



2015


Management & Training Corporation

Corporate Office Report

Prison Rape Elimination Act (Prea)

500 North Marketplace Drive  
Centerville, Utah 84014  
801-693-2600

**Bernie Warner, Sr. Vice President, MTC Corrections**

Approved:  Date 5/19/16



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. Several standards provide direction regarding the collection, management and analysis of data, including the production of reports. PREA § 115.88 obligates that an agency review data for any possible corrective action and requires specific actions by the agency, as follows in this excerpt from the standard:

(a) The agency shall review data collected ...in order to assess and improve effectiveness ...by:

...(3) Preparing an annual report of its findings and corrective actions for each facility, as well as the agency as a whole.

(b) Such report shall include a **comparison of the current year's data and corrective actions** with those from prior years and shall provide an **assessment of the agency's progress** in addressing sexual abuse.

This report provides a comparison of annual data and presents corrective actions, as well as assesses MTC's progress in addressing sexual abuse.

### Management & Training Corporation

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 7,500 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 26 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

End of 2015 - Rated Capacity	27,850
Average Daily Population	27,447*
Average Length of Stay	300 days*
Number of Offenders Received at MTC Facilities	63,380*
Number of Offenders Departing MTC Facilities	66,367*
Security/Custody Level	minimum/medium/maximum
Age Range of Offenders	18 - 79
Gender	Male and Female
Full Time MTC Employees	7,780
Full Time Corrections Employees	4,464
Full Time Medical (Only MTC Medical operated facilities)	217

\* Includes data for facilities no longer under contract

## MTC 2015 PREA Report

MTC began PREA compliance related activities by developing individual action plans for each facility during 2013 with a goal of establishing the policy and procedures necessary to become compliant which was accomplished. MTC published a Request for Proposal (RFP) and selected an auditor to initiate audits at each facility over a three year span, as specified in the standards. 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 2015 within MTC operated facilities compared with allegations for 2013 and 2014. The average daily population of offenders decreased slightly from 2014.

	2013	2014	2015
<b>Total PREA Allegations</b>	<b>59</b>	<b>130</b>	<b>146</b>
<b>Substantiated</b>	<b>7</b>	<b>16</b>	<b>14</b>
<b>Unsubstantiated</b>	<b>17</b>	<b>57</b>	<b>72</b>
<b>Unfounded</b>	<b>30</b>	<b>53</b>	<b>57</b>
<b>Open/Investigation Pending</b>			<b>3</b>

As was noted in the Federal Register (Vol. 77, No. 119 /Wednesday, June 20, 2012 /Rules and Regulations 37107), an increase in allegations “might just reflect 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.” Further, facilities have improved investigative actions based on the specialized training and accountability.

#### **Summary of Facility Reports for 2015**

MTC collected a summary of incident reviews for 2015 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 2015 under each responsive question is as follows:

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

The breakdown of the allegations for 2015 is presented in the following chart:

### MTC Report of 2015 PREA Allegations and Investigation Results

	Allegations	Investigation Results				Sub-total: Results
		Substantiated*	Unsubstantiated*	Unfounded	Investigation Ongoing	
Inmate on Inmate Nonconsensual Sexual Acts	20	3	4	15	1	20
Inmate on Inmate Abusive Sexual Contacts	35	1	23	10	1	35
Inmate on Inmate Sexual Harassment	44	5	26	12	1	44
Staff on Inmate Sexual Misconduct	34	4	11	19	0	34
Staff on Inmate Sexual Harassment	13	1	8	4	0	13
<b>TOTALS</b>	<b>146</b>	<b>14</b>	<b>72</b>	<b>57</b>	<b>3</b>	<b>146</b>

The breakdown of the allegations for 2014 is presented in the following chart:

### MTC Report of 2014 PREA Allegations and Investigation Results

	Allegations	Investigation Results				Sub-total: Results
		Substantiated	Unsubstantiated	Unfounded	Investigation Ongoing	
Inmate on Inmate Nonconsensual Sexual Acts	34	8	14	12	0	34
Inmate on Inmate Abusive Sexual Contacts	56	2	26	26	2	56
Staff on Inmate Sexual Misconduct	23	5	10	7	1	23
Staff on Inmate Sexual Harassment	15	1	7	6	1	15
<b>TOTALS</b>	<b>128</b>	<b>16</b>	<b>57</b>	<b>51</b>	<b>4</b>	<b>128</b>



## 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, as of the end of 2015 there were 18 facilities that had become certified. Others have substantially implemented the standards and await their certification audit.

When polled in 2014, MTC wardens agreed; offender awareness has increased based on MTC and customer agency policy 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.

During 2015, staff, volunteers and contractors have continued to receive PREA related training. Staff continue to carry their PREA first responder cards in an effort to keep what to do in the event of being made aware of an allegation readily available. MTC administrators and staff are working side by side with our customer agencies in training and certification efforts. There were no signs or patterns of behavior causing the PREA allegations. MTC also began an initiative at the facilities housing female offenders, now operating in a more *gender responsive* manner (see gender responsive information below).

Despite the expected increase in allegations, due in large part to MTC efforts to educate the offenders, detainees and staff about the Prison Rape Elimination Act, expectations and their rights under the law, the number of substantiated findings have decreased. The majority of the unsubstantiated findings are in the area of offender on offender sexual harassment (listed as a separate category this year based on guidance from the Bureau of Justice Statistics). Further, the number of unfounded cases continues to remain about the same as far as percentages of the total number of allegations during 2014. Finally, MTC has not had a case of offender or staff retaliation during 2015.

### 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 (8-5-14)
8. East Texas (8-11-14)
9. Billy Moore (8-13-14)

The second audit year (Aug 20, 2014 to Aug 20, 2015) culminated with the following certified facilities:

10. Sanders Estes (9-29-14)
11. Diboll (1-14-15)
12. Bridgeport (Male) (5-5-15)
13. Bridgeport (Female/Pre-Parole Transfer) (5-5-15)
14. East Mississippi (5-18-15)
15. ASP-Kingman (6-16-15)
16. Willacy County RDC (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 and those pending audits in the near term (\*). The Cleveland Correctional Facility was audited and certified while being operated by a different contractor. The contract was subsequently won by MTC in a competitive procurement, with MTC assuming Cleveland facility operations September 1, 2015. Two facilities are planning to be audited at some time in the future under the Immigration & Customs Enforcement (ICE) published PREA standards (\*\*):

17. Cleveland Correctional Center (4-2-15)
  18. North Central Correctional Complex (9-22-15)
  19. Kyle (10-5-15)
  20. South Texas (1-12-16)
  21. West Texas ISF (2-23-16)
  22. Wilkinson County (5-4-16)
  23. Lockhart (6-15-16)\*
  24. Idaho CAPP (7-13-16)\*
- \* Scheduled

- Otero II (TBD)\*\*
- Imperial (TBD)\*\*

The first **re-certifications** will take place in 2016, consistent with the standards and previous certification dates. The tentative calendar for the fourth audit year cycle (August 20, 2016 to August 19, 2017), which includes audits in 11 facilities) are as follows:

	<u>1<sup>st</sup> Audit</u> >	<u>2<sup>nd</sup> Audit</u>
1. Taft Correctional Institution	Dec 2013 >	Oct 2016
2. Otero County Prison Facility	Feb 2014 >	Jan 2017

3. Arizona State Prison - Marana	Mar 2014 >	Feb 2017
4. Giles W. Dalby Correctional Center	Apr 2014 >	Mar 2017
5. Gadsden Correctional Facility	Jun 2014 >	May 2017
6. Marshall County Correctional Facility	Jun 2014 >	May 2017
7. Walnut Grove Correctional Facility	Aug 2014 >	June 2017
8. Billy Moore Correctional Center	Aug 2014 >	July 2017
9. East Texas Treatment Facility	Aug 2014 >	July 2017
10. Sanders Estes Unit	Sep 2014 >	Aug 2017
11. Diboll Correctional Center	Jan. 2015 >	Dec 2017

### **Additional Noteworthy Areas of Progress**

#### **Security Audit Tool – PREA Section**

Early on in the development of the MTC Security Audit tool, there was a PREA section which addressed the need for facilities to meet core standards in advance of their scheduled audit dates. This approach simulated a mini/mock PREA audit thereby affording the facilities a chance to demonstrate their level of compliance and get information about how they could make their showers, toilets, cameras and other physical plant barriers less of a burden, while improving their compliant practices. Recently, the audit tool underwent a substantial upgrade to enhance the facilities comprehensive understanding and adherence to the PREA standards, as well as focus on employee training, including those courses which are PREA specified.

#### **Video Surveillance System Audit**

During the summer of 2015, MTC Corporate office undertook a comprehensive video surveillance system audit of every facility. This audit/survey gathered information on the current surveillance system, focusing on such items as the:

- Cabling type,
- Recording capacity (i.e. days),
- Camera types, capabilities and numbers,
- Monitor types, sizes and numbers, as well as
- Facility needs and plans for expansion and/or upgrades

The feedback from the facilities varied, noting that some had no perceived needs for modifications, while others had pending major work orders to upgrade cameras and systems as well as some with smaller requests/plans for additional cameras or different types of cameras (e.g. Pan, Tilt, Zoom and color). Overall, the video surveillance systems were perceived as a helpful security system when it came to checking on facts as they related to allegations, but they were not to useful in necessarily direct preventative or responsive efforts such as staff duty posting, tours, unannounced rounds and security inspections/audits.



### **Gender Responsive and Trauma Informed Care practices**

During 2015, MTC undertook a unique and innovative step with regard to the oversight and operation of facilities housing female offenders. The implementation of Gender Responsive and Trauma Informed Care practices, enhanced policy and procedures and the dedication of the staff in detection, response, and reporting of sexual victimization was a priority in several training activities for administrators and senior corporate/facility staff during the year was a major initiative. Additional training activity, baseline assessments and policy implementation are scheduled for 2016.

### **New Locks at Wilkinson County Correctional Facility**

During December 2015, the Wilkinson CCF began the installation of new locks on all offender doors. A well-known and very effective security grade locking system (i.e. Folgers Adams Locks) were installed on all the cell doors. These locks will assist in preventing inmates from moving during count and other non-movement times. The system was installed due in part as a result of inmate ability to defeat the existing locking system that had been in use at the facility. These new locks will make the environment safer for both offenders and staff.

### **Monitoring Key Performance Indicators**

As in past years, MTC continues to monitor Key Performance Indicators, such as the following:

- Inmate on Inmate Assaults
- Contraband Confiscations
- Positive Drug Tests
- Use of Force Events
- Disruptive Events
- Suicides/Attempted Suicides

This monitoring activity is designed, not only to collect pertinent operational data, but to provide indicators of problems and looking back, working to find trends in the data so as to disrupt security problems in the future.

### **Offender Data System - Investigations**

In 2015, MTC Corrections initiated discussion with our Information Systems Program staff on the development of a record system to capture real time the investigations which are initiated. While still in development, it was very useful in confidentially collecting information about the cases in 2015. Further, the prompted questions are synchronized with the BJS survey of sexual violence.

### **PREA Phone Hotline**

Where permitted by the customer agency, offenders may call the MTC PREA phone hotline free of charge. Offender calls are received and forwarded in a timely manner to the Warden of the facility where the offender is currently housed. The calls are scanned to determine if they could be considered a PREA allegation. Calls from offenders who do not speak English are referred to a bilingual staff member at the corporate office for translation. All calls are saved electronically on the MTC Corporate Office network which is part of a system that is backed up in such a manner, barring extraordinary exigent circumstances, that it should not be lost.

### **Summary – Areas of Progress**

In summary, MTC continues to find ways to improve our application of the requirements under PREA, as well as train staff and offenders/detainees on those items which will help them prevent, respond, screen, investigate, report, collect data and stay safe inside the facilities MTC operates.

### **MTC PREA Policy, Reports and Auditor Summary Reports - Facility Certifications**

To make an allegation of inmate-on-inmate or staff-on-inmate sexual abuse or sexual harassment, please contact via email the MTC Prison Rape Elimination Act (PREA) coordinator or assistant PREA coordinator. MTC will ensure an administrative or criminal investigation for all allegations of sexual abuse and sexual harassment. MTC PREA contacts:

Mark Lee, MTC PREA Coordinator, [Mark.Lee@mtctrains.com](mailto:Mark.Lee@mtctrains.com)

Carl Nink, MTC Assistant PREA Coordinator, [Carl.Nink@mtctrains.com](mailto:Carl.Nink@mtctrains.com)

Summary Certification Reports for each facility and MTC PREA Policy ([903E.02 Ensuring Safe Prisons](#)) can be found on the website (<http://www.mtctrains.com/corrections/prea>) as well.

## CORRECTIONS DIVISION



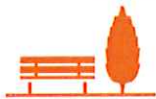
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# Corrections



### Making a Social Impact by Rehabilitating Offenders

Since 1987, MTC has made a social impact by giving thousands of offenders an opportunity to change their lives. MTC's philosophy in Corrections is rehabilitation through education. MTC secures more than 26,000 offenders at 26 correctional facilities in eight states. Additionally, MTC provides rehabilitation services to approximately 30,000 probationers and parolees in the United Kingdom.



567,187

community service hours  
donated annually by MTC  
Corrections staff and offenders



22.8 Million

hours of inmate engagement  
activities completed annually  
including effective programming



28 Years

of experience and  
expertise in corrections

In 2015, MTC helped offenders prepare for re-entry by providing them with a wide variety of programs

18,287

academic/life skills  
courses completed

9,363

substance abuse  
programs completed

1,805

1,500 GEDs &  
INEAS

Additionally, offenders  
& staff contributed over

\$155,103

to local  
charities



## 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 26 correctional facilities in: Arizona (1), California (2), Florida (1), Idaho (1), New Mexico (2), Ohio (1), Mississippi (4), and Texas (14). MTC also operates 2 contracts for the Texas Department of Criminal Justice providing programming to inmates at two state-run facilities.

### 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. 11 MTC facilities have earned this accreditation.
- The Joint Commission (TJC) recognition has been earned by 2 MTC facilities.
- National Commission on Correctional Healthcare (NCCHC) has been earned by 1 MTC facility
- Licensed Substance Abuse Treatment Facility (LSATF) (Arizona) accreditation has been earned by 1 MTC correctional facility.
- Prison Rape Elimination Act (PREA) is a federal law protecting offender rights. 10 MTC facilities are currently accredited.
- Success for Life® (SFL) is an MTC certification awarded to facilities that demonstrate excellence in all areas of offender services. 8 MTC facilities have earned this certification.

### INTERNATIONAL CORRECTIONS CONTRACTS

MTCnovo, a joint venture between MTC and United Kingdom company Amey, operates (3) contracts for the Ministry of Justice, providing rehabilitation services to approximately 30,000 probationers and parolees in London and the Thames Valley and youth at the Rainsbrook Secure Training Center.



### Facilities, Inmate Capacity (26,948) & Accreditations

#### Arizona

Arizona State Prison - Marana (517) ACA, CEA, LSATF, PREA, SFL

#### California

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

#### Florida

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

#### 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 (747)

#### New Mexico

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

#### Ohio

North Central CC (2,852) ACA, SFL

#### Texas

Billy Moore CC (513) ACA, CEA, PREA  
Bridgeport CC (524) ACA, CEA, PREA  
Bridgeport PPT (203) PREA  
Cleveland CC (520)  
Dalby CF (2,063) ACA, CEA, TJC, PREA, SFL  
Diboll CC (528) ACA, CEA, PREA  
East Texas TF (2,282) ACA, CEA, PREA, SF  
Kyle CF (524) ACA, CEA, SFL  
IAH Secure Adult Detention Facility (1,054)  
Lockhart CF (1,000)  
Sanders Estes (1,049) ACA, CEA, PREA, SFL  
South Texas ISF (459)  
West Texas ISF (289) ACA  
Willacy CRDF (568) ACA, NCCHC

#### United Kingdom (MTCnovo)

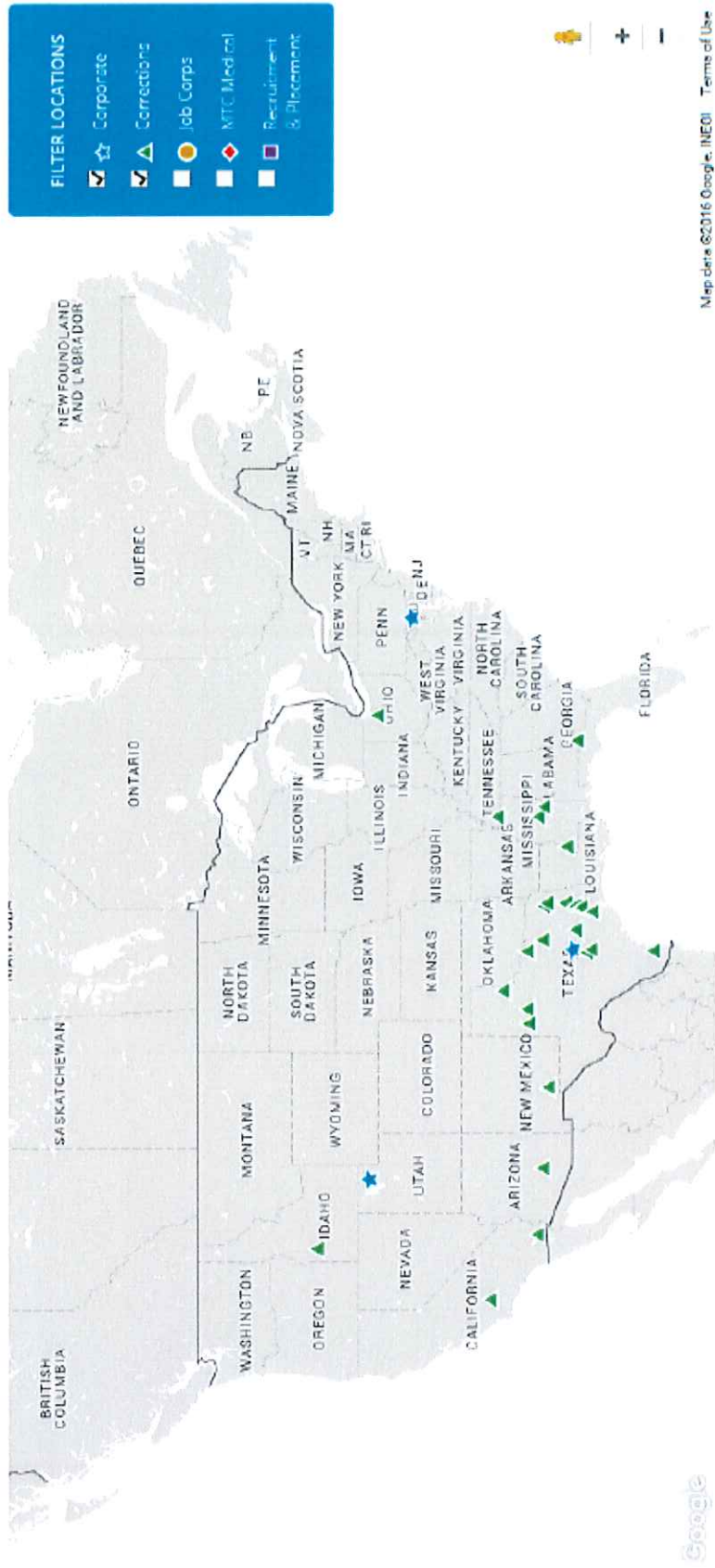
London and Thames Valley  
MTCnovo serves approximately 30,000 probationers, parolees, and youth in the United Kingdom.

MTC

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▲ CORRECTIONAL FACILITIES

★ CORPORATE LOCATIONS

