



2014

MTC Corporate Office Report  
PRISON RAPE ELIMINATION ACT (PREA)

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Approved: *Odie Washington* Date *4-28-15*



A Leader in Social Impact

## Introduction

The United States Department of Justice published final rules implementing the Prison Rape Elimination Act (PREA) on May 17, 2012. Management & Training Corporation (MTC) immediately began a process designed to fully install the standards at all of the facilities it operates. This report is the culmination of facility and agency level efforts to collect, compare, and assess MTC's progress in addressing sexual abuse.

## Management & Training Corporation

MTC was founded in 1981 with a mission to be a leader in social impact by giving young people the tools they need to find meaningful jobs and become contributing members of their communities. MTC launched its business in the federal Job Corps program, preparing America's youth to be successful in today's job market. The company expanded into other areas which support its commitment to helping improve society.

Today, MTC employs more than 9,000 people worldwide through four divisions: Education & Training, Corrections, MTC Medical, and Economic & Social Development. Each of these divisions helps make a social impact by improving the lives of those we serve and the communities in which they live.

In 1987, MTC entered the private corrections business. The agency currently has 25 residential secure facilities located across the United States. The corporation has multiple contracts with governmental agencies at the county, state, and federal levels with the purpose of managing correctional facilities and providing services to offenders assigned to their care and custody.

This privately held corporation has divided the Corrections Division into four (4) regions. Each regional vice president shares in the responsibility for the overall function, and management of each facility. Regional directors along with assigned wardens share in the responsibility for operational integrity and contractual compliance.

## Demographics of MTC Operated Facilities

Rated Capacity: 31,550  
Actual Population: 28,503  
Average Length of Stay: 295 days  
Security/Custody Level: minimum/medium/maximum  
Age Range of Offenders: 18 - 79  
Gender: Male & Female  
Full-Time Staff: **5,416**  
**401** Support, **652** Program



## MTC 2014 PREA Report

MTC embraced PREA standards from the onset and established expectations for full compliance with this law. Each facility has sequentially been scheduled for an audit (annual progress is presented within this report in the section titled Facility Audit Scheduling and Certification).

The chart that follows, presents PREA Allegations and Investigation Results for 2014 within MTC operated facilities compared with allegations for 2013. The average daily population of offenders increased slightly from 2013.

|                        | 2013 | 2014 |
|------------------------|------|------|
| Total PREA Allegations | 59   | 131  |
| Substantiated          | 7    | 16   |
| Unsubstantiated        | 17   | 60   |
| Unfounded              | 30   | 51   |
| Investigation Ongoing  | 5    | 4    |

(Note: an MTC Regional data distribution is provided later in this report)

Significant headway has been made in 2014 as compared to 2013. Facilities have improved investigative actions based on the specialized training and accountability. When polled, MTC wardens agreed; offender awareness has increased based on MTC and customer agency policy and practice of zero-tolerance and efforts to train all offenders. Staff hiring, training, and retention has helped to elevate awareness and focus attention on MTC efforts addressing sexual abuse and sexual harassment. As was noted in the Federal Register (Vol. 77, No. 119 /Wednesday, June 20, 2012 /Rules and Regulations 37107), an increase in allegations may be a result of "inmates' increased willingness to report abuse, due to the facility's success at assuring inmates that reporting will yield positive outcomes and not result in retaliation." We assert that such is the case in MTC facilities. The breakdown of the allegations for 2014 is presented in the following chart:

### MTC Report of PREA Allegations and Investigation Results

2014 CALENDAR YEAR SUMMARY FOR ALL MTC FACILITIES

|  | Allegations | Investigation Results |                  |           |                       | Sub-total: Results |
|--|-------------|-----------------------|------------------|-----------|-----------------------|--------------------|
|  |             | Substantiated*        | Unsubstantiated* | Unfounded | Investigation Ongoing |                    |
| Inmate on Inmate Nonconsensual Sexual Acts | 34          | 7                     | 15               | 12        | 0                     | 34                 |
| Inmate on Inmate Abusive Sexual Contacts   | 56          | 2                     | 26               | 26        | 2                     | 56                 |
| Staff on Inmate Sexual Misconduct          | 26          | 6                     | 12               | 7         | 1                     | 26                 |
| Staff on Inmate Sexual Harassment          | 15          | 1                     | 7                | 6         | 1                     | 15                 |
| TOTALS                                     | 131         | 16                    | 60               | 51        | 4                     | 131                |

MTC also collected a summary of incident reviews for 2014 as a result sexual abuse incident reviews required by PREA § 115.86 for those investigations into allegations of sexual abuse wherein the findings

were listed as substantiated or unsubstantiated. (Note: The PREA Resource Center clarified that an allegation of sexual harassment did not require an incident review under the rules).

Summary of Facility Reports for 2014 under each responsive question is as follows:

1. Need to change policy or practice  
Response: Typical response was NO.
2. Was the incident or allegation motivated by status; or gang affiliation; or other group dynamics at the facility  
Response: Overall the typical response was NO.
3. Did physical barriers enable abuse  
Response: Typical response was NO.
4. Adequacy of staffing levels  
Response: staffing is adequate.
5. Need for additional monitoring technology  
Response: Typical response was NO. However, some TDCJ contracted sites commented on work requests that are pending or in progress to make specific modifications to TDCJ owned facilities.

## Agency Progress Assessment

PREA standard 115.88 calls for an **assessment of the agency's progress** in addressing sexual abuse. Overall, MTC has made significant progress within each facility, with a number becoming certified. Others have substantially implemented the standards and await their certification audit. As a baseline, MTC took the opportunity during a gathering of the Sr. Vice President, regional vice presidents/directors, facility wardens and corporate directorate to anonymously determine the collective perception of agency efforts to implement the standards. The standards were grouped in a manner consistent with the Federal Register and subordinate sections included under the relevant areas of the standards.

The survey provided respondents with the question and a five point Likert scale (i.e., High, Somewhat High, Average, Somewhat Low, and Low). Polling software was utilized to collect the input and display it. The survey results are presented for each area assessed.

1. The assessment of MTC Facility PREA Prevention Planning, which includes:
  - Zero tolerance of sexual abuse and sexual harassment; PREA coordinator.
  - Supervision and monitoring.
  - Limits to cross-gender viewing and searches.
  - Inmates with disabilities and inmates who are limited English proficient.
  - Hiring and promotion decisions.
  - Upgrades to facilities and technologies.

Survey Results: 86% of the Regional Vice Presidents, Wardens and senior correctional corporate staff describe facilities as high or somewhat high levels for these areas of the PREA standards.

2. The assessment of MTC Facility PREA Responsive Planning, which includes:
  - Evidence protocol and forensic medical examinations.
  - Policies to ensure referrals of allegations for investigations.



Survey Results: 82% of the Regional Vice Presidents, Wardens and senior correctional corporate staff describe facilities as high or somewhat high levels for these areas of the PREA standards.

3. The assessment of MTC Facility PREA Training and Education, which includes:

- Employee training.
- Volunteer and contractor training.
- Inmate education.
- Specialized training: Investigations.
- Specialized training: Medical and mental health care.

Survey Results: 74% of the Regional Vice Presidents, Wardens and senior correctional corporate staff describe facilities as high or somewhat high levels for these areas of the PREA standards, while 19% thought efforts for this area fell in the average range.

4. The assessment of MTC Facility PREA Screening for Risk of Sexual Victimization and Abusiveness, which includes:

- Screening for risk of victimization and abusiveness.
- Use of screening information.
- Protective custody.

Survey Results: 85% of the Regional Vice Presidents, Wardens and senior correctional corporate staff describe facilities as high or somewhat high levels for these areas of the PREA standards.

5. The assessment of MTC Facility PREA Reporting, which includes:

- Inmate reporting.
- Exhaustion of administrative remedies.
- Inmate access to outside confidential support services.
- Third-party reporting.

Survey Results: 70% of the Regional Vice Presidents, Wardens and senior correctional corporate staff describe facilities as high, with 20% believing efforts were at somewhat high levels for these areas of the PREA standards.

6. The assessment of MTC Facility PREA Official Response Following an Inmate Report, which includes:

- Staff and agency reporting duties.
- Agency protection duties.
- Reporting to other confinement facilities.
- Staff first responder duties.
- Coordinated response.
- Preservation of ability to protect inmates from contact with abusers.
- Agency protection against retaliation.
- Post-allegation protective custody.

Survey Results: 63% of the Regional Vice Presidents, Wardens and senior correctional corporate staff describe facilities as high, with 26% believing efforts were at somewhat high levels for these areas of the PREA standards.

7. The assessment of MTC Facility PREA Investigations, which includes:

- Criminal and administrative agency investigations.
- Evidentiary standard for administrative investigations.
- Reporting to inmates.

Survey Results: Only 26% of the Regional Vice Presidents, Wardens and senior correctional corporate staff described facilities as high, with many perceiving efforts were at somewhat high levels (48%) and 26% viewing efforts as average, for these areas of the PREA standards. This may be attributable to the fact that government exercises control of this function and presents challenges in some cases to get investigations completed in a timely basis, adversely impacting prosecutions and follow on actions. In addition, entities such as the National Institute of Corrections has limited access to online PREA Investigator training for MTC management and investigative staff.

8. The assessment of MTC Facility PREA Discipline practices, which includes:

- Disciplinary sanctions for staff.
- Corrective action for contractors and volunteers.
- Disciplinary sanctions for inmates.

Survey Results: 75% of the Regional Vice Presidents, Wardens and senior correctional corporate staff describe facilities as high, with 25% believing efforts were at somewhat high levels for these areas of the PREA standards.

9. The assessment of MTC Facility PREA Medical and Mental Care practices, which includes:

- Medical and mental health screenings; history of sexual abuse.
- Access to emergency medical and mental health services.
- Ongoing medical and mental health care for sexual abuse victims and abusers.

Survey Results: 50% of the Regional Vice Presidents, Wardens and senior correctional corporate staff describe facilities as high, with 25% believing efforts were at somewhat high levels for these areas of the PREA standards.

## Facility Audit Scheduling and Certification

For the first year of audits, August 2013 to August 2014, MTC planned to complete the certification process for nine facilities and was successful. That represented 41% of the facility complement. The facilities certified include the following along with the audit start dates:

1. Taft (12-13-13)
2. Otero I (2-18-14)
3. Marana (3-11-14)
4. Giles W. Dalby (4-15-14)
5. Gadsden (6-10-14)
6. Marshall County (6-17-14)
7. Walnut Grove (8-5-15)
8. East Texas (8-11-14)
9. Billy Moore (8-13-14)

The second year of audits include the following certified facilities and those pending audits in the near-term (\*):

10. Sanders Estes (9-29-14)
11. Diboll (1-14-15)
  - Bridgeport (2) (tentative 5-5-15)\*
  - East Mississippi (tentative 5-18-15)\*
  - ASP-Kingman (tentative 6-16-15)\*
  - Willacy County RDC (tentative 7-7-15)\*

The third year of audits will complete all facilities requiring audits within three years from publication of the standards to include the following facilities, as well as those to be audited at some time in the future under Immigration & Customs Enforcement (ICE) published PREA standards(\*\*):

- South Texas (9-22-15)\*
- Kyle (10-5-15)\*
- North CCC (10-13-15)\*
- West Texas ISF (TBD)\*
- Wilkinson County (TBD)\*
- Idaho CAPP (TBD)\*
- Otero II (TBD)\*\*
- Imperial (TBD)\*\*

## REGION I

Comparison 2013 to 2014  
*ASP Kingman, ASP Marana, Idaho CAPP, North Central*

|                                 | 2013      | 2014      |
|---------------------------------|-----------|-----------|
| <b>OVERALL PREA ALLEGATIONS</b> | <b>11</b> | <b>22</b> |
| <b>Substantiated</b>            | <b>2</b>  | <b>5</b>  |
| Unsubstantiated                 | 2         | 9         |
| Unfounded                       | 7         | 8         |

## REGION II

Comparison 2013 to 2014  
*Giles W. Dalby, Imperial, Otero I, Otero II, Taft, Willacy I, Willacy CC*

|                                 | 2013      | 2014      |
|---------------------------------|-----------|-----------|
| <b>OVERALL PREA ALLEGATIONS</b> | <b>10</b> | <b>44</b> |
| <b>Substantiated</b>            | <b>2</b>  | <b>2</b>  |
| Unsubstantiated                 | 3         | 20        |
| Unfounded                       | 3         | 19        |

## REGION III

Comparison 2013 to 2014  
*Billy Moore, Bridgeport, Bridgeport PPT, Diboll, E. Texas, Kyle, Sanders Estes, S. Texas, W. Texas*

|                                 | 2013     | 2014      |
|---------------------------------|----------|-----------|
| <b>OVERALL PREA ALLEGATIONS</b> | <b>9</b> | <b>20</b> |
| <b>Substantiated</b>            | <b>1</b> | <b>2</b>  |
| Unsubstantiated                 | 1        | 13        |
| Unfounded                       | 7        | 5         |

## REGION IV

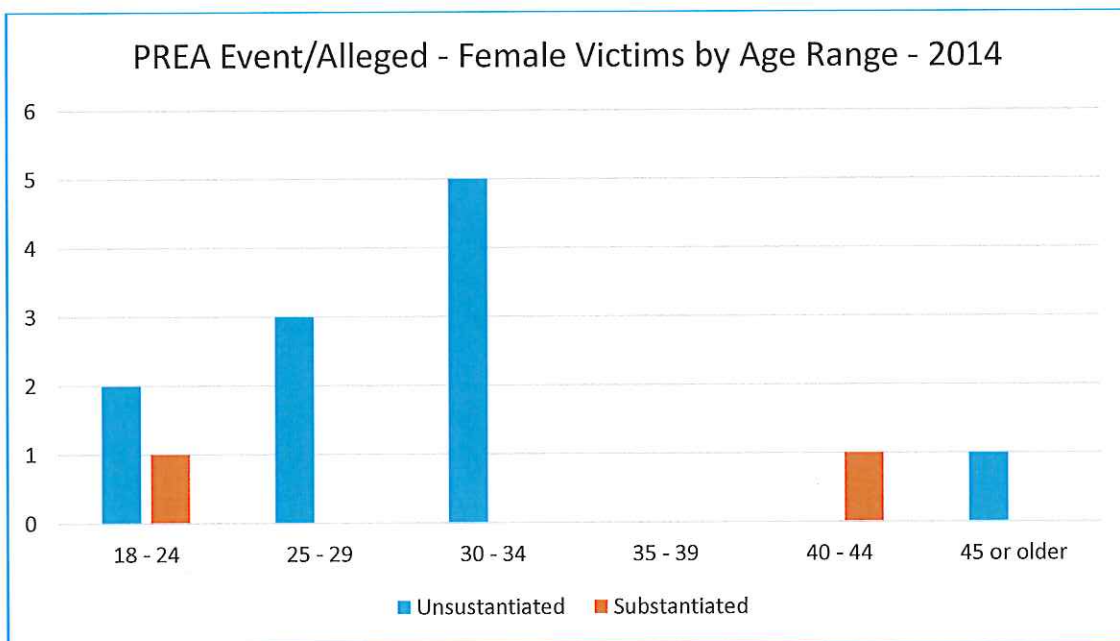
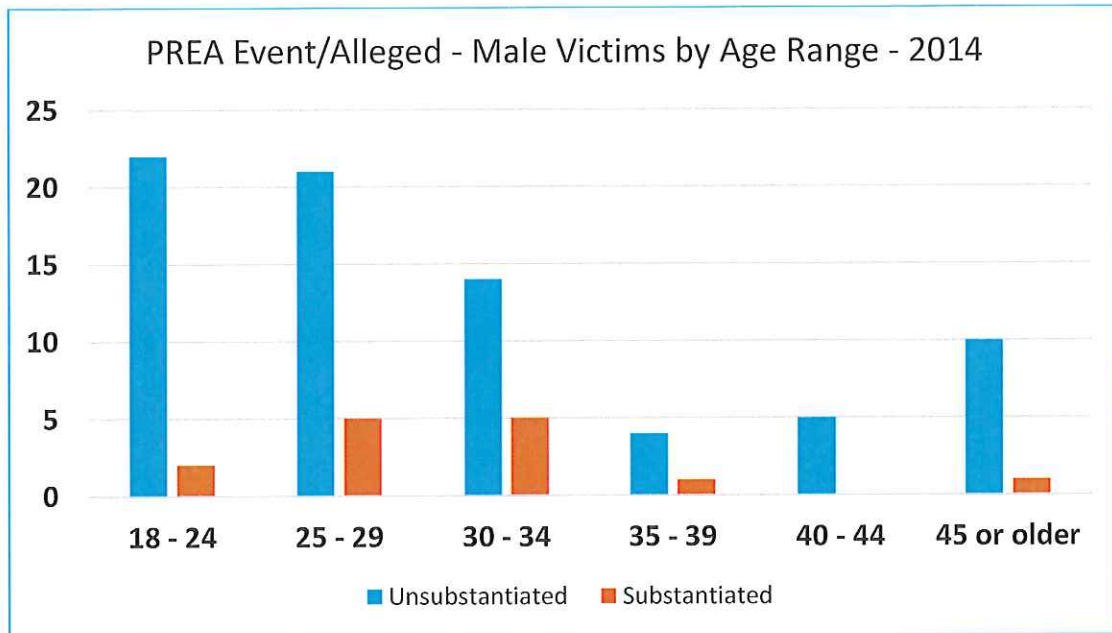
Comparison 2013 to 2014  
*Gadsden, East Mississippi, Marshall, Walnut Grove, Wilkinson*

|                                 | 2013      | 2014      |
|---------------------------------|-----------|-----------|
| <b>OVERALL PREA ALLEGATIONS</b> | <b>29</b> | <b>45</b> |
| <b>Substantiated</b>            | <b>2</b>  | <b>7</b>  |
| Unsubstantiated                 | 11        | 18        |
| Unfounded                       | 13        | 19        |

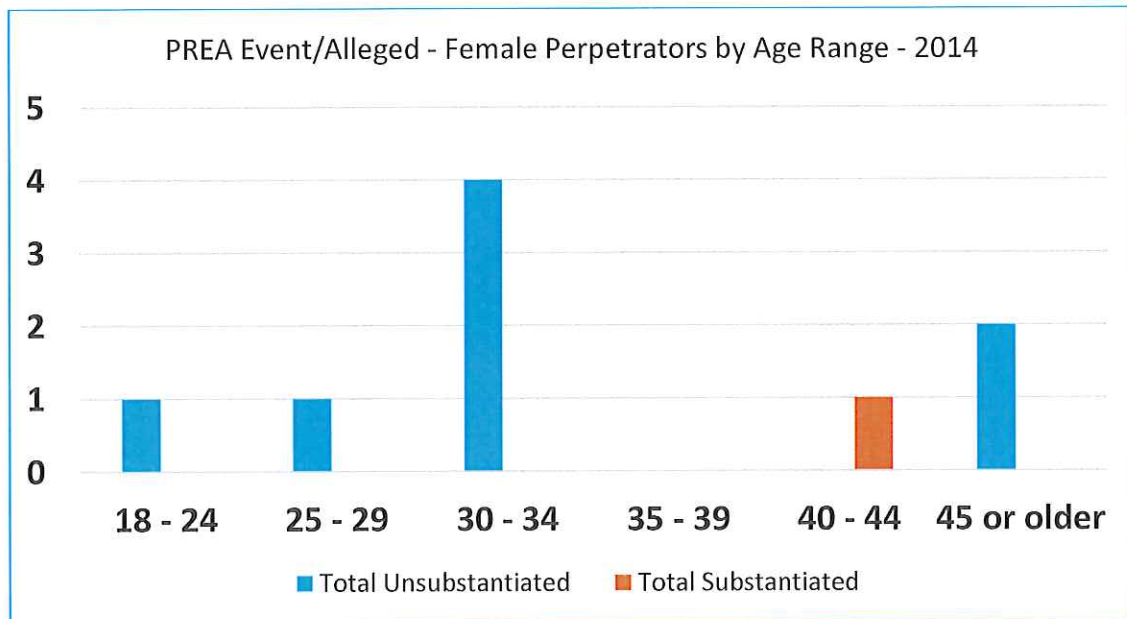
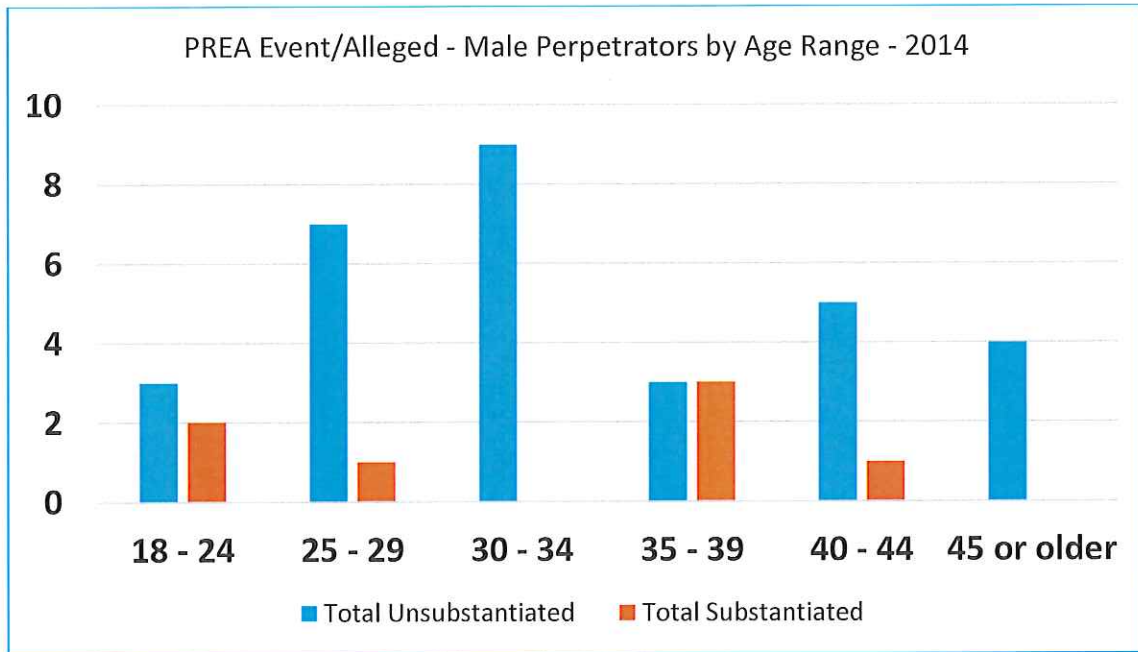
Utilizing data from individual reports of allegations, MTC analyzed available data in an effort to present a more comprehensive picture to aid facility wardens in their efforts to address sexual abuse and sexual harassment. The following charts present the information derived.



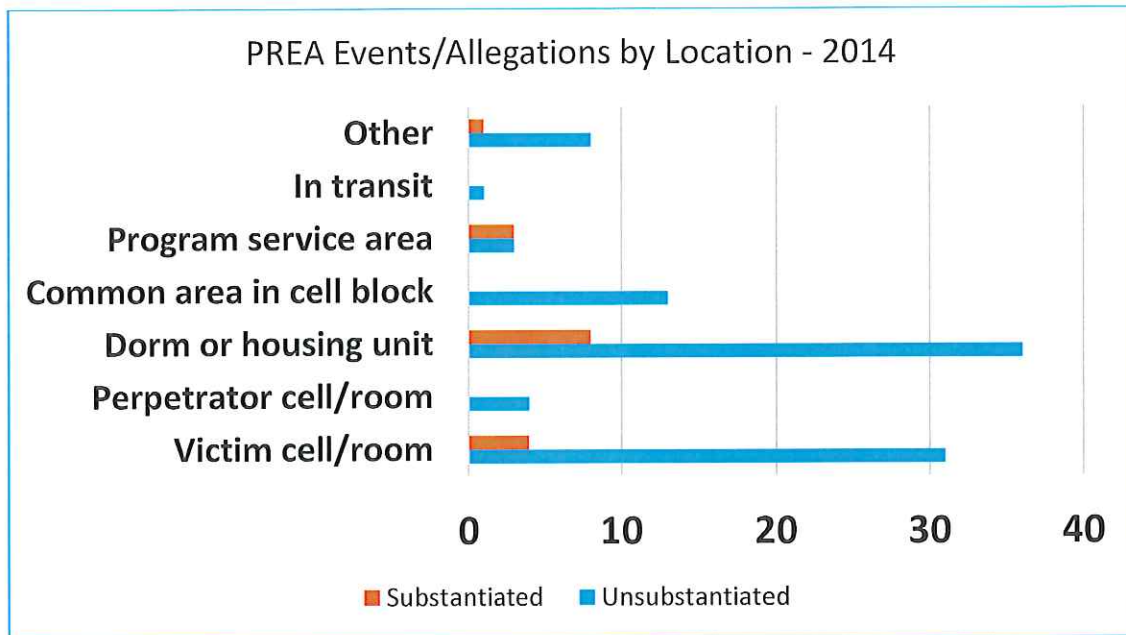
## MTC Facility Substantiated and Unsubstantiated PREA Incidents: Victim Age Range – 2014



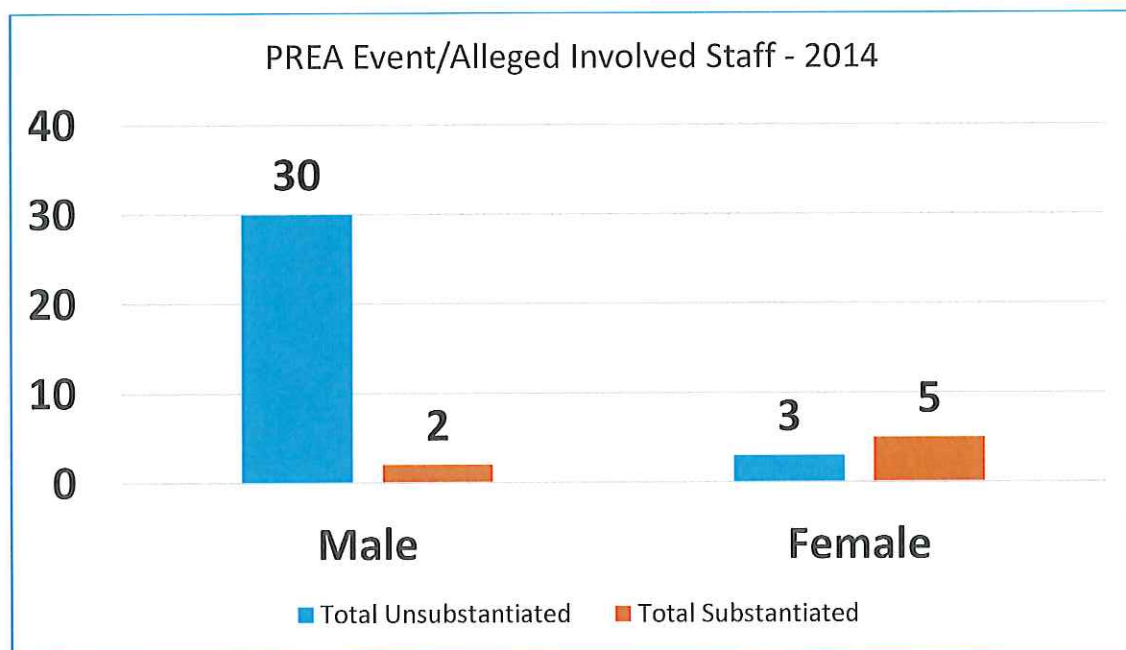
## MTC Facility Substantiated and Unsubstantiated PREA Incidents: Perpetrator Age Range – 2014



## MTC Facility Substantiated and Unsubstantiated PREA Incidents: Locations



## MTC Facility Substantiated and Unsubstantiated PREA Incidents: Involved Staff by Gender





## CORRECTIONS DIVISION

### Corrections at a glance

MTC's Corrections division helps prepare offenders to successfully transition back to society while maintaining safe and secure facilities.

#### DOMESTIC CORRECTIONS CONTRACTS

MTC operates 25 correctional facilities in: Arizona (2), California (2), Florida (1), Idaho (1), New Mexico (2), Ohio (1), Mississippi (4), and Texas (12).

#### INTERNATIONAL CORRECTIONS CONTRACTS

MTCnovo, a joint venture between MTC and United Kingdom company Amey, operates (2) contracts for the Ministry of Justice, providing rehabilitation services to approximately 40,000 probationers and parolees in London and the Thames Valley.

#### ACCREDITATIONS

- American Correctional Association (ACA). In addition to 18 MTC correctional facilities enjoying ACA accreditation, the MTC corporate office also earned this honor in 2009.
- Correctional Education Association. 12 MTC facilities have earned this accreditation.
- The Joint Commission (TJC) recognition has been earned by two MTC facilities.
- National Commission on Correctional Health Care (NCCHC) accreditation has been awarded to one MTC facility.
- Licensed Substance Abuse Treatment Facility (LSATF) (Arizona) accreditation has been earned by two MTC correctional facilities.
- Prison Rape Elimination Act (PREA) is a federal law protecting offender rights. Ten MTC facilities are currently accredited.
- Success for Life® (SFL) is an MTC certification awarded to facilities that demonstrate excellence in all areas of offender



#### Facilities, Inmate Capacity (31,425) & Accreditations

##### United Kingdom (MTCnovo)

London and Thames Valley

##### Arizona

Arizona State Prison Complex Kingman (3,674)  
CEA, LSATF, NCCHC  
Arizona State Prison Marana (517) ACA, CEA, LSATF, PREA

##### California

Taft CI (2,500) ACA, CEA, TJC, PREA  
Imperial RDF (782)

##### Florida

Gadsden CF (1,609) ACA, CEA, PREA

##### Idaho

Idaho CAPP Facility (442) ACA, SFL

##### Mississippi

East Mississippi CF (1,376)  
Marshall County CF (1,076) ACA, PREA  
Walnut Grove CF (962) ACA, PREA  
Wilkinson County CF (950)

##### New Mexico

Otero CPF (1,420) ACA, CEA, PREA  
Otero CPC (1,089) ACA

##### Ohio

North Central CC (2,852) ACA

##### Texas

Billy Moore CC (513) ACA, CEA, PREA  
Bridgeport CC (524) ACA, CEA  
Bridgeport PPT (203)  
Dalby CF (2,063) ACA, CEA, TJC, PREA  
Diboll CC (528) ACA, CEA  
East Texas TF (2,282) ACA, CEA, PREA  
Kyle CF (524) ACA, CEA  
Sanders Estes (1,049) ACA, CEA, PREA  
South Texas ISF (459)  
West Texas ISF (289)  
Willacy CCC (3,174) ACA  
Willacy CRDF (568) ACA

