentence ranging from a few months to a few years. The facility's mission is also to provide safe and secure prisoner housing primarily for state inmates under contract with the Georgia Department of Corrections, and for a limited number of county inmates; to provide an inmate labor force working daily for county departments including public works, solid waste, recreation and facilities management, and for other agencies on request.

This facility is a work camp primarily for state prisoners. Additional costs for these inmates are allocated through other budget divisions where correctional officers supervise their work. Therefore, this budget division principally reflects the costs for basic housing, in-house supervision and facility care. However, the camp does place additional focus on anti-recidivist behavior. These activities include the transport of prisoners, substance abusers and mental patients to and from medical care facilities. Such transport is mandated by the criminal justice system, as is the cost of inmate medical care. According to an internal inmate labor study, like the county jail, there are also increasing cost impacts related to inmate medical care.

It is the duty of the facility to protect the citizens of this County and the State of Georgia, while providing a safe and secure environment for staff and inmates. We accomplish this with a dedicated team of professionals who supervise inmates in the most effective manner possible. The Staff at Effingham County Prison has developed core values that we believe in and will abide by and they are as follows:

The facility is primarily a "work facility" preparing inmates for re-entry back into the community. There are approximately 38 work details outside the facility and about 10 details within the facility.

Staffing includes an experienced Warden, retired from a full career with the Georgia Department of Corrections as a Warden. His Deputy Warden is also an experienced correctional professional who also served as a facility head.

The PREA Compliance Manager serves as the Senior Counselor and is experienced in working with inmates in the county prison and is knowledgeable of PREA. The counseling team consists of a Senior Counselor and Counselor. In addition to providing individual case management services the counselors also conduct some of the programs required by the Georgia Department of Corrections. Programs (some by the counselors and some by the Technical College) provided at the facility include the following:

GED Preparation

Re-Entry

Moral Recognition Therapy

Motivation for Change

AA and NA Religious Services

Food service is provided by contract and consists of a supervisor and approximately three additional food service workers. Inmates are assigned to the kitchen detail to assist.

The Human Resources Staff handles personnel matters, including background checks for regular employees (annually for corrections staff and every five years for regular staff, for contractors and volunteers).

The remaining staff are correctional staff. Noteworthy is the fact that the staff at the Effingham County Prison consists largely of correctional officers who previously had worked in the nearby state facility, Coastal State Prison.

The facility was quiet and orderly during the audit period and inmates and staff were frequently observed interacting in a positive manner. Informal interactions with inmates during the audit period indicated inmates were relaxed and virtually every inmate interviewed either formally or informally stated they were happy to be at this facility after having served time in the state.

## AUDIT FINDINGS

### Summary of Audit Findings:

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

<b>Number of standards exceeded:</b>	0
<b>Number of standards met:</b>	45
<b>Number of standards not met:</b>	0

#### Standards Exceeded

Number of Standards Exceeded: 0

List of Standards Exceeded:

#### Standards Met

Number of Standards Met: 45

#### Standards Not Met

Number of Standards Not Met: 0

List of Standards Not Met:



## Standards

### Auditor Overall Determination Definitions

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

### Auditor Discussion Instructions

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

115.11	<b>Zero tolerance of sexual abuse and sexual harassment; PREA coordinator</b>
	<b>Auditor Overall Determination:</b> Meets Standard
	<b>Auditor Discussion</b>
	<p>Policy and Documents Reviewed: Georgia Department of Corrections (GDC) Policy 208.6, Prison Rape Elimination Act-PREA, Sexually Abusive Behavior Prevention and Intervention Program; PREA Brochures; Effingham County Prison PREA Policy; PREA Posters</p> <p>Interviews: Agency’s PREA Coordinator and Assistant PREA Coordinator; PREA Compliance Manager</p> <p>Other: Observed posters throughout the facility; phones with dialing instructions</p> <p>Policy Review: Georgia Department of Corrections (GDC) Policy 208.6, Prison Rape Elimination Act- PREA, Sexually Abusive Behavior Prevention and Intervention Program, is a comprehensive PREA Policy that not only details the agency’s approach to prevention, detection, reporting and responding to allegations of sexual abuse and sexual harassment but also integrates this information in a manner that flows logically and is easily understood. The policy affirms that the Department will not tolerate any form of sexual abuse or sexual harassment of any offender. Policy states that the Department has a zero tolerance for all forms of sexual abuse, sexual harassment and sexual activity among inmates. It further indicates the purpose of the policy is to prevent all forms of sexual abuse, sexual harassment and sexual activity among inmates by implementing provisions of the PREA Standards to help prevent, detect and respond to sexual abuse in confinement facilities.</p> <p>Effingham County Prison PREA Policy 115.11, Purpose, (a)-(d) affirms it is the policy of the Effingham County Prison to provide a safe, humane, and secure environment for all inmates. The ECP has a zero- tolerance policy regarding illegal sexual acts, sexual harassment, or sexual misconduct in either the Prison, places of business, and in the community where work details are assigned or operated by the department. The agency has a zero-tolerance toward all forms of sexual abuse and sexual harassment in facilities it operates directly or under contract.</p> <p>The reviewed PREA Policy addresses the facility’s approach to preventing, detecting, responding to and reporting sexual abuse and sexual harassment.</p> <p>Paragraph (b) asserts the ECP will provide an environment that is free from sexual violence, misconduct, harassment, or retaliation by establishing guidelines of reporting and definitions of prohibited conduct and maintaining a program of prevention, detection, investigation, response and tracking of all allege and substantiated sexual misconduct.</p> <p>Prison policy prohibits any sexual contact or personal sexual dealings or harassment by any inmate or by any staff member, contractor, or volunteer as defined by the Federal PREA standards.</p> <p>Policy provides for violators to be subject to criminal prosecution, Administrative sanctions up to and including the termination of the employee and the reporting of the nature of the violation to their licensing board or certifying agency. The PREA related definitions are enumerated and explained. These definitions are consistent with the requirements of the</p>

Standard.

It appears that the Georgia Department of Corrections takes sexual safety seriously. This is based on a number of factors. The GDC appointed a Director of Compliance who is ultimately responsible for the Department's compliance with the PREA Standards, the Americans with Disabilities Act and the American Correctional Association Standards. This staff person was previously the agency's PREA Coordinator.

Additionally, the Department has appointed a statewide PREA Coordinator and an Assistant Agency Statewide PREA Coordinator with sufficient time and authority to develop, implement, and oversee the Department's efforts to comply with the PREA Standards in the GDC facilities. The Statewide PREA Coordinator has responsibility for the entire state. Both staff are experienced in adult corrections. They are heavily involved in training staff; whether it is training for the PREA Compliance Managers, Sexual Assault Response Team Members, of staff first responders to mention a few. PREA Compliance Manager training and SART training is held consistently at least twice a year. The PREA Coordinator is training to be a POST Certified Instructor (Peace Officer Standards Training).

The PREA Unit appears to be heavily involved as well in capturing data for planning and other purposes. To that end, the agency and PREA Unit has a PREA Analyst assigned to the PREA Unit. His job is to collect and analyze the data that is submitted to the PREA Unit, on a monthly basis, by each facility. This staff also receives the calls from inmates on the Department of Corrections PREA Hotline. In working with the PREA Auditor, the PREA Analyst assists by retrieving information on all calls to the PREA Hotline from each facility prior to the on-site audit. He also assists the auditor by securing from the Georgia Department of Corrections Technical Section, rosters of disabled inmates, identifying the inmate and his/her disability, enabling the auditor to select disabled inmates to interview during on-site visits. He keeps statistics for each facility and cumulatively for the agency that are used by the Department in analyzing issues related to PREA.

The agency has a designated staff responsible for ADA and has arranged for the GDC to utilize statewide contracts for inmates with disabilities. This state level position, also under the umbrella of the Office of Professional Standards, Compliance section, has also been actively involved in trying to get GDC staff trained in ADA.

Additionally, the Warden/Superintendent at each institution is charged with ensuring that all aspects of the agency's PREA Policy are implemented. To this end, they are required to develop a Local Procedure Directive for response to sexual allegations. The Directive reflects the institution's unique characteristics and specifies how each institution will respond to sexual allegations and the notification procedures followed for reports of sexual allegations. (Local Procedure Directive discussed in a later standard).

Reviewed contracts and an interview with the agency contract director confirmed the presence of that language in agency contracts for housing offenders for the Department.

DOC and ECP Policies require that staff is trained on the Zero Tolerance Policy during new employee orientation and in their annual training.

The agency's organizational chart identifies the Facility PREA Coordinator and the ECP Organizational chart indicates that the PREA Compliance Manager/Coordinator reports to the Warden of the facility.

Discussion of Interviews: The PREA Coordinator/Compliance Manager is the Senior Counselor, who has years of experience working in corrections facilities, she has sufficient time to perform her PREA related duties. The Compliance Manager reports directly to the Warden.

115.12	<b>Contracting with other entities for the confinement of inmates</b>
	<b>Auditor Overall Determination:</b> Meets Standard
	<b>Auditor Discussion</b>
	<p>Policy and Documents Reviewed: Georgia Department of Corrections Policy, 208.6, Prison Rape Elimination Act, Sexually Abusive Behavior, Prevention and Intervention Program, A. Prevention Planning, Paragraph 2</p> <p>Interviews: Warden; PREA Compliance Manager; Agency Contract Administrator</p> <p>Policy and Documents Review: Georgia Department of Corrections Policy, 208.6, Prison Rape Elimination Act, Sexually Abusive Behavior, Prevention and Intervention Program, A. Prevention Planning, Paragraph 2, requires the Department to ensure that contracts for the confinement of its inmates with private agencies or other entities, including governmental agencies, includes in any new contract or contract renewal the entity's obligation to adopt and comply with the Any new contract or contract renewal shall provide for Department contract monitoring to ensure that the contractor is complying with the PREA Standards.</p> <p>ECP does contract for the confinement of offenders. This was confirmed through interviews with the PREA Coordinator, Superintendent, PREA Compliance Manager and the reviewed Pre-Audit Questionnaire.</p>

115.13	<b>Supervision and monitoring</b>
	<p><b>Auditor Overall Determination:</b> Meets Standard</p> <p><b>Auditor Discussion</b></p> <p>Policy and Documents Reviewed: Effingham County PREA Policy, 115.13, Prevention Planning, Effingham County Facility PREA Staffing Plan; Georgia Department of Corrections Policy, 208.6, Prison Rape Elimination Act, Sexually Abusive Behavior Prevention and Intervention Program, A. Prevention Planning, Paragraph 3</p> <p>Interviews: Warden, Agency PREA Coordinator, PREA Compliance Manager</p> <p>Site Review: Observation of camera locations throughout the facility.</p> <p>Policy Review: The reviewed PREA Policy, Georgia Department of Corrections Policy, 208.6, Prison Rape Elimination Act, Sexually Abusive Behavior Prevention and Intervention Program, A. Prevention Planning, Paragraph 3, requires each facility to develop a written staffing plan in accordance with the SOP, using Attachment 11, Staffing Plan Template.</p> <p>The EFP PREA Policy, 115.13, Staffing Plan, requires the prison to make every effort to comply with an adequate staffing plan, and in calculating adequate staffing levels and determining the need for video monitoring, takes into account/consideration the following:</p> <ul style="list-style-type: none"> <li>• Generally accepted detention and correctional practices</li> <li>• Findings of inadequacy from Federal investigative agencies</li> <li>• Findings of inadequacy from internal or external oversight bodies</li> <li>• All components of the facility’s physical plant</li> <li>• The number and placement of supervisory staff</li> <li>• Activities occurring during the shift</li> <li>• Any applicable State or local laws, regulations and standards</li> <li>• The prevalence of substantiated and unsubstantiated sexual abuse</li> <li>• Any other factors that could impact the safety and security of the institution</li> <li>• Any deviations that occur from the staffing plan (must be documented along with justification)</li> </ul> <p>Policy also requires that whenever necessary, but not less frequently than once each year, the facility will assess, determine, and document whether adjustments are needed to the staffing plan, the deployment of video monitoring systems and other monitoring technologies; and the resources the facility has available to commit to ensure adherence to the staffing plan.</p> <p>The ECP PREA Policy requires that intermediate-level or higher-level staff conduct unannounced rounds are required to identify and deter staff sexual abuse and sexual harassment. The facility prohibits staff from alerting other staff of the conduct of the rounds, unless an announcement of supervisor presence is related to a legitimate operational function of the institution.</p> <p>ECP Policy requires the practice of announcing “female on the range” when female staff enter the living units. Unannounced rounds are required on each shift and will be documented in the PREA unannounced rounds log located in the control room. PREA rounds conducted in segregation are also required to be documented and these are documented in the Segregation/Isolation housing log.</p> <p>Staffing at the Effingham County Prison is predicated upon the designed Facility capacity of</p>

192 inmates. The facility direct care/custody staffing is based on Facility Rated Capacity.

Medical services include a contracted Licensed Practical Nurse with a physician and nurse practitioner who alternate visits once a week. Food services are also contracted.

The facility's minimum staffing requires one Shift Supervisor and three Correctional Officers. There are three dorms housing the inmates at the facility. One staff is generally assigned to the control room and the other two officers are essentially rovers making checks of the dorms every 30 minutes. Interviews with staff and inmates indicated staff consistently make 30-minute checks and walk-throughs of the dorms.

Supervision of inmates is enhanced by video monitoring. Cameras are in each of the dorms and strategically located throughout the facility. The facility reports no upgrades to the camera surveillance system in the last 12 months.

The main control room is located in the middle of the hall and is surrounded by the dorms, dining area and multipurpose room, enabling the control room staff to provide supervision of inmates in the dorms, dining area and in the multipurpose room.

The facility makes its best efforts to comply on a regular basis with the presented staffing pattern that provides for adequate levels of staffing with the use of video monitoring, to protect Effingham County Prison offenders again abuse. Policy requires each time the staffing pattern is not complied with, the facility documents and justifies in the log books and by incident report.

The facility currently has 36 staff member who may have contact with inmates. The average daily number of inmates during the audit period was 177 inmates.

Once per year the facility, or when deemed necessary the PREA Compliance Manager and the executive staff will assess, determine and document whether adjustments are needed to ensure compliance with staffing plans, video monitoring systems and resources to ensure the staffing plan is adhered to. The facility considers all of the elements required by the State DOC Policy in conducting their annual staffing plan review.

The ECP PREA Policy requires that intermediate or higher-level staff conduct unannounced rounds to identify and deter sexual abuse and sexual harassment. Policy prohibits staff from alerting other staff when unannounced rounds are conducted. ECP Policy requires that unannounced rounds are implemented every shift and are documented in the control room logbook with rounds made in segregation documented in the segregation. The auditor reviewed 88 pages of PREA rounds logged into the PREA Round Logbook.

Discussion of Interviews: The facility operates 12 hour shifts. Interviews indicated the minimum staffing is a Shift Supervisor and three Correctional Officers. In addition to a staff assigned to the main control room, two to three other staff provides supervision of inmates by making checks in each dorm every thirty minutes.

Staff related that shift supervisors conduct unannounced PREA rounds. Interviews indicated the rounds are made in areas that have blind spots and housing units, kitchen, visitation and other areas.

115.14	<b>Youthful inmates</b>
	<b>Auditor Overall Determination:</b> Meets Standard
	<b>Auditor Discussion</b>
	<p>Policy and Documents Reviewed: Georgia Department of Corrections PREA Policy, Effingham County Prison PREA Policy, 115.14, Youthful Inmates; Pre-Audit Questionnaire</p> <p>Interview: Warden</p> <p>Discussion of Policy and Documents Reviewed: The Georgia Department of Corrections PREA Policy requires that youthful offenders will not be placed in a housing unit in which the youthful offender will have sight, sound, or physical contact with any adult offender through the use of a shared dayroom or other common space, shower area of sleeping quarters. It also requires that in areas outside the housing units, staff must either maintain sight and sound separation between youthful offenders and adult offenders or provide direct staff member supervision when youthful offenders and adult offenders have sight and sound or physical contact. Policy requires efforts to be made by the institution to avoid placing youthful offenders in isolation to comply with this provision. Absent exigent circumstances, youthful offenders will not be denied large-muscle exercise and any legally required special education services to comply with this provision. They are also required to have access to other programs and work opportunities to the extent possible.</p> <p>Effingham County Prison Local Operating Procedure, 115.14, Youthful Inmates (a) through (c), requires that a youthful inmate at ECP will not be placed in a housing unit where the youthful inmates will have sight, sound, or physical contact with any adult offender through the use of a shared dayroom or other common space, shower area, or sleeping quarters. It also affirms that in areas outside the housing units, staff will either maintain sight and sound separation between youthful inmates and adult offenders or staff/the facility will provide direct staff member supervision when youthful inmates and adult offenders have sight, sound, or physical contact. Policy requires efforts to be made by the institution to avoid placing youthful offenders in isolation to comply with this provision. Absent exigent circumstances, youthful offenders will not be denied large-muscle exercise and any legally required special education services to comply with this provision. They are also required to have access to other programs and work opportunities to the extent possible.</p> <p>Interview: The Warden confirmed the facility does not house youthful offenders.</p>



115.15	<b>Limits to cross-gender viewing and searches</b>
	<p><b>Auditor Overall Determination:</b> Meets Standard</p> <p><b>Auditor Discussion</b></p> <p>Policies and Documents Reviewed: Effingham County Prison PREA Policy, 115.15, Searches (Limits to cross-gender viewing and searches); Pre-Audit Questionnaire; Georgia Department of Corrections (GDC) Policy 208.6, Prison Rape Elimination Act, Sexually Abusive Behavior Prevention and Intervention Program; GDC Policy 226.01, Searches, 1.d; Training Module for In-Service Training for 2020; In-Service Training Records Documenting PREA Training</p> <p>Interviews: Random Staff, Offenders</p> <p>Policy and Documents Review: Georgia Department of Corrections (GDC) Policy, 208.6, Prison Rape Elimination Act, Sexually Abusive Behavior Prevention and Intervention Program, prohibits cross- gender strip or visual body cavity searches except in exigent circumstances or when performed by medical practitioners. If there were any exigent circumstances, they are required to be documented.</p> <p>The reviewed Pre-Audit Questionnaire and interviews with staff and inmates confirmed that there have been no cross-gender strip or body cavity searches during the past twelve months.</p> <p>GDC Policy 226.01, Searches, 1.d., requires that strip search of females will be conducted by female correctional officers and that males will be strip searched by male correctional officers absent exigent circumstances (escapes, riot, etc.) and only if a same gender officer is not available. Cross gender searches in exigent circumstances are required to be conducted with dignity and professionalism.</p> <p>Search policy requires in the event of exigent circumstances searches of the opposite gender conducted under exigent circumstances must be documented on an incident report.</p> <p>Paragraph 2, Frisk or Pat Search requires the pat search will be conducted, when possible, by an officer of the same sex. However, male offenders may be frisk or pat searched by both male and female security staff. Although there are no females at this facility, policy prohibits male staff from conducting pat searches of female inmates absent exigent circumstances that are documented.</p> <p>ECP Policy asserts that the ECP does not conduct cross-gender strip or cross-gender visual body cavity searches of inmates. The facility does not permit cross-gender pat-down searches of male inmates by female staff except in cases of exigent circumstances. In the event of a circumstance that would require a cross-gender pat-down or a female staff member being present during a strip search, an incident report will be generated detailing the circumstances that required the action to be taken. The shift-supervisor would then ensure the Deputy Warden of Security would be notified as promptly as possible of the incident.</p> <p>ECP Policy requires the prison to conduct training on the search policy annually. GDC Policy 208.6, Prisons Rape Elimination Act (PREA) Sexually Abusive Behavior Prevention and Intervention Program, 8. Limits to Cross-Gender Viewing and Searches, Paragraph F., prohibit staff from searching a transgender inmate for the sole purpose of determining the inmate’s genital status. Staff are also required by policy to search transgender and intersex inmates in a professional and respectful manner. Effingham County Prison Local Operating Procedure,</p>

11.53, Sexually Abusive Behavior and Prevention and Intervention, requires the facility to document the preference for searches of transgender or intersex inmates. Searches or physical examinations of a transgender or intersex inmates for the sole purpose of determining the inmate's genital status are prohibited by policy and confirmed in staff interviews and reviewed documentation.

DOC requires facilities to implement procedures enabling 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.

Policy requires that inmates should shower, perform bodily functions and change clothing in designated areas. Interviews with staff confirmed residents can shower, perform bodily functions and change clothing without being viewed by staff. The LOP affirms the GDC Policy requirements.

An additional measure required by policy is for staff of the opposite gender to announce their presence when entering an inmate housing unit. Notices are prominently posted advising inmates that female staff routinely work and visit inmate housing areas. Interviewed staff, randomly selected as well as specialized staff, affirmed that staff consistently announce their presence before entering the housing area. Signs are also located in each dorm and in other areas stating the male staff routinely work these areas and that video surveillance is occurring in each dorm. During the tour the auditor did not observe cameras in any restroom area or in any cell.

Policy requires that at all times female staff will have their presence announced when entering a dormitory or any area where inmates are present. Inmates have a partition in the housing area as well as shower curtains that allow them to shower, perform bodily functions, and change clothing without non-medical staff of the opposite gender viewing their breasts, buttocks, or genitalia, except in exigent circumstances or when such viewing is incidental to routine cell checks and this includes viewing via the video cameras.

The Pre-Audit Questionnaire documented that there have not been any cross-gender searches, either strip, body cavity or pat searches during the reporting period. The reviewed training module for annual in-service training deals with search procedures in Paragraph C., Search Procedures. The following are required, as explained in the training module: 1) Staff must conduct searches in a professional and respectful manner (and never with the intent to harass or degrade the offender); 2) Male offenders may be pat searched by both male and female security staff; 3) Male offenders will only be searched by male security staff, except under exigent circumstances and are documented by an Incident Report, and 4) Transgender and intersex offenders' gender designation will coincide with the prison assignment made during classification. Pat search techniques are then discussed and the use of the back of the hand is described for the trainee.

Staff are trained to conduct cross-gender searches in exigent circumstances. Search training occurs during Basic Correctional Officers Training (BCOT), as newly hired correctional officers and in annual in-service training. Staff could demonstrate how to conduct a pat search using the back of the hand.

Observations: Dorms are open bay design with toilets and showers located in the rear of the sleeping area. A half wall separates each of the toilets providing some privacy. A half-wall in

two dorms and a  $\frac{3}{4}$  wall in another dorm prevent staff from viewing inmates in the shower. Should a staff have to go into the toilet or shower area for any reason they could see inmates. Staff and inmates stated that female staff never come into the toilet or shower area and even during counts, they related staff would go back to the area and simply say, "hands up" to enable them to count anyone in the area.

Interviews:

Effingham County Prison houses adult male offenders only. One hundred percent of the interviewed random staff affirmed that the male residents are strip-searched by male staff, unless there were emergency situations requiring it. Staff stated female staff may conduct pat searches and that they were trained to conduct cross-gender pat searches. Interviewed inmates stated they are never naked in full view of staff while changing clothing, showering or using the restroom. Inmates stated that female staff consistently announce their presence when entering housing units.

115.16	<b>Inmates with disabilities and inmates who are limited English proficient</b>
	<b>Auditor Overall Determination:</b> Meets Standard
	<b>Auditor Discussion</b>
	<p>Policies and Documents Reviewed: Georgia Department of Corrections Policy, 208.6, Prison Rape Elimination Act, Sexually Abusive Behavior Prevention and Intervention Program, A. Prevention Planning, Paragraph 6; Effingham County Prison PREA Policy, 115.16, Inmates with Disabilities and Inmates who are Limited English Proficient; Account with Language Line Solutions; PREA Brochures in English and Spanish; Statement of Fact from the Warden</p> <p>Interviews: Random Staff; LEP Offenders - NA</p> <p>Policy and Document Review: Department of Corrections Policy 208.6, Prison Rape Elimination Act, Sexually Abusive Behavior Prevention and Intervention Program, A. Prevention Planning, Paragraph 9, Offenders with Disabilities ; Who are Limited English Proficient, requires the local PREA Compliance Manager to ensure that appropriate resources are available to offenders with disabilities and those who are LEP so they may understand the facility policies around reporting, preventing, detecting and responding to sexual abuse and sexual harassment.</p> <p>That same policy in subparagraph b. asserts that the facility shall not rely on offender interpreters, offender readers, or other types of offender assistants, except in Exigent Circumstances where an extended delay in obtaining an effective interpreter could compromise the offender’s safety, the performance of first response duties or the investigation of the offender’s allegations.</p> <p>Effingham County Prison Policy, 115.16, Inmates With Disabilities and Inmates Who are Limited English Proficient, advises that the Effingham County Prison is a county Work Camp and each inmate entering into the institution is required to be able to perform a variety of physical tasks as well as take basic instructions in order to complete any number of assigned tasks. If it is determined by the facility’s medical provider that the inmate is unable to perform the needed tasks, then the facility classification committee would be required to request that the inmate be transferred to an appropriate facility.</p> <p>The policy also states that the Effingham County Prison will ensure that inmates who are limited English proficient will receive the product of efforts of the ECP to prevent, detect, and respond to sexual abuse and sexual harassment by providing translated copies of inmate right, grievance procedures, PRE policy and PREA pamphlets addressing zero tolerance.</p> <p>Policy prohibits the use of inmate interpreters, inmate readers, or other types of inmate assistants except in limited circumstances where an extended delay in obtaining an effective interpreter could compromise the inmate’s safety, the performance of the fist responder’s duties, or the investigation of the inmate’s allegations. In the event that an inmate interpreter is needed a detailed report shall be generated detailing the circumstances that required the action to be taken.</p> <p>The policy also requires that the facility will use Language Line Solutions (number provided) for communications with inmates with language barriers. A reference guide is required to be located in the control room and the counselor’s office.</p>

In the past 12 months, the number of instances where inmate interpreters, readers, or other types of inmate assistants have been used and it was not the case that an extended delay in obtaining another interpreter could compromise the inmate's safety, the performance of first-response duties under §115.64, or the investigation of the inmate's allegations: 0

Interviews:

Staff consistently indicated they would not allow an inmate to interpret for another inmate making a report or allegation of sexual abuse or sexual harassment. They were also aware of any outside entity that could provide telephonic interpretive services.

115.17	<b>Hiring and promotion decisions</b>
	<b>Auditor Overall Determination:</b> Meets Standard
	<b>Auditor Discussion</b>
	<p>Policy and Documents Review: Department of Corrections Policy 208.6, Prison Rape Elimination Act, Sexually Abusive Behavior Prevention and Intervention Program, A. Prevention Planning, Paragraph 7, Hiring and Promotion Decisions; Effingham County Prison PREA Policy, 115.17, Hiring and Promotion Decisions; GDC Applicant Verification form; Form SOP IV00312, Attachment 1), to a Criminal Background Check and a Driver History Consent; “Georgia Department of Corrections, Professional Reference Check, IV003-0001, Attachment 5; Reviewed Applicant Verification Forms; Background Checks for Newly Hired Employees; Background Checks for Regular Employees</p> <p>Interviews: Human Resources (Office Manager)</p> <p>Observations: Site review of personnel and contractors files.</p> <p>Policy Review: Department of Corrections Policy 208.6, Prison Rape Elimination Act, Sexually Abusive Behavior Prevention and Intervention Program, A. Prevention Planning, Paragraph 10, Hiring and Promotion Decisions, complies with the PREA Standards. DOC does not hire or promote anyone or contract for services with 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 defined</p> <p>in 42USC 1997; 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; of who has been civilly or administratively adjudicated to have engaged in the activity described in the above.</p> <p>Policy requires the Department to consider 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.</p> <p>The ECP PREA Policy, 115.17, Hiring and Promotion Decisions, requires the following:</p> <p>(a) Effingham County Prison will not hire or promote anyone who may have contact with inmates, and shall not enlist the services of any contractor who may have contact with inmates, who:</p> <p>(1) 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)</p> <p>(2) 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; or</p> <p>(3) Has been civilly or administratively adjudicated to have engaged in the activity described in paragraph (a) (2) of this section.</p> <p>The agency, according to policy, will consider any incidents of sexual harassment in</p>

determining whether to hire or promote anyone, or to enlist the services of any contractor, who may have contact with inmates.

Before hiring new employees who may have contact with inmates, ECP is required by policy by:

- (1) Perform a criminal background records check; and
- (2) 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.
- (3) ECP will also perform a criminal background records check before enlisting the services of our contractors who will have contact with inmates.
- (4) ECP will conduct criminal background records checks at least every five years of current employees and contractors who will have contact with inmates.
- (5) ECP has asked all applicants and employees who will have contact with inmates directly about previous misconduct described in paragraph (a) of this section 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.
- (6) ECP will also impose upon employees a continuing affirmative duty to disclose any such misconduct.
- (7) Material omissions regarding such misconduct, or the provision of materially false information, will be grounds for termination.
- (8) Policy also requires unless prohibited by law, the ECP will 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.

Criminal History Record Checks are required on all employees and volunteers prior to start date and again at least every five years. Policy requires a tracking system be implemented at each local facility to ensure the criminal history checks are conducted with the appropriate time frames, according to policy, for each person with access to the facility.

Security Staff in Georgia are Peace Officers Standards Trained and Certified and to maintain that certification, they are required to qualify in firearms annually. Prior to being certified, each officer is required to have another background check.

Criminal History Record Checks are conducted prior to enlisting the services of any contractor who may have contact with inmates. Staff have an affirmative duty to report and disclose any such misconduct. GDC Policy 208.06 requires in Paragraph v. that material omissions regarding misconduct or the provision of materially false information will be grounds for termination.

GDC requires applicants to disclose any disciplinary history involving substantiated allegations of sexual abuse and goes on to tell the applicant that GDC requires supporting documentation must be obtained prior to the applicant being hired.

GDC policy requires applicants to disclose any disciplinary history involving substantiated allegations of sexual abuse .The LOP requires that material omissions regarding misconduct or the provision of materially false information will be grounds for termination. If the employee violates an agency policy related to PREA, the employee will be subject to termination and prosecution. The GDC maintains, in all its facilities, a bulletin board called the “Wall of Shame” and photos of former employees who were arrested and/or terminated for violating their oath of office, brought in contraband or who engaged in sexual misconduct with an inmate.

In the past 12 months, the number of persons hired who may have contact with inmates who have had criminal background record checks: 4

Discussion of Interviews: The Office Manager related during interview, backgrounds checks for all staff are completed by county’s Human Resources department. Reviewed files confirmed all staff and contractors backgrounds were current.



<b>115.18</b>	<b>Upgrades to facilities and technologies</b>
	<p data-bbox="252 170 896 203"><b>Auditor Overall Determination:</b> Meets Standard</p> <p data-bbox="252 248 523 282"><b>Auditor Discussion</b></p> <p data-bbox="252 327 1458 450">Policy and Documents Reviewed: Pre-Audit Questionnaire; Department of Corrections Policy 208.6, Prisons Rape Elimination Act, Sexually Abusive Behavior Prevention and Intervention Program, A, Prevention Planning, Paragraph 6.5</p> <p data-bbox="252 488 695 521">Interviews: Warden; Agency Head</p> <p data-bbox="252 560 1477 638">Observations: New camera system that allows daily viewing and recording for review at a later date.</p> <p data-bbox="252 676 1477 969">Policy and Documents Review: Department of Corrections Policy 208.6, Prisons Rape Elimination Act, Sexually Abusive Behavior Prevention and Intervention Program, A, Prevention Planning, Paragraph 6.5, requires all new or existing facility designs and modifications and upgrades of technology will include consideration of how it could enhance the Department's ability to protect inmates against sexual abuse. The PREA Coordinator must be consulted in the planning process. The Pre-Audit Questionnaire indicated there were no modifications to the existing facility.</p> <p data-bbox="252 1008 1469 1167">Interviews: An interview with the Warden and Agency Head confirmed the facility has installed a new camera system that also records and stores video footage since the last PREA audit. When facility modifications or enhancements to surveillance cameras are reviewed, the Warden and his team actively participate in the review.</p>

115.21	<b>Evidence protocol and forensic medical examinations</b>
	<b>Auditor Overall Determination:</b> Meets Standard
	<b>Auditor Discussion</b>
	<p>Policy and Documents Reviewed: DOC Policy, 208.6, Prison Rape Elimination Act Sexually Abusive Behavior Prevention and Intervention Program, B. Responsive Planning; in Standard Operating Procedure 103.10 Evidence Handling and Crime Scene Processing and SOP 103.06, Investigations of Allegations of Sexual Contract, Sexual Abuse, Sexual Harassment of Offenders; GDC Policy VH07-001 Health Services, E., Medical Services Deemed Necessary Exempt from Fee; Effingham County Prison PREA Policy, 115.21, Responsiveness Planning</p> <p>Interviews: PREA Compliance Manager; Random Staff; SANE (prior interview); Facility Investigator</p> <p>Observations: None applicable to this standard.</p> <p>Policy and Document Review: DOC Policy, 208.6, Prison Rape Elimination Act Sexually Abusive Behavior Prevention and Intervention Program, B. Responsive Planning, describes the agency’s expectations regarding the evidence protocols and forensic examinations. Facilities are required to follow a uniform evidence protocol that maximizes the potential for obtaining usable physical evidence for administrative proceedings and criminal prosecutions. These procedures are covered, GDCs response to sexual assault follows the US Department of Justice’s Office on Violence Against Women publication, “A National Protocol for Sexual Assault Medical Forensic Examinations, Adults/Adolescents” dated April 2013, or the most current version.</p> <p>The Effingham County Prison, 115.21, Responsiveness Planning, states the prison is responsible for conducting administrative or criminal investigations. If the investigation requires additional assistance of another law enforcement agency, the ECP Investigator will request aid from the Effingham County Sheriff’s Office, the Georgia Bureau of Investigation, or the Georgia Department of Corrections (GDC). GDC is the primary point of contact when advisement is required to move forward with any investigation, or if the investigation needs to be taken over from the Administration of the ECP.</p> <p>Policy also requires facility to follow a uniform protocol that maximizes the potential for obtaining usable physical evidence for administrative proceedings and criminal prosecutions. It also asserts the facility’s response will follow the US Department of Justice’s Office on Violence Against Women publication, “A National Protocol for Sexual Assault Medical Forensic Examinations”, April 2013, or the most current version.</p> <p>The Department Policy requires that upon receiving a report of a recent incident of sexual abuse, or a strong suspicion that a recent serious assault may have been sexual in nature within the previous 72 hours or there is a strong suspicion that an assault may have been sexual in nature, a physical exam of the alleged victim is performed, and the Sexual Assault Nurse Examiner’s protocol initiated.</p> <p>GDC Policy VH07-001 Health Services, E., Medical Services Deemed Necessary Exempt from Fee, requires that medical care initiated by the facility is exempt from health care fees. All PREA information is confidential in nature and shall only be released on a need-to-know basis.</p>

Investigations are initiated when the Sexual Assault Response Team Leader is notified of an actual or allegation of sexual assault/abuse or sexual harassment. The SART initially investigates to determine if the allegation is PREA related. If there is a sexual assault, the SART leader informs the Warden/Superintendent who (or designee) contacts the local law enforcement to conduct the investigation of all allegations that appear criminal in nature. If an external agency is responsible for conducting investigations of allegations of sexual abuse the agency will request the agency investigators follow the requirements of PREA.

GDC Policy and the Effingham County Prison PREA Policy also requires the PREA Compliance Manager, under the direction of the Warden/Superintendent to attempt to enter into an agreement or a Memorandum of Understanding with a rape crisis center to make available a victim advocate to inmates being evaluated for the collection of forensic evidence, upon request. If the facility cannot do so, efforts must be documented, and local staff shall be identified and specially trained to provide the service. Documentation of that training must be kept on file.

The ECP has entered into a Memorandum of Understanding with the Sexual Assault Response Team for Waycross, GA. The Center agreed to respond to conduct forensic exams. The facility reports it does not have an MOU with an outside advocate service for offenders, have attempted to enter into a MOU with the Teal House.

The number of exams performed by SANES/SAFEs during the past 12 months: 0

The number of exams performed by a qualified medical practitioner during the past 12 months: 0

Interviews: The PREA Compliance Manager confirmed that all allegations are investigated. The initial investigation, unless it is immediately believed the allegation is criminal, begins with the Sexual Assault Response Team is headed up by the Facility-Based Investigator. An interview with the Facility-Based Investigator confirmed he is knowledgeable of the investigation process. He has also completed the specialized training for investigating sexual abuse in confinement settings offered by the National Institute for Corrections.

If the Facility-Based Investigator and SART Team determine the allegation to be criminal in nature the Warden will contact Georgia Department of Corrections OPS Investigators and the Effingham County Sheriff's Office to investigate. If a forensic exam is required the facility would contact Sexual Assault Response Team to conduct the exam, forensic exams are conducted onsite, per the PAQ. The facility does not have a MOU with an outside advocate service to accompany victims of sexual assault.

115.22	<b>Policies to ensure referrals of allegations for investigations</b>
	<p data-bbox="252 170 896 203"><b>Auditor Overall Determination:</b> Meets Standard</p> <p data-bbox="252 248 523 282"><b>Auditor Discussion</b></p> <p data-bbox="252 327 1452 450">Policy Review and Document Review: GDC Policy, 208.6, Prison Rape Elimination Act; GDC Standard Operating Procedure, IK01-0006, Investigation of Allegations of Sexual Contact, Sexual Abuse and Sexual Harassment; Pre-Audit Questionnaire; NIC Certificates</p> <p data-bbox="252 483 1018 517">Interviews: Agency Head, Investigative Staff, Random Staff</p> <p data-bbox="252 562 1484 808">Discussion of Policy and Documents: GDC Policy, 208.6, Prison Rape Elimination Act, requires that an administrative or criminal investigation is to be completed for all allegations of sexual abuse and sexual harassment. Allegations that involve potentially criminal behavior will be referred for investigation to the Office of Professional Standards. Policy further states that referral to OPS does not alleviate the facility from its responsibility of reaching a disposition on the administrative SART investigation.</p> <p data-bbox="252 853 1476 1312">Georgia Department of Corrections Standard Operating Procedures, Investigation of Allegations of Sexual Contact, Sexual Abuse, and Sexual Harassment of Offenders, I., Policy, asserts it is the policy of the GDC that allegations of sexual contact, sexual abuse, and sexual harassment filed by offenders against departmental employees, contractors, vendors, or volunteers be reported, fully investigated and otherwise treated in a confidential and serious manner. IT also requires staff member to cooperate with the investigations into all allegations. VI., of that same Policy requires as soon as an incident of sexual contact, sexual abuse or sexual harassment, including rumors, "inmate talk", and kissing, comes to the attention of staff, the staff receiving the information is required to immediately inform the Warden or Duty Officer verbally and follow up with a written report. Failure to report allegations may result in disciplinary action, up to and including dismissal.</p> <p data-bbox="252 1357 1468 1603">The local Sexual Assault Response Team is responsible for the initial inquiry and subsequent administrative investigation of all allegations of sexual abuse or sexual harassment with limitations. In cases where allegations are made against staff members and the SART inquiry deems the allegation is unfounded or unsubstantiated by evidence of facility documentation, video monitoring systems, witness statement or other investigative means, the case can be closed at the facility level.</p> <p data-bbox="252 1648 1460 1760">If the allegation appears to be criminal in nature, the allegation is referred to the Effingham County Sheriff's Office for investigation or to the Georgia Department of Corrections Office of Professional Standards.</p> <p data-bbox="252 1805 1484 2130">Evidence, direct and circumstantial, will be collected and preserved. Evidence includes any electronic monitoring data; interviews with witnesses; prior complaints and reports of sexual abuse involving the suspected perpetrator. When the criminal investigation pertaining to an employee is over it is turned over to the Office of Professional Standards to conduct any necessary compelled administrative interviews. The credibility of a victim, suspect or witness is to be assessed on an individual basis and not determined by the person's status as offender or staff member. Offenders alleging sexual abuse will not be required to submit to a polygraph or other truth telling device as a condition for proceeding with the investigation of the</p>

allegation. After each SART investigation all SART investigations are referred to the OPS for an administrative review.

GDC Standard Operating Procedure, IK01-0006, Investigation of Allegations of Sexual Contact, Sexual Abuse and Sexual Harassment, thoroughly describes the expectations for reporting allegations including initial notifications, general guidelines for investigations and investigative reports. This policy asserts that allegations of sexual contact, sexual abuse and sexual harassment filed by sentenced offenders against departmental employees, contactors, vendors or volunteers be reported, fully investigated and otherwise treated in a confidential and serious manner. Staff are required to cooperate with the investigation and GDC policy is to ensure that investigations are conducted in such a manner as to avoid threats, intimidation or future misconduct. Policy requires "as soon as an incident of, sexual contact, sexual abuse or sexual harassment (including rumors, inmate talk, kissing etc.) comes to the attention of a staff member, the staff member is required to immediately inform the Warden/Superintendent, and/or the Institutional Duty Officer, and/or the Office of Professional Standards Unit verbally and follow up with a written report. Failure to report allegations of sexual contact, sexual abuse or sexual harassment may result in disciplinary action, up to and including dismissal.

Policy requires investigations to continue whether the alleged victim refuses to cooperate with the investigator and whether another investigation is being conducted and even if the employee resigns during an investigation. The time limit for completing investigations is 45 days from the assignment of the case.

In the past 12 months, the number of allegations resulting in an administrative investigation: 0

In the past 12 months, the number of allegations referred for criminal investigation: 0

Discussion of Interviews: Randomly staff interviewed related they would report any allegations of sexual abuse or sexual harassment regardless of how they became aware of the allegation or a suspicion. They stated they would report it immediately to their immediate supervisor and would complete a written report before the end of their shift. The facility-based investigator confirmed the reporting and investigation process.

115.31	<b>Employee training</b>
	<b>Auditor Overall Determination:</b> Meets Standard
	<b>Auditor Discussion</b>
	<p>Policy and Document Review: Georgia DOC Policy, 208.6, Prison Rape Elimination Act, Sexually Abusive Behavior Prevention and Intervention Program, C. Training and Education; Effingham County Prison Local Operating Procedure; Updated PREA Policy Training Presentation; Local Operating Procedure; NIC Certificates for Investigating Sexual Abuse in Confinement Settings; Training Rosters for Cross Gender Viewing and Searches; Training Rosters documenting PREA Training; PREA Acknowledgment Statements</p> <p>Interviews: Random Staff</p> <p>Observations: Review of training records for staff and contractors, PREA Related posters were observed in numerous locations throughout this facility.</p> <p>Discussion of Policies and Documents: Georgia DOC Policy, 208.6, Prison Rape Elimination Act, Sexually Abusive Behavior Prevention and Intervention Program, C. Training and Education and Effingham County Prison, Local Operating Procedure, 11.53, Sexually Abusive Behavior Prevention and Intervention Program, Employee Training (Paragraph 2) requires annual training that includes the following: The Department’s zero-tolerance policy, how to fulfill their responsibilities under the sexual abuse and sexual harassment prevention, detection, reporting and response policies and procedures, inmate’s right to be free from sexual abuse and sexual harassment, the right of inmates and employees to be free from retaliation for reporting sexual abuse and sexual harassment, the dynamics of sexual abuse and sexual harassment victims, how to detect and respond to signs of threatened and actual sexual abuse, how to avoid inappropriate relationships with inmates, how to communicate effectively and professionally with inmates, including lesbian, gay, bisexual transgender, intersex or gender non- conforming inmates ; how to avoid inappropriate relationships with inmates and how to comply with relevant laws related to mandatory reporting of sexual abuse and sexual harassment.</p> <p>Policy also requires that In-service training include gender specific references and training staff as it relates to the specific population supervised. If a staff transfers in from a facility housing opposite gender offenders staff are required to receive gender specific training.</p> <p>Effingham County Prison PREA Policy, 115.31, Training and Education requires the following:</p> <p>(a) All employees will receive information related to this policy in the following critical areas:</p> <ul style="list-style-type: none"> <li>· The institution’s zero tolerance policy for sexual misconduct</li> <li>· How employees should fulfill their responsibilities under the institutions sexual misconduct, prevention, detection, reporting and response policies and procedures</li> <li>· Inmate/Resident right to be free from sexual harassment and misconduct</li> <li>· The right of employees and inmates to be free from retaliation when reporting sexual misconduct</li> </ul>

- The Dynamics of sexual abuse and sexual harassment in confinement
  - The common reactions of sexual misconduct in victims
  - How to detect and respond to signs of threatened and actual sexual misconduct/abuse
  - How to avoid inappropriate relationships with inmates
  - How to communicate effectively and professionally with all inmates
  - How to comply with relevant laws related to mandatory reporting of sexual abuse outside authorities
  - Consent is NEVER a legal defense, there is no consensual sex in a custodial and supervisory relationship
- (b) Training is tailored to the gender of the inmates housed at the ECP.
- (c) Employees who are hired from facilities housing the opposite gender are given additional training if it is requested or appears to be needed other than that which is posted in the S.O.P. and POST orders.
- (d) Between training sessions that the ECP provides employees who may have contact with inmates are encouraged to read and study the local operating Procedure, the Georgia Department of Corrections Policy and the Federal Standards as they relate to the Prison Rape Elimination Act.
- (e) Employees will receive training upon their initial hiring and through yearly refresher training thereafter.
- (f) Documentation through signature of each employee will be maintained by the institution Training Department.

The facility was asked to provide 40 acknowledgement statements for employees documenting their PREA Training. The reviewed acknowledgement statement acknowledges that the staff has received training on the Department's Zero Tolerance Policy on sexual abuse and GDC Standard Operating Procedure 208.06, Sexually Abusive Behavior Prevention and Intervention Programs, and the requirements for reporting allegations of sexual abuse, sexual harassment and sexual misconduct.

They also acknowledge that they agree to comply with the GDC Policy on sexual abuse, sexual harassment and sexual misconduct as well as the penalties and consequences for violating those policies. These penalties include being banned from all correctional facilities and punishment up to and including imprisonment of not less than one nor more than 25 years, a fine of \$100,000, or both.

Staff also took the initiative to complete various on-line training offered by the National Institute of Corrections (NIC). For example, one counselor completed the following:

- PREA: Your Role in Responding to Sexual Abuse
- Medical Health Care for Sexual Assault

- Investigating Sexual Abuse in Confinement Settings
- PREA Coordinator Roles and Responsibilities
- PREA Auditing and Process
- Communicating Effectively with LGBTI Offenders
- Communicating Effectively with LGBTI Youth

The PREA Coordinator/PREA Compliance Manager completed the following and certificates were provided:

- PREA Coordinator's Roles and Responsibilities
- PREA Auditing Process
- Behavioral Health Care for Sexual Abuse Victims in a Confinement Setting
- Investigating Sexual Abuse in Confinement Settings
- Medical Care for Sexual Assault Victims in a Confinement Setting

The facility reported that newly hired staff receive an initial orientation and if a correctional staff, attend Basic Correctional Officer Training (BCOT). AT BCOT, staff receives PREA Training as a component of the curriculum. All staff receives Annual In-Service Training and Day 1 of that training includes PREA related topics. Annual In-Service Training for Effingham County Prison is reportedly conducted at nearby Coastal State Prison.

PREA Compliance Managers attend training at least twice a year. This was confirmed through reviewed training rosters and interviews with the PREA Compliance Manager and PREA Coordinator.

The Sexual Assault Response Team receives training on their roles in responding to allegations of sexual abuse at least twice or more a year. Specialized training is completed by SART members and medical staff.

Healthcare Staff attend specialized training related to the Sexual Assault Protocols and response to a sexual assault and complete the NIC specialized training for medical care of sexual assault victims.

Interviews: All interviewed staff stated, after reviewing each of the required topics of training required by the PREA Standards, stated that they have been trained on all of the topics required by the standards. Staff stated they are trained as new employees, and when they attend Basic Correctional Officer Training conducted by the Georgia Department of Corrections, and that they attend annual in-service training where they receive PREA training again.



115.32	<b>Volunteer and contractor training</b>
	<b>Auditor Overall Determination:</b> Meets Standard
	<b>Auditor Discussion</b>
	<p>Policy and Documents Reviewed: DOC Policy, 208.6, Prison Rape Elimination Act, Sexually Abusive Behavior Prevention and Intervention Program, C. Training and Education, Paragraph 3, Volunteer and Contractor Training; Effingham County Prison PREA Policy, 115.32, Volunteer and Contractor Training</p> <p>Interview: Contractors</p> <p>Discussion of Policies and Documents that were reviewed: DOC Policy, 208.6, Prison Rape Elimination Act, Sexually Abusive Behavior Prevention and Intervention Program, C. Training and Education, Paragraph 2, Volunteer and Contractor Training, and Effingham County Prison, PREA Policy, 115.32, Volunteer and Contractor Training requires volunteers and contractor who have contact with inmates are trained in the agency's zero tolerance policy and how to report. This training is based on the services being provided and the level of contact with inmates, however all volunteers and contractors who have contact with offenders/inmates are required to be notified of the Department's zero-tolerance policy and informed how to report such incidents. Participation must be documented and indicates understanding the training they received.</p> <p>The level and type of training provided to volunteers and contractors is based on the services they provide and level of contact they have with the residents. All volunteers and contractors who have contact with offenders are notified of the Department's Zero Tolerance policy regarding sexual abuse</p> <p>and sexual harassment and informed on how to report such incidents. Documentation of that training is on the Contractor/Volunteer Acknowledgment Statement.</p> <p>The auditor reviewed PREA Acknowledgement Statements documenting training for contractors and volunteers. PREA Acknowledgment Statements documented that the volunteer or contractor has received the appropriate training in accordance with the Department's zero-tolerance policy and their obligation and responsibility to report. They acknowledge they are prohibited from engaging in any behavior of a sexual nature with an offender. They understand they are required to comply with the Department's PREA Policy on sexual abuse and sexual harassment.</p> <p>Interview: Interviewed Contractors confirmed receipt of PREA Training. Those contracted staff working inside the facility, including the nurse and food service staff, acknowledged they have to attend annual in-service training like any other employee and that training includes annual PREA refresher.</p>

<b>115.33</b>	<b>Inmate education</b>
	<b>Auditor Overall Determination:</b> Meets Standard
	<b>Auditor Discussion</b>
	<p>Policy and Documents Reviewed: DOC Policy 208.6, Prison Rape Elimination Act, Sexually Abusive Behavior Prevention and Intervention Program, C. Training and Education, Paragraph 4, Offender Education; Effingham County Prison, PREA Policy, 115 .33, Inmate Education, Posters throughout the facility; PREA related information painted on walls; PREA Acknowledgment Statements; PREA Brochure/Pamphlet</p> <p>Interviews: Intake Staff, Inmates</p> <p>Policy and Documents Findings: DOC Policy 208.6, Prison Rape Elimination Act, Sexually Abusive Behavior Prevention and Intervention Program, C. Training and Education, Paragraph 3, Offender Education and Effingham County Prison PREA Policy, requires notification of the Zero-Tolerance Policy for Sexual Abuse and Harassment and information on how to report an allegation upon admission to the facility. In addition to verbal information, policy requires the inmate to be given a GDC PREA pamphlet.</p> <p>Within 15 days of arrival, the policy requires inmates receive PREA education provided by designated staff members. The education must be conducted by assigned staff members to all inmates and includes the gender appropriate “Speaking Up” video on sexual abuse.</p> <p>The initial notification and the education are documented in writing by signature of the inmate and placed in offender’s institutional file.</p> <p>In the case of exigent circumstances, the training may be delayed, but no more than 30 days, until such time is appropriate for delivery (i.e. Tier Program, medical issues etc.). This education is documented in the same manner as for offenders who participated during the regularly scheduled orientation.</p> <p>The PREA Education must include:</p> <ol style="list-style-type: none"> <li>1) The Department’s zero-tolerance of sexual abuse and sexual harassment</li> <li>2) Definitions of sexually abusive behavior and sexual harassment</li> <li>3) Prevention strategies the offender can take to minimize his/her risk of sexual victimization while in Department Custody</li> <li>4) Methods of reporting</li> <li>5) Treatment options and programs available to offender victims of sexual abuse and sexual harassment</li> <li>6) How an investigation begins and the general steps of an investigation</li> <li>7) Monitoring, discipline, and prosecution of sexual perpetrators</li> <li>8) The prohibition against retaliation</li> </ol>

9) Notice that male and female routinely work and visit housing area.

PREA Education is required to be provided in formats, accessible to all offenders, including those who are limited English proficient, deaf, visually impaired, or otherwise disabled, as well as those with limited reading skills.

Education, according to GDC policy requires the facility to maintain documentation of offender participation in education sessions in the offender's institutional file. In each housing unit, policy requires that the following are posted in each housing unit: a) Notice of Male and Female Staff routinely working and visiting housing areas; b) A poster reflecting the Department's zero-tolerance (must be posted in common areas, as well, throughout the facility, including entry, visitation, and staff areas.

Residents confirm their orientation on several documents

- 1) Acknowledgment of having received the PREA Orientation (to include the PREA Video on sexual assault and sexual harassment.
- 2) Offender Orientation Checklist (documenting Sexual Abuse and Harassment and Viewed the PREA Video)

The auditor reviewed Inmate Acknowledgment Statements. The inmate signs a PREA Acknowledgment that affirms the inmate has received education about PREA and the Zero Tolerance Policy and has viewed the PREA Video, "Speaking Up: Discussing Prison Sexual Assault" and "Facing Prison Rape: How the Prison Rape Elimination Act Affects You". They also acknowledge they are required to report anything they witness or if someone reports it to them. They acknowledge that retaliation is prohibited. Disciplinary action for violators is stated as well. Lastly, they are provided ways to report, and these included: Any Staff Member, Hotline, through the Inmate Grievance Procedure, write the Ombudsman, Statewide PREA Coordinator, or Director of Victim Services. The contact information, they acknowledge is contained in the PREA brochure provided to the inmate.

Residents are provided PREA information on a continuous basis through posters reflecting the Department's zero tolerance for sexual abuse and harassment and contact information for inmate reporting of sexual abuse allegations.

The auditor reviewed Counseling Orientation Checklists confirming receipt of the PREA Information including receipt of the inmate handbook.

Intake occurs Tuesday and Thursdays. Interviews with inmates indicated that they are receiving PREA related information at Intake. The intake officer does inform the incoming inmates on the zero tolerance policy and how to report allegations of sexual abuse or sexual harassment.

All interviewed inmates related they have received PREA information at every facility they have been housed in, policy and the PREA Standards require they receive it during intake, followed by comprehensive education not later than 15 days following admission. Interviews with inmates confirmed they did receive orientation generally the next day following admission.

All of the inmates said they received orientation and watched the PREA Video during intake. Most related they had received the information at all GDC facilities.

Interviews: All inmates interviewed stated they did receive PREA information at intake. Some stated they had received it at other facilities. They acknowledged ways they could report and when asked specifically if they could report in a particular manner, they acknowledged they could. Some inmates said they would tell a family member. They all affirmed they were told they have the right not to be sexually abused or sexually harassed, and how to report it if it occurred, and that they have the right not to be punished for making a report. They said that information is posted all over the facility and that it is streaming on the KIOSK.

115.34	<b>Specialized training: Investigations</b>
<b>Auditor Overall Determination:</b> Meets Standard	
<b>Auditor Discussion</b>	
<p>Policy and Documents Reviewed: GDC Policy 208.6, Prison Rape Elimination Act, Sexually Abusive Behavior Prevention and Intervention Program, C. Training and Education, Paragraph 5. Specialized Training Investigations; Effingham County Prison, Local Operating Procedure, 11.53, Sexually Abusive Behavior Prevention and Intervention, Memorandum of Understanding between Effingham County Prison and Effingham County Sheriff's Department; Certificates documenting specialized training provided by the National Institute of Corrections: Investigating Sexual Abuse in Confinement Setting</p> <p>Interviews: Investigative Staff</p> <p>Observations: N/A</p> <p>Discussion of Policies and Documents: GDC Policy 208.6, Prison Rape Elimination Act, Sexually Abusive Behavior Prevention and Intervention Program, C. Training and Education, Paragraph 4 Specialized Training Investigations and Effingham County Prison PREA Policy, 115.34 requires all staff investigating sexual abuse/sexual harassment allegations must be specially trained in conducting sexual abuse/sexual harassment investigations in confinement settings.</p> <p>The prison reached out to the Sheriff's Department to request the department facilitate PREA Mandates. This specialized training, required in policy, consists of being appropriately trained in conducting investigations in confinement settings. The training includes techniques for interviewing sexual abuse victims, proper use of Miranda and Garrity Warnings, sexual abuse evidence collection in confinement settings, and the criteria and evidence required to substantiate a case for administrative action or prosecution referral. The Department is required to maintain documentation of that training.</p> <p>In the Effingham County Prison, the Sexual Assault Response Team is charged with conducting the initial investigation into issues related to PREA. Their role is to determine if the allegation is indeed PREA related. If the allegation appears to be criminal in nature, the Office of Professional Standards investigators or the Effingham County Sheriff's Office will conduct the investigation with support from the SART.</p> <p>The auditor reviewed two (2) Certificates documenting the specialized training provided by the NIC online.</p> <p>The GDC provides additional training for investigators in Sexual Assault Response Team training that is provided several times a year. The reviewed curriculum for that training documented training that was comparable to or exceeded the NIC on-line training.</p> <p>Office of Professional Standards Special Agents, according to an interviewed Special Agent, receives about 600 hours of investigator training provided by the Georgia Bureau of Investigations.</p> <p>Interviews: An interview with the facility-based investigator indicated he is knowledgeable of</p>	

the investigations process and that he has completed the National Institute of Corrections on-line specialized training: PREA Investigating Sexual Abuse in Confinement Settings.

115.35	<b>Specialized training: Medical and mental health care</b>
	<p><b>Auditor Overall Determination:</b> Meets Standard</p> <p><b>Auditor Discussion</b></p> <p>Policy and Documents Reviewed: Pre-Audit Questionnaire, Department of Corrections Policy, 208.6, Prison Rape Elimination Act, Sexually Abusive Behavior Prevention and Intervention Program, C. Training and Education, Paragraph 6, Specialized Training: Medical and Mental Health Care; Pre-Audit Questionnaire; National Institute of Corrections Certificates documenting specialized training: Medical Health Care for Sexual Assault Victims in Confinement Settings; National Institute of Corrections Certificates documenting specialized training for Behavioral Health Care for Victims of Sexual Abuse</p> <p>Interviews: Licensed Practical Nurse</p> <p>Observations: None applicable to this standard.</p> <p>Discussions of Policy and Documents: The Pre-Audit Questionnaire documented 100% of the mental health and medical staff completing the required specialized training. Department of Corrections Policy, 208.6, Prison Rape Elimination Act, Sexually Abusive Behavior Prevention and Intervention Program, C. Training and Education, Paragraph 5, Specialized Training: Medical and Mental Health Care, requires the GDC medical and mental health staff and Effingham health care staff and counseling staff are trained using the NIC Specialized Training PREA Medical Care and Behavioral Health Care for Victims of Sexual Abuse in Confinement Facilities. Certificates of Completion are required to be printed and maintained in the employee training file. Staff also must complete GDC's annual PREA in-service training</p> <p>There is one nurse at this facility. He has completed the National Institute of Corrections on-line Specialized Training Course, PREA Medical Care for Sexual Assault Victims in a Confinement Setting.</p> <p>The nurse is trained to identify the signs and symptoms of sexual abuse victims, their roles in preserving evidence and setting up forensic exams; how to respond to sexual abuse victims; and how to report allegations of sexual abuse. Nurses and medical practitioners are mandatory reporters and advise inmates of their responsibility to report all allegations.</p> <p>Medical staff at the facility also complete the PREA related training required of all other employees. This is documented in their files.</p> <p>The nurse at this facility does not conduct forensic examinations.</p> <p>Both counselors at the facility have completed the NIC On-Line Specialized Training, Behavioral Health for Victims of Sexual Abuse in Confinement Facilities.</p> <p>Discussion of Interviews: The interviewed medical staff confirmed medical staff attend annual in-service training and receive the same PREA Training as all other employees. Additionally, staff attend specialized training in responding to sexual assault.</p>

115.41	<b>Screening for risk of victimization and abusiveness</b>
	<b>Auditor Overall Determination:</b> Meets Standard
	<b>Auditor Discussion</b>
	<p>Policy and Documents Reviewed: Department of Corrections Policy 208.6, Prison Rape Elimination Act, Sexually Abusive Behavior Prevention and Intervention Program, D. Screening for Risk of Sexual Victimization and Abusiveness, Paragraph 1. Screening for victimization and abusiveness; GDC Policy 208.06, Attachment 4; Policy 208.06, Prison Rape Elimination Act- PREA, Sexually Abusive Behavior Prevention and Intervention Program in paragraph 9; Effingham County Prison PREA Policy, 115.41, Screening for Risk of Victimization and Abusiveness; Victim/Aggressor Instruments; Victim/Aggressor Reassessment Instrument; Pre-Audit Questionnaire</p> <p>Interviews: Staff conducting the victim/aggressor assessments; Agency PREA Coordinator; PREA Compliance Manager; Random Inmates</p> <p>Discussion of Policy and Documents Review: Department of Corrections Policy 208.6, Prison Rape Elimination Act, Sexually Abusive Behavior Prevention and Intervention Program, D. Screening for Risk of Sexual Victimization and Abusiveness, Paragraph 1. Screening for victimization and abusiveness and Effingham County Prison PREA Policy, requires all offenders be assessed during 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>Paragraph 2 requires counselors to conduct a screening for risk of victimization and abusiveness, in SCRIBE, through use of Attachment 2 (the screening instrument).</p> <p>This instrument, the Victim/Aggressor Classification Instrument, is administered by a counselor, within 24 hours of arrival at the facility.</p> <p>Information from the assessment will be used to determine classification decisions with the goal of keeping separate those offenders at high risk of being sexually victimized from those at high risk of being sexually abusive.</p> <p>The Offender PREA Classification Details considers all the following sexual victim factors:</p> <ul style="list-style-type: none"> <li>· Offender is a former victim of institutional rape or sexual assault</li> <li>· Offender is 25 years old or younger or 60 years or older</li> <li>· Offender is small in physical stature</li> <li>· Offender has a developmental disability/mental illness/physical disability</li> <li>· Offender's first incarceration</li> <li>· Offender is perceived to be gay/lesbian/bisexual transgender/intersex or gender non-conforming</li> <li>· Offender has a history of prior sexual victimization</li> <li>· Offender's own perception is that of being vulnerable</li> </ul>



- Offender has a criminal history that is exclusively non-violent
- Offender has a conviction(s) for sex offense against adult and/or child?

If question #1 is answered yes, the offender will be classified as a Victim regardless of the other questions. This generates the PREA Victim icon on the SCRIBE Offender Page. If three (3) or more of questions (2-10) are checked, the offender will be classified as a Potential Victim. This will generate the PREA Potential Victim icon on the SCRIBE offender page.

The Offender PREA Classification Detail considers the following Sexual Aggressor Factors:

- Offender has a history of institutional (prison or jail) sexually aggressive behavior
- Offender has a history of sexual abuse or sexual assault toward others (adult or child)
- Offender's current offense is sexual abuse/sexual assault toward others (adult or child)
- Offender has a prior conviction(s) for violent offenses

If questions #1 is answered yes, the inmate will be classified as a Sexual Aggressor regardless of the other questions. This will generate the PREA Aggressor icon on the SCRIBE Offender page. If two (2) or more of questions (2-4) are checked, the offender will be classified as a Potential Aggressor. This will generate the PREA Potential Aggressor icon on the SCRIBE Offender page.

GDC Policy 208.06, Attachment 4 also states in situations where the instrument classifies the offender as both Victim and Aggressor counselors are instructed to thoroughly review the offender's history to determine which rating will drive the offender's housing, programming, etc. This also is required to be documented in the offender SCRIBE case notes, with an alert note indicating which the controlling rating is.

Staff are required to encourage offenders to disclose as much information as possible for the Department to provide the most protection possible under this policy. If an offender decides not to respond to questions relating to his level of risk, he/she may not be disciplined.

The reviewed instrument and an interview with the staff conducting the vulnerability assessments indicated the screening process considers minimally, the following criteria to assess inmate's risk of sexual victimization: Whether the inmate has a mental, physical, or developmental disability; the age of the inmate; the physical build of the inmate; whether the inmate has been previously incarcerated; whether the inmate's criminal history is exclusively nonviolent; whether the inmate has prior conviction for sex offenses against an adult or child; whether the inmate is or is perceived to be gay, lesbian, bisexual, transgender, intersex or gender nonconforming; whether the inmate has previously experienced sexual victimization; the inmate's own perception of vulnerability and whether the inmate is detained solely for civil immigration purposes. It also considers prior acts of sexual abuse, prior convictions for violent offenses and history of prior institutional violence or sexual abuse, as known by the Department, Other factors considered are: physical appearance, demeanor, special situations or special needs, social inadequacy and developmental disabilities.

The auditor reviewed Victim/Aggressor Assessments of inmates. The instrument used was the GDC's Victim/Aggressor Survey. Assessments were consistently documented the same or

next day following admission.

Policy requires offenders whose risk screening indicates a risk for victimization or abusiveness is required to be reassessed when warranted due to an incident disclosure of sexual abuse or harassment and for all offenders within 30 days of arrival at the institution. A case not shall be entered inscribe to indicate this review has been conducted.

Policy requires that any information related to sexual victimization or abusiveness, including the information entered into the comment section of the Intake Screening Form, is limited to a need-to- know basis for staff, only for the purpose of treatment and security and management decisions, such as housing and cell assignments, as well as work, education and programming assignments.

Policy 208.06, Prison Rape Elimination Act-PREA, Sexually Abusive Behavior Prevention and Intervention Program in paragraph 5, requires the Warden to designate a safe dorm or safe beds for offenders identified as highly vulnerable to sexual abuse. The location of these safe beds must be identified in the Local Procedure Directive, Attachment 9 and the Staffing Plan. The facility has designated beds closest to the front of the open bay dorm in each of the dorms as safe beds. These beds are more easily observed by staff walking by the dorm as well as the staff in the main control room who have a view inside each of the dorms.

Staff use the GDC Form PREA Sexual Victim/Sexual Aggressor Classification Screening and the questions are asked orally. The staff stated they cannot require an inmate to answer any of the questions on the assessment nor can residents be disciplined for not doing so. The screening form considers things such as: 1) Prior victimization, 2) Weight, 3) Age, 4) Body type, 5) Disability, 6) Mental issues, 7) First incarceration or not, 8) Criminal history that is non-violent, 9) Sexual offenses, 10) Sexual abuse against adults, children etc., 11) Current offense, and 12) Prior convictions for violence. Staff also related that instead of stature the department instruments populate information in the system to assign a score for body mass index.

If an inmate endorses the 1st question regarding being a victim previously in an institutional setting, the resident is identified as a Risk for Victimization. If a resident endorses the first question on the abusive scale he is designated as at Risk for Abusiveness. She also informed the auditor the scores that would result in a designation of being a potential victim or abuser.

The facility provided sample reassessments confirming that reassessments are being done in compliance with policy.

Paragraph 6 states that in deciding whether to assign a transgender or intersex offender to a male or female facility and in making housing assignments for transgender or intersex offenders, the Department will consider on a case-by -case basis, whether a placement would ensure the offender's health and safety and whether the placement would present management or security problems. Also, in compliance with the PREA Standards, placement and programming assignments for each transgender or intersex offender will be reassessed at least twice a year to review any threats to safety experienced by the offender.

Offenders whose screenings indicate they have experienced prior sexual victimization or have a history of sexually assaultive behavior must be offered a follow-up meeting with medical or mental health counseling within 14 days of the screening.

Policy also requires that offenders who are at high risk for sexual victimization will not be placed in involuntary segregation based solely on that determination unless a determination has been made that there is no available alternative means of separation from likely abusers. This placement, including the concern for the offender's safety must be placed in SCRIBE case notes with documentation as to why no alternative means of separation can be arranged.

Offenders placed in segregation will receive services in compliance with GDC Policy, 209.06, Administrative Segregation. The facility will assign such offenders to involuntary segregated housing until an alternative means of separation from likely abusers can be arranged, and such an assignment will not ordinarily exceed 30 days.

Every 30 days the facility will afford the offender a review to determine whether there is continuing need for separation from the general population.

Discussion of Interviews: An interview with the staff conducting the victim/aggressor assessment described the process. This staff indicated the items he considers in conducting the assessment. Staff also related they check SCRIBE for information about the inmate to ensure credible responses on some of the questions and to determine if there are any flags or prior assessments.

Inmates are reassessed at 30 days. Inmates are also reassessed if the inmate is involved in any PREA related allegation or if the inmate has been out of the facility on an appointment. Transgender inmates would be reassessed every six months. There were no Transgender inmates housed at the facility during the onsite phase of the audit.

Most interviewed inmates recalled being asked the PREA related questions during risk screening. They said they were asked these questions in private, and the information was requested either the same or next day following admission.

115.42	<b>Use of screening information</b>
	<p data-bbox="248 170 896 203"><b>Auditor Overall Determination:</b> Meets Standard</p> <p data-bbox="248 248 523 282"><b>Auditor Discussion</b></p> <p data-bbox="248 327 1449 450">Policies and Documents Reviewed: DOC Policy 208.6, D. Screening for Risk of Victimization and Abusiveness, Paragraph 2. Use of Screening Information; Reviewed assessments; Reviewed reassessment; Pre-Audit Questionnaire</p> <p data-bbox="248 483 1422 562">Interviews: PREA Compliance Manager; Staff Responsible for Risk; Transgender/Intersex Inmates - NA</p> <p data-bbox="248 595 1465 808">Policy and Documents Review: DOC Policy 208.6, D. Screening for Risk of Victimization and Abusiveness, D. Screening for Risk of Sexual Victimization and Sexual Abusiveness, requires that the information from the assessment be used to determine classification decisions with the goal of keeping separate those offenders at high risk of being sexually victimized from those at high risk of being sexually abusive.</p> <p data-bbox="248 842 1442 1010">Wardens are required to designate safe dorms for those inmates identified as vulnerable to sexual abuse. The facility will make individualized determinations about how to ensure the safety of each inmate. Locations of safe dorms must be identified in the facility's Local Procedure Directive and Coordinated Response Plan and in the staffing plan.</p> <p data-bbox="248 1043 1458 1256">The Warden at Effingham County Prison has designated the front 4-6 beds in each dorm as safe beds. The rationale for that is these beds are closest to the front where anyone passing by can see because of the large top to bottom glass windows in each dorm. Too, the main control room is centrally located like a hub surrounded by each dorm enabling the control room staff to easily see what is going on in each dorm.</p> <p data-bbox="248 1290 1465 1547">Paragraph 6, asserts that in deciding whether to assign a transgender or intersex offender to a male or female facility and in making other housing and programming assignments, the Department will consider on a case-by-case basis whether the placement would present management of security problems and in Paragraph 7, Policy requires placement and programming assignments for reach transgender and intersex offender shall be reassessed no less than every six months to review any threats to sexual safety of the offender.</p> <p data-bbox="248 1581 1442 1794">Housing assignments are made initially by the counselor who is required to review the offender's information in SCRIBE or that came with him and to look for previous flags indicating the offender has already been identified as a potential victim or aggressor. The classification committee meets and assigns offenders to programming and details, some of which are mandatory for specific offenders.</p> <p data-bbox="248 1827 1474 2040">Information is reportedly reviewed to make those decisions with the goal of keeping inmates safe from sexual abuse and sexual harassment. Offenders whose screenings indicate they have experienced prior sexual victimization or have a history of sexually assaultive behavior are required to be offered a follow-up meeting with medical or mental health counseling within 14 days of the screening.</p> <p data-bbox="248 2074 1465 2152">Policy also requires that inmates at high risk for sexual victimization will not be placed in involuntary segregated housing unless an assessment of all available alternatives have been</p>

made and there is no Offenders at high risk for sexual victimization or aggression shall not be placed in involuntary segregation based solely on that determination unless a determination has been made that there is no available means of separation from likely abusers. This placement, including the concern for the offender's safety must be noted in SCRIBE case notes with documentation of why no alternative means of separation can be arranged. The offender shall be assigned 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.

Every 30 days, the facility shall afford each offender a review to determine whether there is a continuing need for separation from the general population. If an offender is placed in segregated housing have restricted access to programs, privileges, education, or work opportunities, the facility is required to document the opportunities limited, the duration of the limitation, and the reasons for the limitations.

Transgender/Intersex offenders will be housed with non-aggressors. Transgender offenders can shower separately if requested. The facility takes into consideration the offender's views of their own safety.

Discussion of Interviews: The PREA Compliance Manager stated the Counselor makes initial housing assignments for new arrivals. Safe beds are available in each dorm and are used for inmates at higher risk for sexual abuse. These beds are not identified to enable any inmate to know why an inmate is bedded there. The classification committee and considers all available information in the inmate's records and SCRIB to decide detail assignments and programming.

The PREA Compliance Manager stated that any Transgender inmate that did not feel comfortable showering with other inmates would be allowed to shower separately. Staff stated Transgender or Intersex inmates could use the shower in the barbershop that is a single occupancy shower to afford privacy for the inmate.

115.43	<b>Protective Custody</b>
	<p data-bbox="252 170 896 203"><b>Auditor Overall Determination:</b> Meets Standard</p> <p data-bbox="252 248 523 282"><b>Auditor Discussion</b></p> <p data-bbox="252 327 1453 405">Policy and Document Review: Pre-Audit Questionnaires; Georgia GDC Policy, 208.06, IV.d.3 (a-d) Administrative Segregation</p> <p data-bbox="252 443 504 477">Interviews: Warden</p> <p data-bbox="252 517 1481 719">Discussion of Policy and Documents: The Pre-Audit Questionnaire documented the facility did not place any inmate in involuntary segregation/protective custody during the past twelve months. The Pre-Audit Questionnaire documented that there were no inmates at risk of sexual victimization who were assigned to involuntary segregated housing in the past 12 months for longer than 30 days while awaiting alternate placement.</p> <p data-bbox="252 759 1477 1223">Georgia GDC Policy, 208.06, IV.d.3 (a-d) Administrative Segregation, requires that offenders at high risk for sexual victimization are not 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 an assessment cannot be conducted immediately, the offender may be held in involuntary segregation no more than 24 hours while completing the assessment. This placement, including the concern for the inmate's safety is noted in SCRIBE case notes documenting the concern for the offender's safety and the reason why no alternative means of separation can be arranged. The inmate will be assigned to involuntary segregated housing only until an alternative means of separation can be arranged. Assignment does not ordinarily exceed a period of 30 days.</p> <p data-bbox="252 1263 1477 1509">Inmates are assigned to involuntary segregated housing only until an alternative means of separation from likely abusers can be arranged and such an assignment does not ordinarily exceed a period of 30 days. If the facility uses involuntary segregation to keep an inmate safe, the facility documents the basis for their concerns for the inmate's safety and the reason why no alternative means of separation can be arranged. Reviews are conducted every 30 days to determine whether there is a continuing need for separation from the general population.</p> <p data-bbox="252 1550 1425 1711">The Effingham County Prison prohibits the placement of inmates at high risk for sexual victimization in involuntary segregated housing unless an assessment of all available alternatives has been made and a determination has been made that there is no available alternative means of separation from likely abusers.</p> <p data-bbox="252 1751 1477 1872">There were no inmates housed in segregated housing during the period of the audit. This was confirmed through interviews with staff and reviewed documentation for inmates currently in segregated housing.</p> <p data-bbox="252 1912 1461 2157">Discussion of Interviews: The Warden related in an interview, he would place a victim of sexual abuse in involuntary segregation, he stated he would transfer the inmate to another facility. Staff supervising segregation stated if an inmate is housed in segregation, he would have access to a KIOSK for sending requests to counselors, the warden, deputy warden and other staff members. The inmate would also have access to medical services, recreation and education. No inmates interviewed reported having been in segregated housing or protective</p>

custody.

115.51	<b>Inmate reporting</b>
	<p><b>Auditor Overall Determination:</b> Meets Standard</p> <p><b>Auditor Discussion</b></p> <p>Policy and Documents Reviewed: Policy, 208.6, Prison Rape Elimination Act, Sexually Abusive Behavior Prevention and Intervention Program, E. Reporting, 1. Inmate Reporting; The GDC policy (208.06, 2. Offender Grievances); Standard Operating Procedure 227.02, Statewide Grievance Procedures; brochure entitled, “Sexual Assault, Sexual Harassment, Prison Rape Elimination Act (PREA); PREA related posters; “Sexual Assault and Sexual Harassment Prison Rape Elimination Act (PREA) How to Prevent it; How to report it”; GDC Policy IIA23-0001, Consular Notification; Effingham County Prison Policy, 115.51, Inmate Reporting</p> <p>Interviews: PREA Compliance Manager; Random Inmates; Randomly Staff</p> <p>Observations: Phones in each dorm with dialing instructions; Multiple Posters related to PREA; Streaming PREA Information on KIOSK; Reporting via the Hotline</p> <p>Discussion of Policy and Documents: Policy, 208.6, Prison Rape Elimination Act, Sexually Abusive Behavior Prevention and Intervention Program, E. Reporting, 1. Offender Reporting, provides multiple ways for inmates to report. These include making reports in writing, verbally, through internal and external methods available, including the inmate PREA Hotline and by mail to the Department Ombudsman Office. Inmates are encouraged to report allegations immediately and directly to staff at all levels. Reports are required to be promptly documented. The Department has provided inmates a sexual abuse hotline enabling inmates to report via telephone without the use of the inmate’s pin number. If an inmate wishes to remain anonymous or report to an outside entity, he may do so in writing to the State Board of Pardons and Paroles, Office of Victim Services (address provided).</p> <p>Additionally, the resident is provided contract information, including dialing instructions for reporting via the GDC Tip Line. The instructions tell the resident the Tip Line is for anonymous reporting of staff and inmate suspicions and illegal activity. This information is posted next the phones providing dialing instructions. The auditor observed the dialing instructions next to the phone for reporting sexual abuse.</p> <p>Effingham County Prison Local Operating Directive 11.53, Sexually Abusive Behavior and Prevention, E. Reporting, states offenders may make a report of sexual abuse, sexual harassment or retaliation by any of the following methods:</p> <ul style="list-style-type: none"> <li>· In writing</li> <li>· Verbally</li> <li>· Through the offender hotline</li> <li>· By mail to the Georgia Department of Corrections Ombudsman Reports are required to be promptly documented.</li> </ul> <p>Offenders may remain anonymous or choose to report to an outside entity in writing to the State Board of Pardons and Paroles, Office of Victim Services.</p>



Staff are required to accept reports verbally, in writing, and from third parties and will promptly document any verbal reports.

Effingham PREA Policy, 115.51, Inmate Reporting, asserts that the Effingham County Prison (ECP) provides several different ways for an inmate to report any incidents of sexual abuse and sexual harassment, any retaliation by other inmates or staff for reporting sexual abuse and sexual harassment and any type of staff neglect or violations of responsibilities that may have contributed to such incidents. Inmates are able to report either verbally, in writing and/or confidentially through anonymous communication of any incident concerning sexual misconduct to a staff member, medical personnel, any non-employee or the Warden. In addition, the inmates may contact the Georgia Department of Corrections Sexual Assault/Abuse Hotline (1-888-992-7849) on the phones in the dormitories.

Inmates in the facility who wish to report an allegation in writing but choose not to hand a statement to a staff member or volunteer may place their statement in any one of the administrative boxes that are in the main hallway in the prison. The boxes will be checked regularly. The recipient of the statement will then forward the statement to the SART team for investigation. Grievances are permitted to be submitted by inmates at any time.

Third parties are permitted to make reports of sexual abuse and sexual harassment of inmates. The reports will be reviewed immediately, and standard procedure will be followed upon receipt of the report. All reports will be documented.

Staff have been instructed and trained to accept reports made both verbally and in writing from third parties and promptly document them. Inmates may file grievances as well. Once a grievance is received and determined to be PREA related, the grievance process ceases, and an investigation begins. Third Party reports may be made to the Ombudsman's Office or in writing to the State Board of Pardons and Paroles, Office of Victim Services (address provided). Interviews with staff, both random and specialized confirmed staff are required and trained to accept all reports, regardless of how they are made and regardless of the source, to notify their supervisor and write either an incident report or a statement as directed by the supervisor to document receipt of verbal reports, third party reports, anonymous reports etc.

The GDC policy 208.06, 2. Offender Grievances, requires that the facility allow offenders a full and fair opportunity to file grievances regarding sexual abuse to as to preserve their ability to seek judicial redress after exhausting administrative remedies. The procedures governing grievances are addressed in Standard Operating Procedure 227.02, Statewide Grievance Procedures. All grievances received are to be forwarded to the local SART for handling in accordance with the local response protocol.

Inmates also have access to outside confidential support services including those identified in the PREA Brochure given to inmates during the admission process and posted throughout the prison. The following ways to report are provided: Call PREA, 7732; to any staff member; to the Statewide PREA Coordinator, to the Ombudsman, to the Director of Victim Services. The addresses to the Statewide PREA Coordinator, Ombudsman, and Director of Victim Services are provided and the phone number to the Ombudsman is given.

GDC Policy IIA23-0001, Consular Notification affirms it is the policy of GDC that the Consulate General of an inmate's native country is kept informed as the inmate's custody status or occurrences to the Vienna Convention on Consular Relations. Inmates will be provided

information on how to access Foreign Consular Offices in the United States. This information is available for download at <http://www.state.gov/s/cpr/ris/fco>. This policy prescribes the GDC's responsibility for notification and that the inmate be informed of such notification. Foreign National inmates are allowed visitation with representatives from the Consulate General of his/her native country. The visit must be scheduled at least 24 hours in advance unless the Warden approves a shorter time period.

Inmates have access to visitation, to make phone calls, to visitation with their legal counsel if they have one, phone calls to their legal counsel, to communicate via legal correspondence, to drop a note to any staff, file request forms to see medical, their counselors or others.

Inmates have multiple ways to report allegations of sexual abuse or sexual harassment internally and externally. They may report by calling the PREA Hotline, to the Ombudsman, to the State Board of Pardons and Parole, Victim Services, to the PREA Coordinator, to staff, friends, family and inmates, via the grievance process, the GDC Tip Line, to the outside Rape Crisis Center/Outside Advocacy Organization, the Director of Victim Services and by telling a trusted staff.

The Effingham County Prison has not only provided multiple ways to report but have also given inmates tools with which to report. These tools include a phone for reporting, five phones in each Dorm for placing PREA calls using the Hotline; and access to family and friends on their approved visitors list, access to filing a grievance; phones with instructions for dialing to report an allegation of sexual abuse, grievance forms, request forms to contact medical and the administration.

Discussion of Observation and Testing Processes: Phones were observed on the walls of each dorm. Posted at the phones were instructions for dialing the PREA Hotline. The auditor tested a PREA Phone in one of the dorms to see if an inmate could contact the PREA Unit with the posted instructions.

Multiple PREA related posters were observed posted throughout the facility keeping PREA information continuously available to inmates. Zero Tolerance Posters, located throughout the facility, as well as other PREA related posters, explain that residents have the right to report, stressing the facility wants to keep the resident safe and that an investigation will be conducted for reported incidents and the perpetrator will be held accountable. Multiple ways to report are listed on the poster.

Discussion of Interviews:

Interviews with inmates confirmed that they understand and are aware of ways to report sexual assault/abuse or sexual harassment. Most interviewed inmates could name at least two ways to report sexual abuse. Some stated they would tell a family member, other said they would call the Hotline. They also said the phones at this facility are left on, so they can make calls just about any time they wanted to.

<b>115.52</b>	<b>Exhaustion of administrative remedies</b>
	<b>Auditor Overall Determination:</b> Meets Standard
	<b>Auditor Discussion</b>
	<p>Policy and Documents Reviewed: The Effingham County Prison Pre-Audit Questionnaire; Effingham County Prison PREA Policy, 115.53, Exhaustion of Administrative Remedy</p> <p>Interviews: Inmates who Reported Sexual Abuse - NA</p> <p>Discussion of Policies and Documents:  GDC Policy 208.6, E.3, Offender Grievances and Effingham County Prison Local Operating Procedure, 11.53, Sexually Abusive Behavior Prevention and Intervention, states that all allegations of sexual abuse and sexual harassment are not issues that are grievable. These should be reported in accordance with methods outlined in the policy.</p> <p>Prior to the change in the policy, with an effective date of March 2, 2018, inmates did file grievances and those reviewed by the auditor were responded to by immediately turning them over to the Sexual Assault Response Team for investigation.</p> <p>The policy changed effective March 2018 when this revision was included. Should an inmate allege a PREA issue on a grievance form the grievance process would cease immediately and the report made to the Sexual Assault Response Team for investigation like any other report or allegation.</p> <p>The auditor did review grievances filed during the past twelve (12) months and none alleged any PREA related issues.</p>

115.53	<b>Inmate access to outside confidential support services</b>
	<b>Auditor Overall Determination:</b> Meets Standard
	<b>Auditor Discussion</b>
	<p>Policy and Documents Reviewed: GDC Policy 208.6, PREA, Effingham County Prison PREA Policy 115.53, Inmate Access to Outside Confidential Support Services; Pre-Audit Questionnaire; GDC Policy IIA234-0001, Consular Notification, Posters with outside reporting numbers and addresses; Inmate Handbook; Attempt to enter into MOU with the Teal House</p> <p>Interview: PREA Compliance Manager</p> <p>GDC Procedures require the facility attempt to enter into an agreement with a rape crisis center to make available a victim advocate to inmates being evaluated for the collection of forensic evidence. Victim advocates from the community used by the facility will be pre-approved through the appropriate screening process and subject to the same requirements of contractors and volunteer who have contact with inmates.</p> <p>The facility has entered into an agreement with the Statesboro Regional Sexual Assault Center, in Statesboro, Georgia. The agreement provides for the following from the Center:</p> <ul style="list-style-type: none"> <li>· Provide accompaniment for inmates</li> <li>· Provide a hotline for inmates</li> <li>· Provide on-call counselors</li> <li>· Respond to requests from the Facility to provide a Forensic Exam by a SANE</li> <li>· Provide prophylaxis treatment for inmates when requested</li> <li>· Maintain confidentiality as required</li> <li>· Provide training to staff of the facility as requested</li> </ul> <p>An additional agency providing outside confidential support services to inmates is provided by the Georgia Department of Corrections GDC Ombudsman and GDC Tip Line. Contact information, including phone numbers and mailing addresses are provided, posted and accessible to inmates. Contact information for the Ombudsman is provided on the Sexual Assault Sexual Harassment Prison Rape Elimination Act PREA Brochure, How to Prevent it and How to Report it. The mailing address and telephone number are provided.</p> <p>GDC Policy IIA23-0001, Consular Notification; affirms it is the policy of GDC that the Consulate General of an inmate's native country be kept informed as the inmate's custody status or occurrences to the Vienna Convention on Consular Relations. Inmates will be provided information on how to access Foreign Consular Offices in the United States. This information is available for download at <a href="http://www.state.gov/s/cpr/ris/fco">http://www.state.gov/s/cpr/ris/fco</a> This policy prescribes the GDC's responsibility for notification and that the inmate be informed of such notification. Foreign National inmates are allowed visitation with representatives from the Consulate General of his/her native country.</p>

Discussion of Interview: Effingham County Prison has attempted to obtain a memorandum of understanding with the Teal House, to provide outside advocacy services to a person who is the victim of a sexual assault. The PREA Compliance Manager provided a copy of an email to obtain an advocate services for the facility.

115.54	<b>Third-party reporting</b>
	<b>Auditor Overall Determination:</b> Meets Standard
	<b>Auditor Discussion</b>
	<p>Policy and Documents Reviewed: Georgia Department of Corrections Policy, 208.6, PREA; Effingham County Prison Pre-Audit Questionnaire; PREA Related Posters</p> <p>Interviews: Random Staff; Random Inmates</p> <p>Discussion of Policy and Documents: The Effingham County Prison provides multiple ways for inmates to access third parties who may make reports on behalf of an inmate.</p> <p>Third Party reports may be made to the Ombudsman’s Office, to the GDC TIP Line and to the agency’s PREA Coordinator. Information is provided to inmates that allow them to call or write the Ombudsman’s Office. They are also informed they may report in writing to the State Board of Pardons and Paroles, Office of Victim Services. This information is provided in the brochure given to inmates during admissions/orientation. The brochure entitled, “Sexual Assault, Sexual Harassment, Prison Rape Elimination Act – How to Prevent It and How to Report It” provides the phone number and mailing address for the Ombudsman and the mailing address for reporting to the Director of Victim Services. A PREA hotline is also available for third party reports and an inmate’s pin is not required to place a call using the “hotline”. The auditor tested a phone and found it to be operational. Dialing instructions are posted at the phone. Others including family members, friends and other residents, may make a report for a resident. They may also assist a resident in filing a grievance.</p> <p>Discussion of Interviews: Staff stated during interviews they would take a third-party report like any other report and report it to their immediate supervisor and write a witness statement. Inmates at the Effingham County Prison have access to third parties, including family members, contractors and other staff or inmates. Inmates have access to phones to call home or to their attorney’s. Inmates stated the facility leaves their phones on 24/7 for inmates to access.</p>

115.61	<b>Staff and agency reporting duties</b>
	<b>Auditor Overall Determination:</b> Meets Standard
	<b>Auditor Discussion</b>
	<p>Policy and Document Review: Department of Corrections Policy, 208.6, Sexually Abusive Behavior Prevention and Intervention Program, F. Official Response Following and Inmate Report, 1. Staff and Department Reporting Duties; Effingham County Prison Local Operating Procedure, Sexually Abusive Behavior Prevention and Intervention; Prison Rape Elimination Act (PREA) Education Acknowledgment Statement</p> <p>Interviews: Random Staff</p> <p>Discussion of Policy and Documents Reviewed: Department of Corrections Policy, 208.6, Sexually Abusive Behavior Prevention and Intervention Program, F. Official Response Following and Inmate Report, 1. Staff and Department Reporting Duties, requires staff who witness or receive a report of sexual assault, sexual harassment, or who learn of rumors or allegations of such conduct, must report information concerning incidents or possible incidents of sexual abuse or sexual harassment to the supervisor on duty and write a statement, in accordance with the Employee Standards of Conduct. The highest-ranking supervisor on duty who receives a report of sexual assault or sexual harassment, is required to report it to the appointing authority or his/her designee immediately. The supervisor in charge is required to notify the PREA Compliance Manager and/or SART Leader as designated by the Local Procedure Directive. Appointing authorities or his/her designee may make an initial inquiry to determine if a report of sexual assault, sexual harassment, is a rumor or an allegation. Allegations of sexual assault and sexual harassment are major incidents and are required to be reported in compliance with policy. Once reported, an evaluation by the SART Leader/Team of whether a full response protocol is needed will be made. Appointing authorities or designee(s) are required to report all allegations of sexual assault with penetration to the Office of Professional Standards (OPS) Special Agent In-Charge and the Department's PREA Coordinator immediately upon receipt of the allegation. OPS will determine the appropriate response. Staff, failing to comply with the reporting requirements of DOC Policy, may be banned from correctional facilities or will be subject to disciplinary action, up to and including termination. If an alleged victim is under the age of 18, the Department reports the allegation to the Department of Family and Children Services, Child Protection Services Section. Staff</p> <p>are not to disclose any information concerning sexual abuse, sexual harassment or sexual misconduct of an offender, including the names of the alleged victims or perpetrators, except to report the information as required by policy, or the law, or to discuss such information as a necessary part of performing their job.</p> <p>This facility does not house youthful offenders; however, policy requires if the victim was under the age of 18, the Field Operations Manager, in conjunction with the Director of Investigations, or designee, is required to report the allegation to the Department of Family and Children Services, Child Protective Services Section. Also, if the victim is considered a vulnerable adult under Georgia Law, the Director of Investigations or designee, will make notification to the appropriate outside law enforcement agency.</p>

The reviewed Sexual Assault/Sexual Misconduct Prison Rape Elimination Act (PREA) Education Acknowledgment Statement affirms staff understands they are to report anything they witness or that is reported to them. Multiple examples of their acknowledgement statements were provided.

The Effingham County Prison PREA Policy, 115.61, Staff and Agency Reporting Duties require that all staff of the Effingham County Prison must Immediately report any known or suspected act or allegation of sexual misconduct or retaliation to the Administration through the appropriate chain of command (Contact shift supervisor) all staff must also ensure the confidentiality of the victim(s) in incidents of sexual misconduct is not compromised.

Staff are required to treat all reported incidents or prohibited conduct seriously and ensure that known suspected acts or allegations of sexual misconduct are reported immediately and referred to the proper authorities. They are to provide complete cooperation and full disclosure during any inquiry or investigation into an alleged act of sexual misconduct or retaliation.

All reports of sexual misconduct, sexual contact or sexual abuse must be considered credible and promptly investigated without regard to whether:

- a. The inmate named in the allegation is in custody or not
- b. Staff members named in an allegation are currently employed or not
- c. The report of the allegation was made in a timely manner or not
- d. The inmate reporting the allegation is known to have made past false allegations
- e. The source of the allegation recants the allegation
- f. The employee receiving the complaint believes or does not believe the allegations

Upon receiving any allegation of sexual abuse, the PREA Coordinator will promptly report the allegation to the Georgia Department of Corrections.

In the prevention mode, policy requires that staff be aware of and attempt to detect to attempt to prevent sexual abuse, sexual harassment or sexual misconduct, through offender communications, comments to staff members, offender interactions, changes in offender behavior, and isolated or vulnerable areas of the institution.

Staff are trained to report all allegations, including suspicions. They receive this training in multiple venues including pre-service training, Basic Correctional Officer Training, Annual In-Service Training, periodic refresher trainings during shift briefing, and specialized training opportunities for the SART, investigators, medical and mental health staff.

In accordance with GDC SOP 208.06, all allegations of sexual abuse and sexual harassment, including third-party and anonymous reports, will be reported to the Effingham County Prison SART, PREA Compliance Manager, GDC Statewide PREA Coordinator, and either the GDC Internal Investigations Unit or to the Effingham County Sheriff's Office. The Warden will be responsible for ensuring these notifications are made as soon as possible.

Discussion of Interviews: All of the interviewed staff confirmed they are required to report all



allegations of sexual abuse and sexual harassment. They related they would report any suspicious behavior as well as information reported through third parties. They said they would immediately report to their supervisor and follow up with a written report.

115.62	<b>Agency protection duties</b>
	<b>Auditor Overall Determination:</b> Meets Standard
	<b>Auditor Discussion</b>
	<p>Policy and Documents Reviewed: GDC Policy 208.06, Prison Rape Elimination Act- PREA, Sexually Abusive Behavior Prevention and Intervention Program, Paragraph 2., Facility Protection Duties; SOP 209.06, Administrative Segregation; the Pre-Audit Questionnaire; Effingham County Prison PREA Policy, 115.62, Agency Protection Duties</p> <p>Interviews: Warden; PREA Compliance Manager; Randomly Staff</p> <p>Discussion of Policy and Documents: GDC Policy 208.06, Prison Rape Elimination Act- PREA, Sexually Abusive Behavior Prevention and Intervention Program, Paragraph 2., Facility Protection Duties, requires that upon learning of a sexual abuse, staff are to separate the alleged victim and abuser and ensure the alleged victim has been placed in safe housing which may be protective custody in accordance with SOP 209.06, Administrative Segregation. If the inmate victim is placed in administrative segregation, a note is placed in SCRIBE indicating the reason for the placement. If the offender remains in Administrative Segregation for 72 hours, ensure that the Sexual Assault Response Team has again evaluated the victim within 72 hours. Again, a note is to be entered SCRIBE indicating the reason for continued placement. The care and treatment member of SART is responsible for documenting the reasons in SCRIBE. If the alleged perpetrator is an offender and if the alleged perpetrator has been placed in Administrative Segregation in accordance with SOP 209.06, Administrative Segregation, again, a case note documenting the reason for placement is completed and documented in SCRIBE. If the offender remains in Administrative Segregation for 72 hours, the SART evaluates the offender again within 72 hours and if continued placement is required, the reasons are documented in SCRIBE. The care and treatment staff from the SART is responsible for the documentation. If the alleged perpetrator is a staff member, the staff member and alleged victim are separated during the investigation period. The staff member may be reassigned to other duties or other work area; transferred to another institution, suspended with pay pending investigation or temporarily banning the individual from the institution, whichever option the appointing authority deems appropriate. Staff are instructed, if applicable, they are to consult with the SART, Regional Director, the Department's PREA Coordinator or the Regional SAC within 72 hours of the reported incident to determine how long the alleged victim or perpetrator should remain segregated from the general population and document the final decision in the offender's file with specific reasons for returning the offenders to the general population or keeping the offenders segregated and ensure the SART has evaluated the victim within 24 hours of the report. Once a determination has been made that there is sufficient evidence of sexual assault, staff ensures closure of the matter by serving notice of adverse action or banning the staff member, making housing and classification changes if the perpetrator is an offender, and update the victim's offender file with incident information.</p> <p>Effingham County Prison PREA Policy, 115.62, Agency Protection Duties requires that when an inmate is identified as being at risk for sexual abuse on his current housing unit, the screening staff will request that the supervisor on duty immediately move the inmate to an alternate unit. If alternative placement cannot be arranged, the Warden and/or PREA</p>

Coordinator will develop a written plan of action that will provide a safe and secure environment for the victim and ensure the plan is implemented. The Pre-Audit Questionnaire documented that there have been no cases in which an inmate has been determined to be or who has alleged to be at risk of imminent sexual abuse.

The Warden has identified beds in the front of each dorm as the safe beds for inmates who have been determined to be vulnerable. These beds are in the front of the open bay dorms and anyone walking by the dorm can easily see the beds through the top to bottom glass walls/windows as well as viewable by staff in the main control room.

If the alleged perpetrator is a staff member, the staff will be separated from the alleged victim during the period of the investigation by reassigning staff to other duties or another work area, transferring the staff member to another institution, suspending the staff member with pay pending the investigation, or temporarily banning the staff from the institution, whichever option the appointing authority deems appropriate.

Discussion of Interviews: Interviews with the Warden, PREA Compliance Manager, and Random Staff related no inmates have been at risk of imminent sexual abuse in the past 12 months. Staff indicated in their interviews that if an inmate reported feeling in danger or witnessed an inmate was at risk of imminent sexual abuse, they would remove him immediately from the threat. No inmates have been reported that they felt at risk of any type of sexual assault or sexual harassment.

115.63	<b>Reporting to other confinement facilities</b>
	<b>Auditor Overall Determination:</b> Meets Standard
	<b>Auditor Discussion</b>
	<p>Policy and Documents Reviewed: DOC Policy, 208.6, Prison Rape Elimination Act, Sexually Abusive Behavior Prevention and Intervention Program, 3. Reporting to other Confinement Facilities; Effingham County Prison PREA Policy, 115.63, Reporting to Other Confinement Facilities; Effingham County Prison Pre-Audit Questionnaire</p> <p>Interviews: Warden; Deputy Warden; PREA Compliance Manager, SART Members</p> <p>Discussion of Policy and Reviewed Documents: DOC Policy, 208.6, Prison Rape Elimination Act, F., Official Response Following an Offender Report, Paragraph 2., Reporting to other Confinement Facilities, requires that in cases where there is an allegation that sexually abusive behavior occurred at another Department facility, the Warden/designee of the victim's current facility is required to provide notification to the Warden of the identified institution and the Department's PREA Coordinator. In cases alleging sexual abuse by staff at another institution, the Warden of the inmate's current facility refers the matter directly to the Office of Professional Standards Special Agent In-Charge and the Agency's PREA Coordinator. For the non-Department secure facilities, the Warden/Superintendent will notify the appropriate office of the facility where the abuse allegedly occurred and to the Agency's PREA Coordinator.</p> <p>This notification must be provided as soon as possible but not later than 72 hours after receiving the allegation. Notification is documented. The facility head or Department office receiving the notification is required to ensure that the allegation is investigated in accordance with the PREA Standards.</p> <p>The Effingham County Prison PREA Policy, 115.63, Reporting to Other Confinement Facilities, requires that upon receiving an allegation that an inmate was sexually abused while residing at another facility, the Warden will notify the Administrator of the institution where the alleged abuse occurred and will also notify the Georgia Department of Corrections.</p> <p>Notification will be provided as soon as possible but no later than 72 hours after receiving the allegation. The institution will document that it has provided such notification. Any report filed by another agency to the Effingham County Prison will be investigated the same as any other incident that pertains to the PREA policy and procedures.</p> <p>The Pre-Audit Questionnaire documented that there were no allegations of sexual abuse or sexual harassment received from an inmate at this facility nor did they receive any allegations from another facility that an inmate was abused at another facility. There was no allegation of sexual harassment (none of sexual abuse) made during the past twelve (12) months.</p> <p>Discussion of Interviews: Interviews with the PREA Compliance Manager, Warden and Facility-</p>

Based Investigator confirmed they are aware of the policy requiring reporting to other facilities upon receiving an allegation of sexual abuse that occurred in another facility. They also indicated if they received an allegation from another facility that an inmate, while assigned to their facility was sexually abused at this prison, they would initiate an investigation and cooperate with any investigation. They also indicated in their interviews, that they have not received any allegations of sexual abuse or sexual harassment occurring in another facility nor have they received any reports from another facility that an inmate now at another facility was sexually abused or sexually harassed while at this facility.

<b>115.64</b>	<b>Staff first responder duties</b>
	<b>Auditor Overall Determination:</b> Meets Standard
	<b>Auditor Discussion</b>
	<p>Policy and Documents Review: Georgia DOC Policy, 208.6; local protocol, "PREA Reporting Process"; Effingham County Prison PREA Policy, 115.64, Staff First Responder Duties, Pre-Audit Questionnaire; Monthly PREA Reports</p> <p>Interviews: Random Staff; Uniformed and Non-Uniformed</p> <p>Discussion of Policy and Documents: Georgia DOC Policy, 208.6, describes, in detail, actions to take upon learning that a resident has been the victim of sexual abuse.</p> <p>Actions described included the expectations for non-security first responders. Policy and Effingham County Prison local operating procedures require that upon learning of an allegation that an inmate was sexually abused, the first security staff to respond to the report is to respond in the following manner: 1) Separate the alleged victim and abuser 2) Preserve and protect any crime scene until appropriate steps can be taken to collect any evidence, in compliance with SOP IK01-0005, Crime Scene Preservation; 3) If the abuse occurred within 72 hours 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; 4) If the abuse occurred within 72 hours ensure that the alleged abuser does not take any actions that could destroy physical evidence, including washing, brushing teeth, changing clothes, urinating, defecating, smoking or eating; 5) If the first responder is not a security staff, the responder is required to request that the alleged victim not take any actions that could destroy physical evidence, and notify security staff immediately.</p> <p>The Sexual Assault Response Team will be notified and will implement the local protocol. Effingham County Prison Policy, 115.64 Staff first responder duties, requires the following:</p> <p>(a) 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> <p>(1) Separate the alleged victim and abuser</p> <p>(2) Preserve and protect any crime scene until appropriate steps can be taken to collect any evidence</p> <p>(3) 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</p> <p>(4) 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,</p>

defecating, smoking, drinking, or eating.

(b) 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.

Following the initial first response from the staff first becoming aware of an incident or allegation of sexual abuse, staff would contact the Sexual Assault Response Team who would take over once on the scene. They would then be responsible for ensuring the potential crime scene is protected and secured and notify the Office of Professional Standards investigators would advise the SART and then come on sight if needed to collect evidence and assume the investigation.

Discussion of Interviews:

All interviewed staff explained the steps they would take in response to an inmate making an allegation of sexual abuse. Staff stated they would separate the offender from the threat and notify their immediate supervisor, secure the crime scene, tell the victim and alleged perpetrator not to change clothes, eat, drink or do anything to destroy the evidence.

115.65	<b>Coordinated response</b>
	<b>Auditor Overall Determination:</b> Meets Standard
	<b>Auditor Discussion</b>
	<p>Policy and Documents Reviewed: GDC Policy 208.06, Prison Rape Elimination Act-PREA, Sexually Abusive Behavior Prevention and Intervention Program, F. Official Response Following and Offender Report; Coordinated Response; local protocol, Effingham County PREA Policy, 115.65, Coordinated Response Plan; GDC Sexual Abuse Response Checklist (GDC 208.06, Attachment 6); PREA Monthly Reports</p> <p>Interviews: Warden; SART Team</p> <p>Policy and Documents Review: GDC Policy 208.06, Prison Rape Elimination Act-PREA, Sexually Abusive Behavior Prevention and Intervention Program, Coordinated Response and Effingham County Prison Local Operating Procedure 11.53, Sexually Abusive Behavior Prevention and Intervention, requires each facility to develop 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. The plan must be kept current and include names and phone numbers of coordinating parties.</p> <p>The Effingham County Prison PREA Policy affirms that the Effingham County Prison 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.</p> <p>Following the initial first response from the staff first becoming aware of an incident or allegation of sexual abuse, staff would contact the Sexual Assault Response Team who would take over once on the scene. They would then be responsible for ensuring the potential crime scene is protected and secured and notify the Office of Professional Standards investigators would advise the SART and then come on sight if needed to collect evidence and assume the investigation.</p> <p>The SART Leader arranges for immediate medical examination. Medical conducts an initial assessment to determine if the inmate needs immediate medical intervention. Medical staff contacts the SANE if needed. The Office of Professional Standards investigator or the Effingham County Sheriff's Office will continue the investigation following GDC Policy.</p> <p>Discussion of Interviews: The Warden described the actions that would be taken in the event of a sexual assault. The prison staff is small and the SART Team includes medical, counseling, retaliation monitor and the facility-based investigator. Interviews with the SART Team members confirmed their roles for responding to sexual assault.</p>



115.66	<b>Preservation of ability to protect inmates from contact with abusers</b>
	<b>Auditor Overall Determination:</b> Meets Standard
	<b>Auditor Discussion</b>
	<p>The State of Georgia is a right to work state. Effingham County employees are not members of a union. The County is not involved in any form of collective bargaining, with regard to the staff at the prison.</p> <p>Interviews: Warden; PREA Compliance Manager</p> <p>Discussion of interviews: Interviews indicated that employees are all non-union and the facility is not involved in any form of collective bargaining. The Warden can remove any staff member from contact with inmates following an allegation of sexual abuse or sexual harassment.</p>

115.67	<b>Agency protection against retaliation</b>
	<b>Auditor Overall Determination:</b> Meets Standard
	<b>Auditor Discussion</b>
	<p>Policy and Documents Reviewed: DOC Policy 208.6, Prison Rape Elimination Act, Sexually Abusive Behavior Prevention and Intervention Program; GDC Policy1K01-0006, Paragraph 5; SART ContactList</p> <p>Interviews: Retaliation Monitor; PREA Compliance Manager</p> <p>Discussion of Policy and Documents Review: GDC Policy 208.6, Prison Rape Elimination Act, Sexually Abusive Behavior Prevention and Intervention Program, F.4, affirms the agency has a zero tolerance for any form of retaliation and is committed to protecting inmates or staff who report sexual abuse and sexual misconduct or sexual harassment from retaliation. Policy requires that anyone who retaliates against a staff member or an offender who has reported an allegation of sexual abuse or sexual harassment in good faith or who has participated in a subsequent investigation will be subject to disciplinary action. Too, it requires the Department to protect offenders and staff who report sexual abuse or sexual harassment from retaliation.</p> <p>Policy and the Local Operating Procedures require the Warden to designate a staff to serve as the facility retaliation monitor and identify them as such in the PREA Local Procedure Directive and Coordinated Response Plan.</p> <p>Additionally, policy provides multiple protection measures including: housing changes for inmates, transfers, removal of alleged staff or inmate abusers from contact with victims and emotional support for inmates or staff who fears retaliation.</p> <p>Monitoring is required to be conducted for at least 90 days following a report of abuse. Monitoring will include monitoring the conduct and treatment of inmates and staff to see any changes to indicate possible retaliation and to remedy any retaliation. Monitoring includes: review of inmate disciplinary reports, housing or program changes, negative performance reviews or reassignments of staff etc.</p> <p>Monitoring may continue beyond 90 days if the initial monitoring indicates the need for it. Periodic status checks of inmates will be conducted. The obligation for monitoring terminates if the allegation is unfounded. Policy requires that monitoring is documented on the GDC Form 90 Day Offender Sexual Abuse Review Checklist. The checklist is completed for each inmate being monitored.</p> <p>Anyone who retaliates against a staff member or an offender who has reported in good faith an allegation of sexual abuse or sexual harassment or who has participated in a subsequent investigation shall be subject to disciplinary action. The procedure also requires the facility to protect offenders and staff who report sexual abuse, sexual misconduct, and sexual harassment for retaliation. Multiple protection measures include offender housing changes or transfers, removal of alleged staff or offender abusers from contact with victims, and emotional support services for offenders or staff who fear retaliation for reporting or for cooperating with investigations.</p> <p>Discussion of Interviews: The Warden has designated the Deputy Warden of Care and</p>

Treatment as the facility's retaliation monitor. The retaliation monitor is a part of Sexual Assault Response Team (SART) that investigates allegations of sexual abuse. He described the steps he would take monitoring an offender who suffer sexual abuse. He stated he would move the offenders to another housing unit or possibly transfer the offending inmate to another facility. If an offender and if staff member were involved the staff would be placed on no contact until the investigation was completed.

Staff would have shift or assignment changes and he would monitor job performance report for the staff member. For the offender, he would monitor such things as DRs, detail assignments, dorms changes or anything else out of the ordinary that would indicate possible retaliation. He stated he would monitor for retaliation beyond 90 days if necessary.

<b>115.68</b>	<b>Post-allegation protective custody</b>
	<b>Auditor Overall Determination:</b> Meets Standard
	<b>Auditor Discussion</b>
	<p>Policy and Documents Reviewed: Department of Corrections Policy, 208.6, Prison Rape Elimination Act, Sexually Abusive Behavior Prevention and Intervention Program, D. Screening for Risk of Sexual Victimization and Abusiveness, 3. Protective Custody; Effingham County Prison PREA Policy Statement, 115.68; Pre-Audit Questionnaire</p> <p>Interviews: Warden; Deputy Warden; PREA Compliance Manager; Random Staff; Staff Supervising Segregation</p> <p>Discussion of Policy and Documents: Department of Corrections Policy, 208.6, Prison Rape Elimination Act, Sexually Abusive Behavior Prevention and Intervention Program, D. Screening for Risk of Sexual Victimization and Abusiveness, 3. Protective Custody prohibits placing inmates at high risk for sexual victimization in involuntary segregated housing unless an assessment of all available alternatives have been made and a determination made that there is no available alternative means of separation from likely abusers. If an assessment cannot be conducted immediately, the inmate may be held in involuntary segregation for less than 24 hours while completing the assessment. This placement, including concern for the inmate's safety, must be documented in the inmate/offender database, SCRIBE, documenting concern for the inmate's safety and the reason why no alternative means of separation can be arranged. Inmates who are placed in involuntary segregation are housed there only until an alternative means of separation from likely abusers can be arranged and the assignment, ordinarily, shall not exceed 30 days. Reviews are required to be conducted every 30 days to determine whether there is a continuing need for separation from the general population. Inmates in involuntary segregation will receive services in accordance with SOP HN09-0001, Administrative Segregation.</p> <p>The Effingham County Prison Policy statement affirms that the facility ensures that 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. Inmates, according to staff, including the Warden are placed in a safe bed in another dorm while the alleged perpetrator is placed in segregation pending investigation. If the inmate cannot feel safe in this facility, the Warden would facilitate a transfer to another facility where the inmate would feel safe.</p> <p>The reviewed Pre-Audit Questionnaire documented there were no inmates placed in involuntary protective custody during the past 12 months.</p> <p>Discussion of Interviews: Interviews with staff, including the Warden, Deputy Warden, PREA Compliance Manager and Random Staff indicated offenders are placed in Protective Custody when requested by the offender. All the interviewed staff stated involuntary protective custody would only be used as a last resort and if there was other place to house the inmate. Staff stated inmates could be placed in another dorm. Staff stated an offender may be placed in a single cell temporarily while the SART completes the investigation. The inmate would not be placed in segregated housing unless there was no other place to ensure the offenders safety. If an offender is place in segregation the reason would be documented and entered into SCRIBE in accordance with GDC policy.</p>



115.71	<b>Criminal and administrative agency investigations</b>
	<b>Auditor Overall Determination:</b> Meets Standard
	<b>Auditor Discussion</b>
	<p>Policy and Documents Reviewed: Georgia Department of Corrections Policy, 208.6, G. Investigations; Effingham County Prison Local Operating Procedure, 11.53, Sexually Abusive Behavior Prevention and Intervention, G. Investigations; GDC Standard Operating Procedures, 1KO1-0006, Investigation of Allegations of Sexual Contact, Sexual Abuse, and Sexual Harassment of Offenders; Effingham County Prison Local Operating Procedure 11.53, Sexually Abusive Behavior Prevention and Intervention, G. Investigations</p> <p>Interviews: Warden, PREA Compliance Manager; Facility-Based Investigator, SART Members; Previous interview with an OPS Investigator and a Special Agent (OPS).</p> <p>Discussion of Policy and Documents Reviewed: This facility conducts the initial investigations into allegations of sexual abuse. Investigations are conducted by the Sexual Assault Response Team. If the allegation appears to be criminal the case is referred to the Georgia Department of Corrections Office of Professional Standards to be investigated by a Special Agent or the case may be referred to the Effingham County Sheriff's Office. However, in any case, when the agency conducts its own investigations into allegations of sexual abuse and sexual harassment, it does so promptly, thoroughly, and objectively.</p> <p>Investigations are conducted as the result of an allegation of sexual abuse or sexual harassment, including those made by third parties and those made anonymously. Staff are required to report allegations received through any means, including third party and those made anonymously.</p> <p>Georgia Department of Corrections Policy, 208.6, G. Investigations, describes the investigative process. It requires that all reports of sexual abuse or sexual harassment will be considered allegations and will be investigated.</p> <p>In Georgia Department of Correction's Facilities, the local Sexual Assault Response Team is responsible for the administrative investigation of all allegations of sexual abuse or sexual harassment. In the Effingham County Prison, the SART investigates allegations of sexual abuse and sexual harassment and if an allegation appears to be criminal in nature, the case is referred either to the local Sheriff's Department or the Georgia Department of Corrections Office of Professional Standards Special Agent. The SART has a primary investigator referred to as the Facility-Based Investigator. The Facility-Based Investigator has completed the on-line specialized training provided by the National Institute of Corrections, "PREA: Conducting Sexual Abuse Investigations in Confinement Settings." The auditor reviewed certificates documenting that not only has the Facility-Based Investigator completed the specialized training but shift supervisors have been trained as well to begin the investigations in the absence of the Facility-Based Investigator.</p> <p>The agency has developed a checklist (Sexual Allegation Response Checklist) that is required to be completed for all PREA Allegations. If the allegation is made against a staff member and the SART deems the allegation to be unfounded or unsubstantiated by evidence, the case can be closed at the facility level. If the allegation is criminal in nature, SART will not interview nor</p>

will a statement be collected from the accused perpetrator, without first consulting the Regional Special Agent in charge.

Policy requires agents and investigators to gather and preserve direct and circumstantial evidence; interview alleged victims, suspected perpetrators, and witnesses and review prior complaints and reports of sexual abuse involving the suspected perpetrator.

Credibility of the victim, suspect and witnesses is to be assessed on an individual basis and not determine by the person's status as an offender or staff member. An offender who alleges sexual abuse will not be required to submit to a polygraph exam or other truth-telling device as a condition for proceeding with the investigation of such an allegation.

At the end of each SART investigation, the PREA Investigative Summary must be submitted to the PREA unit for administrative review.

For investigations of allegations of sexual abuse, the Department and investigative agencies will follow a uniform evidence protocol that maximizes the potential for obtaining usable physical evidence for administrative proceeding and criminal prosecution in accordance with SOP 103.06, Investigations of Allegations of Sexual Contact, Sexual Abuse and Sexual Harassment of Offenders.

Policy requires the investigations are prompt, thorough, and objective.

Administrative and criminal investigations must include an effort to determine whether staff actions or failure to act contributed to the abuse. This must be documented in written reports that include a description of the physical and testimonial evidence, the reasoning behind the credibility assessments, and investigative facts and findings.

Substantiated allegations of conduct deemed criminal shall be referred for prosecution. OPS is required to keep all written reports for as long as the alleged abuser is incarcerated or employed by the Department, plus five years.

Investigations will not be terminated because of the departure of an alleged abuser or victim from employment or control of the department.

The Effingham County Prison would have the GDC Office of Professional Standards investigate any allegations of sexual abuse involving a Georgia Department of Corrections. Staff indicated they maintain continuous communications with the Effingham County Sheriff's Office and would easily remain informed of the progress of an investigation. Facility staff would also lend their assistance to the sheriff's office as requested. The same would be true if the investigation was conducted by the GDC Office of Professional Standards Special Agent.

The Pre-Audit Questionnaire documented there was one (1) allegation of either sexual harassment and no allegations of sexual abuse during the past 12 months. The auditor reviewed the investigation. The investigation was well documented and indicated a thorough process.

Discussion of Interviews: An interview with a facility-based investigator confirmed he is knowledgeable of the investigative process. He described the specialized training he received including conducting the investigation, interviewing sexual abuse victims, Garrity and Miranda Warnings and evidence collection. He related investigations are initiated immediately.

Interviews would be conducted with the alleged victim, alleged perpetrator, and any witnesses. All physical evidence gathered such as the forensic examination, review of camera footage, and documents associated with the investigation would be used in determining the outcome of the investigation. The investigation would continue if a staff member terminates employment ,prior to the investigation outcome. It would also continue if the inmate, is transferred to another facility. When the SART reviews the evidence, a decision is made based upon the preponderance of the evidence.



115.72	<b>Evidentiary standard for administrative investigations</b>
	<b>Auditor Overall Determination:</b> Meets Standard
	<b>Auditor Discussion</b>
	<p>Policy and Documents Reviewed: The Georgia Department of Corrections Policy 208.06, Prison Rape Elimination Act-PREA, Sexually Abusive Behavior Prevention and Intervention Program, Section G. 13; Effingham County Prison PERA Policy</p> <p>Interviews: Warden, PREA Compliance Manager; Facility-Based Investigator; SART Members.</p> <p>Discussion of Policy and Documents Reviewed: The Georgia Department of Corrections Policy 208.06, Prison Rape Elimination Act-PREA, Sexually Abusive Behavior Prevention and Intervention Program, Section G. 13 requires that there shall be no standard higher than a preponderance of the evidence in determining whether allegations of sexual abuse or sexual harassment are substantiated.</p> <p>Effingham County Prison Local Operating Procedure, 11.53, Sexually Abusive Behavior Prevention and Intervention, G.14, requires that there shall be no standard higher than a preponderance of the evidence in determining whether allegations of sexual abuse or sexual harassment are substantiated.</p> <p>Discussion of Interviews: An interview with the facility-based investigator confirmed that the standard used to substantiate an allegation of sexual abuse or sexual harassment is the preponderance of the evidence.</p>

115.73	<b>Reporting to inmates</b>
	<p data-bbox="252 170 896 203"><b>Auditor Overall Determination:</b> Meets Standard</p> <p data-bbox="252 248 523 282"><b>Auditor Discussion</b></p> <p data-bbox="252 327 1437 488">Policy and Documents Reviewed: GDC Policy 208.06, Prison Rape Elimination Act – PREA, Sexually Abusive Behavior Prevention and Intervention Program, G.15; Attachment 3, GDC 208.6; Effingham County Prison PERA Policy, 115. 73, Reporting to Inmates; Pre-Audit Questionnaire</p> <p data-bbox="252 533 1430 607">Interviews: Warden; PREA Compliance Manager; Sexual Assault Response Team Leader; Facility Based Investigator</p> <p data-bbox="252 651 1469 853">Discussion of Policy and Documents Review: Following an investigation into an allegation of sexual abuse, within 30 days, the facility is required, by policy, (208.6) and Effingham County Prison PERA Policy requires that the facility notify the inmate of the results of the investigation as to whether the allegation has been determined to be substantiated, unsubstantiated, or unfounded or unsubstantiated or substantiated forwarded to OPS.</p> <p data-bbox="252 898 1481 1099">Policy requires the notification be completed by a member of the local SART unless the appointing authority delegates to another designee under certain circumstances. Notifications are required to be documented. If an inmate is released from the Department’s custody the Department’s obligation to “notify” the inmate of the outcome of the investigation is terminated. Notifications are required to comply with the PREA Standards and DOC Policies.</p> <p data-bbox="252 1144 1481 1256">If an outside entity conducts the investigation the agency/facility will request the relevant information from the agency conducting the investigation to inform the resident of the outcome of the investigation.</p> <p data-bbox="252 1301 1442 1458">A member of the SART is required to notify the resident when a staff member is no longer posted within the resident’s unit; the staff member is no longer employed at the facility; the agency learns that the staff member has been indicted on a charge related to sexual abuse within the facility or the agency</p> <p data-bbox="252 1503 1481 1704">learns that the staff member has been convicted on a charge related to sexual abuse within the facility. The agency would also notify the resident when the agency learns that the alleged abuser has been indicted on a charge related to sexual abuse within the facility; or the agency learns that the alleged abuser has been convicted on a charge related to sexual abuse within the facility.</p> <p data-bbox="252 1749 1469 1906">The notification form would document, for the resident, if the investigation was determined to be substantiated, unsubstantiated, unfounded or referred to OPS. If the allegation is determined to be substantiated, unsubstantiated, or unfounded, the resident is notified of any of the following if applicable:</p> <ul data-bbox="252 1951 1422 2130" style="list-style-type: none"> <li data-bbox="252 1951 1066 1984">· Staff member is no longer posted within the inmate’s unit</li> <li data-bbox="252 2018 970 2051">· Staff member is no longer employed at the facility</li> <li data-bbox="252 2085 1422 2119">· Staff member has been indicted on a charge related to sexual abuse with the facility</li> </ul>

- Staff member has been convicted on a charge related to sexual abuse within the facility
- The alleged abuser (offender) has been indicted on a charge related to sexual abuse within the facility
- The alleged abuser (offender) has been convicted on a charge related to sexual abuse within the facility
- Other: Include explanation of why "other:" was checked.

There was no allegation of sexual abuse or sexual harassment made during the past 12 months. According to the Chief of Security, the Lieutenant, the inmate was notified however the notification was not documented. Staff described the process and the requirements of the policy and it was suggested the notifications be made using the GDC Notification Form.

Discussion of Interviews: Interviews with the Facility-Based Investigator and other members of the SART confirmed the SART would be responsible for notifying a resident of the outcome of an investigation. Notification will be documented on the GDC Notification Form, Attachment 3, GDC 208.6. The Warden confirmed the notification process.

115.76	<b>Disciplinary sanctions for staff</b>
	<p data-bbox="248 168 898 203"><b>Auditor Overall Determination:</b> Meets Standard</p> <p data-bbox="248 248 523 284"><b>Auditor Discussion</b></p> <p data-bbox="248 329 1469 575">Policy and Documents Reviewed: Department of Corrections Policy, 208.6, Prison Rape Elimination Act, H. Discipline, 1. Disciplinary Sanction for Staff; GDC Sexual Assault/Sexual Misconduct Prison Rape Elimination Act (PREA); Effingham County Prison Local Operating Procedure, 11.53, Sexually Abusive Behavior Prevention and Intervention; Education Acknowledgment Statement for Employees and Unsupervised Contractors and Unsupervised Volunteers; Reviewed Pre-Audit Questionnaire</p> <p data-bbox="248 613 1082 649">Interviews: PREA Compliance Manager; Warden; Random Staff</p> <p data-bbox="248 687 1465 1023">Discussion of Policy and Document Review: Department of Corrections Policy, 208.6, Prison Rape Elimination Act, H. Discipline, 1. Disciplinary Sanction for Staff and Effingham County Prison Local Operating Procedure, 11.53, Sexually Abusive Behavior Prevention and Intervention, requires that staff who engages in sexual abuse with an offender will be banned from correctional institutions or subject to disciplinary action, up to and including, termination, whichever is appropriate. Staff may also be referred for criminal prosecution when appropriate. The LOP states that termination will be the presumptive disciplinary sanction for staff members who have engaged in sexual touching.</p> <p data-bbox="248 1061 1453 1225">Violations of Department policy related to sexual harassment (other than engaging in sexual abuse) will 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 data-bbox="248 1263 1477 1426">Terminations for violations of the Department sexual abuse or sexual harassment policies or resignations by staff that would have been terminated if not for their resignation are reported to law enforcement agencies unless the activity was clearly not criminal. These cases are also reported to the Georgia Peace Officers Standards and Training Council (POST).</p> <p data-bbox="248 1464 1437 1628">Substantiated cases of nonconsensual sexual contact between offenders or sexual contact between a staff member and an offender will be referred for criminal prosecution. This was confirmed through interviews with the PREA Compliance Manager, Warden and Deputy Warden of Security.</p> <p data-bbox="248 1666 1485 1874">Effingham County Prison PREA Policy, 115.76, Disciplinary Sanctions for Staff, confirms that the Effingham County Prison has a zero tolerance for sexual misconduct between inmates and any staff members. Sexual misconduct perpetrated by staff is contrary to the policies of this institution and professional ethical principles that all employees are bound to uphold. Any such conduct is cause for disciplinary action up to and including termination.</p> <p data-bbox="248 1912 1477 2031">There is no consensual sex in a custodial or supervisory relationship as matter of law. A sexual act with an inmate by a person in a position of authority over the inmate is a felony and subject to criminal prosecution.</p> <p data-bbox="248 2069 1465 2143">Retaliation against an inmate who refuses to submit to sexual activity or retaliation against individuals (including witnesses) because of their involvement in the reporting or investigation</p>

of sexual misconduct is also prohibited and grounds for disciplinary actions including termination and criminal prosecution.

Failure of employees to report incidents of sexual misconduct is cause for disciplinary action up to and including termination.

Staff, as a part of their PREA training signs a GDC Sexual Assault/Sexual Misconduct Prison Rape Elimination Act (PREA) Education Acknowledgment Statement for Employees and Unsupervised Contractors and Unsupervised Volunteers contains a warning that any violation of the policy will result in disciplinary action, including termination, or that they will be banned from entering any correctional institution. Furthermore, it asserts that staff understand that in accordance with Georgia Law, O.C.G.A. 16-6-5.1, certain correctional staff members who engage in sexual contact with an offender commit sexual assault, a felony punishable by imprisonment of not less than one nor more than 25 years, a fine of \$100,000.00 or both. Staff acknowledges that an offender cannot consent to sexual activity. The auditor reviewed multiple PREA Acknowledgment Statements signed by employees and contractors.

There were no allegations of either sexual abuse or sexual harassment resulting in disciplinary action against staff during the past 12 months.

Discussion of Interviews: Interviews with the Warden, PREA Compliance Manager and administrative staff indicated that the agency has a zero-tolerance policy for sexual abuse and sexual harassment. If a staff was involved in an allegation of sexual abuse the staff would be placed on no-contact with that offender or placed on administrative leave. If an allegation is substantiated, the staff would be banned from all GDC facilities and the presumptive disciplinary action is termination.

115.77	<b>Corrective action for contractors and volunteers</b>
	<b>Auditor Overall Determination:</b> Meets Standard
	<b>Auditor Discussion</b>
	<p>Policy and Documents Reviewed: DOC Policy, 208.06, Prison Rape Elimination Act, Sexually Abusive Behavior Prevention and Intervention Program, Paragraph #2. Contractors and Volunteers; GDC Sexual Assault/Sexual Misconduct Prison Rape Elimination Act (PREA); Effingham County Prison PREA Policy; Acknowledgment Statement for Employees and Contractors; Pre-Audit Questionnaire</p> <p>Interviews: PREA Compliance Manager; Warden; SART Leader; Facility-Based Investigator</p> <p>Discussion of Policies and Reviewed Documents: DOC Policy, 208.06, Prison Rape Elimination Act, Sexually Abusive Behavior Prevention and Intervention Program, Paragraph #2. Contractors and Volunteers, and Effingham County Local Operating Procedure, Contractors and Volunteers, requires that any contractor or volunteer who engages in sexual abuse will be prohibited from contact with inmates and will be reported to law enforcement agencies, unless the activity was clearly not criminal and to relevant licensing bodies.</p> <p>The facility is required to take appropriate remedial measures and to consider whether to prohibit further contact with inmates in the case of any other violation of Department sexual abuse or sexual harassment policies by a contractor or volunteer.</p> <p>Effingham County Prison PREA Policy asserts that any contractor or volunteer who engages in sexual abuse will be prohibited from contact with the inmate, Effingham County Prison and staff. Contractors and volunteers are subject to be reported to the Effingham County Sheriff's Department for further investigation pursuant to criminal charges.</p> <p>The Pre-Audit Questionnaire documented that there were no allegations of sexual abuse or sexual harassment against any contractor or volunteer during the past 12 months. This was confirmed as well through interviews with the Warden, PREA Compliance Manager, and SART Leader.</p> <p>None of the reviewed investigation packages contained any allegations against a contractor or a volunteer.</p> <p>Discussion of Interviews: Interviews with the PREA Compliance Manager; SART Leader and Warden indicated that they have had no allegations made against a contractor in the past twelve (12) months. Interviewed staff related that any contractor who was alleged to have violated the agency sexual abuse or sexual harassment policy would be prohibited from coming into the prison. An investigation would be conducted and if the allegation was substantiated the contractor would be referred for prosecution.</p>

115.78	<b>Disciplinary sanctions for inmates</b>
	<p><b>Auditor Overall Determination:</b> Meets Standard</p> <p><b>Auditor Discussion</b></p> <p>Policy and Documents Reviewed: GDC Policy, 208.6, Sexually Abusive Behavior Prevention and Intervention Program, H. Discipline, Paragraph 3. Disciplinary Sanctions for Offenders, Effingham County Local Operating Procedure, 11.53, Sexually Abusive Behavior Prevention and Intervention; GDC Standard Operating Procedure, VG34-0001, MH/MR Discipline Procedures; Pre-Audit Questionnaire</p> <p>Interviews: Warden; PREA Compliance Manager; SART Leader; SART Team Members; Staff Supervising Segregation</p> <p>Discussion of Policy and Documents Reviewed: GDC Policy and Effingham County Prison Local Operating Procedure prohibit all consensual sexual activity between offenders and offenders may be subject to disciplinary action for such activity. Consensual sexual activity between offenders does not constitute sexual abuse but is considered a disciplinary issue. Paragraph b. requires that offenders are subject to disciplinary sanctions pursuant to a formal disciplinary process following an administrative finding that the offender engaged in offender-on-offender sexual abuse or a criminal finding of guilt for offender-on-offender sexual abuse. The sanctions that may be imposed are prescribed in Standard Operating Procedures 209.01, Offender Discipline.</p> <p>Policy requires that the disciplinary process consider whether an offender’s mental disabilities or mental illness contributed to behavior when determining what type of sanction, if any, will be imposed. SOP VG34-001 establishes procedures for various levels of challenge when charged with a disciplinary violation to ensure the inmate understands the process and that his challenges are taken into consideration in the process.</p> <p>And if the facility offers therapy, counseling or other interventions to address and correct underlying reasons or motivations for the abuse, the facility is required to consider whether to offer the offending offender to participate in such interactions as a condition of access to programming or other benefits.</p> <p>Policy affirms that an offender may be disciplined for sexual contact with a staff member only upon a finding that the staff member did not consent to such contact.</p> <p>Reports made in good faith upon a reasonable belief that the alleged conduct occurred shall not constitute false reporting or lying, even if the investigation does not establish sufficient evidence to substantiate the allegation. However, following an administrative finding of malicious intent on behalf of the offender making the report, then the offender will be subject to disciplinary sanctions pursuant to a formal disciplinary process in accordance with SOP 209.01, Offender Discipline.</p> <p>Effingham County Prison PREA Policy, 115.78, Disciplinary Sanctions for Inmates requires the following:</p> <p>(a) 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</p>

or following a criminal finding of guilt for inmate-on-inmate sexual abuse.

(b) 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.

(c) 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.

(d) ECP does not offer therapy, counseling, or other interventions designed to address and correct underlying reasons of motivations for the abuse, ECP will transfer inmate so he can participate in therapy and or counseling.

(e) ECP may discipline an inmate for sexual contact with staff only upon a finding that the staff member did not consent to such contact.

(f) 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 allegations.

(g) ECP may, in its discretion, prohibit all sexual activity between inmates and may discipline inmates for such activity. ECP may not, however, deem such activity to constitute sexual abuse if it determines that the activity is not coerced.

There were no allegations against another inmate during the past twelve (12) months. This was confirmed through the reviewed Pre-Audit Questionnaire, reviewed incident reports, reviewed grievances, and interviews with staff and inmates.

Discussion of Interviews: Interviews confirmed that if an offender had been involved in violation of agency policy for sexual abuse, the offender could be subject to possible criminal prosecution and depending on the charge or violation; the offender will be disciplined according to the offender disciplinary code. This was confirmed through interviews with staff.



115.81	<b>Medical and mental health screenings; history of sexual abuse</b>
	<b>Auditor Overall Determination:</b> Meets Standard
	<b>Auditor Discussion</b>
	<p>Policy and Documents Reviewed: GDC Policy 208.06, Sexually Abusive Behavior Prevention and Intervention Program, I., Medical and Mental Health Care; Effingham County Prison PREA Policy, 115.81, Medical and Mental Health Screenings; Pre-Audit Questionnaire; Victim/Aggressor Assessments</p> <p>Interviews: Nurse, Staff Responsible for Risk Screening; Inmates who disclose Sexual Victimization at Risk Screening - NA</p> <p>Discussion of Reviewed Policy and Documents: GDC Medical Policies are specific and voluminous regarding health care. Health Care services are provided through a contract. The GDC Policy, 208.06, Sexually Abusive Behavior Prevention and Intervention Program I, Medical and Mental Health Care requires that the GDC provide prompt and appropriate medical and mental health services in compliance with 28 CFR 115 and in accordance with the GDC Standard Operating Procedures. The auditor reviewed referrals to mental health for inmates alleging sexual abuse or sexual harassment, including prior victimization. The referral process is expedited by the fact the mental health staff conduct the victim/aggressor assessments during the intake process. Prior to the provision of services, based on referrals, documentation, including Informed Consent/Confidentiality Forms, are explained and signed by inmates.</p> <p>If the screening process indicates an offender has previously perpetrated sexual abuse whether it occurred in an institutional setting or in the community, staff ensures that the offender is offered a follow- up meeting with a mental health practitioner within 14 days of the intake screening.</p> <p>Effingham County PREA Policy, Medical and Mental Health Care, requires that If an inmate's intake assessment indicates that he has experienced any prior victimization or has perpetrated sexual abuse, whether it occurred in an institutional setting or in the community, the inmate will be offered a follow-up meeting within 14 days of the intake screening. Documentation of such will be noted on the inmate's intake screening instrument. Any information related to sexual victimization or abusiveness that occurred in an institutional setting will be strictly limited to necessary staff maintaining strict confidentiality.</p> <p>Any time an allegation of sexual abuse occurs, the inmate will be seen by a SANE nurse without financial cost to the inmate.</p> <p>The institution nurse is to assess for any lingering acute or non-acute physical injuries as well as any psychological impact of the victimization. Follow up medications, treatment, testing, etc. will be completed as ordered. This may include repeat HIV/STD testing and follow-up medication as needed/ordered for HIV/STD. All findings must be documented in the inmate's medical record and strict confidentiality will be maintained at all times.</p> <p>Care is taken to protect reported information. Information reported by offenders related to prior victimization or abusiveness that occurred in an institutional setting is limited to medical and mental health practitioners and other staff, as necessary, to inform treatment plans and</p>

security and management decisions, including housing, bed, work, education and program assignments or as otherwise required by Federal, State or local law.

Interviews with medical staff indicated that they obtain and document informed consent from offenders before reporting information about prior sexual victimization that did not occur in an institutional setting.

There have been no disclosures during the intake vulnerability assessment. The auditor reviewed assessments and reassessments and none of them documented a report of prior victimization. If there was an inmate disclosing, he would, according to staff, be referred to a State Prison Mental Health Staff. Effingham County Prison would refer inmates to Coastal State Prison for Mental Health Services.

There was no allegation of sexual abuse in the past 12 months.

Discussion of Interviews: Interviews with medical staff indicated inmates are screened for prior victimization. Staff relate if the screening indicates that an offender has experienced prior sexual victimization, whether it occurred in an institutional setting or in the community, staff ensure the offender is offered a follow-up meeting with a medical or mental health practitioner within 14 days of the intake screening. The same would be offered for an inmate who disclosed prior abusiveness. No offenders housed at the facility during the onsite phase of the audit had reported prior victimization.

115.82	<b>Access to emergency medical and mental health services</b>
	<p><b>Auditor Overall Determination:</b> Meets Standard</p> <p><b>Auditor Discussion</b></p> <p>Policy and Documents Reviewed: GDC Policy, 208.6; Prison Rape Elimination Act</p> <p>Interviews: Medical; Random Staff; Security and Non-Security First Responders</p> <p>Discussion of Reviewed Policies and Documents: 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. The facility has a licensed practical nurse who is on duty during normal duty hours Monday through Friday. There are no other nurses available however the nurse is on call and she can access the medical doctor or the “on-call” medical doctor.</p> <p>Inmate victims of sexual abuse will be assessed by the nurse if she is on duty. In her absence the inmate will be taken to the local hospital for a forensic exam. If the counselor is not on duty the inmate would be referred to Coastal State Prison for mental health treatment.</p> <p>Staff First Responders articulated their responsibilities in responding to an incident of sexual abuse.</p> <p>GDC Policy, 208.6, Prison Rape Elimination Act, Sexually Abusive Behavior Prevention and Intervention Program requires the facility to provide prompt and appropriate medical and mental health services in compliance with this standard. It requires the SART to arrange for immediate medical examination of the alleged victim, followed by a mental health evaluation within 24 hours.</p> <p>Effingham County Prison PREA Policy 115.82, Access to Emergency Medical and Mental Health Services, requires that mental health treatment services can be provided by the institutional Counselor 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. If the inmate desires, then the PREA Coordinator or Senior/ Chief Counselor will contact them.</p> <p>The facility has a MOU with the Sexual Assault Response Team affirming they would provide a forensic examination. The facility has attempted to enter into a MOU with the Teal House to provide an advocate to accompany the inmate throughout the forensic exam.</p> <p>The facility has had no allegation of sexual abuse in the past twelve (12) months.</p> <p>Emergency crisis intervention from mental health is available at a Georgia Department of Corrections Coastal State Prison.</p> <p>Discussion of Interviews: The facility nurse, a licensed practical nurse, stated she would provide first aid, following an assessment to determine if there were any serious injuries requiring outside treatment. Interviews with staff confirmed that, as first responders, they would separate the victim from the perpetrator and get the victim to medical for treatment and an examination. Non-uniformed staff also could explain their roles as first responders.</p>

115.83	<b>Ongoing medical and mental health care for sexual abuse victims and abusers</b>
	<b>Auditor Overall Determination:</b> Meets Standard
	<b>Auditor Discussion</b>
	<p>Policies and Documents Reviewed: Pre-Audit Questionnaire; GDC SOP PREA 208.06, Sexually Abusive Behavior, Prevention and Intervention; Effingham County Prison Policy, 115.83, Ongoing Medical and Mental Health Care for Sexual Abuse Victims</p> <p>Interviews: Medical; Inmates who reported a Sexual Abuse - NA</p> <p>Policy and Document Review: Effingham County Prison Policy, 115.83, requires that (a) ECP will 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. (b) 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. (c) ECP shall provide such victims with medical and mental health services consistent with community level of care, (d) Inmate victims of sexual abuse while incarcerated shall be offered tests for sexually transmitted infections as medically appropriate. (e) 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. (f) ECP 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>Effingham County Prison medical and mental health staff would ensure that inmate victims of sexual abuse receive timely, unimpeded access to emergency medical treatment and crisis intervention services, the nature and scope of which is determined by medical and mental staff. There have been no cases or allegations of sexual abuse that were made in the past 12 months.</p> <p>Policy requires medical first responders to provide care and treatment as outlined in the Sexual Assault Manual. Medical staff will provide immediate care and evaluate the victim for life threatening injuries.</p> <p>Policy also requires that medical staff can aid in the preservation of evidence by instructing the offender not to take any actions that could destroy physical evidence and assisting with the arrangement of a forensic exam by a SANE here at the institution at no cost to the offender.</p> <p>Mental health treatment services are provided by the institutional Counselor and by Mental Health Staff from Coastal State Prison. These services are available 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. If the inmate desires and the claim is substantiated, then the Facility PREA Compliance Coordinator or Counselor ensures continued Mental Health Services are rendered.</p> <p>The reviewed documentation provided by the Statesboro Sexual Assault Center confirmed that offender victims of sexual abuse are offered STI prophylaxis. Follow-up is provided, as needed and ordered, by the prison.</p>

GDC Policy requires that the facility attempt to conduct a mental health evaluation of all known resident on resident abusers within 60 days of becoming aware of such history and offer treatment as appropriate.

GDC Policy requires that victims of sexual abuse are provided health care services, including the forensic exam at no cost to the victim. This is confirmed through review of the GDC PREA Policy as well as interviews with medical staff.

Discussion of Interviews: Interviewed medical staff explained his role in responding to an allegation of sexual abuse as well as their role following a forensic examination. Staff explained that inmates requiring mental health services are sent to Coastal State Prison where mental health services are provided.

115.86	<b>Sexual abuse incident reviews</b>
	<p data-bbox="252 168 901 201"><b>Auditor Overall Determination:</b> Meets Standard</p> <p data-bbox="252 246 526 280"><b>Auditor Discussion</b></p> <p data-bbox="252 324 1380 436">Policy and Document Review: GDC Policy 208.06; Prison Rape Elimination Act-PREA; Sexually Abusive Behavior Prevention and Intervention Program J. Data Collection and Review; Pre-Audit Questionnaire.</p> <p data-bbox="252 481 1173 515">Interviews: Warden; PREA Compliance Manger; Incident Review Team</p> <p data-bbox="252 560 1484 761">Discussion of Policies and Documents: GDC Policy 208.06, Prison Rape Elimination Act-PREA, Sexually Abusive Behavior Prevention and Intervention Program J. Data Collection and Review, 1. Monthly Sexual Abuse and Sexual Assault Program Review, affirms and requires that each facility meet once per month to review and assess the facility’s PREA prevention, detection, and response efforts.</p> <p data-bbox="252 806 1476 963">During that meeting, policy requires an incident review to be conducted for each sexual abuse allegation that has been concluded within the past 30 days. This review is to be conducted on all abuse allegations deemed to be substantiated and unsubstantiated. Reviews of unfounded allegations are not necessary.</p> <p data-bbox="252 1008 1372 1120">This policy requires that the members of the incident review team consist of the PREA Compliance Manager, SART and representatives from upper level management, line supervisors and other staff members, as designated by the Warden of the facility.</p> <p data-bbox="252 1164 1476 1713">Team members consider whether the allegation or investigation indicates a need to change policy or practice to better prevent, detect or respond to sexual abuse; whether the allegation was motivated by the perpetrator’s or victim’s race, ethnicity, gender identity, gay, lesbian, bisexual, transgender or intersex identification, status or perceived status, or gang affiliation, or was motivated by other group dynamics at the facility; to examine the area where the incident allegedly occurred to assess whether physical barriers in the area enabled the abuse; to assess the adequacy of staffing levels in the area during different shifts; assess whether monitoring technology should be deployed or augmented to supplement supervision by staff and prepare a report of findings, including, but not limited to , determinations regarding all of the above and any recommendations for improvements, and submit the report to the Warden or PREA Compliance Manager. This information is documented on the Sexual Abuse Incident Review Checklist. Lastly, the Warden documents the review and comments as well as documenting the date the review was sent to the PREA Compliance Manager.</p> <p data-bbox="252 1758 1452 2004">The reviews are conducted at the end of the investigation, as required. Interviews with team members confirmed the reviews are conducted within 30 days of the conclusion of the investigation and that the team would consider, what motivated the incident (identification, status, gang related etc.), where it happened, blind spots, the presence of cameras, staffing and other items included on the Incident Review Checklist (Sexual Abuse Incident Review Checklist).</p> <p data-bbox="252 2049 1436 2161">Discussion of Interviews: Interviews with the Warden, PREA Compliance Manager, Medical Staff and other members of the Incident Review Team, confirmed the facility does have a process for conducting incident reviews following an investigation. Interviewed staff on the</p>

Incident Review Team identified and described a procedure that is consistent with the standards.

115.87	<b>Data collection</b>
	<p data-bbox="252 170 896 203"><b>Auditor Overall Determination:</b> Meets Standard</p> <p data-bbox="252 248 523 282"><b>Auditor Discussion</b></p> <p data-bbox="252 327 1453 488">Policies and Documents Review: GDC Policy 208.06, Prison Rape Elimination Act, Sexually Abusive Behavior Prevention and Intervention Program, J.3; Georgia Department of Corrections Annual Report; Monthly PREA reports to the GDC PREA Unit; Effingham County Prison PREA Policy, 115.87, Data Collection; Pre-Audit Questionnaire</p> <p data-bbox="252 533 472 566">Interviews: None</p> <p data-bbox="252 611 1485 981">Discussion of Policies and Documents: The Effingham County Prison is a county operated prison and there are no other prisons operated by the county. The Georgia Department of Corrections contracts with Effingham County to confine lower level and lower risk inmates who are capable of working and have met the criteria for acceptance into such a program. Inmates at this prison are transitioning back into the community. Effingham County Prison rarely has an allegation of either sexual abuse or sexual harassment. The configuration of the dorms and the viewing into the dorms from the halls and by control room staff as well as through video monitoring deter sexual abuse. The facility does collect accurate, uniform data for every allegation of sexual abuse at the prison. The facility uses a</p> <p data-bbox="252 1025 1449 1099">standard set of definitions consistent with the PREA Standards and for reporting on the SSV Report as required.</p> <p data-bbox="252 1144 1449 1256">The Effingham County Prison maintains, reviews, and collects data as needed from all available incident- based documents, including reports, investigation files, and sexual abuse incident reviews.</p> <p data-bbox="252 1301 1461 1547">The prison collects data on allegations of sexual abuse and sexual harassment and reports these to the contracting agency (Georgia Department of Corrections) monthly. This report goes to the GDC PREA Unit, PREA Analyst. In addition to the monthly PREA statistical report submitted by each facility; the facility also submits to GDC, a Monthly Operational Report, providing statistics on a multitude of topics, including PREA incidents. The monthly PREA Report documents all allegations/incidents of sexual abuse or sexual harassment.</p> <p data-bbox="252 1592 1442 1666">The incident-based data includes the data necessary to answer all questions from the most recent version of the Survey of Sexual Violence conducted by the Department of Justice.</p> <p data-bbox="252 1711 1481 2114">The Georgia Department of Corrections collects accurate and uniform data for every allegation of sexual abuse at facilities under its direct control using a standardized instrument and set of definitions and aggregates the incident-based sexual abuse data at least annually. The incident-based data collected is based on the most recent version of the Survey of Sexual Violence conducted by the US Department of Justice. The department maintains reviews and collects data as needed from all available incident-based documents, including reports, investigation files and sexual abuse incident reviews. Information is also secured from every facility, including private facilities with whom, DOC contracts for the confinement of residents. Upon request, DOC provides data from the previous calendar year to the US Department of Justice no later than June 30th.</p>



GDC Policy 208.06, Prison Rape Elimination Act, Sexually Abusive Behavior Prevention and Intervention Program, J.3, requires each facility to submit to the Department's PREA Analyst, each month, a report, using the electronic spreadsheet provided from the PREA Coordinator's office. The form is submitted by email the fifth calendar day of the month following the reporting month. It requires that allegations occurring within the month will be included on this report along with the appropriate disposition. The monthly report is to be completed in accordance with the Facility PREA Log User Guide.

The facility collects data of all allegations in the county prisons. There has been no allegation of sexual abuse or sexual harassment in the past 12 months.

<b>115.88</b>	<b>Data review for corrective action</b>
	<b>Auditor Overall Determination:</b> Meets Standard
	<b>Auditor Discussion</b>
	<p>The facility had no allegation of sexual abuse or sexual harassment in the past 12 months.</p> <p>Interviews: Warden; PREA Compliance Manager; Agency’s Statewide PREA Coordinator.</p> <p>Policy and Document Review: The Effingham County Prison rarely has an allegation of sexual abuse. There has been no reported allegation made during the past 12 months. The facility reviews data that has been collected and aggregated to assessed and improve the effectiveness of its sexual abuse prevention, detection, and response policies, practices, and training and takes corrective action on an ongoing basis. Incident Reviews are conducted and staff are charged with analyzing the incident and determining what, if anything, could have been done differently, including any changes in the policies and procedures</p> <p>The Georgia Department of Corrections requires each facility to conduct incident reviews after each sexual abuse allegation investigation if the allegations are founded or unsubstantiated. The purpose of this is to determine what the motivation for the incident was and to assess whether there is a need for corrective actions including additional staff training, staffing changes or requests for additional video monitoring technology or other actions to help prevent similar incidents in the future.</p>

115.89	<b>Data storage, publication, and destruction</b>
	<b>Auditor Overall Determination:</b> Meets Standard
	<b>Auditor Discussion</b>
	<p>Policy and Documents Reviewed: GDC Policy 208.06, Prison Rape Elimination Act -PREA, Sexually Abusive Behavior Prevention and Intervention Program, VI. Record Retention of Forms Relevant to this Policy; Pre-Audit Questionnaire</p> <p>Interviews: Agency’s Statewide PREA Coordinator (prior interview); PREA Compliance Manager; Warden</p> <p>Policy and Document Review: Georgia Department of Corrections makes all aggregated sexual abuse data from all facilities under its direct control and private facilities with whom it contracts, readily available to the public through the Georgia GDC Website. GDC Policy requires all reports are securely retained and maintained for at least 10 years after the date of the initial collection unless the Federal, State or local laws require otherwise.</p> <p>GDC Policy 208.06, Prison Rape Elimination Act -PREA, Sexually Abusive Behavior Prevention and Intervention Program, VI. Record Retention of Forms Relevant to this Policy, requires that the retention of PREA related documents and investigations will be securely retained and made in accordance with this policy and policy in VI.1, Sexual abuse data, files and related documentation requires they are retained at least 10 years from the date of the initial report.</p> <p>Criminal investigation data, files and related documentation is required to be retained for as long as the alleged abuser is incarcerated or employed by the agency, plus five years or 10 years from the date of the initial report, whichever is greater. Administrative investigation data files and related documentation is to be retained for as long as the alleged abuser is incarcerated or employed by the agency, plus five years; or 10 years from the date of the initial report, whichever is greater. The annual report is maintained in the Effingham County Prison.</p>

115.401	<b>Frequency and scope of audits</b>
	<b>Auditor Overall Determination:</b> Meets Standard
	<b>Auditor Discussion</b>
	<p>The Effingham County Prison does contract for the confinement of inmates. The facility has ensured the required three-year audit requirement. The prison was audited by a Certified Auditor September 5, 2018 by a Certified PREA Auditor.</p> <p>Policy and Document Review: GDC Policy, 208.06, Prison Rape Elimination Act-PREA, Sexually Abusive Behavior Prevention and Intervention Program, K. Audits; Notices of PREA Audit; GDC Policy, 208.06, Prison Rape Elimination Act-PREA, Sexually Abusive Behavior Prevention and Intervention Program, K. Audits, asserts that the Department will conduct audits pursuant to 28 C.F.R/ 114.401-405. Each facility operated by the Department will be audited every three years or on a schedule determined by the PREA Coordinator.</p> <p>Policy requires that county facilities and privately operated on behalf of the Department (housing state offenders) must meet the same audit requirements. These entities are responsible for scheduling and funding their audits. All audits are required to be certified by the Department of Justice and each facility will bear the burden of demonstrating compliance with the federal standards. A copy of the final report will be submitted to the Department's PREA Coordinator upon completion of the audit and must be conducted every three years.</p> <p>The auditor was allowed to move freely throughout the facility. Staff at the facility were accessible, professional and accommodating and offered assistance. Staff appeared forthcoming and credible and provided the auditor with documents requested. The auditor informally interacted with inmates throughout the audit period in dorms and on work details. An office was provided for the auditor to conduct interviews with complete privacy. When additional documentation was requested, it was provided expeditiously.</p> <p>The auditor received information via the downloaded PAQ prior to the onsite audit. This included policies, procedures and samples of documentation to confirm compliance.</p> <p>Prior to the onsite phase of the audit and after the onsite audit, the auditor requested additional information and was also provided the information expeditiously.</p> <p>The PREA Notice was observed posted in virtually every area of the facility and throughout the prison. The notice contained contact information for the auditor. The auditor did not receive any correspondence from any inmate, staff, contractor, volunteer or visitor. Inmates had access to the auditor if needed. None requested to talk with the auditor.</p>

115.403	<b>Audit contents and findings</b>
	<b>Auditor Overall Determination:</b> Meets Standard
	<b>Auditor Discussion</b>
	The Effingham County Prison PREA Compliance Manager and GDC PREA Coordinator ensure that all PREA Reports are published on the agency's website within 90 days of the completion of the report.

<b>Appendix: Provision Findings</b>		
<b>115.11 (a)</b>	<b>Zero tolerance of sexual abuse and sexual harassment; PREA coordinator</b>	
	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
<b>115.11 (b)</b>	<b>Zero tolerance of sexual abuse and sexual harassment; PREA coordinator</b>	
	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
<b>115.11 (c)</b>	<b>Zero tolerance of sexual abuse and sexual harassment; PREA coordinator</b>	
	If this agency operates more than one facility, has each facility designated a PREA compliance manager? (N/A if agency operates only one facility.)	yes
	Does the PREA compliance manager have sufficient time and authority to coordinate the facility's efforts to comply with the PREA standards? (N/A if agency operates only one facility.)	yes
<b>115.12 (a)</b>	<b>Contracting with other entities for the confinement of inmates</b>	
	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
<b>115.12 (b)</b>	<b>Contracting with other entities for the confinement of inmates</b>	
	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.)	na
<b>115.13 (a)</b>	<b>Supervision and monitoring</b>	
	Does the facility have a documented staffing plan that provides for	yes

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

<b>115.13 (b)</b>	<b>Supervision and monitoring</b>	
	In circumstances where the staffing plan is not complied with, does the facility document and justify all deviations from the plan? (N/A if no deviations from staffing plan.)	na
<b>115.13 (c)</b>	<b>Supervision and monitoring</b>	
	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
<b>115.13 (d)</b>	<b>Supervision and monitoring</b>	
	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
<b>115.14 (a)</b>	<b>Youthful inmates</b>	
	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



<b>115.14 (b)</b>	<b>Youthful inmates</b>	
	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
<b>115.14 (c)</b>	<b>Youthful inmates</b>	
	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
<b>115.15 (a)</b>	<b>Limits to cross-gender viewing and searches</b>	
	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
<b>115.15 (b)</b>	<b>Limits to cross-gender viewing and searches</b>	
	Does the facility always refrain from conducting cross-gender pat-down searches of female inmates, except in exigent circumstances? (N/A if the facility does not have female inmates.)	na
	Does the facility always refrain from restricting female inmates' access to regularly available programming or other out-of-cell opportunities in order to comply with this provision? (N/A if the facility does not have female inmates.)	na
<b>115.15 (c)</b>	<b>Limits to cross-gender viewing and searches</b>	
	Does the facility document all cross-gender strip searches and cross-gender visual body cavity searches?	yes
	Does the facility document all cross-gender pat-down searches of female inmates (N/A if the facility does not have female inmates)?	na

<b>115.15 (d)</b>	<b>Limits to cross-gender viewing and searches</b>	
	Does the facility have policies that enables inmates to shower, perform bodily functions, and change clothing without nonmedical staff of the opposite gender viewing their breasts, buttocks, or genitalia, except in exigent circumstances or when such viewing is incidental to routine cell checks?	yes
	Does the facility have procedures that enables inmates to shower, perform bodily functions, and change clothing without nonmedical staff of the opposite gender viewing their breasts, buttocks, or genitalia, except in exigent circumstances or when such viewing is incidental to routine cell checks?	yes
	Does the facility require staff of the opposite gender to announce their presence when entering an inmate housing unit?	yes
<b>115.15 (e)</b>	<b>Limits to cross-gender viewing and searches</b>	
	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
<b>115.15 (f)</b>	<b>Limits to cross-gender viewing and searches</b>	
	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
<b>115.16 (a)</b>	<b>Inmates with disabilities and inmates who are limited English proficient</b>	
	Does the agency take appropriate steps to ensure that inmates with disabilities have an equal opportunity to participate in or benefit from all aspects of the agency's efforts to prevent, detect, and respond to sexual abuse and sexual harassment, including: inmates who are deaf or hard of hearing?	yes
	Does the agency take appropriate steps to ensure that inmates with disabilities have an equal opportunity to participate in or benefit from all aspects of the agency's efforts to prevent, detect, and respond to sexual	yes

	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

<b>115.16 (b)</b>	<b>Inmates with disabilities and inmates who are limited English proficient</b>	
	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
<b>115.16 (c)</b>	<b>Inmates with disabilities and inmates who are limited English proficient</b>	
	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

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

<b>115.17 (c)</b>	<b>Hiring and promotion decisions</b>	
	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
<b>115.17 (d)</b>	<b>Hiring and promotion decisions</b>	
	Does the agency perform a criminal background records check before enlisting the services of any contractor who may have contact with inmates?	yes
<b>115.17 (e)</b>	<b>Hiring and promotion decisions</b>	
	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
<b>115.17 (f)</b>	<b>Hiring and promotion decisions</b>	
	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
<b>115.17 (g)</b>	<b>Hiring and promotion decisions</b>	
	Does the agency consider material omissions regarding such misconduct, or the provision of materially false information, grounds for termination?	yes

<b>115.17 (h)</b>	<b>Hiring and promotion decisions</b>	
	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.)	na
<b>115.18 (a)</b>	<b>Upgrades to facilities and technologies</b>	
	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.)	yes
<b>115.18 (b)</b>	<b>Upgrades to facilities and technologies</b>	
	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
<b>115.21 (a)</b>	<b>Evidence protocol and forensic medical examinations</b>	
	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

<b>115.21 (b)</b>	<b>Evidence protocol and forensic medical examinations</b>	
	Is this protocol developmentally appropriate for youth where applicable? (N/A if the agency/facility is not responsible for conducting any form of criminal OR administrative sexual abuse investigations.)	yes
	Is this protocol, as appropriate, adapted from or otherwise based on the most recent edition of the U.S. Department of Justice's Office on Violence Against Women publication, "A National Protocol for Sexual Assault Medical Forensic Examinations, Adults/Adolescents," or similarly comprehensive and authoritative protocols developed after 2011? (N/A if the agency/facility is not responsible for conducting any form of criminal OR administrative sexual abuse investigations.)	yes
<b>115.21 (c)</b>	<b>Evidence protocol and forensic medical examinations</b>	
	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
<b>115.21 (d)</b>	<b>Evidence protocol and forensic medical examinations</b>	
	Does the agency attempt to make available to the victim a victim advocate from a rape crisis center?	no
	If a rape crisis center is not available to provide victim advocate services, does the agency make available to provide these services a qualified staff member from a community-based organization, or a qualified agency staff member? (N/A if the agency always makes a victim advocate from a rape crisis center available to victims.)	no
	Has the agency documented its efforts to secure services from rape crisis centers?	yes



<b>115.21 (e)</b>	<b>Evidence protocol and forensic medical examinations</b>	
	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?	no
	As requested by the victim, does this person provide emotional support, crisis intervention, information, and referrals?	no
<b>115.21 (f)</b>	<b>Evidence protocol and forensic medical examinations</b>	
	If the agency itself is not responsible for investigating allegations of sexual abuse, has the agency requested that the investigating agency follow the requirements of paragraphs (a) through (e) of this section? (N/A if the agency/facility is responsible for conducting criminal AND administrative sexual abuse investigations.)	yes
<b>115.21 (h)</b>	<b>Evidence protocol and forensic medical examinations</b>	
	If the agency uses a qualified agency staff member or a qualified community-based staff member for the purposes of this section, has the individual been screened for appropriateness to serve in this role and received education concerning sexual assault and forensic examination issues in general? (N/A if agency always makes a victim advocate from a rape crisis center available to victims.)	no
<b>115.22 (a)</b>	<b>Policies to ensure referrals of allegations for investigations</b>	
	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
<b>115.22 (b)</b>	<b>Policies to ensure referrals of allegations for investigations</b>	
	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

<b>115.22 (c)</b>	<b>Policies to ensure referrals of allegations for investigations</b>	
	If a separate entity is responsible for conducting criminal investigations, does the policy describe the responsibilities of both the agency and the investigating entity? (N/A if the agency/facility is responsible for criminal investigations. See 115.21(a).)	yes
<b>115.31 (a)</b>	<b>Employee training</b>	
	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

<b>115.31 (b)</b>	<b>Employee training</b>	
	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
<b>115.31 (c)</b>	<b>Employee training</b>	
	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
<b>115.31 (d)</b>	<b>Employee training</b>	
	Does the agency document, through employee signature or electronic verification, that employees understand the training they have received?	yes
<b>115.32 (a)</b>	<b>Volunteer and contractor training</b>	
	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
<b>115.32 (b)</b>	<b>Volunteer and contractor training</b>	
	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
<b>115.32 (c)</b>	<b>Volunteer and contractor training</b>	
	Does the agency maintain documentation confirming that volunteers and contractors understand the training they have received?	yes

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

<b>115.33 (e)</b>	<b>Inmate education</b>	
	Does the agency maintain documentation of inmate participation in these education sessions?	yes
<b>115.33 (f)</b>	<b>Inmate education</b>	
	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
<b>115.34 (a)</b>	<b>Specialized training: Investigations</b>	
	In addition to the general training provided to all employees pursuant to §115.31, does the agency ensure that, to the extent the agency itself conducts sexual abuse investigations, its investigators receive training in conducting such investigations in confinement settings? (N/A if the agency does not conduct any form of administrative or criminal sexual abuse investigations. See 115.21(a).)	yes
<b>115.34 (b)</b>	<b>Specialized training: Investigations</b>	
	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
<b>115.34 (c)</b>	<b>Specialized training: Investigations</b>	
	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

<b>115.35 (a)</b>	<b>Specialized training: Medical and mental health care</b>	
	Does the agency ensure that all full- and part-time medical and mental health care practitioners who work regularly in its facilities have been trained in how to detect and assess signs of sexual abuse and sexual harassment? (N/A if the agency does not have any full- or part-time medical or mental health care practitioners who work regularly in its facilities.)	yes
	Does the agency ensure that all full- and part-time medical and mental health care practitioners who work regularly in its facilities have been trained in how to preserve physical evidence of sexual abuse? (N/A if the agency does not have any full- or part-time medical or mental health care practitioners who work regularly in its facilities.)	yes
	Does the agency ensure that all full- and part-time medical and mental health care practitioners who work regularly in its facilities have been trained in how to respond effectively and professionally to victims of sexual abuse and sexual harassment? (N/A if the agency does not have any full- or part-time medical or mental health care practitioners who work regularly in its facilities.)	yes
	Does the agency ensure that all full- and part-time medical and mental health care practitioners who work regularly in its facilities have been trained in how and to whom to report allegations or suspicions of sexual abuse and sexual harassment? (N/A if the agency does not have any full- or part-time medical or mental health care practitioners who work regularly in its facilities.)	yes
<b>115.35 (b)</b>	<b>Specialized training: Medical and mental health care</b>	
	If medical staff employed by the agency conduct forensic examinations, do such medical staff receive appropriate training to conduct such examinations? (N/A if agency medical staff at the facility do not conduct forensic exams or the agency does not employ medical staff.)	na
<b>115.35 (c)</b>	<b>Specialized training: Medical and mental health care</b>	
	Does the agency maintain documentation that medical and mental health practitioners have received the training referenced in this standard either from the agency or elsewhere? (N/A if the agency does not have any full- or part-time medical or mental health care practitioners who work regularly in its facilities.)	yes

<b>115.35 (d)</b>	<b>Specialized training: Medical and mental health care</b>	
	Do medical and mental health care practitioners employed by the agency also receive training mandated for employees by §115.31? (N/A if the agency does not have any full- or part-time medical or mental health care practitioners employed by the agency.)	yes
	Do medical and mental health care practitioners contracted by or volunteering for the agency also receive training mandated for contractors and volunteers by §115.32? (N/A if the agency does not have any full- or part-time medical or mental health care practitioners contracted by or volunteering for the agency.)	yes
<b>115.41 (a)</b>	<b>Screening for risk of victimization and abusiveness</b>	
	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
<b>115.41 (b)</b>	<b>Screening for risk of victimization and abusiveness</b>	
	Do intake screenings ordinarily take place within 72 hours of arrival at the facility?	yes
<b>115.41 (c)</b>	<b>Screening for risk of victimization and abusiveness</b>	
	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



<b>115.41 (e)</b>	<b>Screening for risk of victimization and abusiveness</b>	
	In assessing inmates for risk of being sexually abusive, does the initial PREA risk screening consider, as known to the agency: prior acts of sexual abuse?	yes
	In assessing inmates for risk of being sexually abusive, does the initial PREA risk screening consider, as known to the agency: prior convictions for violent offenses?	yes
	In assessing inmates for risk of being sexually abusive, does the initial PREA risk screening consider, as known to the agency: history of prior institutional violence or sexual abuse?	yes
<b>115.41 (f)</b>	<b>Screening for risk of victimization and abusiveness</b>	
	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
<b>115.41 (g)</b>	<b>Screening for risk of victimization and abusiveness</b>	
	Does the facility reassess an inmate's risk level when warranted due to a referral?	yes
	Does the facility reassess an inmate's risk level when warranted due to a request?	yes
	Does the facility reassess an inmate's risk level when warranted due to an incident of sexual abuse?	yes
	Does the facility reassess an inmate's risk level when warranted due to receipt of additional information that bears on the inmate's risk of sexual victimization or abusiveness?	yes
<b>115.41 (h)</b>	<b>Screening for risk of victimization and abusiveness</b>	
	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
<b>115.41 (i)</b>	<b>Screening for risk of victimization and abusiveness</b>	
	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

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

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

<b>115.43 (a)</b>	<b>Protective Custody</b>	
	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
<b>115.43 (b)</b>	<b>Protective Custody</b>	
	Do inmates who are placed in segregated housing because they are at high risk of sexual victimization have access to: Programs to the extent possible?	yes
	Do inmates who are placed in segregated housing because they are at high risk of sexual victimization have access to: Privileges to the extent possible?	yes
	Do inmates who are placed in segregated housing because they are at high risk of sexual victimization have access to: Education to the extent possible?	yes
	Do inmates who are placed in segregated housing because they are at high risk of sexual victimization have access to: Work opportunities to the extent possible?	yes
	If the facility restricts any access to programs, privileges, education, or work opportunities, does the facility document the opportunities that have been limited? (N/A if the facility never restricts access to programs, privileges, education, or work opportunities.)	na
	If the facility restricts access to programs, privileges, education, or work opportunities, does the facility document the duration of the limitation? (N/A if the facility never restricts access to programs, privileges, education, or work opportunities.)	na
	If the facility restricts access to programs, privileges, education, or work opportunities, does the facility document the reasons for such limitations? (N/A if the facility never restricts access to programs, privileges, education, or work opportunities.)	na

<b>115.43 (c)</b>	<b>Protective Custody</b>	
	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
<b>115.43 (d)</b>	<b>Protective Custody</b>	
	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
<b>115.43 (e)</b>	<b>Protective Custody</b>	
	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
<b>115.51 (a)</b>	<b>Inmate reporting</b>	
	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

<b>115.51 (b)</b>	<b>Inmate reporting</b>	
	Does the agency also provide at least one way for inmates to report sexual abuse or sexual harassment to a public or private entity or office that is not part of the agency?	yes
	Is that private entity or office able to receive and immediately forward inmate reports of sexual abuse and sexual harassment to agency officials?	yes
	Does that private entity or office allow the inmate to remain anonymous upon request?	yes
	Are inmates detained solely for civil immigration purposes provided information on how to contact relevant consular officials and relevant officials at the Department of Homeland Security? (N/A if the facility never houses inmates detained solely for civil immigration purposes.)	na
<b>115.51 (c)</b>	<b>Inmate reporting</b>	
	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
<b>115.51 (d)</b>	<b>Inmate reporting</b>	
	Does the agency provide a method for staff to privately report sexual abuse and sexual harassment of inmates?	yes
<b>115.52 (a)</b>	<b>Exhaustion of administrative remedies</b>	
	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

<b>115.52 (b)</b>	<b>Exhaustion of administrative remedies</b>	
	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
<b>115.52 (c)</b>	<b>Exhaustion of administrative remedies</b>	
	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
<b>115.52 (d)</b>	<b>Exhaustion of administrative remedies</b>	
	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



<b>115.52 (f)</b>	<b>Exhaustion of administrative remedies</b>	
	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
<b>115.52 (g)</b>	<b>Exhaustion of administrative remedies</b>	
	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

<b>115.53 (a)</b>	<b>Inmate access to outside confidential support services</b>	
	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?	no
	Does the facility provide persons detained solely for civil immigration purposes mailing addresses and telephone numbers, including toll-free hotline numbers where available of local, State, or national immigrant services agencies? (N/A if the facility never has persons detained solely for civil immigration purposes.)	na
	Does the facility enable reasonable communication between inmates and these organizations and agencies, in as confidential a manner as possible?	yes
<b>115.53 (b)</b>	<b>Inmate access to outside confidential support services</b>	
	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
<b>115.53 (c)</b>	<b>Inmate access to outside confidential support services</b>	
	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
<b>115.54 (a)</b>	<b>Third-party reporting</b>	
	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

<b>115.61 (a)</b>	<b>Staff and agency reporting duties</b>	
	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
<b>115.61 (b)</b>	<b>Staff and agency reporting duties</b>	
	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
<b>115.61 (c)</b>	<b>Staff and agency reporting duties</b>	
	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
<b>115.61 (d)</b>	<b>Staff and agency reporting duties</b>	
	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
<b>115.61 (e)</b>	<b>Staff and agency reporting duties</b>	
	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

<b>115.62 (a)</b>	<b>Agency protection duties</b>	
	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
<b>115.63 (a)</b>	<b>Reporting to other confinement facilities</b>	
	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
<b>115.63 (b)</b>	<b>Reporting to other confinement facilities</b>	
	Is such notification provided as soon as possible, but no later than 72 hours after receiving the allegation?	yes
<b>115.63 (c)</b>	<b>Reporting to other confinement facilities</b>	
	Does the agency document that it has provided such notification?	yes
<b>115.63 (d)</b>	<b>Reporting to other confinement facilities</b>	
	Does the facility head or agency office that receives such notification ensure that the allegation is investigated in accordance with these standards?	yes

<b>115.64 (a)</b>	<b>Staff first responder duties</b>	
	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
<b>115.64 (b)</b>	<b>Staff first responder duties</b>	
	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
<b>115.65 (a)</b>	<b>Coordinated response</b>	
	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
<b>115.66 (a)</b>	<b>Preservation of ability to protect inmates from contact with abusers</b>	
	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

<b>115.67 (a)</b>	<b>Agency protection against retaliation</b>	
	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
<b>115.67 (b)</b>	<b>Agency protection against retaliation</b>	
	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

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

<b>115.67 (e)</b>	<b>Agency protection against retaliation</b>	
	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
<b>115.68 (a)</b>	<b>Post-allegation protective custody</b>	
	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
<b>115.71 (a)</b>	<b>Criminal and administrative agency investigations</b>	
	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
<b>115.71 (b)</b>	<b>Criminal and administrative agency investigations</b>	
	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
<b>115.71 (c)</b>	<b>Criminal and administrative agency investigations</b>	
	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
<b>115.71 (d)</b>	<b>Criminal and administrative agency investigations</b>	
	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



<b>115.71 (e)</b>	<b>Criminal and administrative agency investigations</b>	
	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
<b>115.71 (f)</b>	<b>Criminal and administrative agency investigations</b>	
	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
<b>115.71 (g)</b>	<b>Criminal and administrative agency investigations</b>	
	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
<b>115.71 (h)</b>	<b>Criminal and administrative agency investigations</b>	
	Are all substantiated allegations of conduct that appears to be criminal referred for prosecution?	yes
<b>115.71 (i)</b>	<b>Criminal and administrative agency investigations</b>	
	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
<b>115.71 (j)</b>	<b>Criminal and administrative agency investigations</b>	
	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
<b>115.71 (l)</b>	<b>Criminal and administrative agency investigations</b>	
	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

<b>115.72 (a)</b>	<b>Evidentiary standard for administrative investigations</b>	
	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
<b>115.73 (a)</b>	<b>Reporting to inmates</b>	
	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
<b>115.73 (b)</b>	<b>Reporting to inmates</b>	
	If the agency did not conduct the investigation into an inmate's allegation of sexual abuse in an agency facility, does the agency request the relevant information from the investigative agency in order to inform the inmate? (N/A if the agency/facility is responsible for conducting administrative and criminal investigations.)	yes
<b>115.73 (c)</b>	<b>Reporting to inmates</b>	
	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

<b>115.73 (d)</b>	<b>Reporting to inmates</b>	
	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
<b>115.73 (e)</b>	<b>Reporting to inmates</b>	
	Does the agency document all such notifications or attempted notifications?	yes
<b>115.76 (a)</b>	<b>Disciplinary sanctions for staff</b>	
	Are staff subject to disciplinary sanctions up to and including termination for violating agency sexual abuse or sexual harassment policies?	yes
<b>115.76 (b)</b>	<b>Disciplinary sanctions for staff</b>	
	Is termination the presumptive disciplinary sanction for staff who have engaged in sexual abuse?	yes
<b>115.76 (c)</b>	<b>Disciplinary sanctions for staff</b>	
	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
<b>115.76 (d)</b>	<b>Disciplinary sanctions for staff</b>	
	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

<b>115.77 (a)</b>	<b>Corrective action for contractors and volunteers</b>	
	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
<b>115.77 (b)</b>	<b>Corrective action for contractors and volunteers</b>	
	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
<b>115.78 (a)</b>	<b>Disciplinary sanctions for inmates</b>	
	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
<b>115.78 (b)</b>	<b>Disciplinary sanctions for inmates</b>	
	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
<b>115.78 (c)</b>	<b>Disciplinary sanctions for inmates</b>	
	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
<b>115.78 (d)</b>	<b>Disciplinary sanctions for inmates</b>	
	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
<b>115.78 (e)</b>	<b>Disciplinary sanctions for inmates</b>	
	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

<b>115.78 (f)</b>	<b>Disciplinary sanctions for inmates</b>	
	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
<b>115.78 (g)</b>	<b>Disciplinary sanctions for inmates</b>	
	If the agency prohibits all sexual activity between inmates, does the agency always refrain from considering non-coercive sexual activity between inmates to be sexual abuse? (N/A if the agency does not prohibit all sexual activity between inmates.)	yes
<b>115.81 (a)</b>	<b>Medical and mental health screenings; history of sexual abuse</b>	
	If the screening pursuant to § 115.41 indicates that a prison inmate has experienced prior sexual victimization, whether it occurred in an institutional setting or in the community, do staff ensure that the inmate is offered a follow-up meeting with a medical or mental health practitioner within 14 days of the intake screening? (N/A if the facility is not a prison).	yes
<b>115.81 (b)</b>	<b>Medical and mental health screenings; history of sexual abuse</b>	
	If the screening pursuant to § 115.41 indicates that a prison inmate has previously perpetrated sexual abuse, whether it occurred in an institutional setting or in the community, do staff ensure that the inmate is offered a follow-up meeting with a mental health practitioner within 14 days of the intake screening? (N/A if the facility is not a prison.)	yes
<b>115.81 (c)</b>	<b>Medical and mental health screenings; history of sexual abuse</b>	
	If the screening pursuant to § 115.41 indicates that a jail inmate has experienced prior sexual victimization, whether it occurred in an institutional setting or in the community, do staff ensure that the inmate is offered a follow-up meeting with a medical or mental health practitioner within 14 days of the intake screening? (N/A if the facility is not a jail).	yes
<b>115.81 (d)</b>	<b>Medical and mental health screenings; history of sexual abuse</b>	
	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

<b>115.81 (e)</b>	<b>Medical and mental health screenings; history of sexual abuse</b>	
	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
<b>115.82 (a)</b>	<b>Access to emergency medical and mental health services</b>	
	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
<b>115.82 (b)</b>	<b>Access to emergency medical and mental health services</b>	
	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
<b>115.82 (c)</b>	<b>Access to emergency medical and mental health services</b>	
	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
<b>115.82 (d)</b>	<b>Access to emergency medical and mental health services</b>	
	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
<b>115.83 (a)</b>	<b>Ongoing medical and mental health care for sexual abuse victims and abusers</b>	
	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

<b>115.83 (b)</b>	<b>Ongoing medical and mental health care for sexual abuse victims and abusers</b>	
	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
<b>115.83 (c)</b>	<b>Ongoing medical and mental health care for sexual abuse victims and abusers</b>	
	Does the facility provide such victims with medical and mental health services consistent with the community level of care?	yes
<b>115.83 (d)</b>	<b>Ongoing medical and mental health care for sexual abuse victims and abusers</b>	
	Are inmate victims of sexually abusive vaginal penetration while incarcerated offered pregnancy tests? (N/A if "all male" facility. Note: in "all male" facilities there may be inmates who identify as transgender men who may have female genitalia. Auditors should be sure to know whether such individuals may be in the population and whether this provision may apply in specific circumstances.)	na
<b>115.83 (e)</b>	<b>Ongoing medical and mental health care for sexual abuse victims and abusers</b>	
	If pregnancy results from the conduct described in paragraph § 115.83(d), do such victims receive timely and comprehensive information about and timely access to all lawful pregnancy-related medical services? (N/A if "all male" facility. Note: in "all male" facilities there may be inmates who identify as transgender men who may have female genitalia. Auditors should be sure to know whether such individuals may be in the population and whether this provision may apply in specific circumstances.)	na
<b>115.83 (f)</b>	<b>Ongoing medical and mental health care for sexual abuse victims and abusers</b>	
	Are inmate victims of sexual abuse while incarcerated offered tests for sexually transmitted infections as medically appropriate?	yes
<b>115.83 (g)</b>	<b>Ongoing medical and mental health care for sexual abuse victims and abusers</b>	
	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

<b>115.83 (h)</b>	<b>Ongoing medical and mental health care for sexual abuse victims and abusers</b>	
	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
<b>115.86 (a)</b>	<b>Sexual abuse incident reviews</b>	
	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
<b>115.86 (b)</b>	<b>Sexual abuse incident reviews</b>	
	Does such review ordinarily occur within 30 days of the conclusion of the investigation?	yes
<b>115.86 (c)</b>	<b>Sexual abuse incident reviews</b>	
	Does the review team include upper-level management officials, with input from line supervisors, investigators, and medical or mental health practitioners?	yes



<b>115.86 (d)</b>	<b>Sexual abuse incident reviews</b>	
	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
<b>115.86 (e)</b>	<b>Sexual abuse incident reviews</b>	
	Does the facility implement the recommendations for improvement, or document its reasons for not doing so?	yes
<b>115.87 (a)</b>	<b>Data collection</b>	
	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
<b>115.87 (b)</b>	<b>Data collection</b>	
	Does the agency aggregate the incident-based sexual abuse data at least annually?	yes
<b>115.87 (c)</b>	<b>Data collection</b>	
	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

<b>115.87 (d)</b>	<b>Data collection</b>	
	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
<b>115.87 (e)</b>	<b>Data collection</b>	
	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
<b>115.87 (f)</b>	<b>Data collection</b>	
	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.)	na
<b>115.88 (a)</b>	<b>Data review for corrective action</b>	
	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
<b>115.88 (b)</b>	<b>Data review for corrective action</b>	
	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
<b>115.88 (c)</b>	<b>Data review for corrective action</b>	
	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

<b>115.88 (d)</b>	<b>Data review for corrective action</b>	
	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
<b>115.89 (a)</b>	<b>Data storage, publication, and destruction</b>	
	Does the agency ensure that data collected pursuant to § 115.87 are securely retained?	yes
<b>115.89 (b)</b>	<b>Data storage, publication, and destruction</b>	
	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
<b>115.89 (c)</b>	<b>Data storage, publication, and destruction</b>	
	Does the agency remove all personal identifiers before making aggregated sexual abuse data publicly available?	yes
<b>115.89 (d)</b>	<b>Data storage, publication, and destruction</b>	
	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
<b>115.401 (a)</b>	<b>Frequency and scope of audits</b>	
	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

<b>115.401 (b)</b>	<b>Frequency and scope of audits</b>	
	Is this the first year of the current audit cycle? (Note: a “no” response does not impact overall compliance with this standard.)	no
	If this is the second year of the current audit cycle, did the agency ensure that at least one-third of each facility type operated by the agency, or by a private organization on behalf of the agency, was audited during the first year of the current audit cycle? (N/A if this is not the second year of the current audit cycle.)	na
	If this is the third year of the current audit cycle, did the agency ensure that at least two-thirds of each facility type operated by the agency, or by a private organization on behalf of the agency, were audited during the first two years of the current audit cycle? (N/A if this is not the third year of the current audit cycle.)	yes
<b>115.401 (h)</b>	<b>Frequency and scope of audits</b>	
	Did the auditor have access to, and the ability to observe, all areas of the audited facility?	yes
<b>115.401 (i)</b>	<b>Frequency and scope of audits</b>	
	Was the auditor permitted to request and receive copies of any relevant documents (including electronically stored information)?	yes
<b>115.401 (m)</b>	<b>Frequency and scope of audits</b>	
	Was the auditor permitted to conduct private interviews with inmates, residents, and detainees?	yes
<b>115.401 (n)</b>	<b>Frequency and scope of audits</b>	
	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
<b>115.403 (f)</b>	<b>Audit contents and findings</b>	
	The agency has published on its agency website, if it has one, or has otherwise made publicly available, all Final Audit Reports. The review period is for prior audits completed during the past three years PRECEDING THIS AUDIT. The pendency of any agency appeal pursuant to 28 C.F.R. § 115.405 does not excuse noncompliance with this provision. (N/A if there have been no Final Audit Reports issued in the past three years, or, in the case of single facility agencies, there has never been a Final Audit Report issued.)	yes