

PREA Facility Audit Report: Final

Name of Facility: Bay Correctional Facility

Facility Type: Prison / Jail

Date Interim Report Submitted: NA

Date Final Report Submitted: 10/19/2023

Auditor Certification	
The contents of this report are accurate to the best of my knowledge.	<input type="checkbox"/>
No conflict of interest exists with respect to my ability to conduct an audit of the agency under review.	<input type="checkbox"/>
I have not included in the final report any personally identifiable information (PII) about any inmate/resident/detainee or staff member, except where the names of administrative personnel are specifically requested in the report template.	<input type="checkbox"/>
Auditor Full Name as Signed: Debra D. Dawson	Date of Signature: 10/19/ 2023

AUDITOR INFORMATION	
Auditor name:	Dawson, Debra
Email:	dddawsonprofessionalaudits@gmail.com
Start Date of On-Site Audit:	09/05/2023
End Date of On-Site Audit:	09/07/2023

FACILITY INFORMATION	
Facility name:	Bay Correctional Facility
Facility physical address:	5400 Bayline Drive , Panama City, Florida - 32404
Facility mailing address:	

Primary Contact	
Name:	Beverly McMullen
Email Address:	beverly.mcmullen@mtctrains.com
Telephone Number:	850-899-5959

Warden/Jail Administrator/Sheriff/Director	
Name:	Jesse Williams
Email Address:	jesse.williams@mtctrains.com
Telephone Number:	850-769-1455

Facility PREA Compliance Manager	
Name:	Beverly McMullen
Email Address:	beverly.mcmullen@mtctrains.com
Telephone Number:	O: 662-629-1328
Name:	January Craighead
Email Address:	january.craighead@mtctrains.com
Telephone Number:	O: 850-769-1455 ext. 10

Facility Health Service Administrator On-site	
Name:	Glenwood Cobb
Email Address:	glenwood.cobb@mtctrains.com
Telephone Number:	850-769-1455

Facility Characteristics	
Designed facility capacity:	985
Current population of facility:	980

Average daily population for the past 12 months:	963
Has the facility been over capacity at any point in the past 12 months?	No
Which population(s) does the facility hold?	Males
Age range of population:	19 years to 81 years (Average 42)
Facility security levels/inmate custody levels:	Minimum and Medium
Does the facility hold youthful inmates?	No
Number of staff currently employed at the facility who may have contact with inmates:	186
Number of individual contractors who have contact with inmates, currently authorized to enter the facility:	2
Number of volunteers who have contact with inmates, currently authorized to enter the facility:	16

AGENCY INFORMATION

Name of agency:	Management & Training Corporation, Inc.
Governing authority or parent agency (if applicable):	
Physical Address:	500 North Marketplace Drive, Centerville, Utah - 84014
Mailing Address:	
Telephone number:	8016932600

Agency Chief Executive Officer Information:

Name:	Scott Marquardt
Email Address:	

Telephone Number:	
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Agency-Wide PREA Coordinator Information			
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Name:	Heather Manuz	Email Address:	heather.manuz@mtctrains.com
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Facility AUDIT FINDINGS

Summary of Audit Findings

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

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

Number of standards exceeded:	
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1	<ul style="list-style-type: none"> • 115.67 - Agency protection against retaliation
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Number of standards met:	
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44	
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Number of standards not met:	
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0	
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POST-AUDIT REPORTING INFORMATION

GENERAL AUDIT INFORMATION

On-site Audit Dates

1. Start date of the onsite portion of the audit:	2023-09-05
2. End date of the onsite portion of the audit:	2023-09-07

Outreach

10. Did you attempt to communicate with community-based organization(s) or victim advocates who provide services to this facility and/or who may have insight into relevant conditions in the facility?	<input checked="" type="radio"/> Yes <input type="radio"/> No
a. Identify the community-based organization(s) or victim advocates with whom you communicated:	Gulf Coast Family Advocacy Center who provide a SANE at the facility and victim advocate services at the facility, via telephone and via written communication in addition to continued services upon release as requested by an inmate.

AUDITED FACILITY INFORMATION

14. Designated facility capacity:	985
15. Average daily population for the past 12 months:	963
16. Number of inmate/resident/detainee housing units:	18
17. Does the facility ever hold youthful inmates or youthful/juvenile detainees?	<input type="radio"/> Yes <input checked="" type="radio"/> No <input type="radio"/> Not Applicable for the facility type audited (i.e., Community Confinement Facility or Juvenile Facility)

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

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

36. Enter the total number of inmates/residents/detainees in the facility as of the first day of onsite portion of the audit:	972
38. Enter the total number of inmates/residents/detainees with a physical disability in the facility as of the first day of the onsite portion of the audit:	29
39. Enter the total number of inmates/residents/detainees with a cognitive or functional disability (including intellectual disability, psychiatric disability, or speech disability) in the facility as of the first day of the onsite portion of the audit:	31
40. Enter the total number of inmates/residents/detainees who are Blind or have low vision (visually impaired) in the facility as of the first day of the onsite portion of the audit:	31
41. Enter the total number of inmates/residents/detainees who are Deaf or hard-of-hearing in the facility as of the first day of the onsite portion of the audit:	10
42. Enter the total number of inmates/residents/detainees who are Limited English Proficient (LEP) in the facility as of the first day of the onsite portion of the audit:	4
43. Enter the total number of inmates/residents/detainees who identify as lesbian, gay, or bisexual in the facility as of the first day of the onsite portion of the audit:	24

<p>44. Enter the total number of inmates/residents/detainees who identify as transgender or intersex in the facility as of the first day of the onsite portion of the audit:</p>	<p>11</p>
<p>45. Enter the total number of inmates/residents/detainees who reported sexual abuse in the facility as of the first day of the onsite portion of the audit:</p>	<p>2</p>
<p>46. Enter the total number of inmates/residents/detainees who disclosed prior sexual victimization during risk screening in the facility as of the first day of the onsite portion of the audit:</p>	<p>1</p>
<p>47. Enter the total number of inmates/residents/detainees who were ever placed in segregated housing/isolation for risk of sexual victimization in the facility as of the first day of the onsite portion of the audit:</p>	<p>0</p>
<p>48. Provide any additional comments regarding the population characteristics of inmates/residents/detainees in the facility as of the first day of the onsite portion of the audit (e.g., groups not tracked, issues with identifying certain populations):</p>	<p>46. One inmate reported prior sexual abuse was designated at the facility on the first day of the site visit, however eight were identified by staff through the inmates' file review. Seven elected not to report the incidents during the risk screening. The Auditor conducted an interview with an addition inmate who arrived after the first day of the site visit to meet targeted group interviews of two inmates based on the inmate base count and additional confirmation of the offered services to those who report prior sexual abuse.</p> <p>47. The facility does not place inmates in segregated housing/isolation for risk of sexual victimization per interviews with the BCF Warden, PREA Compliance Manager and staff who supervise segregation. The review of the 10 reported sexual abuse investigative case files, did not indicate the inmates placement in segregation due to the allegation they reported and/or due to them being identified as at the risk of being sexual victimization.</p>

Staff, Volunteers, and Contractors Population Characteristics on Day One of the Onsite Portion of the Audit	
49. Enter the total number of STAFF, including both full- and part-time staff, employed by the facility as of the first day of the onsite portion of the audit:	176
50. Enter the total number of VOLUNTEERS assigned to the facility as of the first day of the onsite portion of the audit who have contact with inmates/residents/detainees:	16
51. Enter the total number of CONTRACTORS assigned to the facility as of the first day of the onsite portion of the audit who have contact with inmates/residents/detainees:	9
52. Provide any additional comments regarding the population characteristics of staff, volunteers, and contractors who were in the facility as of the first day of the onsite portion of the audit:	No text provided.
INTERVIEWS	
Inmate/Resident/Detainee Interviews	
Random Inmate/Resident/Detainee Interviews	
53. Enter the total number of RANDOM INMATES/RESIDENTS/DETAINEES who were interviewed:	17

<p>54. Select which characteristics you considered when you selected RANDOM INMATE/RESIDENT/DETAINEE interviewees: (select all that apply)</p>	<p><input type="checkbox"/> Age</p> <p><input type="checkbox"/> Race</p> <p><input type="checkbox"/> Ethnicity (e.g., Hispanic, Non-Hispanic)</p> <p><input type="checkbox"/> Length of time in the facility</p> <p><input type="checkbox"/> Housing assignment</p> <p><input type="checkbox"/> Gender</p> <p><input type="checkbox"/> Other</p> <p><input type="checkbox"/> None</p>
<p>55. How did you ensure your sample of RANDOM INMATE/RESIDENT/DETAINEE interviewees was geographically diverse?</p>	<p>Rosters were submitted outlining the housing units, race, date of arrival, ethnicity, and age. The selection of random inmates were selected from the rosters. The inmate population is adult male only.</p>
<p>56. Were you able to conduct the minimum number of random inmate/resident/detainee interviews?</p>	<p><input checked="" type="radio"/> Yes</p> <p><input type="radio"/> No</p>
<p>57. Provide any additional comments regarding selecting or interviewing random inmates/residents/detainees (e.g., any populations you oversampled, barriers to completing interviews, barriers to ensuring representation):</p>	<p>No text provided.</p>
<p>Targeted Inmate/Resident/Detainee Interviews</p>	
<p>58. Enter the total number of TARGETED INMATES/RESIDENTS/DETAINEES who were interviewed:</p>	<p>20</p>

As stated in the PREA Auditor Handbook, the breakdown of targeted interviews is intended to guide auditors in interviewing the appropriate cross-section of inmates/residents/detainees who are the most vulnerable to sexual abuse and sexual harassment. When completing questions regarding targeted inmate/resident/detainee interviews below, remember that an interview with one inmate/resident/detainee may satisfy multiple targeted interview requirements. These questions are asking about the number of interviews conducted using the targeted inmate/resident/detainee protocols. For example, if an auditor interviews an inmate who has a physical disability, is being held in segregated housing due to risk of sexual victimization, and disclosed prior sexual victimization, that interview would be included in the totals for each of those questions. Therefore, in most cases, the sum of all the following responses to the targeted inmate/resident/detainee interview categories will exceed the total number of targeted inmates/residents/detainees who were interviewed. If a particular targeted population is not applicable in the audited facility, enter "0".

<p>60. Enter the total number of interviews conducted with inmates/residents/detainees with a physical disability using the "Disabled and Limited English Proficient Inmates" protocol:</p>	<p>2</p>
<p>61. Enter the total number of interviews conducted with inmates/residents/detainees with a cognitive or functional disability (including intellectual disability, psychiatric disability, or speech disability) using the "Disabled and Limited English Proficient Inmates" protocol:</p>	<p>1</p>
<p>62. Enter the total number of interviews conducted with inmates/residents/detainees who are Blind or have low vision (i.e., visually impaired) using the "Disabled and Limited English Proficient Inmates" protocol:</p>	<p>3</p>
<p>63. Enter the total number of interviews conducted with inmates/residents/detainees who are Deaf or hard-of-hearing using the "Disabled and Limited English Proficient Inmates" protocol:</p>	<p>2</p>
<p>64. Enter the total number of interviews conducted with inmates/residents/detainees who are Limited English Proficient (LEP) using the "Disabled and Limited English Proficient Inmates" protocol:</p>	<p>2</p>

<p>65. Enter the total number of interviews conducted with inmates/residents/detainees who identify as lesbian, gay, or bisexual using the "Transgender and Intersex Inmates; Gay, Lesbian, and Bisexual Inmates" protocol:</p>	<p>2</p>
<p>66. Enter the total number of interviews conducted with inmates/residents/detainees who identify as transgender or intersex using the "Transgender and Intersex Inmates; Gay, Lesbian, and Bisexual Inmates" protocol:</p>	<p>4</p>
<p>67. Enter the total number of interviews conducted with inmates/residents/detainees who reported sexual abuse in this facility using the "Inmates who Reported a Sexual Abuse" protocol:</p>	<p>2</p>
<p>68. Enter the total number of interviews conducted with inmates/residents/detainees who disclosed prior sexual victimization during risk screening using the "Inmates who Disclosed Sexual Victimization during Risk Screening" protocol:</p>	<p>2</p>
<p>69. Enter the total number of interviews conducted with inmates/residents/detainees who are or were ever placed in segregated housing/isolation for risk of sexual victimization using the "Inmates Placed in Segregated Housing (for Risk of Sexual Victimization/Who Allege to have Suffered Sexual Abuse)" protocol:</p>	<p>0</p>
<p>a. Select why you were unable to conduct at least the minimum required number of targeted inmates/residents/detainees in this category:</p>	<p><input checked="" type="checkbox"/> Facility said there were "none here" during the onsite portion of the audit and/or the facility was unable to provide a list of these inmates/residents/detainees.</p> <p><input type="checkbox"/> The inmates/residents/detainees in this targeted category declined to be interviewed.</p>

<p>b. Discuss your corroboration strategies to determine if this population exists in the audited facility (e.g., based on information obtained from the PAQ; documentation reviewed onsite; and discussions with staff and other inmates/residents/detainees).</p>	<p>Interviews conducted with staff to include security supervisors, security staff, BCF PREA Compliance Manager, and Warden, in addition to the review of the investigative casefiles, the facility does not place inmates in isolation for risk of sexual victimization.</p>
<p>70. Provide any additional comments regarding selecting or interviewing targeted inmates/residents/detainees (e.g., any populations you oversampled, barriers to completing interviews):</p>	<p>The Auditor requested inmate rosters that identified those within each of the targeted group selections. There were no inmates identified as intersex designated at the facility during the site visit nor while the facility was under the management of MTC since August 1, 2021.</p>
<p>Staff, Volunteer, and Contractor Interviews</p>	
<p>Random Staff Interviews</p>	
<p>71. Enter the total number of RANDOM STAFF who were interviewed:</p>	<p>15</p>
<p>72. Select which characteristics you considered when you selected RANDOM STAFF interviewees: (select all that apply)</p>	<p><input checked="" type="checkbox"/> Length of tenure in the facility</p> <p><input checked="" type="checkbox"/> Shift assignment</p> <p><input checked="" type="checkbox"/> Work assignment</p> <p><input checked="" type="checkbox"/> Rank (or equivalent)</p> <p><input checked="" type="checkbox"/> Other (e.g., gender, race, ethnicity, languages spoken)</p> <p><input type="checkbox"/> None</p>
<p>If "Other," describe:</p>	<p>The selection of random staff interviews included various races such as black, white and hispanic, and male and female.</p>
<p>73. Were you able to conduct the minimum number of RANDOM STAFF interviews?</p>	<p><input checked="" type="radio"/> Yes</p> <p><input type="radio"/> No</p>

<p>74. Provide any additional comments regarding selecting or interviewing random staff (e.g., any populations you oversampled, barriers to completing interviews, barriers to ensuring representation):</p>	<p>No text provided.</p>
<p>Specialized Staff, Volunteers, and Contractor Interviews</p>	
<p>Staff in some facilities may be responsible for more than one of the specialized staff duties. Therefore, more than one interview protocol may apply to an interview with a single staff member and that information would satisfy multiple specialized staff interview requirements.</p>	
<p>75. Enter the total number of staff in a SPECIALIZED STAFF role who were interviewed (excluding volunteers and contractors):</p>	<p>23</p>
<p>76. Were you able to interview the Agency Head?</p>	<p><input checked="" type="radio"/> Yes</p> <p><input type="radio"/> No</p>
<p>77. Were you able to interview the Warden/Facility Director/Superintendent or their designee?</p>	<p><input checked="" type="radio"/> Yes</p> <p><input type="radio"/> No</p>
<p>78. Were you able to interview the PREA Coordinator?</p>	<p><input checked="" type="radio"/> Yes</p> <p><input type="radio"/> No</p>
<p>79. Were you able to interview the PREA Compliance Manager?</p>	<p><input checked="" type="radio"/> Yes</p> <p><input type="radio"/> No</p> <p><input type="radio"/> NA (NA if the agency is a single facility agency or is otherwise not required to have a PREA Compliance Manager per the Standards)</p>

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

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

	<input type="checkbox"/> Other
81. Did you interview VOLUNTEERS who may have contact with inmates/residents/detainees in this facility?	<input checked="" type="radio"/> Yes <input type="radio"/> No
a. Enter the total number of VOLUNTEERS who were interviewed:	1
b. Select which specialized VOLUNTEER role(s) were interviewed as part of this audit from the list below: (select all that apply)	<input type="checkbox"/> Education/programming <input type="checkbox"/> Medical/dental <input type="checkbox"/> Mental health/counseling <input checked="" type="checkbox"/> Religious <input type="checkbox"/> Other
82. Did you interview CONTRACTORS who may have contact with inmates/residents/detainees in this facility?	<input checked="" type="radio"/> Yes <input type="radio"/> No
a. Enter the total number of CONTRACTORS who were interviewed:	3
b. Select which specialized CONTRACTOR role(s) were interviewed as part of this audit from the list below: (select all that apply)	<input type="checkbox"/> Security/detention <input type="checkbox"/> Education/programming <input type="checkbox"/> Medical/dental <input checked="" type="checkbox"/> Food service <input type="checkbox"/> Maintenance/construction <input checked="" type="checkbox"/> Other
83. Provide any additional comments regarding selecting or interviewing specialized staff.	Interviews were conducted with contract staff assigned to food service and staff assigned to the inmate commissary, (Keefe).

SITE REVIEW AND DOCUMENTATION SAMPLING

Site Review

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

84. Did you have access to all areas of the facility?

Yes

No

Was the site review an active, inquiring process that included the following:

85. Observations of all facility practices in accordance with the site review component of the audit instrument (e.g., signage, supervision practices, cross-gender viewing and searches)?

Yes

No

86. Tests of all critical functions in the facility in accordance with the site review component of the audit instrument (e.g., risk screening process, access to outside emotional support services, interpretation services)?

Yes

No

87. Informal conversations with inmates/residents/detainees during the site review (encouraged, not required)?

Yes

No

88. Informal conversations with staff during the site review (encouraged, not required)?

Yes

No

<p>89. Provide any additional comments regarding the site review (e.g., access to areas in the facility, observations, tests of critical functions, or informal conversations).</p>	<p>The Auditor conducted random informal interviews with inmates assigned on various work details in addition to various staff throughout the tour.</p>
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Documentation Sampling

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

<p>90. In addition to the proof documentation selected by the agency or facility and provided to you, did you also conduct an auditor-selected sampling of documentation?</p>	<p><input checked="" type="radio"/> Yes <input type="radio"/> No</p>
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<p>91. Provide any additional comments regarding selecting additional documentation (e.g., any documentation you oversampled, barriers to selecting additional documentation, etc.).</p>	<p>The Auditor provided direction of the selection of requested documentation sampling for review for upload and conducted additional review of log entries and documentation during the site visit.</p>
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SEXUAL ABUSE AND SEXUAL HARASSMENT ALLEGATIONS AND INVESTIGATIONS IN THIS FACILITY

Sexual Abuse and Sexual Harassment Allegations and Investigations Overview

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

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

	# of sexual abuse allegations	# of criminal investigations	# of administrative investigations	# of allegations that had both criminal and administrative investigations
Inmate-on-inmate sexual abuse	13	0	13	0
Staff-on-inmate sexual abuse	3	0	3	0
Total	16	0	16	0

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

	# of sexual harassment allegations	# of criminal investigations	# of administrative investigations	# of allegations that had both criminal and administrative investigations
Inmate-on-inmate sexual harassment	1	0	1	0
Staff-on-inmate sexual harassment	0	0	0	0
Total	1	0	1	0

Sexual Abuse and Sexual Harassment Investigation Outcomes

Sexual Abuse Investigation Outcomes

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

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

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

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

	Ongoing	Unfounded	Unsubstantiated	Substantiated
Inmate-on-inmate sexual abuse	5	3	5	0
Staff-on-inmate sexual abuse	1	2	0	0
Total	6	5	5	0

Sexual Harassment Investigation Outcomes

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

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

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

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

	Ongoing	Unfounded	Unsubstantiated	Substantiated
Inmate-on-inmate sexual harassment	0	1	0	0
Staff-on-inmate sexual harassment	0	0	0	0
Total	0	1	0	0

Sexual Abuse and Sexual Harassment Investigation Files Selected for Review

Sexual Abuse Investigation Files Selected for Review

98. Enter the total number of SEXUAL ABUSE investigation files reviewed/ sampled:	10
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<p>99. Did your selection of SEXUAL ABUSE investigation files include a cross-section of criminal and/or administrative investigations by findings/outcomes?</p>	<p><input checked="" type="radio"/> Yes</p> <p><input type="radio"/> No</p> <p><input type="radio"/> NA (NA if you were unable to review any sexual abuse investigation files)</p>
<p>Inmate-on-inmate sexual abuse investigation files</p>	
<p>100. Enter the total number of INMATE-ON-INMATE SEXUAL ABUSE investigation files reviewed/sampled:</p>	<p>8</p>
<p>101. Did your sample of INMATE-ON-INMATE SEXUAL ABUSE investigation files include criminal investigations?</p>	<p><input checked="" type="radio"/> Yes</p> <p><input type="radio"/> No</p> <p><input type="radio"/> NA (NA if you were unable to review any inmate-on-inmate sexual abuse investigation files)</p>
<p>102. Did your sample of INMATE-ON-INMATE SEXUAL ABUSE investigation files include administrative investigations?</p>	<p><input checked="" type="radio"/> Yes</p> <p><input type="radio"/> No</p> <p><input type="radio"/> NA (NA if you were unable to review any inmate-on-inmate sexual abuse investigation files)</p>
<p>Staff-on-inmate sexual abuse investigation files</p>	
<p>103. Enter the total number of STAFF-ON-INMATE SEXUAL ABUSE investigation files reviewed/sampled:</p>	<p>3</p>
<p>104. Did your sample of STAFF-ON-INMATE SEXUAL ABUSE investigation files include criminal investigations?</p>	<p><input type="radio"/> Yes</p> <p><input checked="" type="radio"/> No</p> <p><input type="radio"/> NA (NA if you were unable to review any staff-on-inmate sexual abuse investigation files)</p>

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

Staff-on-inmate sexual harassment investigation files	
111. Enter the total number of STAFF-ON-INMATE SEXUAL HARASSMENT investigation files reviewed/sampled:	0
112. Did your sample of STAFF-ON-INMATE SEXUAL HARASSMENT investigation files include criminal investigations?	<input type="radio"/> Yes <input type="radio"/> No <input checked="" type="radio"/> NA (NA if you were unable to review any staff-on-inmate sexual harassment investigation files)
113. Did your sample of STAFF-ON-INMATE SEXUAL HARASSMENT investigation files include administrative investigations?	<input type="radio"/> Yes <input type="radio"/> No <input checked="" type="radio"/> NA (NA if you were unable to review any staff-on-inmate sexual harassment investigation files)
114. Provide any additional comments regarding selecting and reviewing sexual abuse and sexual harassment investigation files.	<p>There were no reported allegations of staff on inmate sexual harassment reported during the review period. There were no criminal investigations completed for staff on inmate sexual abuse and/or sexual harassment. The completed two staff on inmate sexual abuse investigations were concluded as administrative cases and determined as Unfounded. One staff on inmate sexual abuse allegation remained pending.</p>
SUPPORT STAFF INFORMATION	
DOJ-certified PREA Auditors Support Staff	
115. Did you receive assistance from any DOJ-CERTIFIED PREA AUDITORS at any point during this audit? REMEMBER: the audit includes all activities from the pre-onsite through the post-onsite phases to the submission of the final report. Make sure you respond accordingly.	<input type="radio"/> Yes <input checked="" type="radio"/> No

Non-certified Support Staff

<p>116. Did you receive assistance from any NON-CERTIFIED SUPPORT STAFF at any point during this audit? REMEMBER: the audit includes all activities from the pre-onsite through the post-onsite phases to the submission of the final report. Make sure you respond accordingly.</p>	<p><input type="radio"/> Yes</p> <p><input checked="" type="radio"/> No</p>
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AUDITING ARRANGEMENTS AND COMPENSATION

<p>121. Who paid you to conduct this audit?</p>	<p><input type="radio"/> The audited facility or its parent agency</p> <p><input type="radio"/> My state/territory or county government employer (if you audit as part of a consortium or circular auditing arrangement, select this option)</p> <p><input checked="" type="radio"/> A third-party auditing entity (e.g., accreditation body, consulting firm)</p> <p><input type="radio"/> Other</p>
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<p>Identify the name of the third-party auditing entity</p>	<p>Correctional Management and Communications Group (CMCG)</p>
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Standards
<p>Auditor Overall Determination Definitions</p> <ul style="list-style-type: none"> • Exceeds Standard (Substantially exceeds requirement of standard) • Meets Standard (substantial compliance; complies in all material ways with the stand for the relevant review period) • Does Not Meet Standard (requires corrective actions)
<p>Auditor Discussion Instructions</p> <p>Auditor discussion, including the evidence relied upon in making the compliance or non-compliance determination, the auditor’s analysis and reasoning, and the auditor’s conclusions. This discussion must also include corrective action recommendations where the facility does not meet standard. These recommendations must be included in the Final Report, accompanied by information on specific corrective actions taken by the facility.</p>

115.11	Zero tolerance of sexual abuse and sexual harassment; PREA coordinator
	<p>Auditor Overall Determination: Meets Standard</p>
	<p>Auditor Discussion</p> <p>Evidence Reviewed (documents, interviews, site review):</p> <ol style="list-style-type: none"> 1. Bay Correctional Facility Completed Pre-Audit Questionnaire (PAQ) 2. Management & Training Corporation (MTC) #903E.02 Sexual Safety in Prisons 3. Confirmation PREA Coordinator Assignment 4. Bay Correctional Facility (BCF) Organizational Chart 5. Interviews: <ol style="list-style-type: none"> a. MTC PREA Coordinator b. Bay Correctional Facility PREA Compliance Manager <p>115.11 (a) In accordance with MTC #903E.02, the policy outlines procedures and expectations that mandates a zero-tolerance toward all forms of sexual abuse and</p>

sexual harassment. MTC's approach to preventing, detecting and responding to allegations of sexual abuse and sexual harassment within the policies demonstrates an aggressively response to, investigate, and support the prosecution of incidents of sexual violence in all MTC operated prisons, through internal administrative discipline processes and external partnership with law enforcement and county prosecutors. Sexual contact between staff and offenders, volunteers, and offenders or contract personnel and offenders, regardless of consensual status is prohibited and subject to administrative and criminal disciplinary sanction.

Any staff member who is found to have perpetrated sexual abuse or sexual harassment will be discipline in accordance with agency Employee Discipline and subject to employment termination in addition to criminal prosecution as applicable.

Any inmate, detainee or resident who is found to have perpetrated sexual abuse or sexual harassment will be discipline as outlined in MTC policy and subjected to criminal prosecution as applicable.

115.11 (b) Pursuant to MTC #903E.02, MTC will designate an upper-level PREA Coordinator for the company who has sufficient time and authority to develop, implement and oversee MTC's efforts to comply with PREA standard in all facilities. An interview conducted with the MTC PREA Coordinator confirmed MTC operates 27 facilities and a PREA Compliance Manager is assigned at each. An Assistance PREA Coordinator is also assigned within the agency to assist in the monitoring of compliance with each facility. Interaction with the facility's PREA Compliance Managers is completed through email, telephonically, video conference, webinars, and in-person audits, and monitoring for PREA compliance. Upon the discovery of any concerns in meeting and/or maintaining compliance of any standard, notification is shared with all to include the affected facility's Warden and a development of corrective measures are implemented that includes external and internal audits, peer reviews, the collaboration of virtual and in-person forums for sharing of best practice (webinars, video training, emails and conferences. Additional corrective measures are related to the consideration of available resources and the official approval process by the customer agency and facility owner. Additionally, the clarification of interpretive guidance from the PREA Resource Center, process of a remedy period and the implementation of policy and procedures, the physical plant and technical systems, staffing and training serves as measure to work toward compliance.

115.11 (c) MTC #903E02, includes the agency's requirement to designate a PREA Compliance Manager who has sufficient time and authority to coordinate the facility's efforts to comply with the PREA standards. An interview with BCF PREA Compliance Manger indicated she ensure her duties as the PREA Compliance Manager are fulfilled daily as the protection of inmates from sexual abuse and sexual harassment is a priority of all staff and the facility. Any concerns identified with meeting the standards and/or making the best effort to provide the inmate population a safe environment from sexual abuse and/or sexual harassment are immediately shared with the Executive Staff during daily (Monday - Friday) morning meets and/or immediately as applicable. The BCF PREA Compliance Manager reports directly to the Warden.

Based on the review of MTC policy, review of the MTC organizational chart, BCF

	organizational chart and interviews with the BCF PREA Compliance Manager and MTC PREA Coordinator, it is determined BCF does meet all provisions of the standard.
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115.12	Contracting with other entities for the confinement of inmates
	<p>Auditor Overall Determination: Meets Standard</p> <p>Auditor Discussion</p> <p>Evidence Reviewed (documents, interviews, site review):</p> <ol style="list-style-type: none"> 1. Bay Correctional Facility (BCF) Completed Pre-Audit Questionnaire (PAQ) 2. Operations and Management Service Contract Between BCF and MTC 3. Interviews: <ol style="list-style-type: none"> a BCF Warden b. MTC PREA Coordinator d. BCF PREA Compliance Manager <p>The BCF does not have authority to contract with other entities for the confinement of inmates. MTC is a private contracting organization that does not contract for the confinement of inmates. BCF has the delegated authority with direct responsibility for the operation of the facility is based on an established contract with the Florida Department of Corrections. The authorizing contract that allows for the confinement of offenders at the Bay Correctional Facility is between the Florida Department of Corrections and the Management & Training Corporation (MTC). Conditions of the contract are included in the Operations and Management Services Contract Bay County Facility. The contract became effective August 1, 2021.</p> <p>Per interviews with the BCF PREA Compliance Manager, MTC PREA Coordinator, and BCF Warden, BCF is responsible for the care, custody and control of the inmate population based on a contract with the Management & Training Corporation. Therefore, BCF is not authorized to contract with other agencies for the confinement of its inmates. BCF meets all provisions of this standard.</p>

115.13	Supervision and monitoring
	<p>Auditor Overall Determination: Meets Standard</p> <p>Auditor Discussion</p> <p>Evidence Reviewed (documents, interviews, site review):</p>

1. Bay Correctional Facility (BCF) Completed Pre-Audit Questionnaire (PAQ)
2. Management & Training Corporation (MTC) #903E.02 Sexual Safety in Prisons
3. BCF Staffing Plan
4. BCF Annual Staffing Plan Review
5. BCF Master Security Roster
6. Master Camera Placement Log
7. Security Daily Rosters
8. Documentation of Unannounced Rounds
9. Interviews:
 - a. BCF Warden
 - b. BCF PREA Compliance Manager
 - c. MTC PREA Coordinator
 - d. Intermediate and Higher-Level Supervisors

.115. 13 (a) In accordance with MTC 903E.02, MTC facilities will develop, document, and make its best efforts to comply on a regular basis with a staffing plan that provides for adequate levels of staffing and, where applicable, video monitoring to protect inmates against abuse. The facility presented a staffing plan that confirms its operation to develop, document, and make its best efforts to comply on a regular basis with a staffing plan that provides for adequate levels of staffing and video monitoring, to protect inmates against abuse. The staffing plan was developed for a daily inmate population of 985, which is the maximum capacity for BCF. The average daily inmate count since opening the facility in August 2021, has been 985. All elements within the standard were included in the review of the Staffing Plan.

Interviews with Warden and PREA Compliance Manager confirmed MTC was awarded the contract bid for operation of the BCF effective August 1, 2021. A Staffing Plan was developed to ensure an adequate staffing level is always maintained during each shift to protect inmates from sexual abuse and video monitoring is a major role of providing protection. The facility's staffing plan includes video monitoring as part of the staffing plan in addition to all elements within the standard provision that are considered during the development and review. Per the BCF Warden and BCF PREA Compliance Manager, the completion of 19 additional cameras and an upgrade of the existing video equipment was completed in August 2023. One hundred and eighteen cameras that are located throughout the facility to include all housing units, visitation area, medical, education, hallway, library, administration area, security hallway, food service, intake area, laundry, barber shop, recreation area and fences. Staff conduct regular security monitoring to identify and eliminate possible blind spots, consider the inmate population changes, programming, reported PREA allegations, investigative

findings, placement of staff, and an annual review of sexual abuse comparison.

Management staff does ensure compliance through the daily review of the security staff roster assignments. Although there continues to be a shortage of security staff, the increase in salary has been beneficial in the increase of applicants in addition to the allotted overtime available to certified officers.

115.13(b) In accordance with MTC 903E.02, Each time the staffing plan is not complied with, the facility documents and justifies all deviations from the staffing plan. The Auditor randomly selected a variety of security shift rosters from various days and shifts to include weekdays and weekends throughout the 12-month review period of review of compliance with the Staffing Plan with no discrepancies noted. No discrepancies were noted in the assignment of security posts identified as critical/mandatory. Adjustment in roster assignments were made that included overtime compensation that ensured required coverage was provided. The facility has not incurred any instances in which the facility has not maintained compliance with the staffing plan. Overtime is always utilized in providing coverage as needed for all positions. Per the Warden, he meets with the BCF Deputy Wardens, Human Resource, Chief of Security, and other departmental supervisors twice weekly to discuss the staff complaint, vacancies, new hires, recruitment efforts, staff retention, training, etc. He also meets the Regional MTC Supervisors consistently.

115.13 (c) In accordance with MTC 903E.02, At least once every year the facility, in collaboration with the PREA coordinator, reviews the staffing plan to see whether adjustments are needed in (a) the staffing plan, (b) the deployment of monitoring technology or (c) the allocation of agency/facility resources to commit to the staffing plan to ensure compliance. The facility will document the review on the Annual Staffing Plan Review Certification and submit it to the MTC PREA Coordinator and Regional Vice President. MTC was awarded the contract for the BCF with an effective date of operational authority on August 1, 2021. The most recent facility staffing plan was documented as reviewed by the BCF PREA Compliance Manager, BCF Warden and the MTC PREA Coordinator on December 5, 2022. An interview with the MTC PREA Coordinator indicated all facilities are required to conduct an annual review of their staffing plan and she is included in the review process. Additionally, she would be informed of any changes to the staffing plan as they are being eliminated.

115.13 (d) In accordance with MTC 903E.02, Intermediate-level and high -level staff conduct unannounced rounds to identify and deter staff sexual abuse and sexual harassment. Such practice shall be implemented and documented for night shifts as well as day shifts, Staff shall not alert other staff of the conduct of such rounds. The auditor conducted reviews of all housing units logs during the site visit in addition to request of random selected unit log entries for each of the 12-month review period for confirmation of intermediate-level and high-level staff unannounced rounds. Security rounds were documented as being conducted by the various levels of security supervisory staff and noted as Security and PREA inspections that included their date of arrival, arrival time and departure time. These rounds were documented as completed on the two shifts at various times. Interviews with supervisory staff indicated the completion of unannounced rounds are not conducted in pattern, as the

	<p>time of the rounds vary from day to day. Additionally, unannounced rounds are also conducted by various supervisory staff throughout each shift. Staff identified as notifying others of supervisory rounds would initially receive counseling followed by disciplinary actions for repeated occurrences.</p> <p>Based on the review of the BCF Staffing Plan that identified all elements within the standard, selected security roster assignments with no instances of non-compliance with the staffing plan, review of unannounced supervisory rounds, and interviews with BCF Warden, BCF Compliance Manager, MTC PREA Coordinator and BCF supervisory staff, BCF does meet all provisions of the standard.</p>
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115.14	Youthful inmates
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>Evidence Reviewed (documents, interviews, site review):</p> <ol style="list-style-type: none"> 1. Bay Correctional Facility Completed PREA-Audit Questionnaire (PAQ) 2. Management & Training Corporation (MTC) #903E.02 Sexual Safety in Prisons 3. Site Observation 4. Interview: <ol style="list-style-type: none"> a. BCF PREA Compliance Manager <p>115.14 (a) (b) (c) BCF is an adult prison and does not house juvenile offenders. Per the PAQ and interview with the BCF PREA Compliance Manager, offenders designated at the facility are between the ages of 19 - 81 years old.</p> <p>In accordance with MTC #903E.02, Youthful inmate means any person under the age of 18 who is under adult court supervision and incarcerated or detained in prison or jail. Youthful detainees mean any person under the age of 18 who is under adult court supervision and detained in a locked-up prison.</p> <p>MTC prohibits placing youthful inmates in a housing unit in which the youthful inmate will have sight, sound, or physical contact with any adult inmate through use of a shared dayroom or other common space, shower area, or sleeping quarters. In areas outside of housing units, MTC shall either (1) maintain sight and sound separation between youthful inmates and adult inmates, or (2) provide direct staff supervision when youthful inmates and adults have sight, sound, and physical contact. Facilities will make their best efforts to avoid placing youthful inmates in isolation to comply with all provisions of the standard.</p> <p>Based on the review of MTC policy, BCF PAQ, observation during the site-visit, and interview with the BCF PREA Compliance Manager, it is determined BCF meets all</p>

	provisions of the standard.
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115.15	Limits to cross-gender viewing and searches
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>Evidence Reviewed (documents, interviews, site review):</p> <ol style="list-style-type: none"> 1. Bay Correctional Facility (BCF) Completed PREA-Audit Questionnaire (PAQ) 2. Management & Training Corporation (MTC) #903E.02 Sexual Safety in Prisons 3. Florida Department of Corrections (FDC) #602.053 Prison Rape: Prevention, Detection, and Response 4. Florida Department of Corrections Procedure #602.036, Gender Specific Security Positions, Shifts, Posts, & Assignments 5. Florida Department of Corrections Procedure #602.018, Contraband & Searches of Inmates 6. Florida Department of Corrections PREA Training Curriculum / Staff Training Records 7. Interviews: <ol style="list-style-type: none"> a. Random Security and Non-Security Staff b. Random and Targeted Group Inmates <p>115.15(a) In accordance with MTC # 903E.02 The facility will not conduct cross-gender strip searches or cross-gender visual body cavity searches (meaning search of the anal or genital opening) except in exigent circumstances or when performed by medical practitioners. FDC Procedure #602.036, Gender Specific Security Positions, Shifts, Posts, & Assignments states strip searches of inmates will be conducted only by those in the Correctional Officer class of the same sex as the inmate, except in emergency circumstances as determined by the Shift Supervisor. All strip searches of inmates conducted by staff of the opposite gender shall require the staff conducting the search to submit an Incident Report DC6-210, explaining the justification for the search exception. Per the PAQ and state of fact memorandum submitted by the BCF PREA Compliance Manager, zero cross-gender strip or cross-gender visual body cavity searches of inmates were conducted during the 12-month review period.</p> <p>115.15 (b) BCF is a designated as an adult male facility only and does not house female offenders/inmates. Therefore, provision (b) is not applicable.</p> <p>115.15 (c) Pursuant to MTC #903E.02, the facility will not conduct cross-gender strip searches or cross-gender visual body cavity searches (meaning search of the anal or</p>

genital opening) except in exigent circumstances or when performed by medical practitioners. FDC #602.036, also states strip searches of inmates will be conducted only by those in the Correctional Officer class of the same sex as the inmate, except in emergency circumstances as determined by the Shift Supervisor. All strip searches of inmates conducted by staff of the opposite gender shall require the staff conducting the search to submit an Incident Report DC6-210, explaining the justification for the search exception. BCF is a designated as an adult male facility only and does not house female offenders/inmates. Therefore, provision 115.15 (C-2) is not applicable.

115.15 (d) FDC #602.053 indicates an inmate who has identified as transgender and or intersex during the STI assessment shall be given the opportunity to shower separately from other inmates. Florida Department of Corrections Procedure 602.036, Gender Specific Security Positions, Shifts, Posts, & Assignments states inmates will not be supervised by an officer of the opposite gender while inmates are showering or in the toilet areas unless appropriate privacy screening is provided to obscure from view of the breasts of female inmates and the genitalia and buttocks of both male and female inmates. Inmates will be required to cover themselves appropriately in accordance with local rules and requirements when not in the shower or not utilizing toilets and while in route to and from these areas. The facility identified seven (7) inmates as transgender at the facility during the site visit and four (4) were selected for interview. Each stated they are awarded the opportunity to shower separately from inmates assigned in the general population during official count time when other inmates are restricted to their assigned cells and/or bed locations. The shower schedule for inmates identified as transgender were also confirmed during interviews with all targeted and random inmates and staff. The Auditor viewed the video monitoring and shower areas during the site visit. There were no instances in which staff were awarded an opportunity to observe inmates from various locations without an intent entry during showering, use of toilet and/or the change of clothing or performing bodily functions. Shower curtains, doors and/or other barriers prevented such incidents. Additionally, there were no concerns expressed from the inmate population of being observed by staff of the opposite gender when showering, changing clothes and/or performing bodily functions. There were zero inmates identified as intersex designated at BCF under the operational management of MTC since August 1, 2021.

FDC #602.053 states staff of the opposite gender will announce at the beginning of each shift that they will be present in the housing unit at any time during the shift. This announcement will be documented on the DC6-209 Housing Unit Log. The Auditor requested a random selection of various housing unit logs for each of the 12-months during the review period and confirmed documentation of opposite gender (female) entry and announcement was noted during the applicable shifts.

115. 15 (e) (f) Agency policies MTC#903E.02 and FDC #602.018 governs the mandate of the standard provisions. FDC #602.018 states all staff members shall receive training on how to conduct cross gender pat-down searches and searches of transgender and intersex inmates/offenders in a professional and respectful manner consistent with security correctional environments. MTC#903E.02 indicates the

	<p>searching of transgender and/or intersex inmates for the sole purpose of determining the inmate's genital status is prohibited. Additionally stated are the requirements for staff's completion of training on how to conduct searches of cross-gender pat-down searches and searches of transgender and intersex inmates in a professional and respectful manner and in the least intrusive manner possible, consistent with security needs.</p> <p>A learning objective outlined within the FDC PREA Training Curriculum includes staff's guidance on how to conduct cross-gender pat-down searches and searches of GNC (to include transgender and intersex inmates/offenders) in a professional and respectful manner consistent with security correctional environments. The 32 minutes 19 seconds video provides guidance on cross-gender and pat searches for male, female, transgender and intersex searches. The training curriculum and confirmation of staff's completion was submitted for review by the Auditor.</p> <p>Based on the review of the agency's policies, PREA training curriculum that includes cross-gender and pat searches, staff's training records, interviews with staff and the inmate population, BCF does meet all applicable provisions of the standard.</p>
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115.16	Inmates with disabilities and inmates who are limited English proficient
	Auditor Overall Determination: Meets Standard
	<p>Auditor Discussion</p> <p>Evidence Reviewed (documents, interviews, site review):</p> <ol style="list-style-type: none"> 1. Bay Correctional Facility (BCF) Completed Pre-Audit Questionnaire (PAQ) 2. Management & Training Corporation (MTC) #903E.02 Sexual Safety in Prisons 3. Florida Department of Corrections #602.053 Prison Rape: Prevention, Detection, and Response 4. Agreement Between MTC and Global Tel Contract TTY 5. Confirmation of Staff American Disability Act Training 6. Assigned Staff Interpreters 7. Language Line Services Contract 8. PREA Material in Spanish Language 9. Roster of Assigned FDC PREA Translators 10. FDC American Disability Act (ADT) Training Lesson Plan

11. Documentation of Staff ADT Training

12. Inmates with Disabilities Acknowledgement of PREA Training

13. Interviews:

a. Agency Head

b. Random Staff

c. Limited English Inmates (Spanish)

d. Inmates Identified as Hard of Hearing

e. Inmates Identified as Low Vision

f. Inmate Identified with Cognitive Behavior Disability

g. Inmates Identified with Physical Disabilities

115.16 (a) (b) (c) Per MTC #903E.02, MTC will take appropriate steps to ensure inmates with disabilities and who are limited English proficient have an equal opportunity to participate in or benefit from all aspects of MTC's efforts to prevent, detect, and respond to sexual abuse and sexual harassment. i) Contracting with interpreters or other professionals (including designated facility staff) hired to ensure effective communication with inmates who are Limited English Proficient. ii) Developing written materials used to effectively communicate about PREA with inmates with disabilities or limited reading skills. iii) Training staff on PREA complaint practices for inmates with disabilities. For PREA related activities,

Pursuant to FDC #602.053, Inmates with recognized disabilities and Limited English Proficiency (LEP) shall be advised of the Department's zero tolerance policy on sexual abuse, sexual battery, staff sexual misconduct, and sexual harassment in accordance resources outlined in "American with Disabilities Act Provisions for Inmates."

Resources identified for inmates with disabilities include 2) closed captions (deaf/hard of hearing); b) large print material (impaired vision); c) reading of materials to inmate(s) by staff (blind /limited mental capacity); d) the Department translator List (LEP); and e) Language Line services (LEP). LEP inmates should be provided PREA education in their primary language.

The BCF has established an agreement with the Global Tel*Link Corporation that provides the services to the inmate population that includes TTY and Video Relay unit accessibility.

All BCF staff are required to complete the FDC American Disability Act (ADA) Training course upon hire and annually during refresher training. Staff receive one (1) training credit upon completion. The learning objectives include the following: 1.) Explain the purpose of the ADA. 2.) Describe the difference between disabled and impaired inmates. 3.) Review steps taken to evaluate inmate impairments and disabilities during the Reception/Intake process. 4.) Identify who develops an Individual Service Plan (ISP) for each impaired/disabled inmate. 5.) Explain how requests for disability

evaluation can be made by inmates after the Reception/Intake process. 6) Review deaf inmate rights to a sign language interpreter and who is a qualified interpreter. 7.) Review appropriate ways to guide inmates who are blind or visually disabled. 8.) List the ADA facilities able to accommodate inmates with disabilities/impairments. 9) State the process for impaired/disabled inmates to request accommodations. 10.) Describe the process for training, utilizing, and evaluating inmate assistants. 11.) Review working with disabled/impaired inmates. A copy of the lesson plan and documentation of staff's completion of the course was provided for review.

A review of 64 inmates Acknowledgement of Receipt of Orientation on The PREA of 2003, indicated an inmates' primary language is required to be noted by whom the orientation was provided upon confirming by each inmate. A BCF staff member was identified as staff designated to provide translation services in the Spanish language. Additionally, the Florida Department of Corrections has developed a staff translator list to provide translation services throughout the Florida Department of Corrections and contracting agencies to include BCF. The Staff Translator list provides the staff member's name, contact number, language translation ability, and facility assignment. The translation services are available in the following languages: Spanish; American Sign Language, Arabic Spanish; Portuguese Spanish; Creole; S. African; Bahamian, Haitian Creole; Serbian/Croatian.

Additional translation resources for inmates with disabilities was identified as the following: Language line that provides insight video interpretation; Language Line Services for Spanish and all other foreign languages.

FDC 602.053, states inmates shall not be used as interpreters or readers except in exigent circumstances. Per MTC #903E.02, for PREA related activities, MTC 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 first-response duties under 115.64, or the investigation of the inmate' allegations. Interviews with random staff confirmed their knowledge of the agency's policy not to utilize inmates as an interpreter for those who are reporting and/or during an investigation PREA allegations. All stated they would contact a supervisor and translation services would be performed by an identified staff member and/or through the utilization of the Language Line. Per the PAQ and interviews with staff, there were zero instances where an inmate was utilized to translate for another inmate when reporting and/or investigating PREA allegations.

Per the Agency Head, MTC take appropriate steps to prevent, detect, and respond to sexual abuse and sexual harassments that include Language Line Services, Inc., or other professionals including designated facility staff, who are hired to ensure effective communication with inmates who are limited English proficient. Developed written material are used for effective communication about PREA with inmates who has disabilities and/or limited reading skills. Staff receives training on PREA compliance practices for inmates with disabilities. For PREA related activities, MTC prohibits the use of inmate interpreters, inmate readers, or other types of inmate assistants except in limited circumstances where an extended delay obtaining an

	<p>effective interpreter could compromise the inmate's safety.</p> <p>BCF identified the following inmates with various disabilities: 35 – cognitive disabilities; 32 physical abilities; 28 low visions; 13 hard of hearing (to include those with hearing aids); and four (4) Limited English Proficient (LEP). Interviews were conducted with inmates identified with the various disabilities: 3 - low vision; 2 - hard of hearing; 2 - Limited English Proficiency; 2 – with physical disabilities; and 1 - cognitive behavior disability. All inmates confirmed receiving PREA education in a method they were able to understand to include the continuous PREA educational material posted throughout the facility. The three (3) with low vision stated their sight disability did not interfere with their observance and understanding of the PREA video presentation, inmate handbook, PREA posters in large font and presentation by staff. The two (2) inmates identified as hard of hearing indicated they were able to observe and hear the PREA video during orientation as it was also delivered in closed caption, and read and understand PREA education in the inmate's handbook and through observation of the PREA posters throughout the facility while sign language services are not applicable to their needs as they were previously issued hearing aids. The one (1) inmate identified as cognitive behavior stated his level of disability did not interfere with his ability to comprehend the PREA education provided to him via the PREA video, inmate handbook and PREA posters and/or during the PREA information presented by staff.</p> <p>Interviews with two (2) Limited English Proficient (LEP) inmates both identified their first language as Spanish. Both indicated they were provided PREA education in their language through a Spanish Inmate Handbook, PREA video, and observation of the PREA posters in their Spanish language. Additionally, both indicated the intake risk screening process and orientation was provided to them in the Spanish language with the aid of a staff translator. Each stated since their arrival at BCF, their proficiency in the English language has increased and they were able to complete interviews with the Auditor without translation services.</p> <p>Based on the review of agencies policies, observation during the site visit, interviews with inmates within various disabilities, agencies available resources to assist inmates within the standard provision, interviews with staff, BCF does meet all provisions of the standard.</p>
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115.17	Hiring and promotion decisions
	<p>Auditor Overall Determination: Meets Standard</p> <hr/> <p>Auditor Discussion</p> <p>Evidence Reviewed (documents, interviews, site review):</p> <ol style="list-style-type: none"> 1. Bay Correctional Facility (BCF) Completed Pre-Audit Questionnaire (PAQ) 2. Management & Training Corporation (MTC) #903E.02 Sexual Safety in Prisons

3. Florida Department of Corrections (FDOC) #208.049 Background Investigation and Appointment of Certified Officers

4. Employees, Contractors and Volunteers Background Checks

5. New Hires, Contractors, Volunteers and Promoted Staff PREA Verification Forms

6. Interview:

a. Human Resource Manager

115.17 (a) (b) (c) (d) (e) (f) (g) (h) The MTC #903E.02 and FDC #208.049, outlines the agency's policies and procedures to ensure criminal background checks are conducted on all new hires to include contractors and volunteers prior to approval for employment. Agency policy prohibits hiring or promoting anyone who may have contact with inmates and prohibits enlisting the services of any contractor who may have contact with inmates who: (1) Has engaged in sexual abuse in a prison, jail, lockup, community confinement facility, juvenile facility, or other institution; (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 (3) Has been civilly or administratively adjudicated to have engaged in the activity facilitated by force, overt or implied threats of force, or coercion. The policies also prohibit the promoting of staff who have contact with inmates who have engaged in sexual abuse and/or sexual harassment. Facilities shall either conduct criminal background records checks at least every five years for current employees who may have contact with inmates and/or have in place a system for capturing such information. The regulations in regard to the completion of the aforementioned background check prior to the enlisting of services by contract staff are also mandated. Material omissions or the provision of materially false information by staff is prohibited and is also noted in the MTC policy 203.01.B.8.b.18 Rules of Conduct.

An interview with the Human Resource Supervisor indicated a criminal background check is completed on all new hires to include contractors and volunteers prior to hiring. The MTC Human Resource Staff utilizes the Livescan fingerprinting program that refers to both the technique and the technology used to capture fingerprints and palm prints electronically in digitized format in addition to utilization of the National Crime Information Center (NCIC) when conducting background investigations. The fingerprints captured via the Livescan system are routed to the Department of Management Services (DMS) through Florida Department of Law Enforcement (FDLE). The DMS completes the background check and then forwards them to the MTC. The DMS is the authorizing approval for hiring and is a continuous automatic reporting system upon a staff member's arrest. An automatic notification is forward upon the booking process and the employee is prohibited from returning to work until they have been cleared through the DMS.

Applicants for volunteer services completes their application online (FDC Becoming a FDC Volunteer) located on the FDC website. Applicants are required to click on an identified link to view the Livescan locations and schedule an appointment at a

convenient location to have fingerprints taken for the completion of a background check. The results are forwarded to the Volunteer Services Department at the FDC for review and approval. Background checks for volunteers and/or contract services for a one-time entry are conducted by the human resource department. All are required to respond to the questions regarding their history of whether the employee has any substantiated allegations of sexual abuse; has the employee resigned during any pending investigation of an allegation of sexual abuse; does the employee have any substantiated allegation of sexual harassment and whether the employee resigned during any pending investigation of sexual harassment.

BCF came under the management of MTC on August 1, 2021. Therefore, the requirement of five (5) year background investigations completions were not applicable during the review period and/or site visit. However, per the interview with human resource staff and review of agency policies MTC #903E.02 and FDC #208.049, procedures are in place to ensure an additional employee background check is completed every 5-years on all MTC staff and contract staff. The agency utilizes the NCIC system in addition to the Livescan system in the review of criminal history for staff during the 5-year background checks. The same procedures for conducting background checks are completed for staff who request promotions. All applicants to include new hires and those seeking promotions are required to complete an application process and the PREA questions acknowledging whether the employee has any substantiated allegations of sexual abuse; has the employee resigned during any pending investigation of an allegation of sexual abuse; does the employee have any substantiated allegation of sexual harassment and whether the employee resigned during any pending investigation of sexual harassment. All staff are required to self-report any instances of arrest. Additionally, an alert is automatically generated that notifies DMS of an employee's arrest not later than the following day.

The Human Resource staff member confirmed the agency policies imposed upon all employees to disclose any previous misconduct and the agency's requirement to provide information regarding a former employee upon request of another institution or agency. Upon receiving an authorization to release information of previous employment by a former staff member, the agency is authorized to release information regarding investigative findings. The Office of the Inspector General is responsible for reviewing the documentation and providing a response.

The Auditor's review of nine (9) MTC new hires, four (4) contractors, five (5) volunteers; two (2) staff promotions confirmed the staff's completion of background checks, the PREA questions as identified within the standard and the completion of the PREA Verification identifying a "No" response. Per the human resource administrator, all staff are also required to complete the PREA Verification questionnaire annually upon their anniversary date of employment.

Based on the review of the agency's policies, review of completed background checks for MTC employees, contract staff and volunteers, confirmation of completed PREA Verification questionnaires by new hires, contractors, volunteers and staff promoted, the facility does meet all provisions of the standard.

115.18	Upgrades to facilities and technologies
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>Evidence Reviewed (documents, interviews, site review):</p> <ol style="list-style-type: none"> 1. Bay Correctional Facility (BCF) Completed Pre-Audit Questionnaire (PAQ) 2. Management & Training Corporation (MTC) TC #903E.02 Sexual Safety in Prisons 3. Florida Department of Corrections Procedure 602.053, Prison Rape: Prevention, Detection, & Response 4. Security Camera Schematic and Upgrade Report 5. Tour Observation 6. Interviews with: <ol style="list-style-type: none"> a. MTC Agency Head b. BCF Warden <p>115.18 (a) Per MTC #903E.02 and FDC 602.053 governs the mandate of the standard. MTC #903E.02 states, when designing or acquiring any new facility and in planning any substantial expansion or modification of existing facilities, MTC will consider the effect of the design, acquisition, expansion, modification upon the agency to protect inmates from sexual abuse.</p> <p>FDC #602.053, states the facility will use video monitoring systems and other cost-effective and appropriate technology to supplement its sexual abuse prevention, detection, and response efforts. Annually, the facility will assess the feasibility of and need for new or additional monitoring technology and/or equipment.</p> <p>Per the Agency Head, stakeholders, include that the MTC PREA Coordinator and the Assistant Coordinator, review the facility’s plans to determine appropriate staffing and camera coverage during the design and/or renovation phase of the facility The process anticipates blind spots and mitigates risk through efficient design.</p> <p>115.18.(b) MTC 903E.02, states when installing or updating a video monitoring system, electronic surveillance system or other monitoring technology MTC will consider how such technology may enhance the facility’s ability to protect inmates from sexual abuse.</p> <p>FDC #602.053, states the facility will use video monitoring systems and other cost-effective and appropriate technology to supplement its sexual abuse prevention, detection, and response efforts. Annually, the facility will assess the feasibility of and need for new or additional monitoring technology and/or equipment.</p> <p>Per the Agency Head, MTC uses video monitoring to assist staff to observe inmate</p>

	<p>activity in areas particularly vulnerable to misbehavior or violence. Priority to camera placement is primarily influenced by areas of increased risk and any prevalence of substantiated and unsubstantiated incidents of sexual abuse.</p> <p>An interview with the Warden, indicated there has not been any substantial expansion or modification of the existing facility since resuming operations on August 1, 2021. However, in addition to the facility receiving an upgrade of all video monitoring equipment, 19 cameras were added, and the installation was completed in 2023. The video monitoring upgrade and additional cameras increase staff 's observation of the inmate population that increases the safety level for inmates and staff. The facility now has 119 cameras to assist staff in monitoring. All modifications, expansion and video monitoring would be made in consideration with providing the safety of inmates from sexual abuse.</p> <p>During the site visit tour, the Auditor observed convex mirrors, and security cameras throughout the facility to include in all program areas, housing units, inmate work assignments, and visitation. The Auditor recommended the placement of an additional convex mirror in the food service department to increase staff observation of the inmate detail. The convex mirror was installed prior to the Auditor's departure.</p> <p>Based on the review of agencies' policies, observation during the site visit, camera locations, and interviews with the Warden, and MTC Agency Head, BCF meets all provisions of the standard.</p>
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115.21	Evidence protocol and forensic medical examinations
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>Evidence Reviewed (documents, interviews, site review):</p> <ol style="list-style-type: none"> 1. Bay Correctional Facility (BCF) Completed Pre-Audit Questionnaire (PAQ) 2. Management & Training Corporation (MTC) #903E.02 Sexual Safety in Prisons 3. Florida Department of Corrections (FDC) #108.015 Sexual Battery, Sexual Harassment, and Sexual Misconduct Investigations 4. Sexual Abuse Investigative Case Files 5. Interviews: <ol style="list-style-type: none"> a. Gulf Coast Children's Advocacy Center, Inc., Executive Director b. OIG Investigator c. BCF PREA Compliance Manager

d. Inmates Who Reported Sexual Abuse

115.21 (a) (b) (c) (d) (e) (f) (g) (h) The FDC #108.015 and MTC #903E.05 policies outline the procedures for the completion of both administrative and criminal investigations. MTC is responsible for investigating allegations of sexual abuse, MTC will follow a uniform evidence protocol that maximizes the potential for obtaining suitable physical evidence for administrative proceedings and criminal prosecutions and developmentally appropriate for youth where applicable. The Office of the Inspector General is a department through the Florida Department of Corrections and is responsible for conducting all sexual abuse investigations both administrative and criminal. BCF is contracted through the Florida Department of Corrections under the management of MTC. The BCF Investigator aids the OIG Investigator upon request. Interviews were conducted with an OIG Investigator and the MTC/BCF Investigator. The OIG Investigator explained various training in conducting sexual abuse investigations in a confinement setting that far exceeds the requirement of standard 115.34 specialized PREA training titled "In Custody Sex Crime Investigations." He added the uniform protocols for the completion of sexual abuse investigations are outlined in the FDC#108.015 and are followed throughout each sexual abuse investigation.

Interviews with random staff confirmed their understanding of the agency's protocol upon becoming advised of a reported sexual abuse allegation, and their responsibility to apply first responder duties in the preservation of physical evidence of instructions issued to the both the victim and aggressor as applicable to allegations reported. The protocols were reviewed and determined to be in line with the DOJ's National Protocol for Sexual Assault Medical Forensic Examination.

A contract between MTC and the Gulf Coast Children's Advocacy Center, INC., (a certified rape crisis center) has been established for services at the BCF to include the completion of forensic medical examinations by a SANE and victim advocacy service. Per the Inspector General Investigator, upon the notification and arrival of the on-call Inspector General Investigator, a request for the completion of a forensic medical examination by a SANE may be made based on the occurrences reported, when the allegation was reported, and when it was alleged to have occurred. Sixteen (16) sexual abuse allegations were reported during the review period that included both allegations of sexual penetration and non-sexual penetration acts. The OIG Investigator indicated an Investigator may request a forensic medical examination when a reported sexual abuse allegation included acts of sexual penetration up to 96 hours of the occurrence. However, the review of the completed sexual abuse investigations identified none were reported within the time frame for the completion of a forensic medical examination by a SANE. However, all forensic medical examinations are conducted by a SANE employed with the Gulf Coast Children's Advocacy Center, Inc., who reports to the BCF for completion. Confirmation of Sexual Assault Nurse Examiner Training was provided for three (3) staff assigned to conduct forensic medical examinations. Per interviews with both the Inspector General Investigator and the Executive Director of Gulf Coast Children's Advocacy Center, Inc., a SANE and victim advocacy services are available 24/7. Per an interview with the Executive Director with the Gulf Coast Children's Advocacy Center, Inc., upon

	<p>receiving a request for a SANE, one will report to the BCF within one (1) hour of receiving the call to perform a forensic medical examination. A certified victim advocate from the Gulf Coast Children’s Advocacy Center, Inc. will also report to the facility to accompany the inmate during the sexual assault forensic examinations and provide additional services as requested. These services are offered to the victims of sexual abuse without financial cost to the victim.</p> <p>Per the Inspector General Investigator, the victim is immediately given a Sexual Abuse Awareness, NII-120, and advised of their right to access crisis intervention services to have a forensic examination and to have a victim advocate present during the forensic examination and /or the investigative interview if they choose to. If an inmate elects to have a victim advocate during the investigative processing/ interview, the process is ceased until the arrival of the victim advocate. The review of the 10 completed sexual abuse investigative case files indicated all victims who reported allegations of sexual penetration were given a NII-120 “Sexual Abuse Awareness” brochure, by the attending duty medical staff and advised of their right to have a victim advocate. Documentation review indicated inmates were offered services of a victim advocate, but zero inmates accepted such services. The BCF PREA Compliance Manager acknowledged the contract between the facility and the Gulf Coast Children’s Advocacy Center, Inc., and the availability of a victim advocate 24/7. Additionally, per the Gulf Coast Children’s Advocacy Center, Inc., Executive Director, extensive victim advocacy services are available 24-7 via phone (Helpline), through in-person visits at BCF, and/or mail. She added continued advocacy services are also available upon an inmate’s release from incarceration upon their request.</p> <p>The Auditor conducted interviews with two (2) who reported sexual abuse. Both victims confirmed they were offered a victim advocate through the issuing of a NII-120 “Sexual Abuse Awareness” brochure at the initiation of services upon reporting sexual abuse but declined the services.</p> <p>Based on the review of agency policies, review of sexual abuse case files, contract with Gulf Coast Children’s Advocacy Center, Inc., interviews with inmates who reported sexual abuse, OIG Investigator, BCF PREA Compliance Manager, and Gulf Coast Children’s Advocacy Center, Inc., Executive Director, BCF does meet all provisions of the standard.</p>
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115.22	Policies to ensure referrals of allegations for investigations
	Auditor Overall Determination: Meets Standard
	<p>Auditor Discussion</p> <p>Evidence Reviewed (documents, interviews, site review):</p> <ol style="list-style-type: none"> 1. Bay Correctional Facility (BCF) Completed Pre-Audit Questionnaire (PAQ) 2. Management & Training Corporation (MTC) #903E.02 Sexual Safety in Prisons

3. Florida Department of Corrections (FDC) #108.015 Sexual Battery, Sexual Harassment, and Sexual Misconduct Investigations

4. Interviews:

a. MTC Agency Head

b. OIG Investigator

115.22 (b) Pursuant to MTC 903E.02, MTC requires allegations of sexual abuse or sexual harassment be referred for investigation to an agency with the legal authority to conduct criminal investigations unless the allegation does not involve potentially criminal behavior. Facilities will document all referrals of allegations of sexual abuse or sexual harassment for criminal investigation. If administrative criminal investigations of alleged sexual abuse are performed by an entity other MTC efforts will be made to obtain the agencies investigative policy. MTC will make the entity aware of investigating requirements under PREA. Per Florida Statute 944.31, the Office of Inspector General (OIG) has the legal authority to conduct both administrative and criminal investigations in Florida Department of Corrections correctional facilities to include those that are privately operated. An interview was conducted with an Office of the Inspector General Investigator. He indicated trained Investigators within the agency are required to conduct both administrative and criminal investigations.

Per the MTC Agency Head, MTC investigates where the agency has authority and refers cases when it doesn't have jurisdictional authority. In these areas, MTC works with and encourages administrative or criminal investigation to be completed for all allegations of sexual abuse and/or harassment. The initial investigation begins immediately with correctional staff identified and trained as primary investigators, to ensure preservation of physical and/or circumstantial evidence. In accordance with the contract requirements, the investigative authority, such as respective Offices of Inspector General (OIG), Crime Investigations Divisions (CID) Office of Internal Affairs (OIA), local law enforcement, and /or FBI will be notified immediately and will assume control of the investigation when appropriate.

BCF reported a total of 17 PREA allegations during the 12-month review period. These investigations include 13 inmates-on-inmate sexual abuse; three (3) staff-on-inmate sexual abuse; one (1) inmate-on-inmate sexual harassment. Eleven investigations were conducted while five (5) remained pending throughout the audit process. Each of the completed 11 PREA investigative case files were reviewed. Zero investigations were concluded in a substantiated investigative finding.

A review of MTC's website lists the MTC Sexual Safety on Prisons Policy that includes the investigatory procedures for MTC. As MTC is contracted through the FDC, the Auditor also reviewed the FDC's website and confirmed FDC policy FDC #108.015 Sexual Battery, Sexual Harassment, and Sexual Misconduct Investigations was visually posted to the public.

Based on the review of agency policies, investigative case files and log, agency's website, interviews with agency head, investigative staff, BCF does meet all

	provisions standards.
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115.31	Employee training
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>Evidence Reviewed (documents, interviews, site review):</p> <ol style="list-style-type: none"> 1. Bay Correctional Facility (BCF Completed Pre-Audit Questionnaire (PAQ) 2. Management & Training Corporation (MTC) #903E.02 Sexual Safety in Prisons 3. Florida Department of Corrections (FDC) #602.053 Prison Rape: Prevention, Detection, and Response 4. FDC Bureau of Professional development and Training, PREA Course Code: FDC -369. 5. Employee Training Documentation 6. Interviews: <ol style="list-style-type: none"> a. Random Staff <p>115.31 (a) (b) (c) (d) MTC #903E.02 and FDC #602.053 addresses the requirements for all employees on matters related to PREA and staff’s completion of PREA training. All staff shall be thoroughly trained and informed regarding the Department’s zero-tolerance policy on sexual abuse, sexual battery, staff sexual misconduct, and sexual harassment at least every two years. Although the agency policy states the training will be held every two years, interviews with staff and training documentation supports, the training is held annually. The facility utilizes the FDC Bureau of Professional development and Training, PREA Course Code: FDC -369, that includes a lesson goal to provide staff with training to prevent, detect, and respond to allegations and instances of sexual abuse of inmates by inmates and/or staff members and to address sexual misconduct by staff in accordance with federal regulations, state law, and Department al policies and procedures. The following 23 learning objectives are outlined in the two-hour training course: 1) Explain the purpose of the PREA 2003. 2) Define sexual abuse and sexual assault allegation types referencing the appropriate Florida statutes and/or federal laws. 3) Define other terminology associated with PREA. 4) Recognize that the Department has established a zero-tolerance policy. 5) Discuss an inmate’s right to be free from sexual abuse and sexual harassment, including the right to dress, shower, and use toilet facilities out of view of staff of the opposite sex. 6) Recognize the rights of inmates/offenders and employees to be free from retaliation for reporting sexual abuse and sexual harassment. 7) Define “imbalance of power” within an institutional/community supervision setting. 8) Demonstrate how to properly communicate with inmates/</p>

offenders and staff, including gender non-conforming, (GNC) or gender variant (GV) individuals, i.e., gay, lesbian, bisexual, transgender, and intersex persons. 9) Explain the appropriate method to introduce/announce “opposite gender” correctional officers and supervision staff into an all-male or all-female housing unit. 10) Review how to conduct cross-gender pat-down searches and searches of GNC (to include transgender and intersex inmates/offenders in a professional and respectful manner consistent with security correctional environments. 11) Recognize the common reactions of sexual abuse and sexual harassment victims. 12) Describe how to avoid inappropriate relationships with inmates, offenders, and staff. 13) Identify a sexualized work environment. 14) Cite the dress code reference for uniform and non-uniformed employees. 15) Describe the “code of silence” and explain how it impacts an agency. 16) Define the process for protecting an inmate who is at risk of imminent sexual abuse. 17) Name the available confidential methods for reporting suspected sexual abuse and sexual harassment. 18) Explain the requirement to report suspected or alleged sexual abuse and sexual harassment, as well as staff sexual misconduct per the Department’s policies and procedures. 19) Cite the procedure for obtaining and utilizing non-inmates/offender interpreters for translation purposes when non-English speaking inmates/offenders of those with physical challenges want to report sexual abuse incidents. 20) Explain the responsibilities of staff “first responders” who receive initial information on alleged sexual abuse incidents of inmates. 21) Explain the responsibilities of staff “first responders” who receive initial information on alleged sexual abuse incident of supervised offenders. 22) Outline the appropriate method of securing evidence and /or the crime scene involving a sexual abuse, sexual harassment, or staff sexual misconduct allegation. 23) Identify who is responsible for investigating sexual abuse within the Department and cite the procedure number.

The facility identified 186 staff to include part-time, full-time, and contract employees. Confirmation of staff attendance in the two-hour PREA training course was provided for all staff that included both security and non-security via computer-generated rosters documenting staff attendance during the pre-audit phrase. Interviews conducted with 17 random staff confirmed all received the PREA training during the new hire orientation and annually.

Based on the review of agency policies that outlines the requirement of PREA training, review of the PREA lesson plan that exceeds the standard provisions, documentation of staff’s completion of PREA training, and acknowledgement of staff’s completion of PREA training in addition to their sharing of knowledge in regards to PREA education received during new hire orientation and annually, BCF does meet all provisions of the standard.

115.32	Volunteer and contractor training
	Auditor Overall Determination: Meets Standard

Auditor Discussion

Evidence Reviewed (documents, interviews, site review):

1. Bay Correctional Facility (BCF) Completed Pre-Audit Questionnaire (PAQ)
2. Management & Training Corporation (MTC) #903E.02 Sexual Safety in Prisons
3. Florida Department of Corrections (FDC) #602.053 Prison Rape: Prevention, Detection, and Response
4. Contractors and Volunteers PREA Training Documentation
5. Interviews:
 - a. Contractors
 - b. Volunteer

115.32 (a) (b) (c) (d) MTC #903E.02 and FDC #602.053 addresses the requirements for all staff, volunteers, and contractors' completion of PREA training. All contractors and volunteers who have contact with inmates are trained on their responsibilities via the Professional Development and Training lesson plan "Prison Rape Elimination Act Training for Interns, Volunteers, and Contractors Read and Sign, NII-127. This training is required at least every two years. In addition, the PREA Brochure for Interns, Volunteers, and Contractors, NII-125, will be distributed annually to all interns, contractors, and volunteers. Upon assuming operations of the facility, all current and new contractors and volunteers received PREA training under the management of MTC.

A review the FDC lesson plan titled "Prison Rape Elimination Act Training for Interns, Volunteers, and Contractors Read and Sign" confirmed the inclusion of the standard provisions with a learning goal to instruct interns, volunteers, and contract staff on the purpose and scope of the PREA with its focus to prevent, detect, and respond to all reported and suspected cases of sexual abuse misconduct. Upon completion of training, interns, volunteers, and contractors are required to acknowledge by their signature "I confirm that I have read and understand the contents of the Prison Rape Elimination Act Training for Interns, Volunteers, and Contractor." The auditor received confirmation of 16 volunteers and seven (7) contractors' completion of PREA training.

The facility has 16 volunteers that provide religious and substance abuse program services. An interview with one (1) volunteer confirmed he and other volunteers received PREA training prior to entering the facility and contact with the inmate population in addition to an annual refresher course. Specifically, upon an individual requesting to become a volunteer, once approved through the submission of a background check, volunteers are required to complete numerous online training courses that includes PREA education as part of their initial training. Additional PREA training is provided during the facility's orientation. Per the Religious Services Chaplain and a religious services volunteer, the annual training is held during an annual banquet scheduled in April in addition via the FDOC website. The volunteer

	<p>was fully knowledgeable of the agency' zero -tolerance policy against sexual abuse and sexual harassment and articulated his understanding of the policy and his responsibility to report immediately.</p> <p>Interviews were conducted with two (2) contract staff employees. Both confirmed they completed PREA training through their contracting agency (Trinity) on the first day of employment prior to reporting to the correctional facility. They also acknowledged completing PREA training at BCF during new hire orientaiton upon reporting at BCF. Contractors acknowledged they are also required to complete refresher PREA training annually at BCF, and their most recent completion of training was documented throughout May 2023. Confirmation of PREA training through via signature acknowledging receipt and understanding of the PREA training was provided for contract staff assigned to food service and staff employed as a librarian.</p> <p>Based on the review of the PREA lesson plan developed for volunteers, contractors and interns, interviews with both a volunteer and contract staff who demonstrated their knowledge of the agency's' zero-tolerance for sexual abuse and sexual harassment, and confirmation of their training, BCF does meet all provisions of the standard.</p>
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115.33	Inmate education
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>Evidence Reviewed (documents, interviews, site review):</p> <ol style="list-style-type: none"> 1. Bay Correctional Facility (BCF) Completed Pre-Audit Questionnaire (PAQ) 2. Management & Training Corporation (MTC) #903E.02 Sexual Safety in Prisons 3. Florida Department of Corrections (FDC) #602.053 Prison Rape: Prevention, Detection, and Response 4. Observation and Attendance of Inmate Intake Process 5. BCF Inmate Handbook 6. Inmates Acknowledgement of Receipt of Orientation on The PREA of 2003 7. PREA Posters 8. PREA Educational Video 9. Interviews:

a. Intake Staff

b. Informal, Random, and Target Group Inmates

115.33 (a) (b) (c) (d) FDC #602.053 and MTC # 903E.02 addresses the requirements for the inmate population receipt of PREA training upon arrival during intake. The facility identified the arrival of 1059 inmates during the 12-month review period. An interview with intake staff confirmed all newly arriving inmates review the PREA educational video and receive an inmate handbook upon their arrival that includes PREA education, and a briefing by staff on PREA and the agency's zero tolerance. The auditor attended the intake process during the site visit and observed nine (9) inmates observing the PREA Inmate Educational Video "PREA: What You Need to Know" in addition to staff presentation of the facility's zero tolerance of sexual abuse and sexual harassment. The PREA video was observed available in English and Spanish

A review of the BCF Inmate Handbook confirmed PREA education is outlined throughout pages 43 - 49. The agency's zero-tolerance policy concerning sexual misconduct or abuse of inmates and the inmates right to be free from intimidation from inmates, staff members and any other person to perform or engage in sexual behavior regardless of their current situation and/or their sexual orientation. The inmate handbook also includes but is not limited to various methods of how to report that includes staff, grievance process, outside resources, available Hotlines numbers, advocacy center information, how to avoid becoming a victim, guidance if they are assaulted, and if they become a victim. Interviews with the 37 inmates revealed all acknowledged receiving and understanding of the agency's zero-tolerance and how to report allegations of sexual abuse, sexual harassment, and retaliation. PREA posters were observed posted throughout the facility in both English and Spanish and in large font. Methods of how to report sexual abuse and sexual harassment were posted on all inmate telephones accessible to the inmate population that provided a continuous degree of awareness of the agency's' zero tolerance of sexual abuse and sexual harassment in addition to PREA posters throughout the facility in all housing units, programs, visitation areas and work assignment areas.

The Auditor conducted interviews with 17 randomly selected inmates and 20 target group inmates. All inmates confirmed receiving PREA education at MTC upon their arrival and acknowledged the PREA posters throughout. The target group included inmates identified as LEP, blind, low vision, deaf, hard of hearing, physically disabled, and cognitive behavior disabled. They also stated PREA information is verbally explained by the intake staff during the intake process. Interviews conducted with the 37 inmates included those who arrived during the 12-month review period, those who transferred from other correctional facilities and those previously housed at BCF. All inmates acknowledged the receipt of PREA education upon their arrival, during orientation and in addition to the observance of the PREA video. Those inmates who were housed at BCF prior to the administration assignment to MTC, confirmed they also received additional PREA training under the operational management of MTC.

Each of these inmates confirmed the facility provided PREA education in a manner

they were able to clearly understand. Inmates acknowledged receiving an institution inmate handbook that includes PREA information and observing the PREA video during intake. The PREA education is provided in large font, verbally, in written format, in English and Spanish. Per the PREA Compliance Manager, additional methods of providing PREA education would be made available upon identifying the need.

The auditor randomly selected 67 inmates from the arrival of the 1059 during the review period for confirmation of receiving PREA education and all were identified as acknowledging receipt of PREA training via their signature. The review of the Inmates' Acknowledgement of Receipt of Orientation on the PREA of 2003, indicated inmates are required to identify their primary language and the information is provided in the identified language. In addition to the available services for an applicable language line for translation purposes and accommodation for any identified impairment is provided as needed and noted on the form. Approved staff identified to provide translation services are available upon request as identified by staff and the inmate population.

The Auditor's use of the inmate phones and interviews with the inmate population indicated inmates were able to utilize the inmate telephones to report PREA allegations and receive victim advocate services without entering their pin number and/or other identifying information.

Based on the review of review of agency policy, review of inmate's arrival date and confirmation of receiving PREA training via signature, PREA education inclusion in the inmate handbook, observation of PREA video during intake process, continuous PREA education posted throughout the facility and interviews with 37 inmates and intake staff, BCF does meet all provisions of the standard.

115.34	Specialized training: Investigations
	Auditor Overall Determination: Meets Standard
	<p data-bbox="252 1529 544 1563">Auditor Discussion</p> <p data-bbox="252 1608 1062 1641">Evidence Reviewed (documents, interviews, site review):</p> <ol data-bbox="252 1680 1406 2072" style="list-style-type: none"> <li data-bbox="252 1680 1315 1713">1. Bay Correctional Facility (BCF) Completed Pre-Audit Questionnaire (PAQ) <li data-bbox="252 1751 1406 1785">2. Management & Training Corporation (MTC) #903E.02 Sexual Safety in Prisons <li data-bbox="252 1823 1145 1856">3. Documentation of OIG Inspector's Specialized PREA Training <li data-bbox="252 1895 1182 1928">4. Documentation of BCF Investigator's Specialized PREA Training <li data-bbox="252 1966 520 2000">5. Interviews with: <ol data-bbox="252 2038 528 2072" style="list-style-type: none"> <li data-bbox="252 2038 528 2072">a. BCF Investigator

	<p>b. Office of Inspector General Investigator</p> <p>115.34 (a) (b) (c) (d) Agency policy MTC #903E.02 identified training requirements for conducting sexual abuse and sexual harassments allegations for corrections facilities under management of Florida Department of Corrections and MTC to include BCF. All FDOC Office of Inspector General Investigators are required to complete the specialized training course titled: “In Custody Sex Crime Investigations” and are assigned to conduct administrative investigations and criminal investigations. The facility’s investigator is authorized to conduct administrative investigations only upon the OIG Investigator determining no possible criminal charges are applicable. Interviews with the OIG Investigator confirmed the completion of “In Custody Sex Crime Investigations” training far exceeds the requirements of the standard provisions. Confirmation of specialized PREA investigative training for the BCF Investigator was also presented for “PREA: Conducting Sexual Abuse Investigations” presented through the PREA Resource Center. Interviews with the OIG Investigator and the BCF Investigator, confirmed the training courses include the requirement of the standard provisions: techniques for interviewing sexual victims; proper use of Miranda and Garrity warnings; sexual abuse evidence collection in confinement setting; and the criteria and evidence required to substantiate a case for an administrative action or prosecution referral.</p> <p>Based on the review of policies, training documentation and interviews, BCF does meet all provisions of the standard.</p>
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115.35	Specialized training: Medical and mental health care
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>Evidence Reviewed (documents, interviews, site review):</p> <ol style="list-style-type: none"> 1. Bay Correctional Facility (BCF) Completed Pre-Audit Questionnaire (PAQ) 2. Management & Training Corporation (MTC) #903E.02 Sexual Safety in Prisons 3. Documentation of Completed Specialized Training 4. Training Modules presented through the National PREA Resource Center 5. Interviews: <ol style="list-style-type: none"> a. Health Services Administrator b. Director of Nurses c. Mental Health Staff <p>115.35 (a) (b) (c) (d) (e) MTC 903E.02 outlines the requirements for the completion of</p>

	<p>medical and mental health practitioners as directed in all provisions of the standard. MTC ensures all full and part-time medical and mental health care practitioners who work regularly in its facilities have been trained. Interviews with two medical staff and one mental practitioner acknowledged their completion of the specialized PREA training and identified the course modules and completion of PREA education pursuant to standard 115.31. The course of completion was presented through the National PREA Resource Center titled "Specialized Training: PREA Medical and Mental Care Standards Notification of Curriculum Utilization December 2013. The training course meets all provisions of the standard and includes the following four (4) modules: 1) Detecting and Assessing Signs of Sexual Abuse and Harassment; 2) Reporting the PREA Standards; 3) Effective and Profession Responses; 4) The medical Forensic Examination and Forensic Evidence Preservation. The BCF medical staff does not conduct forensic medical examinations. These services are provided by a SANE employed with the Gulf Coast Children's Advocacy Center, Inc. (local crisis center). Confirmation of 23 medical and four (4) mental health practitioners' specialized training was presented for review.</p> <p>Based on the review of agency policy, specialized training modules, documented completed specialized training, and interviews with both medical and mental health practitioners, BCF does meet all provisions of the standard.</p>
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115.41 Screening for risk of victimization and abusiveness	
	Auditor Overall Determination: Meets Standard
	<p>Auditor Discussion</p> <p>Evidence Reviewed (documents, interviews, site review):</p> <ol style="list-style-type: none"> 1. Bay Correctional Facility (BCF) Completed Pre-Audit Questionnaire (PAQ) 2. Management & Training Corporation (MTC) #903E.02 Sexual Safety in Prisons 3. Florida Department of Corrections (FDC) #602.053 Prison Rape: Prevention, Detection, and Response 4. Inmate Arrival Rosters 5. Review of Inmate Behavior Assessment Scale (IBAS) Program 6. Review of Inmate Risk Management System (IRMS) Program 7. FDC Offender Based Information System (OBIS) Program 8. Inmates Initial PREA Assessments and Reassessments 9. Sexual Risk Indicator (SRI) questionnaire

10. Interviews:

- a. Case Manager
- b. Classification Supervisor
- c. PREA Compliance Manager
- d. Random and Targeted Group Inmates

115.41 (a) (b) (c) (d) (e) (f) (g) (h) (i) MTC) #903E.02 and FDC) #602.053 governs the mandate of the standards. MTC) #903E.02 requires that inmates be screened using an objective screening instrument of risk of sexual victimization or risk of sexually abusing other inmates within 72 hours of their intake. Classification staff are required to screen all inmates within 72 hours of intake through utilization of an objective instrument.

FDC 602.053, states each time an inmate arrives at an institution, Health Services Staff will screen the inmate upon arrival as soon as possible, and within 24 hours. The screening will assess the inmate's sexual orientation, to include whether the inmate identifies as LGBTI. The screening will also assess if the inmate has a mental, physical, or developmental disorder that requires particularized medical or mental health care. If an inmate is identified as a potential victim or abuser (perpetrator) housing, bed, and work assignments will be appropriately assigned based on known information and established protocol. Within 30 days from the initial intake screening, the institution will reassess the inmate's risk of victimization or abusiveness if additional information is received by the institution.

The BCF utilizes the FDC Offender Based Information System (OBIS), an electronic offender database system, to organize and store security, program, and other inmate information such as commitment, day-to-day activities, offenses, cases, movement between facilities, and other historical data. Within the OBIS, the Department utilizes the Inmate Risk Management System (IRMS) and Inmate Behavior Assessment Scale (IBAS) to determine an inmate's risk screening and needs assessment. During the pre-on-site phase of the audit, the Auditor reviewed the IBAS Factors & Score / Profile Comparison Report. The report provides a summary of each inmate's custody level, risk screening factors, and score, personal demographics (age, weight, and height), tentative release date, time in prison, housing assignment, and predator or aggression risk factors. This report provides staff with a side-by-side comparison of inmates and assists when determining housing (cell) assignments and will alert staff when inmates are incompatible for housing.

The Classification Supervisor, Case Manager and the BCF PREA Compliance Manager explained staff's usage of the Inmate Risk Management System (IRMS) and Inmate Behavior Assessment Scale (IBAS) to determine the risk screening and needs assessment score.

Prior to an inmate's arrival at the facility, a projected intake list is received from the Central Office. This list provides information about the offender before his arrival to

include the reason for transfer, custody level, physical level, age, security threat group, special review, profile conflict, and primary language. The Case Manager and Intake Officer reviews the offenders on this list before their arrival.

Each inmate is reviewed using the Offender Based Information System (OBIS), an electronic offender database system which stores security, program, and other information such as commitment, day-to-day activities, offenses, cases, movement between facilities and other historical data. The facility medical, mental health, and classification staff are responsible for collecting required information and entering it into the database, which is shared within the integrated system. A specific portion of this information is entered into OBIS, and the information is available to Classification staff when assessing an inmate's risk of sexual victimization or sexual abusiveness.

In addition, staff utilize the Inmate Behavior Assessment Scale (IBAS) to determine the risk screening and needs assessment score. Information provided in this report includes personal demographics (age, weight, height, body build, own perception of vulnerability, and security threat group affiliation). Examples of codes are PPD- Potential Predator, IPD- Identified Predator, IPY- Identified Prey, PPY- Potential Prey, HVR- High victim risk, HAR- High Aggression Risk, MAR- Moderate Aggression Risk, MVR- Moderate Victimization Risk, and NSR- Neutral Risk. This report will flag any offender that should not be housed together and the reason they should not be housed together.

The inmates are assessed upon the day they arrive at the facility for their risk of being sexually abused by other offenders or sexually abusive toward other inmates. The Case Managers conduct an interview with each inmate using the Sexual Risk Indicator (SRI) that was developed to assist in providing a safe and secure environment for all inmates. Staff indicated all inmates are encouraged to answer each of the 13 questions honestly. The SRI score assists Classification staff with determining housing, programming, and job assignments, additional risk, or assessment needs for the inmate, and depending upon the answer provided by the inmate, an immediate referral to medical and mental health staff will be made.

After the SRI information on each offender is entered into OBIS, the program automatically generates an appointment (within 30 days) to reassess the offender's risk of victimization or abusiveness based upon any additional, relevant information received by the facility since the arrival intake screening. The offender is interviewed by the Case Manager and a Sexual Risk Assessment is conducted.

During the SRA appointment staff will review the offender's disciplinary report history related to sexual abuse or sexual harassment since arrival at the facility and ask the inmate the following questions: Has anything changed since your initial SRI at this facility related to being a victim of sexual abuse? Has anything changed since your initial SRI at this facility related to being a perpetrator of sexual abuse? Do you have any new safety concerns related to sexual abuse or sexual harassment?

The facility identified 1059 inmates who arrived at the facility during the 12-month review period. This number included those who transferred from other FDOC facilities and those returned from temporary assignment at county jails for court appearances.

Per the BCF PREA Compliance Manager, and Warden, all inmates designated at BCF are those who have transferred from other FDOC facilities. The Auditor randomly selected 64 inmates for each month during the 12 - month review period for confirmation of compliance with the completion of the initial and reassessments. The review included the submission of each of the 64 inmates' date of arrival at BCF, their initial assessment was documented as completed on the day of their arrival with a reassessment normally completed on the 25th day of the inmate's arrival and not later than 30 days. There were zero instances when an inmate's initial assessment was not completed on the day of their arrival and/or the reassessment exceeded 30 days of the inmate's arrival.

Interviews with the Classification Supervisor and Case Manager who conducts the risk screenings indicated the initial risk screening is completed on the day of the inmates' arrival and are conducted in an area separately from others. The area was identified during the observance of the intake process during the site visit. Staff indicated although there is not a period of time in which the inmate's reassessments are completed, they are normally conducted at 25 days after the inmate's arrival. Additionally, an additional assessment is completed due to a referral upon the receipt of new information and/or a substantiated investigative finding of a sexual abuse investigation in which both the victim and abuser would be identified as such. Inmates are never disciplined for refusing to respond to the questions outlined in the SRI but are encouraged to be truthful. Staff indicated inmates have often refused to answer the questions honestly, which is verified from the review of previously completed IBAS documentation, however they do not receive discipline. Seven (7) inmates were identified as Potential Prey/High Victimization; however only (1) reported it during the risk screening. Six (6) inmates were identified through the IBAS as a potential predator/ High Aggression Risk; however only one (1) inmate reported it during the risk screening process. Per a Statement of Fact submitted by the Deputy Warden/PREA Compliance Manager, no PREA related disciplinary was issued as reference to the standard provisions during the review period.

The Auditor conducted interviews with 17 random and 20 targeted group inmates that included those arriving within the 12-month review period and an excess of the review period. The vast majority of all inmates acknowledged the risk screening process upon arrival, and again by their Case Manager. Applicable inmates also acknowledge an annual assessment by their Case Manager that includes the SRI questionnaire.

Per the MTC PREA Coordinator, each facility has developed local policy and /or subscribes to the customer agency policy related to the handling of sensitive information. Information goes into the offender's unit file and is disseminated on a "need to know" basis. MTC policy #903E.02 restricts access consistent with state statute, professional licensure, and ethical standards. Information is secured while not in use.

The Classification Supervisor and Deputy Warden/PREA Compliance Manager indicated the storage of inmates' risk screening documentation is electronically stored with limited access to authorized staff only. The information may be shared

	<p>with Case Managers, medical and mental health staff. All hardcopy documentation is stored in a vaulted filed cabinet located in the secured Records Room with limited staff access. The Auditor was given visual access to the IRMS and IBAS and toured the Records Room during the facility tour for confirmation of control of the sensitive information and prevention of exploitation by staff or other inmates.</p> <p>Based on the review of agencies' policies that governs the mandates of the standard provisions for the completion of initial assessments and reassessment, staff utilization of the Inmate Risk Management System (IRMS), Inmate Behavior Assessment Scale (IBAS) and the Sexual Risk Indicator (SRI) to determine the risk screening and needs assessment score, program automatic appointment for 30 days reassessment, confirmation of 64 inmates' timely risk screening based through review of date of arrival and assessments, and interviews with staff who conduct risk screening and inmates who acknowledged responding to the questionnaire presented by staff, observation of the IRMS and IBAS programs and explanation of the progress, BCF does meet all provisions of the standard.</p>
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115.42	Use of screening information
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>Evidence Reviewed (Documents, Interviews, Site Reviews)</p> <ol style="list-style-type: none"> 1. Bay Correctional Facility Completed PREA-Audit Questionnaire (PAQ) 2. Management & Training Corporation (MTC) #903E.02 Sexual Safety in Prisons 3. Florida Department of Corrections (FDC) #602.053 Prison Rape: Prevention, Detection, and Response 4. Florida Department of Corrections IBAS Factors & Score / Profile Comparison Report with Housing and Bed Assignments 5. Florida Department of Corrections IBAS IRMS Assessments (Bi-Annual) 6. Interviews: <ol style="list-style-type: none"> a. Classification Supervisor b. Case Manager c. PREA Compliance Manager d. Transgender Inmates e. Random Inmates

115.42 (a) (b) (c) (d) (e) (f) (g) Agency policies FDC #602.053 and MTC#903E.02 outlines the procedures for conducting PREA risk screening each time an inmate arrives at an institution using an objective screening instrument for risk of sexual victimization or risk of sexually abusing other inmates within 72 hours of their intake and the completion of a reassessment within 30 days of the inmate's arrival. MTC will use information from the risk screening required to inform housing, bed, work, education, and program assignments with the goals of keeping separate those inmates at high risk of being sexually victimized from those who are at a high risk of being sexually abusive. Individual determinations on how to ensure the safety of each inmate will be made. The housing assignment of transgender or intersex inmates will be made on a case-by-case basis.

The Offender Based Information System auto populates each inmate's personal demographics (age, weight, height, inmate's own perception of vulnerability, etc. - collected from the Health Information Transfer/Arrival Summary DC4-760A form) and any assessments previously made by a medical or mental health staff member (mental, physical, or developmental disabilities) into the Inmate Risk Management System. The Classification Supervisor and Case Managers utilize the Inmate Behavior Assessment Scale (IBAS) to determine the risk screening and needs assessment score. Information provided in this report includes personal demographics (age, weight, height, body build, own perception of vulnerability, and security threat group affiliation). Examples of codes are PPD- Potential Predator, IPD- Identified Predator, IPY- Identified Prey, PPY- Potential Prey, HVR- High victim risk, HAR- High Aggression Risk, MAR- Moderate Aggression Risk, MVR- Moderate Victimization Risk, and NSR- Neutral Risk. This report will flag any offender that should not be housed together and the reason they should not be housed together.

Each inmate is assessed upon the day they arrive at the facility for their risk of being sexually abused by other offenders or sexually abusive toward other inmates to include those who have transferred from other correctional facilities. Per the PREA Compliance Manager and Classification Supervisor, all arriving inmates are those who have transferred from other FDC facilities. The Case Manager will interview each offender using the Sexual Risk Indicator (SRI). The Sexual Risk Indicator (SRI) questionnaire was developed to assist in providing a safe and secure environment for all inmates. Inmates are encouraged to answer the 13 questions honestly. The SRI score assists Classification staff with determining housing, programming, and job assignments, additional risk, or assessment needs for the inmate, and depending upon the answer provided by the inmate, an immediate referral to medical and mental health staff will be made.

The OBIS and IBAS systems are utilized to inform housing, bed, work, education and program assignments. The goal is to keep high risk victim offenders separated from the high risk sexually abusive offenders. Job assignments are reviewed by Classification using such factors as previous jobs, job skills, level of education, medical holds, custody, and housing level determinations. Once these factors are evaluated, they are placed on an I.C.T. docket (Institutional Classification Team) and seen by the Deputy Warden of Programs, Case Manager Supervisor, and Chief of Staff. This is a facility level audit tied to an agency.

The Auditor requested a IBAS Factors & Score /Profile Comparison roster for the review of proper housing/cell assignments of inmates identified as PPD- Potential Predator, IPD- Identified Predator, IPY- Identified Prey, PPY- Potential Prey, HVR- High victim risk, HAR- High Aggression Risk, MAR- Moderate Aggression Risk, MVR- Moderate Victimization Risk, and NSR- Neutral Risk. The review indicated inmates identified with a history as aggressor or potential aggressor were not housed with inmates identified as having prior history victimization and/or at risk of victimization.

Work assignments are directly supervised. Examples of work assignments include Laundry, Kitchen, Warehouse, Education, and Maintenance. These offenders are not left alone and are directly supervised in their assignments.

FDC states transgender and intersex inmates housing will be determined on a case-by-case basis. The inmate's safety as well as the safety and the security of the institutional compound will be taken into consideration when making the housing determination. Transgender and Intersex inmates will be assessed biannually by Classification. An interview will be conducted as well as a review of their housing, program, and work assignments to determine if there are any changes or threats to the inmate's safety. Per the MTC PREA Coordinator, the process of assigning inmates to various facilities is performed by the customer agency classification process. However, when LGBTI inmates are assigned to an MTC facility, the initial inmate screening process is used simply to inform housing assignments with the goal of keeping separate those inmates at high risk of being sexually victimized from those inmates at high risk of being sexually abusive. It is MTC's policy that housing assignments for transgender or intersex inmates are made on a case-by-case basis. This is a facility level audit tied to an agency.

Per interviews with the Classification Supervisor, Case Manager, and PREA Compliance Manager, the facility zero inmates identified as intersex have been designated at BCF since under the management of MTC on August 1, 2021. However, a transgender and/or intersex inmate's own view, with respect to their own safety, are and would be given serious consideration. All inmates classified as transgender are reassessed bi-annually and each are allowed to provide input and express to their concerns of safety at the facility at any time. This statement was also confirmed during the Auditor's interviews with four (4) inmates identified as transgender in addition to the review of bi-annual assessments timely completed submitted for review. Examples of bi-annual assessments were documented as completed on June 16, 2022, February 24, 2023, August 23, 2023. An additional example of bi-annual assessments completion was identified as completed on May 14, 2021, December 31, 2021, June 10, 2022, December 29, 2022, and July 5, 2023. The bi-annual assessments included but was not limited to the review of: any concerns with current housing; program or job assignments; orientation status change; special accommodation passes; any medical mental health issues as it is related to their gender identity; allowing the inmate to make request to applicable opportunities as a transgender; changes since their most recent SIR; preference in shower separation from other inmates and preference in a female officer conducting pat searches and more.

	<p>Interviews with staff, random and targeted group inmates that included four (4) transgenders, all confirmed that inmates identified as transgender are allowed to shower alone during the official inmate count time when other inmates are required to be assigned to their cells.</p> <p>The Auditor conducted interviews with four (4) inmates who identify as transgender and two (2) identified as gay. The Auditor inquired to each inmate whether they were placed in a designated housing area only for gay, bisexual, or transgender and each inmate acknowledged being housed in a various general population housing units as identified during the review of their housing assignments.</p> <p>Based on the review of agency policies, review of OBIS and IBAS systems, IBAS Factors & Score /Profile Comparison, inmate bed assignments, bi-annual assessments for inmates identified as transgender, interviews with staff who conduct risk screening, PREA Compliance Manager, MTC PREA Coordinator, and inmates identified as transgender and gay, BCF does meet all provisions of the standard.</p>
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115.43	Protective Custody
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>Evidence Reviewed (documents, interviews, site review):</p> <ol style="list-style-type: none"> 1. Bay Correctional Facility (BCF) Completed PREA-Audit Questionnaire (PAQ) 2. Management & Training Corporation (MTC) #903E.02 Sexual Safety in Prisons 3. PREA Case Files 4. Interviews: <ol style="list-style-type: none"> a. Warden b. Staff who Supervise Segregation <p>115.43 (a) (b) (c) (d) (e) MTC #903E.02 prohibits the placing 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. If an involuntary segregated housing assignment is made, the facility affords each such inmate a review every 30 days to determine whether there is a continuing need for separation from the general population. Per interviews with the Warden, BCF PREA Compliance Manager and staff assigned to supervise segregation, the facility does not assign inmates at high risk of sexual victimization in involuntary segregation. Based on the various housing units throughout the facility, alternate housing arrangements are available without the assignment of segregation. All indicated they have been</p>

	<p>employed at the facility since August 1, 2021, and at no time has an inmate been placed in involuntary segregated housing pursuant to the standard.</p> <p>Per an interview with staff assigned to supervise segregation, all inmates placed in segregation are given the opportunities for recreations, phone calls, education, haircuts, legal and leisure reading material, and personal property, etc. However, due to security measures within segregation, work opportunities are limited. A review of the investigative case files did not identify any inmates as being at risk of sexual victimization placement in involuntary segregation. There were zero inmates identified as at a high risk of sexual abuse placed in in segregated housing during the 12-month review period and/or during the site visit for interview.</p> <p>Based on the review of policy, investigative case files, and interviews with Warden, staff assigned to supervise segregation, BCF does meet all provisions of the standard.</p>
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115.51	Inmate reporting
	<p>Auditor Overall Determination: Meets Standard</p>
	<p>Auditor Discussion</p>
	<p>Evidence Reviewed (documents, interviews, site review):</p> <ol style="list-style-type: none"> 1. Bay Correctional Facility (BCF) Completed Pre-Audit Questionnaire (PAQ) 2. Management & Training Corporation (MTC) #903E.02 Sexual Safety in Prisons 3. MTC contract with Gulf Coast Children’s Advocacy Center, Inc. 4. BCF Inmate Handbook English/Spanish 5. PREA Posters English/Spanish 6. Completion of Call to Outside Entity 7. Completed Call to PREA Hotline 8. Interviews: <ol style="list-style-type: none"> a. Random Staff b. Random and Target Inmates <p>115.51 (a) (b) (c) (d) MTC has established procedures allowing for multiple ways to report allegations of sexual abuse or sexual harassment, retaliation by other inmates or staff for reporting sexual abuse and sexual harassment, and staff neglect or violation of responsibilities that may have contributed to such incidents. The inmate handbook, PREA posters and flyers throughout the facility advise the inmate population of various ways to report PREA allegations both internally and to a public</p>

or private entity or office that is not part of the agency. Available resources are accessible to the inmate population via dialing one of the following: *8466 TIPS; MTC PREA Hotline enter 1 then *8488; and/or the public entity of the Gulf Coast Children Advocacy Center at *8466. Inmates are advised to follow the prompts and are informed that all calls made to the secure line will not be recorded. The inmate handbook and PREA posters also include additional methods of reporting that includes Submitting an inmate request or grievance; Tell a friend or family member who can report for them via a Citizen Complaint Form and/or verbally; write or email the Office of the Inspector General, Central Office and/or PREA Office at 501 S Calhoun Street Tallahassee, FL 32399. Inmates are allowed to remain anonymous and/or request their identity is not released.

The Auditor conducted a test call through utilization of the inmates' phones within two (2) housing units during the tour and confirmed the inmates' accessibility to the various reporting services. The completed calls to the outside the entities can receive and immediately forward the inmates report of sexual abuse and sexual harassment to BCF staff, (Warden who immediately reports to the BCF PREA Compliance Manager). Interviews with random and targeted group inmates confirmed their knowledge of the various resources to report PREA allegations while identifying the various numbers posted above all inmate phones, on posters throughout the facility and within the inmate handbooks. Interviews conducted with inmates identified as hard of hearing, low vision, cognitive disabilities, limited English Proficient and physical disabilities also indicated they were aware of the various resources to report sexual and/or sexual harassment that are posted throughout the facility and noted in the facility's inmate handbook.

Staff interviews confirmed their knowledge of policy that mandates they must accept reports of sexual assault and sexual harassment made verbally, in writing, anonymously, and from third parties with no exceptions to a staff member not less ranking than their first supervisor. Each stated they would document the information they received and the method in which it was received to include verbally, written notes by an inmate, received via a third party and/or anonymously. Staff identified they were comfortable reporting PREA allegations directly to their supervisor and/or an official investigator. They were also aware of the outside resource number at 1-866-246-4412 which is posted throughout the facility for the public to report sexual abuse and/or sexual harassment that is also available for their usage.

The agency does not detain inmates solely for civil immigration purposes.

The review of the 11 completed PREA investigative case files, confirmed the inmate population utilized various reporting methods of reporting that included verbally to staff, utilization of the PREA Hotline, submission of written notes, Hotline, and utilization of the grievance process.

Based on the review of agency policies, investigative case files identifying the method of reporting, inmate handbook in Spanish and English, PREA posters listing the available resources for reporting, agency's contract with Gulf Coast Children's Advocacy Center, Inc., for reporting, the Auditor's testing of the inmate's phone, staff and inmate interviews, it is determined BCF does meet all provisions of the standard.

115.52	Exhaustion of administrative remedies
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>Evidence Reviewed (documents, interviews, site review):</p> <ol style="list-style-type: none"> 1. Bay Correctional Facility (BCF) Completed Pre-audit Questionnaire (PAQ) 2. Management & Training Corporation (MTC) #903E.02 Sexual Safety in Prisons 3. BCF Inmate Handbook 4. PREA Investigative Case Files <p>115.52 (a) (b) (c) (d) (e) (f) (g) MTC has an administrative procedure for dealing with inmate's grievance s regarding sexual abuse. MTC #903E.02, and the BCF Inmate Handbook outlines the agencies and facilities procedures for filing sexual abuse allegations through the grievance process. MTC allows an inmate to submit a grievance regarding an allegation of sexual abuse at any time regardless of when the incident is alleged to have occurred. No initial time limit shall be imposed for sexual abuse, sexual battery, staff sexual misconduct or sexual harassment grievances. An attempt to informally resolve the grievance is prohibited and the allegation of sexual abuse will not be referred to the any staff member identified as the subject of the complaint. Third parties, including fellow inmates, staff members, family members, attorneys, and outside advocates are allowed to assist inmates in filing such grievances. The filing of emergency grievances for allegations of sexual abuse. Allegations alleging substantial risk of imminent sexual abuse require that a final agency decision be made within five days. Policy limits the agency's ability to discipline an inmate for filing a grievance alleging sexual abuse to occasions where the facility demonstrates that the inmate filed the grievance in bad faith. The agency's website at https://www.mtctrains.com/prea/ includes the agency's policy that includes third parties are awarded the opportunity to assist inmates with the filing of grievances in relationship to PREA allegations.</p> <p>The BCF PAQ indicated there were zero allegations of sexual abuse reported through the grievance process. However, the review of the PREA investigative case files identified one (1) allegation of sexual abuse previously occurred at BCF was reported through the grievance process during an inmate's assignment at his newly designated facility on March 24, 2023. This information was shared with BCF and an investigative finding of Unsubstantiated was concluded on April 17, 2023.</p> <p>Inmates acknowledged their awareness of their right to report sexual abuse and/or sexual harassment via the grievance process during the interview process.</p> <p>Based on the review of agency policies, grievance referred for investigations and review of the grievance process, BCF does meet all provisions of the standard.</p>

115.53	Inmate access to outside confidential support services
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>Evidence Reviewed (documents, interviews, site review):</p> <ol style="list-style-type: none"> 1. Bay Correctional Facility (BCF) Completed Pre-Audit Questionnaire (PAQ) 2. Management & Training Corporation (MTC) #903E.02 Sexual Safety in Prisons 3. Contract Between MTC and Gulf Coast Children’s Advocacy Center, Inc. 4. Auditor’s Completion of Call to Gulf Coast Children’s Advocacy Center, Inc. 5. BCF Inmate Handbook 6. Observation during site visit 7. Inmate Telephones 8. PREA Posters 9. PREA Investigative Case Files 10. Interviews: <ol style="list-style-type: none"> a. Inmates who reported sexual abuse b. Random and Target Group Inmates c. Executive Director of the Gulf Coast Children’s Advocacy Center, Inc. d. OIG Investigator e. BCF Health Services Administrator <p>115.53 (a) (b) (c) MTC#903E.02 outlines the facility’s obligation to provide inmates with access to outside victim advocates for emotional support services related to sexual abuse while providing inmates with mailing addresses and toll-free hotline numbers. Each MTC facility informs inmates, prior to giving them access to outside support services, the extent to which such communication will be monitored, and inform inmates of the mandatory reporting rules governing privacy, confidentiality and /or privilege that apply for disclosure of sexual abuse made to outside victim advocate, including limits of confidentiality.</p> <p>The BCF Inmate Handbook page 44 - 46 outlines the agency’s commitment to available victim advocacy services. Upon reporting an allegation of sexual abuse, inmates are given a N11-120 “Sexual Abuse Awareness” that informs the victim of what to do if they ae sexually assaulted, how to report, facility -specific victim advocacy information, facts for perpetrators, preventing. Additionally, all newly</p>

arriving inmates receive a copy of the N11-120 "Sexual Abuse Awareness" during their initial intake into the facility. The available victim advocate information is noted as: Call *8466 (enter 1 then *8466 and all calls made to the secure line will not be recorded and will remain confidential. Inmates are also informed of the option to write to the Gulf Coast Children's Advocacy Center 210E, 11th Street, Panama City, FL 32401. This number and the confidentiality of it was observed posted on all inmate telephones in each housing unit accessible to the inmate population. PREA posters were also posted throughout the facility accessible to the inmate population with the confidential unmonitored outside source information accessible to the inmates and staff. Confirmation of the available services via telephone was identified through use the Auditor's use of the inmate telephones during the site visit. Additionally, the available services were confirmed during an interview with the Executive Director of the Gulf Coast Children's Advocacy Center, Inc.

MTC and the Gulf Coast Children's Advocacy Center, Inc. entered a contract that is renewed annually. The latest renewed contract was signed by the Gulf Coast Children's Advocacy Center, Inc., Executive Director on February 6, 2023, and by the Sr. Vice President, Corrections with MTC on April 10, 2023. The Gulf Coast Children's Advocacy Center, Inc., is the administrator of the Gulf Coast Sexual Assault Program (a certified rape crisis center). The contractor agrees to provide advocacy services to inmates at BCF in a manner that align with the PREA standards established by the U.S. Department of Justice. The contractor's responsibilities include: 1) Provide a 24/7 toll-free rape crisis hotline, staffed by certified victim advocates; 2) Provide a mailing address for inmates victims to send correspondence, and provide a response to correspondence within seven (7) business days; 3) Provide a certified victim advocate to respond to requests for advocacy accompaniment during sexual assault forensic exams and investigatory interviews within two (2) hours of notification by MTC; 4) Provide follow-services and crisis intervention to the inmate victims of sexual assault as resources allow; 5) Provide MTC with the name of the advocate responding to a forensic exam, investigatory interview, or individual counseling/advocacy/follow-up session, within one (1) hour of notification by MTC; 6) Maintain privileged communication with clients as required by state and federal law and the Contractor's policies; 7) Terminate the hotline call or individual service session(s) if an inmate's need for services is not, or is no longer, primarily motivated by a desire to heal from sexual violence; 8) Provide inmates with referrals for treatment after release, upon transfer to another facility; 9) Provide inmates with information about how to report sexual abuse, including the correctional institutions' responsibility to investigate each report, and to protect inmates and staff who report from retaliation; 10) Provide incarcerated individuals, forensic medical services utilizing generally accepted practices and guidelines established by the International Association of Forensic Nurses by competent, trained and qualified staff, and 11) Communicate any questions or concerns to the correctional institution staff.

The Auditor conducted with the Executive Director of the Gulf Coast Children's Advocacy Center, Inc., who confirmed the services identified within the contract between her agency and BCF. She added prior to the release of information reported by an inmate to BCF staff, the inmate must give written authorization. A release of

	<p>information form is forwarded via email to a designated BCF staff for signature by the inmate and must be returned timely in an effort to execute the services requested.</p> <p>Interviews were conducted with 17 random inmates and 20 targeted group inmates that include two (2) inmates who reported sexual abuse. All inmates were knowledgeable of the various methods and phone numbers posted on the inmate phones to include *8466 for advocacy services. The two (2) inmates confirmed they were given a copy of the N11-120 "Sexual Abuse Awareness" information packet but neither elected to receive any additional services after reporting the allegation to include a victim advocate.</p> <p>Interviews with the Health Services Administrator and the OIG Investigator confirmed upon an inmate's arrival to the medical department after reporting an allegation of sexual abuse, the inmate is immediately given the opportunity to have a victim advocate report to the facility. The review of 10 completed sexual abuse investigative reports indicated each inmate victim was provided a copy of the N11-120 "Sexual Abuse Awareness" that informs them of available victim advocate services in addition to verbally informing them as applicable to their reported allegation. Upon an inmate acceptance of victim advocate services, the investigator is required to cease all communication with the victim and await the arrival of the victim advocate prior to interviewing the inmate. An inmate's refusal to accept the victim advocate services must be noted by the inmate's signature.</p> <p>Based on the review of the contract between MTC and Gulf Coast Children's Advocacy Center, Inc., interviews with various staff, Executive Director of Gulf Coast Children's Advocacy Center, Inc., random and targeted group inmates, and inmates who reported sexual abuse, PREA posters, phone number postings on inmate phone, Auditor's completed call via the inmate phones to the Gulf Coast Children's Advocacy Center, Inc, observation during site visit, and inmates' awareness of the available advocacy services, BCF does meet all provisions of the standard.</p>
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115.54	Third-party reporting
	Auditor Overall Determination: Meets Standard
	<p>Auditor Discussion</p> <p>Evidence Reviewed (documents, interviews, site review):</p> <ol style="list-style-type: none"> 1. Bay Correctional Facility (BCF) Completed Pre-Audit Questionnaire (PAQ) 2. Management & Training Corporation (MTC) #903E.02 Sexual Safety in Prisons 3. MTC Website 4. BCF Inmate Handbook 5. Florida Department of Correction Website

	<p>6. PREA Posters</p> <p>115.54 (a) In accordance with MTC#903E.02, MTC provides a method to receive third-party reports of inmate sexual abuse or sexual harassment. MTC facilities are to publicly distribute information on how to report inmate sexual abuse or sexual harassment on behalf of inmates. A review of the MTC website at www.mtctrains.com/prea, states: those interested in reporting an allegation of inmate-on-inmate or staff-on-inmate sexual abuse and/or sexual harassment, may contact the MTC PREA Coordinator Heather, Manuz@mtctrains.com or the Assistant PREA Coordinator, Mike Atchison @ mtctrainins.com.</p> <p>Various options for third party reporting are also included in the BCF Inmate Handbook and PREA posters that lists the following: Tell a friend or family member who may report through a Citizen Compliant Form or verbally; write or email the Office of the Inspector General at Central Office OIG at 501 S. Calhoun Street, Tallahassee, FL 32399 or *8477; or write or email the PREA Office at 501 S. Calhoun Street Tallahassee, FL 32399 or *8488; Privately to the Gulf Coast Children’s Advocacy Center or *8466;</p> <p>Third party reporting through the inmate’s process is also identified on the Florida Department of Corrections website https://fdc.myflorida.com/prea/index.html that is available to the public. It states: As a Third party, you are only allowed to file a grievance on behalf of an inmate that relates to sexual abuse. Although this method speaks of filing a grievance on behalf of an inmate, it is also a method of third-party reporting.</p> <p>Based on the review of MTC website, FDOC website, PREA Posters, and BCF Inmate Handbook, the opportunity to report as a third-party has been identified and is accessible for viewing by the inmate population and through the public’s viewing on the MTC and FDOC websites. Therefore, BCF does meet the provisions of the standard.</p>
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115.61	Staff and agency reporting duties
	<p>Auditor Overall Determination: Meets Standard</p> <p>Auditor Discussion</p> <p>Evidence Reviewed (documents, interviews, site review):</p> <ol style="list-style-type: none"> 1. Bay Correctional Facility (BCF) Completed PREA-Audit Questionnaire (PAQ) 2. Management & Training Corporation (MTC) #903E.02 Sexual Safety in Prisons 3. Florida Department of Corrections (FDC) #602.053 Prison Rape: Prevention, Detection, and Response 4. FDC Bureau of Professional Development and Training Course Code: FDC-369

5. PREA Investigative Case Files

6. Interviews:

a. Warden

b. MTC PREA Coordinator

c. Random Staff'

d. Medical and Mental Health Staff

115.61(a) (b) (c) (d) FDC #062.053, MTC #903E.02, and FDC-369 identifies the following procedures and requirements: All staff include volunteers, contractors and interns who observes, has knowledge of, or received information, written or verbal (either first hand or from a third party), regarding the fear of, coercion into or actual sexual abuse, sexual battery, staff sexual misconduct, or sexual harassment, any retaliation against inmates or staff who reported an incident of sexual abuse or harassment, any neglect or violation of responsibilities that may have contributed to an incident of retaliation, will immediately notify the Shift Supervisor, the Chief of Security, the Warden, or the Office of Inspector General. Apart from reporting to the designated supervisors or official and designated state or local services agencies, MTC 's policy prohibits staff from revealing any information related to a sexual abuse report to anyone other than to the extent necessary to make treatment, investigate, and other security and management decisions. Employees are further reminded that "Any employee who fails to report to take immediate action regarding such incidents, or intentionally manifest actions to embarrass, demean, or humiliate any victim or informant, or trivializes a report of sexual abuse or sexual battery will be subject o the appropriate level of discipline to include termination of employment.

Interviews with 17 randomly selected security and non-security staff from various shifts and positions confirmed their knowledge of their responsibility to report all information reported to them and/or information they became aware of to their first line supervisor and/or a higher-ranking supervisor to include the facility investigator and/or an OIG Investigator. Staff indicated they would only share information of reported PREA allegations to staff with a need to know, such as security supervisors, medical, mental health, and investigative staff. The information received would be documented in written format as soon as possible and always prior to the end of their shift. Per medical and mental health staff interviews, inmates are advised of staff's duty to report at the initiation of services. Information of PREA allegations would be reported to the security supervisor, OIG Investigators, and the Deputy Warden of Programs/BCF PREA Compliance Manager. Per interviews with the Warden and agency PREA Coordinator, MTC facilities, does not normally contract with facilities that house offenders under the age of 18 years and none have been designated at BCF. However, sexual abuse committed on a youthful offender under the age of 18 years old would immediately be reported to state and local law enforcement agencies, the FDC Office of Inspector General, and Children and Family Services. The BCF inmate population is between the ages of 19 and 81 years old. The Warden added, the BCF is classified as a mental health level 3, therefore, vulnerable inmates would not be assigned. All

	<p>reported allegations of sexual abuse and/or sexual harassment to include those reported verbally, in writing, anonymously and/or via third party would be referred for an investigation by investigators assigned to the Office of Inspector General. The review of the 11 completed investigative case files confirmed, the investigation was initiated upon inmates reporting verbally, through written notes to staff, via grievance, to the crisis center and via the PREA TIPS line.</p> <p>Based on the review of agency policies, investigative case files, interviews with random security and non-security staff, Warden, MTC PREA Coordinator, medical and mental health staff, BCF does meet all provisions of the standard.</p>
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115.62	Agency protection duties
	<p>Auditor Overall Determination: Meets Standard</p> <p>Auditor Discussion</p> <p>Evidence Reviewed (documents, interviews, site review):</p> <ol style="list-style-type: none"> 1. Bay Correctional Facility (BCF) Completed PREA-Audit Questionnaire (PAQ) 2. Management & Training Corporation (MTC) #903E.02 Sexual Safety in Prisons 3. Interviews: <ol style="list-style-type: none"> a. Warden b. Agency Head c. Random Staff <p>115.62 (a) In accordance with MTC 903E.02, when MTC requires immediate action to protect the inmate to including taking some action to assess appropriate protective measure without unreasonable delay upon learning that an inmate is subject to a substantial risk of imminent sexual abuse. Per an interview with the Agency Head, the agency requires immediate action to protect the inmate to include an action to assess appropriate protective measures without unreasonable delay. Efforts of protection includes at least temporarily, separate the inmate who is reportedly subject to a substantial risk of imminent sexual abuse from the general population, notifying supervisory staff in a confidential manner, document observations and information, and investigate the nature and scope of risk to the offender, and taking action consistent with the facts derived and customer agency policy. The Warden confirmed any inmate identified as subject to substantial risk of imminent sexual abuse would immediately be separated followed by all applicable measures to include a medical assessment and appropriate notifications and further actions to ensure the inmate's safety as needed.</p> <p>The BCF PAQ identified zero instances where an inmate was identified as subject to a</p>

	<p>substantial risk of imminent sexual abuse. A review of the 11 completed investigative case files did not identify an inmate as subject to substantial risk of imminent sexual abuse prior to reporting the allegation and the initiation of the investigation. Interviews conducted with 17 random staff to include security and non-security staff assigned to different shifts and positions confirmed upon being advised of an inmate being subject to a substantial risk of sexual abuse, the inmate would immediately be removed from the area of threat, a visual observation would be maintained, and the security supervisor would be notified.</p> <p>Based on the review of agency policy, interviews with random security and non-security staff, Warden and Agency Head and review of PREA investigative case files, BCF does meet all provisions of the standard.</p>
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115.63	Reporting to other confinement facilities
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>Evidence Reviewed (documents, interviews, site review):</p> <ol style="list-style-type: none"> 1. Bay Correctional Facility Completed PREA-Audit Questionnaire (PAQ) 2. Management & Training Corporation (MTC) #903E.02 Sexual Safety in Prisons 3. Warden to Warden Emails 4. Investigative Case Files 5. Interviews: <ol style="list-style-type: none"> a. Warden b. Agency Head <p>115.63 (a) (b) (c) (d) MTC 903E.02 states upon receiving an allegation that an inmate was sexually abused while confined at another facility, the head of the facility must notify the head of the facility or appropriate office of the agency /facility where sexual abuse is alleged to have occurred. Within 72 hours, MTC requires that the facility head provide such notification as soon as possible after receiving allegation and provide documents of the reported allegation. MTC's policy requires that allegations received from other facilities are investigated. An interview with the Agency Head indicated the facility's head/warden is the designated point of contact in accordance with MTC 903E.02 and the facility ensures the allegation is investigated in accordance with the policy.</p> <p>Per the BCF Warden, all notifications would be made on the day the allegation was received to the affected institution. All notifications received that an inmate reported</p>

	<p>PREA allegations previously occurring at BCF would immediately be forwarded to the Office of Inspector General for an investigation. All notifications are documented through email correspondence.</p> <p>Two inmates previously assigned at BCF reported an allegation of sexual abuse after their departure from BCF and assignment at other correctional facilities. Confirmation of notifications identified within the standard was confirmed via the review of emails between Wardens at both facilities. Email documentation confirmed the notification was made within 24 hours of being reported by the inmate. The allegations were referred to the Office of the Inspector and investigations were documented as completed. There were zero instances in which an inmate reported an incident of sexual abuse and/or sexual harassment upon their arrival at BCF having previously occurred at another correctional facility.</p> <p>Based on the review of agency policy, Warden to Warden email confirmation of notifications and investigative reports, and interviews with the Warden and Agency Head, BCF does meet all provisions of the standard.</p>
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115.64	Staff first responder duties
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>Evidence Reviewed (documents, interviews, site review):</p> <ol style="list-style-type: none"> 1. Bay Correctional Facility Completed PREA-Audit Questionnaire (PAQ) 2. Management & Training Corporation (MTC) #903E.02 Sexual Safety in Prisons 3. Florida Department of Corrections (FDC) #602.053 Prison Rape: Prevention, Detection, and Response 4. Interviews: <ol style="list-style-type: none"> a. Security Staff First Responders b. Non-Security Staff First Responders c. Inmates who reported sexual abuse d. Random security and non-security staff <p>115.64 (a) (b) FDC #602.053 and MTC #903E.02 govern the mandate of the standard. Procedures are outlined in the response to an allegation of sexual abuse for security and non-security staff and require 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: a) Separate the alleged victim and abuser; b) preserve and protect any potential crime scene until appropriate steps can be taken to collect any</p>

evidence, the , and protect crime scene until appropriate steps to collect evidence; c) if the alleged abuse occurred within a time period that still allows for the collection for physical evidence, request the alleged victim and alleged aggressor not take any actions that could destroy physical evidence, including but not limited to, washing, bathing, brushing teeth, changing clothes, urinating, defecating, drinking or eating; d) if the first responder is not a security staff member, request that the alleged victim not take any action that could destroy physical evidence, and the notify security staff. Interviews with both security staff and non-security random staff identified their knowledge of first responder duties and indicated they would immediately separate/ remove the inmate from any identified threat, while maintaining a visual and/or secure in a separate area and notify their security supervision who would continue with further protocol measures.

The facility reported 16 sexual abuse and one (1) sexual harassment allegations during the 12-month review period. Eleven (11) investigations were completed and six (6) remained pending throughout the review period. The PAQ noted of the allegations of sexual abuse reported during the review there were 15 instances where the first security staff member to respond to the report separated the alleged victim and abuser. However, per further communication with the BCF PREA Compliance Manager and review of the completed investigations and pending sexual abuse incident reports, there were zero instances where the alleged abuser and victim were together and required separation by staff and no physical evidence was available for collection.

The investigations were documented as completed and/or initiated by investigators assigned to the Office of Inspector General. The PAQ identified one (1) instance where staff were notified within a period that allowed for the collection of physical evidence to include forensic testing. However, per a review of the completed investigations and interviews with the BCF PREA Compliance Manager and OIG Investigator, there were zero instances in which an allegation was reported within a time frame to collect physical evidence. All allegations of sexual abuse were reported outside of 72 hours to include weeks and months after the alleged assault and all alleged victims were previously separated from areas of their alleged abusers. Physical evidence was not available for collection.

Interviews were conducted with both security and non-security staff who serve as first responders. The non-security first responder staff reported the inmates were previously separated through housing units and the allegation was reported to have occurred 12 days prior to reporting. The security supervisor was immediately notified and PREA protocols were initiated. Additionally, an interview was conducted with a security supervisor identified as a first responder who indicated the inmate provided numerous inconsistencies in the occurrence of sexual abuse allegations to include when, and where. However, he and his alleged abuser had previously been separated by housing assignment. PREA protocols were immediately initiated. Interviews conducted with two (2) inmates who reported allegations of sexual abuse indicated, staff responded immediately to their report as they were evaluated by medical and mental health, received notification of victim advocate services, interviewed by investigative staff and notified of the investigative findings by the investigators. Both

	<p>inmates acknowledged the sexual abuse incident had occurred numerous days prior to reporting and no physical evidence was available as they had showered and changed clothes on numerous occasions.</p> <p>Based the review of agency policies, interviews with security first responder, non-security first responder, random staff and their knowledge of first responder duties, and interviews with inmates who reported sexual abuse, BCF does meet all provisions of the standard.</p>
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115.65	Coordinated response
	<p>Auditor Overall Determination: Meets Standard</p> <p>Auditor Discussion</p> <p>Evidence Reviewed (documents, interviews, site review):</p> <ol style="list-style-type: none"> 1. Bay Correctional Facility (BCF) Completed Pre-Audit Questionnaire (PAQ) 2. BCF PREA Coordinated Response 3. Interviews with: <ol style="list-style-type: none"> a. Warden b. Inspector General Investigator c. Medical Staff <p>115.65 (a) The BCF Coordinated Response outlines the facility’s written plan to coordinate actions taken in response to an incident of sexual abuse. Specifically, any employee who has knowledge or received information, written or verbal (via firsthand or from a third party), regarding the fear of, coercion into, or actual sexual abuse, sexual battery, staff sexual misconduct, or sexual harassment will immediately notify the Shift Supervisor or the Chief of Security who will then take immediate steps to evaluate the inmate’s concern/allegation. The authority notified will ensure proper medical treatment (if applicable) and the safety of the inmate by means provided in “Administrative Confinement” if applicable.</p> <p>Upon learning of an allegation that an inmate was sexually abused and sexually battered, the first security staff member to respond to the report shall complete the following: * Separate the alleged victim and abuser. * Ensure all victims and others injured person are provided with appropriate first aid and emergency medical services, as appropriate. * Preserve and protect any crime scene until appropriate steps can be taken to collect any evidence. * If the abuse occurred within a time period that still allows for the collection of physical evidence, ensure that the alleged abuser does not take any actions that could destroy physical evidence, including, as appropriate, washing, brushing teeth, changing clothes, urinating, defecating,</p>

drinking or eating. *Any inmate who alleges sexual battery shall be given a copy of the NII-120 and advised of their right to access crisis intervention services, to have a forensic examination, and to have a victim advocate present during the forensic examination and/or the investigative interview if the victim chooses. The offering is required to be documented in an incident report. First responder duties are outlined for security staff and non-security staff that include the separation of victim and aggressor. It is the responsibility of the Shift Supervisor or the Chief of Security to ensure the victim and identified aggressor are escorted to medical and appropriate first aid, emergency medical services, collection, protection and preservation of the crime scene to include physical evidence for forensic testing is completed. Staff are to ensure the victim is given a copy of the NII-120 form while advising the inmate of his right to access crisis intervention services, to have a forensic examination and to have a victim advocate present during the forensic examination and/or investigative interview if the inmates choose. The offering of victim advocate services is documented in an incident report.

The Shift Supervisor or the Chief of Security will determine the timeline of the alleged incident. The Office of Inspector General will be notified to determine if physical evidence exists for examination before activating the Sexual Abuse Response Team (SART). The Shift Supervisor or the Chief of Security shall ensure all names of responding staff are recorded and provided to the responding Inspector. All inmate witnesses shall be segregated, and their information will be listed on an incident report.

The Shift Supervisor or the Chief of Security shall ensure: 1) Any weapon or evidence suspected of being involved in a sexual battery or sexual misconduct is preserved. 2) A "Chain of Custody" (DC1-801) is created and maintained. 3) All evidence is provided to the responding Inspector or other law enforcement personnel as soon as possible and with minimal handling so as to preserve any latent or forensic evidence contained thereon. The Shift Supervisor will ensure that a DC6-210, and a Management Information Notes System (MINS) report, and a Serious Incident Report (SIR) are processed and submitted.

The Inspector General Investigator shall respond to the scene and immediately contact the Shift Supervisor or the Chief of Security. The supervisor will conduct any necessary preliminary interviews of the victim, if applicable and witness, as appropriate. The Inspector General Investigator will collect evidence as appropriate, and the Gulf Coast Children's Advocacy Center Nurse Forensic Specialist's SART will collect the clothing the inmate was wearing at the time of the sexual battery if the inmate is still wearing them.

If the SART team is activated the Shift Supervisor or the Chief of Security and/or the Inspector will ensure that no attempt is made by medical staff to clean or treat the inmate unless the injuries are such that not treating them would cause deterioration of the inmates' medical condition. Following the forensic medical examination (or after the inmate is escorted to medical for those instances where the SART team is not activated), medical staff shall ensure the "Alleged Sexual Battery Protocol" DCA4-683M is completed. Medical staff shall complete the "Consent and

	<p>Authorization for Use and Disclosure Inspection and Release of Confidential Information” and have the inmate sign the form.</p> <p>The victim and perpetrator (if known) will be tested for HIV, Hepatitis B and C, Gonorrhea, Syphilis and Chlamydia. Repeat testing for the diseases that may have been transmitted at intervals for four weeks, three months and one year. The victim and aggressor will be referred for both medical and mental health services as appropriate.</p> <p>Interviews with both the Inspector General Investigator, Warden, and medical staff confirmed the BCF response procedures as outlined within the agency’s policy.</p> <p>Based on the review of the facility’s PREA Coordinated Response that outlines all services for the victim and aggressor upon a reported allegation of sexual abuse, it is determined that BCF does meet the provision of the standard.</p>
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115.66	Preservation of ability to protect inmates from contact with abusers
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>Evidence Reviewed (documents, interviews, site review):</p> <ol style="list-style-type: none"> 1. Bay Correctional Facility (BCF) Completed Pre-Audit Questionnaire (PAQ) 2. Management & Training Corporation (MTC) #903E.02 Sexual Safety in Prisons (PREA) 3. Interview with: <ol style="list-style-type: none"> a. Agency Head b. BCF Warden <p>115.66 (a) (b) MTC #903E.02, mandates that any collective bargain agreement or other agreement must comply with PREA Standards dated August 20, 2012. Per an interview with the Agency Head, MTC has an existing Collective Bargaining Agreement (CBA) with the Otero County Prison Facility located in New Mexico. The agreement documents the MTC maintain the right to remove alleged staff sexual abusers from contact with any inmates pending an investigation or a determination of whether and to what extent discipline is warranted. There were and are no provisions in the CBA which limits the Management’s Rights clause specifically to management’s right of removal of an employee from contact with inmates. An interview with the BCF Warden, also indicated the facility does not have a collective bargaining agreement and management maintain the right to reassign and terminate staff immediately.</p> <p>Based on the review of the agency’s policy and an interview with the agency head,</p>

	the facility does meet the provisions of the standard.
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115.67	Agency protection against retaliation
	Auditor Overall Determination: Exceeds Standard
	Auditor Discussion
	<p>Evidence Reviewed (documents, interviews, site review):</p> <ol style="list-style-type: none"> 1. Bay Correctional Facility Completed PREA-Audit Questionnaire (PAQ) 2. Management & Training Corporation (MTC) #903E.02 Sexual Safety in Prisons 3. Florida Department of Corrections (FDC) #602.053 Prison Rape: Prevention, Detection, and Response 4. Interviews: <ol style="list-style-type: none"> a. Agency Head b. Warden c. Staff Assigned to Conduct Retaliation Monitoring d. Inmates Who Reported Sexual Abuse <p>115.67 (a) (b) (c) (d) (e) FDC #602.053 and MTC #903E.02 outline the mandates of this standard. A designated staff member is required to conduct retaliation monitoring on all staff and inmates who report allegations of sexual abuse, sexual harassment, and/or those who cooperate with sexual abuse or sexual harassment investigations from retaliation by other inmates and/or staff. A review of PREA investigative case files includes retaliation monitoring for inmates who reported sexual abuse allegation with an investigative finding of Unsubstantiated. There were zero investigative findings of substantiated sexual abuse and or sexual harassment. The Classification Supervisor and Case Managers serves as the staff members assigned to conduct retaliation monitoring for both staff and the inmate population and explain the retaliation monitoring procedures. Retaliation monitoring is maintained in an automated system developed by the FDC as a case management entry for the inmate population. Regardless of an inmate’s transfer to another Florida Department of Corrections facility and/or MTC, the required retaliation monitoring is identified as an assignment for monitoring. Entries were identified in which of the 11 completed PREA investigative case files that confirmed each inmate was monitored at 30-day intervals for 90 days after reporting sexual abuse and sexual harassment for both Unsubstantiated and Unfounded investigative findings. There were no Substantiated investigative findings throughout the review period and/or audit process. Due to the pending six (6) sexual abuse investigations being in an excess of 30 days, retaliation monitoring was reviewed and confirmed for all inmates in accordance with the</p>

standard provisions. The review indicated there were zero instances where an extended period of monitoring was required. Each entry documented conversations with each inmate for retaliation monitoring, during face-to-face interaction, that include the inmate's input of safety from retaliation, any changes in housing assignment, programming, disciplinary actions, custody level changes, and negative gain-time. There were no instances where a staff member was identified as meeting the requirement for retaliation monitoring. The review of retaliation monitoring for the 17 alleged victims identified in the PREA investigations indicated staff met all provisions per agency policy and standard provisions for retaliation monitoring to include those inmates who had transferred to other FDOC facilities.

Per the Auditor's interview with the BCF PREA Compliance Manager/Deputy Warden of Programs, staff retaliation monitoring would be conducted by Deputy Warden of Programs or Higher. The monitoring would consist of negative performance reviews, discipline, and reassignment reviews. These reviews would be at 30-day intervals for 90 days. These procedures were also confirmed during an interview with the Warden. Per the Auditor's review of the 16 reported sexual abuse allegations and one (1) sexual harassment allegation, all reported allegations were initiated by inmates. There were zero circumstances in which a staff member met the criterion per the standard provisions for retaliation monitoring.

Per the Agency Head, MTC policy prohibits retaliation against those that allege sexual abuse or sexual harassment for both the inmate population and staff. Staff violation of policy is subject to MTC's progressive disciplinary process. Inmate retaliation on others is subject to inmate discipline. Placement in protective custody or restrictive housing pending investigation or pending transfer is used to protect the inmate after all other alternatives for protection have been considered. If an individual who operates with an investigation expresses a fear of retaliation, an initiation of targeted monitoring techniques will begin on both the informant and those inmates perceived as a threat. Monitoring is completed via video, phone calls, mail, observation of commissary spending and direct observation.

Interviews were conducted with two (2) inmates who reported sexual abuse, each confirmed they were met with their Case Manager throughout the following months of reporting the allegation in regard to any negative interaction and/or concerns with their safety upon reporting the allegation. Each indicated they felt protected from possible revenge from staff and inmates after reporting the sexual abuse and did not encounter any negative actions from others.

Based on the review of agency policies, completed 30, 60 and 90-days retaliation monitoring for inmates who reported sexual abuse and sexual harassment allegations to include those investigative findings determined at Unfounded which exceeds the standard, documentation of the individual meetings with each inmate, interviews with Agency Head, Warden, staff assigned to conduct retaliation monitoring, and inmates who reported sexual abuse, BCF exceeds the standard provisions.

Auditor Overall Determination: Meets Standard

Auditor Discussion

Evidence Reviewed (documents, interviews, site review):

1. Bay Correctional Facility (BCF) Completed Pre-Audit Questionnaire (PAQ)
2. Management & Training Corporation (MTC) #903E.02 Sexual Safety in Prisons (PREA)
3. PREA investigative Case Files
4. Interviews with:
 - a. Warden
 - b. Staff who supervise segregation
 - c. Inmates who reported sexual abuse

115.68 (a) MTC 903E.02 outlines agency policy for post-allegation protective custody. MTC prohibits the placing of inmates at high risk of sexual victimization in involuntary segregated housing unless an assessment of all available alternative has been made and a determination has been made that there is no available alternative means of separation from likely abusers. If an involuntary segregation housing assignment is made, a review will be conducted every 30 days to determine whether a continuous stay is needed. Per the BCF Warden, MTC policy prohibits the placement of inmates in involuntary segregation who report an allegation of sexual abuse as the facility does not want to deter an inmate from reporting. However, depending on the allegation reported, the aggressor would be placed in involuntary segregation. All placements would follow the agency's protocols for protective management procedures to ensure the inmate's safety. Alternate general population housing is also available to ensure separation and safety. Per the supervisor of segregation, any inmate placed in involuntary segregation would be reviewed every 30 days and would have access to education material delivered by education staff, canteen, property, telephone and mail privileges, recreation, haircuts, etc. Due to the security measures required for segregation, work opportunities are restricted. The facility identified there were zero inmates placed in involuntary segregation during the 12 - month review period.

Interviews with two (2) inmates who reported sexual abuse indicated they were not placed in involuntary segregation based on their reported allegation of sexual abuse.

Based on the review of agency policy, interviews with Warden, supervisor of segregation, investigative case files of inmates who reported sexual abuse and interviews with inmates who reported sexual abuse, BCF does meet the standard provision.

Auditor Overall Determination: Meets Standard

Auditor Discussion

Evidence Reviewed (documents, interviews, site review):

1. Bay Correctional Facility (BCF) Completed Pre-Audit Questionnaire (PAQ)
2. Management & Training Corporation (MTC) #903E.02 Sexual Safety in Prisons (PREA)
3. Florida Statue 944.31
4. Florida Department of Corrections, (FDC) #108.015 Sexual Battery, Sexual Harassment, and Sexual Misconduct Investigations
5. Interviews:
 - a. BCF Warden
 - b. BCF PREA Compliance Manager
 - c. Office of Inspector General Investigator
 - d. MTC PREA Coordinator
 - e. Inmates Who Reported Sexual Abuse

115.71 (a) (b) (c) (d) (e) (f) (g) (h) (i) (j) (k) (i) MTC 903E.02, Florida Statue 944.31 and FDC 108.015, outlines all provisions within this standard. MTC facility investigators are authorized to conduct administrative investigations only. Per FDC #108.015, if there is no criminal predicate, the investigation shall be investigated as an administrative case. When the quality of evidence appears to support criminal prosecution investigation will be conducted by the Office of Inspector General (OIG).

Florida Statue 944.31 outlines the requirements and responsibility for conducting investigations within the Florida Department of Corrections. The Inspector General and Inspectors shall be responsible for criminal and administrative investigation of matters relating to the Department of Corrections. The secretary may designate persons within the OIG as law enforcement officers to conduct any criminal investigation that occurs on property owned or leased by the department or involves matters over which the department has jurisdiction.

Interviews were conducted with both the facility MTC Investigator and an Office of Inspector General Investigator. Both acknowledged that administrative investigations can be conducted by the institution investigator while all investigations that could possibly include criminal charges are investigated by an Investigator assigned to the Office of the Inspector General. Per the MTC Facility Investigator, she refers all allegations of sexual abuse and sexual harassment to the OIG, and the investigator is assigned by office of the OIG. Approval for the facility investigator to conduct the administrative investigation is normally given the following day from the OIG. Per the

OIG Inspector an investigation is initiated within 24 hours of being assigned by the OIG Supervisor. However, if the inmate reported an allegation of sexual abuse within the 72-hour timeframe, the investigation would be initiated immediately upon being advised. The OIG Inspector would report to the facility immediately. Both investigators confirmed allegations reported anonymously and/or third-party are conducted in the same manner as those reported directly by staff and/or inmate.

Pursuant to the Florida Statute 944.31, The OIG Inspectors assigned to conduct both administrative and criminal investigative and is a person designated as a law enforcement officer. The law enforcement office must be certified pursuant to s. 943.1395 and must have a minimum of 3 years' experience as an inspector in the inspector general's office or as a law enforcement officer. The OIG Investigator confirmed she has completed and completely annually the advanced specialized PREA training in addition to training that far exceeds the requirement of the PREA standards as the investigators assigned to the department are sworn law enforcement officers with arresting authority. The investigative training required and completed the OIG Inspectors far exceed that required by the standard provision of 115.34, titled "In Custody Sex Crime Investigations."

Per the OIG Investigator, the agency and FDOC identifies reported sexual battery is a top priority in the FDOC and are required to be completed within 90 days of being reported. Those investigations that cannot be completed within 90 days require approval upon justification from supervisory staff. In cases where DNA sampling are ordered, the pending results could extend beyond 90 days. The agency utilizes a template for all PREA investigations that outlines the complete investigative report process that must be followed. Upon completion of a sexual abuse investigation, the report is reviewed by numerous OIG supervisory staff and the FDOC PREA Coordinator prior to approval for closure. Regardless of an inmate's release or transfer in addition to a staff member resignation and/or termination, an investigation would be completed for both administrative and/or criminal investigations. Administrative investigations only are conducted by the Internal Affairs Investigator when staff's actions or failures to act contributed to the sexual abuse and details of such are documented in the investigative report.

The Investigator confirmed the collection and preservation of all direct and circumstantial evidence that includes all physical and DNA evidence, clothing, objects that may be identified as a means of penetration, securing the crime scene, conducting interviews with the victim, aggressor and any they may identify as witnessing the incident, interviews others that may have been within the identified area, and offering both the victim and aggressor the opportunity to submit to a forensic examination. The aggressor would be made aware of his Miranda rights prior to questioning. Both the victim and aggressor would be offered a forensic medical examination and have the option to refuse or accept.

Per the Office of Inspector General Investigator, all investigations would continue regardless of a staff member termination, resignation, inmate's release and/or transfer to another correctional facility. An interview would be scheduled for a face-to-face interview with all identified as involved to include possible witnesses.

Statements would be video recorded and if necessary, a warrant would be issued to a DNA sampling as applicable. All investigations are conducted pursuant to the standard provisions.

Seventeen PREA allegations were reported throughout the 12-month review period, and all were referred to the Office of the Inspector General for investigations. Eleven were completed and six (6) remained pending. Each of the completed investigations were reviewed and thoroughly documented statements submitted by the alleged victim, aggressor, witnesses as applicable, medical, and mental health evaluations, observation of video monitoring and/or lack of accessibility, physical evidence, notifications made, summary of all available evidence, investigative findings, and notification to the alleged victims.

The Warden and BCF PREA Coordinator identified the OIG Inspector General's Office through the Florida Department of Corrections as the entity for conducting both administrative and criminal investigations. An open line of communication is maintained between the BCF and the OIG. The MTC PREA Coordinator indicated once the investigation is referred, and an investigation has been performed, the investigating authority reports the results of the investigation to the facility Warden. If results are not obtained within a reasonable time, the investigating agency will be contacted by facility personnel periodically until the results of the investigation are known.

The OIG Investigator indicated he and his agency have established a working relationship with the State Attorney's Office and have previously discussed the standards required for pursuing criminal prosecution. Therefore, he does not consult with criminal prosecutors prior to continuing with compelled interviews for criminal prosecution. The investigative findings are based on the evidence collected only, not on the credibility of an alleged victim, aggressor, or witness. Inmates who allege sexual abuse are not required to submit to a polygraph examination or other truth-telling device as a condition for proceeding with an investigation.

All written reports pertaining to administrative or criminal investigations of alleged sexual assault or sexual harassment are maintained in accordance with agencies policies for as long as the alleged abuser incarcerated or employed by MTC, plus five years.

Based on the review of policies, Florida Statue, investigative case files final reports, interviews with OIG Investigator, Warden, BCF PREA Compliance Manager, MTC PREA Coordinator, and inmates who reported allegations of sexual abuse, it is determined BCF does meet all provisions of the standard.

115.72	Evidentiary standard for administrative investigations
	Auditor Overall Determination: Meets Standard
	Auditor Discussion

	<p>Evidence Reviewed (documents, interviews, site review):</p> <ol style="list-style-type: none"> 1. Bay Correctional Facility (BCF) Completed Pre-Audit Questionnaire (PAQ) 2. Management and Training Corporation # 903E.02 Sexual and Safety in Prisons (PREA) 3. Interview: <ol style="list-style-type: none"> a. Inspector General Investigator <p>115.72 (a) In Accordance with MTC 903E.02 Sexual and Safety in Prisons (PREA), the agency imposes a standard of a preponderance of evidence or a lower standard of proof for determining whether allegations of sexual abuse or sexual harassment are substantiated. Per the Inspector General Investigator, an investigative finding does not impose a standard higher than a preponderance of the evidence in determining whether allegations of sexual abuse or sexual harassment are substantiated. Additionally, upon the determination of probable cause that a crime has been committed, the case is referred for prosecution. Based on the review of policy, and interview with the Inspector General Investigator, BCF does meet the provision of the standard.</p>
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115.73	Reporting to inmates
	<p>Auditor Overall Determination: Meets Standard</p>
	<p>Auditor Discussion</p>
	<p>Evidence Reviewed (documents, interviews, site review):</p> <ol style="list-style-type: none"> 1. Bay Correctional Facility (BCF) Completed Pre-Audit Questionnaire (PAQ) 2. Management & Training Corporation (MTC) #903E.02 Sexual Safety in Prisons 3. Florida Department of Corrections, (FDC) #108.015 Sexual Battery, Sexual Harassment, and Sexual Misconduct Investigations 4. Confirmation of Inmate Notification of Investigative Findings 5. Completed PREA Investigative Casefiles 6. Interviews: <ol style="list-style-type: none"> a. BCF Warden b. Inspector General Investigator c. Inmates who reported sexual abuse

115.73 (a) (b) (c) (d) (e) (f) MTC 90E.02 and FDC #108.015 governs the mandate of the standard. Agency policies require any inmate who alleges he or she has suffered sexual abuse in an MTC facility is informed, verbally or in writing, as to whether the allegation has been determined to be substantiated, unsubstantiated, or unfounded following an investigation by MTC. If an outside entity conducts such an investigation, MTC requests the relevant information from the investigative entity in order to inform the inmate as to the outcome of the investigation. All notifications to inmates described under this standard are required to be documented. Per a review of FDC #108.05, and interview with the Inspector General Investigator, identified victims are given the opportunity to review the final investigative report and submit a statement as to the accuracy of the report. However confidential information pertaining to the alleged aggressor is redacted from viewing by the victim.

The case inspector shall notify any PREA victim inmate if an allegation against a staff member for sexual abuse, sexual battery, sexual misconduct, sexual harassment, or voyeurism (administrative or criminal) is exonerated, sustained, partially sustained, not sustained, unfounded, closed by arrest, exceptionally cleared, or placed in open-inactive status. Any victim inmate shall be notified when the Department learns the alleged abuser has been indicted of a charge related to sexual abuse; or when the Department learns the alleged abuser was convicted on a charge related to sexual abuse treatment.

The facility reported 17 PREA allegations during the 12-month review period. Eleven investigative casefiles were completed while six (6) remained pending. A review of the 11 completed PREA investigative case files confirmed all inmates were notified of the investigative findings. The review included both staff on inmate and inmate on inmate sexual harassment and sexual abuse investigative findings. Confirmation of the agency's policies and procedures to inform victims of the standard provisions upon arrest, convictions, termination of staff, conviction of aggressors, was explained during interviews with the Inspector General Investigator and the BCF Warden.

Per the Inspector General Investigator, the alleged victim is personally notified by the assigned investigator and/or on occasions that the inmate has transferred, the inmate is notified by an Inspector General Investigator within the facility's area. The alleged victim is given the opportunity to review the investigative report and provide statements of concerns regarding the investigative report. Information that is not authorized for release to the victim is redacted from the report prior to the review. As indicated by the Inspector General Investigator and review of the 11 investigative casefiles, each investigative packet included documentation of the Notice to Incarcerated Victim, confirmation of the method in which the inmate was notified and date of notification to the inmate.

There were zero substantiated staff on inmate and/or inmate on inmate sexual abuse and/or sexual harassment investigative findings during the 12-month review period. Therefore, there were no substantiated investigative findings where a staff member and/or an inmate was indicted, convicted, removed and/or transferred.

Interviews were conducted with two (2) inmates who reported allegations of sexual

	<p>abuse and each confirmed they received notification of the investigative findings by the investigator who reviewed the report with them.</p> <p>Based on the review of agency’s policies, review of the 11 completed PREA investigative case files, notifications of investigative findings acknowledged by the inmate population, and interviews with the Warden, Inspector General Investigator, and inmates who reported allegations of sexual abuse, BCF does meet all provisions of standard 115.73.</p>
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115.76	Disciplinary sanctions for staff
	<p>Auditor Overall Determination: Meets Standard</p> <p>Auditor Discussion</p> <p>Evidence Reviewed (documents, interviews, site review):</p> <ol style="list-style-type: none"> 1. Bay Correctional Facility (BCF) Completed Pre-Audit Questionnaire (PAQ) 2. Management & Training Corporation (MTC) #903E.02 Sexual Safety in Prisons 3. PREA Investigative Casefiles 4. Interview with: <ol style="list-style-type: none"> a. BCF Warden <p>115.76 (a) (b) (c) (d) MTC prohibits hiring and/or promoting staff who engage in sexual harassment against inmates. Staff is subject to disciplinary sanctions up to and including termination for violating agency sexual abuse or sexual harassment policies.</p> <p>Disciplinary sanctions for violators of MTC policies relating to sexual abuse or sexual harassment are commensurate with the nature and circumstances of the acts committed, the staff member’s disciplinary history and the sanctions imposed for comparable offense by other staff with similar histories.</p> <p>Per a review of the 11 completed PREA investigative casefiles, two staff on inmate sexual abuse allegations were determined as Unfounded. One staff member on inmate sexual abuse allegation remained pending throughout the audit process. Therefore, zero staff received discipline, termination or resigned prior to termination and/or was reported to law enforcement or licensing boards for violating agency sexual abuse or sexual harassment policies. Per an interview with the BCF Warden, there has been zero Substantiated staff on inmate sexual abuse and/or sexual harassment investigative findings since under the management of MTC on August 1, 2021.</p> <p>Based on the review of agency policy, review of completed PREA investigative casefiles that identified zero substantiated staff on inmate sexual abuse and/or sexual</p>

	harassment investigative findings, it is concluded that BCF meets all provisions of the standard.
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115.77 Corrective action for contractors and volunteers	
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>Evidence Reviewed (documents, interviews, site review):</p> <ol style="list-style-type: none"> 1. Bay Correctional Facility (BCF) Completed Pre-Audit Questionnaire (PAQ) 2. Management & Training Corporation (MTC) #903E.02 Sexual Safety in Prisons 3. PREA Investigative Case Files 4. Interviews with: <ol style="list-style-type: none"> a. Warden <p>115.77 (a) (b) MTC #903E.02 requires any contractor or volunteer who engages in sexual abuse be prohibited from contact with inmates. Additionally, they shall be reported to law enforcement agencies, unless the activity was clearly not criminal, and to relevant licensing bodies as applicable. The MTC facilities to include BCF shall take remedial measures and prohibit further contact with inmates in the case of any other violation of MTC sexual abuse or sexual harassment policies by a contractor or volunteer.</p> <p>The review of the 11 completed PREA investigations confirmed there were no reported allegations of sexual abuse and/or sexual harassment reported for volunteers and/or contract workers. Therefore, remedial discipline, referral to law enforcement agencies, and reporting to a licensing body was not applicable.</p> <p>Per an interview with the Warden, contractors and volunteers' entry into the facility would immediately be removed upon notification of sexual abuse and/or sexual harassment against an inmate and they would be reported to their agency/ organization. Restricted access to the facility would continue throughout the completion of the investigation. Substantiated acts of sexual abuse would be referred for criminal prosecution and to their relevant licensing bodies as applicable. He concluded in stating, there has been zero substantiated staff on inmate sexual abuse and/or sexual harassment investigative findings since under the management of MTC on August 1, 2021.</p> <p>Based on the review of agency policy, completed PREA investigative case files, and interview with BCF Warden, BCF does meet all provisions of the standard.</p>

115.78	Disciplinary sanctions for inmates
	<p>Auditor Overall Determination: Meets Standard</p> <hr/> <p>Auditor Discussion</p> <p>Evidence Reviewed (documents, interviews, site review):</p> <ol style="list-style-type: none"> 1. Bay Correctional Facility (BCF) Completed Pre-Audit Questionnaire (PAQ) 2. Management & Training Corporation (MTC) #903E.02 Sexual Safety in Prisons 3. Completed PREA Investigative Case Files 4. Bay County Facility Inmate Handbook 5. Interviews: <ol style="list-style-type: none"> a. Warden b. Health Services Administrator c. Director of Nurses <p>115.78 Pursuant to MTC 903#.02, Inmates are subject disciplinary sanctions pursuant to a formal disciplinary process following an administrative finding that the inmate engaged in inmate-on- inmate sexual abuse. Inmates are subject to disciplinary sanctions pursuant to formal disciplinary process following a criminal finding of guilt for inmate -on-inmate sexual abuse.</p> <p>MTC facilities offer therapy, counseling, or other interventions designed to address and correct underlying reasons or motivations for abuse. MTC disciplines inmates for sexual conduct with staff only upon finding that the staff member did not consent to such contact. MTC prohibits disciplinary actions for reports of sexual abuse made in good faith based upon a reasonable belief that the alleged conduct occurred, even if an investigation does not establish evidence sufficient to substantiate the allegation.</p> <p>The BCF Inmate Handbook includes the rules of prohibited conduct and penalties for infractions committed by the inmate population. Inmates who are found to have committed sexual battery or attempted sexual battery are subjected to 60 disciplinary confinement and may be imposed to the loss of all earned Good Time. Inmates founded guilty of sex acts or unauthorized physical contact involving inmates are subject to 30 days disciplinary confinement and the loss of 90 days Good Time earned.</p> <p>The review of the 11 completed PREA investigations identified eight (8) inmate-on-inmate on inmate sexual abuse and one (1) inmate-on-inmate sexual harassment. The investigative findings were determined as Unsubstantiated and/or Unfounded. Five (5) inmates on inmate sexual abuse allegations remained pending throughout the audit process.</p>

The review of each completed investigative casefile confirmed the alleged victims were seen by the mental health staff within four days of the reported allegation. MTC facilities offer therapy, counseling, or other interventions designed to address and correct underlying reasons or motivations for abuse. However, based on zero substantiated inmate on inmate sexual abuse investigative findings, services such as therapy, counseling, or other interventions designed to address and correct the underlying reasons or motivations for abuse were not applicable.

MTC disciplines inmates for sexual conduct with staff only upon finding that the staff member did not consent to such contact. There were zero substantiated sexual abuse investigations involving staff and inmates.

Therefore, there were zero instances where an inmate was subject to discipline. Agency’s policy prohibits disciplinary action for a report of sexual misconduct made in good faith based upon a reasonable belief that the alleged conduct occurred, even if an investigation does not establish evidence sufficient to substantiate the allegation.

Three staff on inmate sexual abuse allegations were reported. Two received an investigative finding of Unfounded and one remained pending throughout the audit process. Although the investigative findings were determined as Unfounded, the alleged inmate victim did not receive discipline.

MTC prohibits all sexual activity between inmates. Inmates are subject to discipline for actions of sexual abuse only if the activity was determined to be coerced.

Interviews with the Warden indicated inmates who are determined to have committed sexual abuse would receive disciplinary sanctions in accordance with MTC 33-601.314 Rules of Prohibited Conduct and Penalties for Infractions and referred for criminal prosecution as applicable. Additionally, the aggressor would be recommended for a transfer to another Florida Department of Corrections facility.

Per interviews with the Health Services Administrator, Director of Nurses, and mental health staff, the facility does offer normal therapy, and counseling to the inmate population to include individual cognitive behavior therapy by a psychiatrist. These services are available to the inmate population regardless of their participation in various other programs. Upon the Auditor entering the mental health department during the tour, an inmate was observed attending a counseling therapy session with a mental health practitioner within a private setting.

Based on the review of agency policy, completed PREA investigations, inmate handbook, interviews with Warden and Health Services Administrator, Director of Nurses, mental health staff, BCF does meet all provisions of the standard.

115.81	Medical and mental health screenings; history of sexual abuse
	Auditor Overall Determination: Meets Standard
	Auditor Discussion

Evidence Reviewed (documents, interviews, site review):

1. Bay Correctional Facility (BCF) Completed Pre-Audit Questionnaire (PAQ)
2. Management & Training Corporation (MTC) #903E.02 Sexual Safety in Prisons
3. MTC #904E.310 Medical Sexual/Assault
4. Interviews:
 - a. Deputy Warden/BCF PREA Compliance Manager
 - b. Staff who conduct risk screening
 - c. Medical and mental health staff
 - d. Inmates who reported prior sexual abuse
 - e. Inmate who reported history of sexual abusiveness

115.81 (a) (b) (c) (d) (e) MTC #903E.02 and MTC 904E.310 govern the mandate of the standard. MTC #903E.02 states all inmates at MTC facilities who have disclosed prior sexual victimization during a screening pursuant to 115.41 are offered a follow-up meeting with a medical or mental health practitioner. Per MTC 904E.310, If screening indicates that a resident has experienced prior sexual victimization or has previously perpetrated sexual abuse whether it occurred in an institution setting or in the community, staff shall ensure that the inmate is offered a follow-up meeting with a medical or mental health practitioner within 14 days of the intake screening. MTC's medical and mental health staff maintain secondary materials. (e.g., form, log) documenting compliance with the above required services.

Per the PAQ, and interview with the BCF PREA Compliance Manager 1059 inmates reported to BCF during the 12-month review period. Staff who conduct risk screening, confirmed inmates identified as a prior victim of sexual abuse and/or an aggressor of sexual abuse are referred to mental health where they will be seen normally within 7 days. Staff utilized the FDC Offender Based Information System (OBIS), and Inmate Behavior Assessment Scale (IBAS) an electronic offender database system. Information provided in the reports includes personal demographics (age, weight, height, body build, own perception of vulnerability, and security threat group affiliation). Examples of codes are PPD- Potential Predator, IPD- Identified Predator, IPY- Identified Prey, PPY- Potential Prey, HVR- High victim risk, HAR- High Aggression Risk, MAR- Moderate Aggression Risk, MVR- Moderate Victimization Risk, and NSR- Neutral Risk. The review indicated of the 1059 inmates arriving at the facility during the 12 -month review period, seven (7) inmates were identified as having a prior history of sexual victimization and six (6) inmates were identified as having a history of previous sexual aggression. However only one (1) inmate reported himself as HAR and one (1) inmate reported himself as an IPD during their risk screenings. Interviews with the inmates indicated neither requested to be referred to mental health during the risk assessments. The inmate identified as HAR stated he later requested a referral to mental health and was seen the following day. The inmate identified as

IPD, indicated he did not request a mental health referral as he has been on the mental health caseload for numerous years.

The Auditor extended the request for confirmation of timely completed mental health referrals beyond the 12-month review. Staff identified an additional inmate who reported prior sexual victimization during the risk screening who requested a mental health referral. Documentation supported that he received a mental health referral evaluation on the day of his requested referral.

During the Auditor's interviews with the inmate population to include random and targeted group inmates, an inmate stated although he was previously sexually abused as a child, the incident had previously been reported and elect not to continuously report it while transferring from institution to institution during the risk screening process.

Procedures were established that include during the Case Manager's review of the inmate's file if there is information to reflect that the inmate have experienced any prior sexual victimization or previously perpetrated sexual abuse, the inmate is referred to the Mental Health Department even if the offender's answers from the SRI questionnaire upon arrival did not reflect that he has been a victim or aggressor. This referral is made by email to mental health. The inmate can decline to be seen by mental health if he chooses.

MTC #904E.310 states any information related to sexual victimization or abusiveness that occurred in an institutional setting shall be strictly limited to medical and mental health practitioners and other staff, as necessary, to inform treatment plans, and security and management decisions, including housing, bed, work, and education, and program assignments, or as otherwise required by Federal, State, or local law. The Classification Supervisor and Deputy Warden/PREA Compliance Manager indicated the storage of inmates' risk screening documentation is stored electronically. The information may be shared with Case Managers, medical and mental health staff. All hardcopy documentation is stored in a vaulted filed cabinet located in the secured Records Room with limited staff access. The Auditor was given visual access to the IRMS and IBAS and toured the Records Room during the facility tour for confirmation of control of the sensitive information and prevention of exploitation by staff or other inmates.

Interviews with medical and mental staff confirmed all inmates sign a consent form upon their arrival at BCF that authorizes staff to release medical and mental health information without violating the HIPAA laws. All confirmed the facility has not and will not house offenders under the age of 18 years old.

Based on the review of agency policies, documentation of completed mental health referrals the following day of the submitted referral, interviews with staff who conduct risk screenings, medical and mental health staff, and inmates who reported prior sexual abuse, BCF does meet all provisions of the standard.

115.82	Access to emergency medical and mental health services
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>Evidence Reviewed (documents, interviews, site review):</p> <ol style="list-style-type: none"> 1. Bay Correctional Facility (BCF) Completed Pre-Audit Questionnaire (PAQ) 2. Management & Training Corporation (MTC) #903E.02 Sexual Safety in Prisons 3. Florida Department of Correction #602.053 Prison Rape: Prevention, Detention, and Response 4. PREA Investigative Case Files 5. Inmate’s Medical and Mental Health Documentation 6. Interviews <ol style="list-style-type: none"> a. Medical and Mental Health Professionals b. Security and Non-security First Responders c. Inmates Who Reported Sexual Abuse <p>115.82 (a) (b) (c) (d) MTC #903E.02 and FDC) #602.053 governs the mandate of the standard provisions. MTC facilities 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 facilities. FDC #602.053, states if an SRI assessment or medical assessment indicate that an inmate has experienced prior sexual victimization, or has previously perpetrated sexual abuse, whether it occurred in an institutional setting or in the community, the inmate shall be offered a follow-up meeting with a mental health practitioner within 14 days of the screening. Treatment services shall be provided to the victim without financial cost and regardless of whether the victim names the abuser or cooperates with any investigations arising out of the incident. Medical and mental health evaluation and treatment shall be offered to all inmates who have been sexually victimized in any Department or contracted facility and will be consistent with the community level of care. BCF medical and Mental Health staff maintain secondary materials (e.g. form, log) documenting the timeliness of emergency medical treatment and crisis intervention services that were provided; the appropriate response by non-health staff in the event health staff are not present at the time the incident is reported; and the provision of appropriate and timely information and services concerning contraception and sexually transmitted infection prophylaxis.</p> <p>BCF is an adult male facility and does not house female inmates. Sixteen (16) inmates reported allegations of sexual abuse. However, all did not include penetration. The Auditor reviewed medical and mental health documentation for each of the 16 inmates for confirmation of offered services upon reporting the abuse. The review</p>

included both completed and pending investigations reported throughout the 12-month review period. The alleged sexual battery protocol documents an extensive evaluation of the inmates involved, their reported injuries, and any identified injuries, prophylaxis medication given, instructions given to the inmates to include the completion of medication, and lab tests collected for HIV, Hepatitis B, Hepatitis C, syphilis, gonorrhea, and chlamydia, and guidance on repeated lab work, and follow-up visits with both medical and mental health. Inmates who elect to refuse lab/diagnostic testing, medication, mental health services, medical services, dental services, and/or the forensic sexual assault examinations are required to sign the FDOC Refusal of Health Care Services Form. Although all inmates were provided with a medical examination by BCF staff, several inmates refused additional medical treatment to include lab work, testing for sexually transmitted diseases, and appropriate medication. Their refusal was documented as witnessed by the attending health services staff and the on-scene OIG Investigator. Interviews conducted with two (2) inmates who reported sexual abuse confirmed they were offered medical treatment to include medication. The inmates indicated they were not required to submit a copay and/or any financial compensation for medical and/or mental health services.

Interviews with a Director of Nurses, Health Services Administrator and the Mental Health Professional confirmed all inmates who reported allegations of sexual abuse receive both medical and mental health services. Mental health staff are scheduled normal business hours Monday – Friday and are on call 24-7 to report as needed. Per medical and mental health staff, the level of services provided by their departments are based on their professional judgement, agency policies, in addition to state and federal laws. Inmates are not required to provide financial compensation for the medical and/or mental health services provided services upon reporting an allegation of sexual abuse regardless of the investigation findings. The Auditor conducted a review of medical and mental health documentation for each of the 16 inmates who reported sexual abuse throughout the 12-month review. The review confirmed all alleged victims received a medical assessment within hours of the reported allegation. Mental health evaluations were completed on the day of the reported allegation and/or not more than 72 hours of reporting.

Interviews conducted with both security and non-security first responders indicated they were aware of their responsibilities as a first responder. Both indicated the inmates had previously been separated from their alleged abusers. Non-security staff indicated they ensured the inmate remained with them while contacting the security supervisor. The security first responder indicated as a supervisor, she immediately initiated the sexual battery protocols that included separation of the victim and abuser, interviews, secure identified area for possible evidence to include DNA sampling, preservation of DNA sampling to include to bodily and personal items, immediate medical assessments for both, mental health services, and notifications to OIG, upper-level supervisors, and agency management staff. Although the sexual abuse allegations were reported outside a time that required the collection of physical evidence and DNA sampling by forensic medical examination, interviews confirmed staff awareness of their responsibility as non-security and security first responders.

Based on the review of agency policies, review of sexual abuse case files, inmate's

	<p>medical and mental health documentation for all reported sexual abuse allegations within the 12-month review period, interviews with two (2) inmates who reported sexual abuse, security and non-security first responders, and medical and mental health professionals, BCF does meet all provisions of the standard.</p>
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<p>115.83</p>	<p>Ongoing medical and mental health care for sexual abuse victims and abusers</p>
	<p>Auditor Overall Determination: Meets Standard</p>
	<p>Auditor Discussion</p>
	<p>Evidence Reviewed (documents, interviews, site review):</p> <ol style="list-style-type: none"> 1. Bay Correctional Facility (BCF) Completed Pre-Audit Questionnaire (PAQ) 2. Management & Training Corporation (MTC) #903E.02 Sexual Safety in Prisons 3. Florida Department of Correction (FDC) #602.053 Prison Rape: Prevention, Detention, and Response 4. PREA Investigative Case Files 5. Inmate’s Medical and Mental Health Documentation 6. Interviews <ol style="list-style-type: none"> a. Medical and Mental Health Professionals b. Inmates who Reported Sexual Abuse <p>115.83 (a) (b) (c) (d) (e) (f) (g) (h) MTC #903E.02 and FDC) #602.053 governs the mandate of the standard provisions. MTC facilities 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 facilities. FDC #602.053, states if an SRI assessment or medical assessment indicate that an inmate has experienced prior sexual victimization, or has previously perpetrated sexual abuse, whether it occurred in an institutional setting or in the community, the inmate shall be offered a follow-up meeting with a mental health practitioner within 14 days of the screening. Treatment services shall be provided to the victim without financial cost and regardless of whether the victim names the abuser or cooperates with any investigations arising out of the incident. Medical and mental health evaluation and treatment shall be offered to all inmates who have been sexually victimized in any Department or contracted facility and will be consistent with the community level of care. The evaluation and treatment of such victims shall include as appropriate follow-up services, and when necessary, referrals for continued care following a transfer to, or placement in, another facility, or a release from custody. A mental health evaluation will be offered to any identified inmate-on-inmate abusers within 60</p>

days of learning of such abuse history and, as appropriate, the abuser will be offered treatment. Florida Department of Corrections Health Services Bulletin 15.03.36, Post Sexual Battery Medical Action states inmate victims of sexual abuse while incarcerated shall be offered tests for sexually transmitted infections as medically appropriate.

Interviews with a Health Services Administrator, Director of Nurses and mental health staff confirmed all inmates who reported allegations of sexual abuse receive both medical and mental health services. Medical staff are assigned to the facility 24/7 and medical care would be immediately provided to the inmate. Mental health staff are scheduled during normal business hours Monday - Friday and are available during on-call services 24/7 as needed.

The Auditor conducted a review of each of the 16 reported allegations of sexual abuse reported by the inmates for both completed and incomplete investigative case files and confirmed the alleged sexual battery protocols were initiated. The sexual battery protocols were also initiated for the victims and aggressors of reported sexual harassments. However, two inmates were not assigned to BCF when their allegation was reported. All case files confirmed the alleged sexual battery protocols were initiated by BCF staff to include medical and mental health on all alleged victims and their identified aggressor(s) immediately upon reporting the sexual abuse. The review of the 16 sexual abuse allegations confirmed four (4) sexual abuse allegations alleged sexual penetration and one (1) reported oral penetration. One sexual penetration allegation was reported within a time for the completion of a forensic examination but was refused by the inmate. His refusal for the forensic medical examination was documented by his signature on the agency's "Refusal for Health Care" form. The remaining four (4) sexual abuse allegations were reported outside the allottable time frame to complete a forensic medical examination. Additionally, each of the four (4) inmates acknowledged to medical staff they had previously performed personal hygiene functions that included the use of the restroom, showering, change of clothing, and ingested food and drink after the alleged assault. The remaining 11 sexual abuse allegations did not report penetration of a sexual nature.

Medical assessments were documented as completed on the day the inmates reported the allegations and a mental health evaluation was normally completed on the day the allegation was reported and/or not later than 72 hours of being reported for each of the 16 sexual abuse allegations. The alleged sexual battery protocol documents an extensive evaluation of the inmates involved, their reported injuries, and any identified injuries, prophylaxis medication given, instructions given to the inmates to include the completion of medication, and lab tests collected for HIV, Hepatitis B, Hepatitis C, syphilis, gonorrhea, and chlamydia, and guidance on repeated lab work, and follow-up visits with both medical and mental health. Inmates who elect to refuse lab/diagnostic testing, medication, mental health services, medical services, dental services, and/or the forensic sexual assault examination by a SANE employed with Gulf Coast Children's Advocacy Center who reports to the facility. Inmates who elect to refuse forensic medical examination are required to sign the FDOC Refusal of Health Care Services Form. Although all inmates were provided with a medical examination by BCF staff, several inmates refused additional medical

treatment to include lab work, testing for sexually transmitted diseases, and appropriate medication. Their refusal was documented.

The medical records and mental health evaluations demonstrated the victims received follow-up services and appropriate treatment plans and the inclusion of notifications of additional new test orders of HIV AG/AB, additional referrals, education on type of STD tests provided to them and future testing HIV throughout a 12-month period. An inmate who reported a sexual abuse allegation on June 16, 2023, was identified as released from BCF/FDOC custody on July 21, 2023. Medical and mental health documentation supports in addition to the inmate receipt of testing for STD, medical and mental health treatment while at BCF, he was provided instructions on the need for repeat lab work for HIV and the mailing address and telephone numbers to local community support group organizations and his release area for continued care available through the Gulf Coast Children's Advocacy Center. An interview with the Chief Executive Officer of the Gulf Coast Children's Advocacy Center confirmed victim advocate services are available and are often utilized by victims of sexual abuse upon their release from prisons and jails. The continued services are available in person, via phone and/or through mail through the available 20 Centers located throughout the Region.

Per medical and mental health staff, the level of services provided by their departments to the inmate population are equal to that within the local communities based on their professional judgement, agency policies, state, and federal laws.

BCF is an adult male facility and does not house female inmates. Therefore, provisions d and e are not applicable.

MTC # 903E.02 and MTC 904.310 dictates 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. Interviews with the mental health and medical staff confirmed all victims would receive medical and mental health services regardless of their cooperation during the investigation of their sexual assault to include refusing to identify the alleged aggressor.

Pursuant to MTC #903E.02 MTC facilities attempt to conduct a mental health evaluation of all known inmate-on-inmate abusers within 60 days of learning of the abuse history and offer treatment when deemed appropriate by mental health practitioners. An interview with mental health staff indicated a mental health evaluation is offered within 7 days of inmates identified as an aggressor rather than 60 days after learning of such abuse history. The review of the investigative case files confirmed there were zero substantiated sexual abuse investigative findings during the 12-month review period and/or since the facility became under the management of MTC in August 2021.

Interviews were conducted with two (2) inmates who reported allegations of sexual abuse who reported they were immediately seen by medical and mental health upon reporting the alleged sexual abuse. Neither inmate reported an allegation of sexual penetration, therefore there was no need for medication and/or testing for STD required. Additionally, both inmates indicated they were not required to make

	<p>payments for the medical and/or mental services they received. There were zero inmates who reported an allegation of sexual penetration housed at the facility during the site visit for interview.</p> <p>Based on the review of agency policies, review of sexual abuse case files, inmate's medical and mental health documentation, interviews with two (2) inmates who reported allegations of sexual abuse, and medical and mental health staff, BCF does meet all provisions of the standard.</p>
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115.86 Sexual abuse incident reviews	
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>Evidence Reviewed (documents, interviews, site review):</p> <ol style="list-style-type: none"> 1. Bay Correctional Facility (BCF) Completed Pre-Audit Questionnaire (PAQ) 2. Management & Training Corporation (MTC) #903E.02 Sexual Safety in Prisons 3. Sexual Abuse Investigative Case Files and Incident Reviews 4. Interviews: <ol style="list-style-type: none"> a. Warden b. PREA Compliance Manager c. Member of the Incident Review Team <p>115.86 (a) (b) (c) (d) MTC #903E.02 outlines the agency's requirements to conduct sexual abuse incident reviews in accordance with all provisions of the standard. Incidents reviews are conducted not later than 30 days of the completed investigation for all reported allegations of sexual abuse except for those with an investigative finding of unfounded. An interview conducted with a member of the incident review team confirmed the incident review team considers all elements within the standard provision for all sexual abuse investigative findings of Substantiated and Unsubstantiated. The facility reported 16 sexual abuse allegations during the 12-month review period. The investigative findings were identified as the following: five (5) unsubstantiated; five (5) unfounded; and six (6) pending completion. An incident review was completed for each of the Unsubstantiated sexual abuse investigations within 30 days of the completed investigation. The incident reviews documented the consideration of the following: 1) Indications in the allegation or investigation that signify a need to change policy or practice to better prevent, detect, or respond to sexual abuse. 2) Whether the incident or allegation appear to be motivated by race; ethnicity; gender identity; lesbian, gay, bisexual, transgender, or intersex identification, status, or perceived status, or gang affiliation; or was</p>

motivated or otherwise caused by other group dynamics at the facility. 3) An examination of the area in the facility where the incident allegedly occurred. Were there physical barriers in the area that may have contributed to the alleged abuse and if so, an explanation is required. 4) Are staffing levels in the area where the incident allegedly occurred adequate during different shifts? 5) Should monitoring technology be deployed or augmented to supplement supervision by staff? 6) Final report and summary of findings with recommendations of improvement: including to not necessarily limited to determination made pursuant to the foreman question. 7) Whether recommendations identified were unable to be implemented and reasons why. 8) Were the cases (inmate on inmate only) sustained, closed by arrest, for exceptionally cleared and if so was the inmate perpetrator referred for Case Manare review and/or given a disciplinary report? The incident review team members noted adequate responses for each of the outlined areas reviewed while identifying their method of review and response to each. These factors were also identified by the Warden, and BCF PREA Compliance Manager. The incident review team members were identified as the Chief of Security, Warden, BCF PREA Compliance Manager, Classification Supervisor with input provided by the line supervisors, investigators, and medical and mental health practitioners. Per the Warden, he serves as the reviewing approval.

Based on the review of agency's policy, date of completion of the five (5) completed sexual abuse investigative case files and incident reviews completed within 30 days of the investigative findings that identifies a thorough review as outlined, and interviews with staff who serve on the incident review team, Warden and BCF PREA Compliance Manager, it is determined BCF does meet all provisions of the standard.

115.87	Data collection
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	Evidence Reviewed (documents, interviews, site review): <ul style="list-style-type: none"> 1. Bay Correctional Facility (BCF) Completed Pre-Audit Questionnaire (PAQ) 2. Management & Training Corporation (MTC) #903E.02 Sexual Safety in Prisons 3. FDC #602.053 Prison Rape: Prevention, Detection, and Response 4. MTC Agency Website 5. MTC Annual PREA Reports 6. Interviews with: <ul style="list-style-type: none"> a. MTC Agency Head

	<p>b. BCF PREA Compliance Manager</p> <p>c. MTC Agency PREA Coordinator</p> <p>115.87(a) (b) (c) (d) (e) (f) MTC #903E.02 and FDC #602.053 govern the mandate of the standard. The PREA Coordinator is responsible for the compilation and reporting of data related to PREA incidents including the data using a “Survey of Sexual Victimization -Incident Form,” The collected data is utilized to improve the effectiveness of the Department’s efforts toward sexual abuse prevention, detection, action and the preparation of an annual report that includes a comparison of the current year’s data and corrections with those from the prior year on an annual basis.</p> <p>MTC collects accurate, uniform data for every allegation of sexual abuse at facilities under its direct control using a standardized instrument and set of definitions. The standard instrument includes, at a minimum, the date necessary to answer all questions from the most recent version of the Survey of Sexual Violence (SSV) conducted by the department of Justice.</p> <p>The PREA Compliance Manager and MTC PREA Coordinator maintain, review, and collect data as needed for all available incident-based documents, including reports, investigation files, and sexual abuse incident reviews. The MTC PREA Coordinator provides the Department of Justice with all requested data from the designated time period annually upon request.</p> <p>The MTC PREA Coordinator indicated she began in April of each year, collecting and reviewing data from the various facilities for the submission of the annual report on June 30th of each year. She and the Assistant PREA Coordinator are able to collect data from the previous years that includes a comparison that is included in each annual report that is posted on the agency’s website. However, the contract between the Department of Management Services, Management & Training Corporation and BCF became effective August 1, 2021. The BCF was previously operated under the management supervision of GEO.</p> <p>Based on the review of agency policy, terms of the contract between the various agencies, review of the MTC agency website which documents its compliance with standard, the agency does meet all the provisions of the standard.</p>
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115.88	Data review for corrective action
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>Evidence Reviewed (documents, interviews, site review):</p> <ol style="list-style-type: none"> 1. Bay Correctional Facility (BCF) Completed Pre-Audit Questionnaire (PAQ) 2. Management & Training Corporation (MTC) #903E.02 Sexual Safety in Prisons

- 3. MTC Agency Website
- 4. MTC Annual PREA Reports

5. Interviews:

- a. MTC Agency Head
- b. BCF PREA Compliance Manager
- c. MTC Agency PREA Coordinator

115.88 (a) (b) (c) (d) In accordance with MTC #903E.02, outlines the mandate of provisions within the standard. MTC review data collected and aggregated pursuant to 115.87, in order to assess and improve the effectiveness of its sexual abuse prevention, detection, response policies, and training, including: i) identifying problem areas; ii) Taking corrective action on an ongoing basis; iii) Preparing an annual report of its findings from its data review and any corrective action for each facility as well as the agency as a whole. A review of the annual report includes a comparison of each current year and any corrective action with those from the prior year. A review of MTC Annual PREA Reports from 2013 -2022 confirmed compliance of the standard provisions. However, an annual report for the BCF was not included on the agency's website, as BCF was previously contracted by GEO until August 1, 2021. The review of the agency's website at <https://www.mtctrains.com/prea/> lists the Annual PREA Reports for all correctional facilities managed by MTC that are visible to the public.

Per an interview with the facility PREA Compliance Manager, the information is collected from the facility and forwarded to the MTC and FDOC. The review includes methods of improvement in the effectiveness of preventing sexual abuse that includes additional training for staff.

The MTC PREA Coordinator indicated the agency does 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, and training. The agency's annual review is scheduled for April 2024 for the 2023 calendar year. The agency has developed a data collection instrument that mirrors the DOJ Survey of Sexual Violence. The MTC makes aggregated data available and redacts facility specific data. Should the agency have any personally identifiable information in the reports or material that presents a clear and specific threat to the safety and security of a facility, such information would be redacted. The nature of the redacted information would be noted. Correction action is taken whenever an area of concern has been identified and requires remediation in accordance with standard 115.13.

Per the Agency head, the annual review has been conducted annually since the beginning of 2012. Each calendar year, a report is published for the previous year. The agency PREA Coordinator has been assigned the responsibility to: identify areas of noncompliance with policy; analyze trends in allegations of sexual abuse and harassment, as well as an investigative determination; collaborate on best practices;

	<p>develop solutions based on consideration of various constraints; provide the field with clarification through interpretive guidance, and overseeing the implementation of agreed upon decisions related to necessary changes to policy, physical plant, staff and/or training.</p> <p>Based on the review MTC policy, agency website and review of the Annual PREA Reports that includes a data comparison of current and previous years, and interviews with MTC PREA Coordinator, MTC Agency Head, and facility PREA Compliance Manager, the agency does meet all provisions of the standard.</p>
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115.89	Data storage, publication, and destruction
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>Evidence Reviewed (documents, interviews, site review):</p> <ol style="list-style-type: none"> 1. Bay Correctional Facility (BCF) Completed Pre-Audit Questionnaire (PAQ) 2. Management & Training Corporation (MTC) #903E.02 Sexual Safety in Prisons 3. MTC Agency Website 4. MTC Annual PREA Reports 5. Interview: <ol style="list-style-type: none"> a. MTC Agency PREA Coordinator <p>115.89 (a) (b) (c) (d) Pursuant to MTC #903E.02, MTC ensures that incident -based and aggregate data are securely retained. MTC aggregated sexual abuse data from MTC facilities under its direct control are made readily available to the public annually through its website. Before making aggregated sexual abuse data publicly available MTC removes all personal identifiers. MTC maintains sexual abuse data collected pursuant to standard 115.87 for not less than 10 years after the date of initial collection, unless federal, state, or local law requires otherwise. An interview with the MTC PREA Coordinator, weekly tapes are encrypted and stored off-site at a secure facility. Prior to the off-site storage, tapes are logged for accountability, and transported within metal boxes to the designated facility. Backups of the collected data are verified through daily reports.</p> <p>Per a review of the agency’s website the final reports from 2013 -2022 were made available annually to the public. The annual reports did not include any personal identifiers and did not include any information that could possibly identify individuals nor contain any information that could pose a threat to the security of a facility.</p> <p>Based on the review of the agency’s policy, agency’s website, and interview with the agency PREA Coordinator, BCF and the agency (MTC) does meet all provisions of the</p>

	standard.
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115.401	Frequency and scope of audits
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>115.401 This is the second year of the fourth audit cycle. Operational management of the BCF was awarded to the Management & Training Corporation (MTC) on August 1, 2021. The review of the MTC agency website at https://www.mtctrains.com/prea/ confirmed correctional facilities under its management were posted each year for auditing cycles one, cycle two, three and first quarter of the fourth cycle.</p> <p>The Auditor was provided full access to all buildings and areas during the tour and throughout the site visit. Areas observed during the site visit included but was not limited to the following: housing units, food service, medical, mental health, administrative offices, inmate program areas, inmate restricted housing units, maintenance, warehouse, mailroom, religious services, visitation area, recreation, and observation of inmate risk screening, and intake procedures.</p> <p>The OAS was used to complete the audit process with a review period of July 1, 2022, through June 30, 2023. The Auditor was provided with copies of all requested documentation and information to include electronically stored documentation. The Auditor requested and received sufficient sampling based on the size of the facility and inmate count, investigative reports, confirmation of background investigations, staff and inmate PREA training, medical, mental health, and investigators' specialized training, inmate risk screenings, mental health referrals, and other documents. The review of documentation continued during the pre-audit, on-site and post audit and uploads within the OAS.</p> <p>The Auditor received confirmation of the PREA Audit Notice Posting on August 4, 2023. The audit notice posting was not made available to the inmate population and staff six weeks prior to the first day of the on-site visit. Therefore, the audit notice remained posted until September 18, 2023, (six weeks). The PREA Audit Notice was observed posted throughout the facility upon entering the front entrance, visitation, recreation, food services, program areas, administration, intake, mental health, medical, and housing units accessible for viewing by all inmates and staff.</p> <p>The auditor was awarded office space to conduct all inmate and staff interviews within private settings. Interviews were conducted with random and specialized staff in addition to random and target group inmates. The inmate's count on the first day of the site visit was 972. Seventeen inmates were selected for random interviews and 18 were selected for the targeted groups interviews.</p> <p>An interview with staff assigned to the mailroom confirmed for security concerns, all outgoing inmate mail is unsealed pending screening by staff. However, inmate mail</p>

	<p>identified as related to PREA is treated as legal mail and allowed to be sealed by the inmate in front of the mail room clerk. The auditor did not receive any confidential mail and/or request for an interview from BCF staff and/or the inmate population.</p> <p>Based on the above, the facility has demonstrated substantial compliance with all provisions of this standard.</p>
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115.403	Audit contents and findings
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>115.403 This is the second quarter of the fourth audit cycle. Operational management of the BCF was awarded to the Management & Training Corporation (MTC) on August 1, 2021. Prior to August 1, 2021, the facility was managed by The GEO Group, Inc. Therefore, based on the contract operational management of BCF, MTC did not have operating authority during previous auditing cycles. However, a review of correctional facilities operated by the MTC during previous PREA auditing cycles confirmed all facilities under its management were made available to the public on its agency's website at https://www.mtctrains.com/prea/</p> <p>Therefore, the Management & Training Corporation (MTC) and Bay County Facility (BCF) does meet the requirements of the standard.</p>

Appendix: Provision Findings		
115.11 (a)	Zero tolerance of sexual abuse and sexual harassment; PREA coordinator	
	Does the agency have a written policy mandating zero tolerance toward all forms of sexual abuse and sexual harassment?	yes
	Does the written policy outline the agency's approach to preventing, detecting, and responding to sexual abuse and sexual harassment?	yes
115.11 (b)	Zero tolerance of sexual abuse and sexual harassment; PREA coordinator	
	Has the agency employed or designated an agency-wide PREA Coordinator?	yes
	Is the PREA Coordinator position in the upper-level of the agency hierarchy?	yes
	Does the PREA Coordinator have sufficient time and authority to develop, implement, and oversee agency efforts to comply with the PREA standards in all of its facilities?	yes
115.11 (c)	Zero tolerance of sexual abuse and sexual harassment; PREA coordinator	
	If this agency operates more than one facility, has each facility designated a PREA compliance manager? (N/A if agency operates only one facility.)	yes
	Does the PREA compliance manager have sufficient time and authority to coordinate the facility's efforts to comply with the PREA standards? (N/A if agency operates only one facility.)	yes
115.12 (a)	Contracting with other entities for the confinement of inmates	
	If this agency is public and it contracts for the confinement of its inmates with private agencies or other entities including other government agencies, has the agency included the entity's obligation to comply with the PREA standards in any new contract or contract renewal signed on or after August 20, 2012? (N/A if the agency does not contract with private agencies or other entities for the confinement of inmates.)	na
115.12 (b)	Contracting with other entities for the confinement of inmates	
	Does any new contract or contract renewal signed on or after August 20, 2012 provide for agency contract monitoring to ensure	na

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

	consideration: Any applicable State or local laws, regulations, or standards?	
	In calculating adequate staffing levels and determining the need for video monitoring, does the staffing plan take into consideration: The prevalence of substantiated and unsubstantiated incidents of sexual abuse?	yes
	In calculating adequate staffing levels and determining the need for video monitoring, does the staffing plan take into consideration: Any other relevant factors?	yes
115.13 (b)	Supervision and monitoring	
	In circumstances where the staffing plan is not complied with, does the facility document and justify all deviations from the plan? (N/A if no deviations from staffing plan.)	na
115.13 (c)	Supervision and monitoring	
	In the past 12 months, has the facility, in consultation with the agency PREA Coordinator, assessed, determined, and documented whether adjustments are needed to: The staffing plan established pursuant to paragraph (a) of this section?	yes
	In the past 12 months, has the facility, in consultation with the agency PREA Coordinator, assessed, determined, and documented whether adjustments are needed to: The facility's deployment of video monitoring systems and other monitoring technologies?	yes
	In the past 12 months, has the facility, in consultation with the agency PREA Coordinator, assessed, determined, and documented whether adjustments are needed to: The resources the facility has available to commit to ensure adherence to the staffing plan?	yes
115.13 (d)	Supervision and monitoring	
	Has the facility/agency implemented a policy and practice of having intermediate-level or higher-level supervisors conduct and document unannounced rounds to identify and deter staff sexual abuse and sexual harassment?	yes
	Is this policy and practice implemented for night shifts as well as day shifts?	yes
	Does the facility/agency have a policy prohibiting staff from alerting other staff members that these supervisory rounds are occurring, unless such announcement is related to the legitimate operational functions of the facility?	yes

115.14 (a)	Youthful inmates	
	Does the facility place all youthful inmates in housing units that separate them from sight, sound, and physical contact with any adult inmates through use of a shared dayroom or other common space, shower area, or sleeping quarters? (N/A if facility does not have youthful inmates (inmates <18 years old).)	na
115.14 (b)	Youthful inmates	
	In areas outside of housing units does the agency maintain sight and sound separation between youthful inmates and adult inmates? (N/A if facility does not have youthful inmates (inmates <18 years old).)	na
	In areas outside of housing units does the agency provide direct staff supervision when youthful inmates and adult inmates have sight, sound, or physical contact? (N/A if facility does not have youthful inmates (inmates <18 years old).)	na
115.14 (c)	Youthful inmates	
	Does the agency make its best efforts to avoid placing youthful inmates in isolation to comply with this provision? (N/A if facility does not have youthful inmates (inmates <18 years old).)	na
	Does the agency, while complying with this provision, allow youthful inmates daily large-muscle exercise and legally required special education services, except in exigent circumstances? (N/A if facility does not have youthful inmates (inmates <18 years old).)	na
	Do youthful inmates have access to other programs and work opportunities to the extent possible? (N/A if facility does not have youthful inmates (inmates <18 years old).)	na
115.15 (a)	Limits to cross-gender viewing and searches	
	Does the facility always refrain from conducting any cross-gender strip or cross-gender visual body cavity searches, except in exigent circumstances or by medical practitioners?	yes
115.15 (b)	Limits to cross-gender viewing and searches	
	Does the facility always refrain from conducting cross-gender pat-down searches of female inmates, except in exigent circumstances? (N/A if the facility does not have female inmates.)	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	na

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

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

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

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

115.17 (e)	Hiring and promotion decisions	
	Does the agency either conduct criminal background records checks at least every five years of current employees and contractors who may have contact with inmates or have in place a system for otherwise capturing such information for current employees?	yes
115.17 (f)	Hiring and promotion decisions	
	Does the agency ask all applicants and employees who may have contact with inmates directly about previous misconduct described in paragraph (a) of this section in written applications or interviews for hiring or promotions?	yes
	Does the agency ask all applicants and employees who may have contact with inmates directly about previous misconduct described in paragraph (a) of this section in any interviews or written self-evaluations conducted as part of reviews of current employees?	yes
	Does the agency impose upon employees a continuing affirmative duty to disclose any such misconduct?	yes
115.17 (g)	Hiring and promotion decisions	
	Does the agency consider material omissions regarding such misconduct, or the provision of materially false information, grounds for termination?	yes
115.17 (h)	Hiring and promotion decisions	
	Does the agency provide information on substantiated allegations of sexual abuse or sexual harassment involving a former employee upon receiving a request from an institutional employer for whom such employee has applied to work? (N/A if providing information on substantiated allegations of sexual abuse or sexual harassment involving a former employee is prohibited by law.)	yes
115.18 (a)	Upgrades to facilities and technologies	
	If the agency designed or acquired any new facility or planned any substantial expansion or modification of existing facilities, did the agency consider the effect of the design, acquisition, expansion, or modification upon the agency's ability to protect inmates from sexual abuse? (N/A if agency/facility has not acquired a new facility or made a substantial expansion to existing facilities since August 20, 2012, or since the last PREA audit, whichever is later.)	na
115.18 (b)	Upgrades to facilities and technologies	

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

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

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

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

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

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

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

	suspicious of sexual abuse and sexual harassment? (N/A if the agency does not have any full- or part-time medical or mental health care practitioners who work regularly in its facilities.)	
115.35 (b)	Specialized training: Medical and mental health care	
	If medical staff employed by the agency conduct forensic examinations, do such medical staff receive appropriate training to conduct such examinations? (N/A if agency medical staff at the facility do not conduct forensic exams or the agency does not employ medical staff.)	na
115.35 (c)	Specialized training: Medical and mental health care	
	Does the agency maintain documentation that medical and mental health practitioners have received the training referenced in this standard either from the agency or elsewhere? (N/A if the agency does not have any full- or part-time medical or mental health care practitioners who work regularly in its facilities.)	yes
115.35 (d)	Specialized training: Medical and mental health care	
	Do medical and mental health care practitioners employed by the agency also receive training mandated for employees by §115.31? (N/A if the agency does not have any full- or part-time medical or mental health care practitioners employed by the agency.)	yes
	Do medical and mental health care practitioners contracted by or volunteering for the agency also receive training mandated for contractors and volunteers by §115.32? (N/A if the agency does not have any full- or part-time medical or mental health care practitioners contracted by or volunteering for the agency.)	yes
115.41 (a)	Screening for risk of victimization and abusiveness	
	Are all inmates assessed during an intake screening for their risk of being sexually abused by other inmates or sexually abusive toward other inmates?	yes
	Are all inmates assessed upon transfer to another facility for their risk of being sexually abused by other inmates or sexually abusive toward other inmates?	yes
115.41 (b)	Screening for risk of victimization and abusiveness	
	Do intake screenings ordinarily take place within 72 hours of arrival at the facility?	yes
115.41 (c)	Screening for risk of victimization and abusiveness	
	Are all PREA screening assessments conducted using an objective	yes

	screening instrument?	
115.41 (d)	Screening for risk of victimization and abusiveness	
	Does the intake screening consider, at a minimum, the following criteria to assess inmates for risk of sexual victimization: (1) Whether the inmate has a mental, physical, or developmental disability?	yes
	Does the intake screening consider, at a minimum, the following criteria to assess inmates for risk of sexual victimization: (2) The age of the inmate?	yes
	Does the intake screening consider, at a minimum, the following criteria to assess inmates for risk of sexual victimization: (3) The physical build of the inmate?	yes
	Does the intake screening consider, at a minimum, the following criteria to assess inmates for risk of sexual victimization: (4) Whether the inmate has previously been incarcerated?	yes
	Does the intake screening consider, at a minimum, the following criteria to assess inmates for risk of sexual victimization: (5) Whether the inmate's criminal history is exclusively nonviolent?	yes
	Does the intake screening consider, at a minimum, the following criteria to assess inmates for risk of sexual victimization: (6) Whether the inmate has prior convictions for sex offenses against an adult or child?	yes
	Does the intake screening consider, at a minimum, the following criteria to assess inmates for risk of sexual victimization: (7) Whether the inmate is or is perceived to be gay, lesbian, bisexual, transgender, intersex, or gender nonconforming (the facility affirmatively asks the inmate about his/her sexual orientation and gender identity AND makes a subjective determination based on the screener's perception whether the inmate is gender non-conforming or otherwise may be perceived to be LGBTI)?	yes
	Does the intake screening consider, at a minimum, the following criteria to assess inmates for risk of sexual victimization: (8) Whether the inmate has previously experienced sexual victimization?	yes
	Does the intake screening consider, at a minimum, the following criteria to assess inmates for risk of sexual victimization: (9) The inmate's own perception of vulnerability?	yes
	Does the intake screening consider, at a minimum, the following criteria to assess inmates for risk of sexual victimization: (10)	no

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

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

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

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

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

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

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

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

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

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

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

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

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

	of sexual abuse and sexual harassment, does it do so promptly, thoroughly, and objectively? (N/A if the agency/facility is not responsible for conducting any form of criminal OR administrative sexual abuse investigations. See 115.21(a).)	
	Does the agency conduct such investigations for all allegations, including third party and anonymous reports? (N/A if the agency/facility is not responsible for conducting any form of criminal OR administrative sexual abuse investigations. See 115.21(a).)	yes
115.71 (b)	Criminal and administrative agency investigations	
	Where sexual abuse is alleged, does the agency use investigators who have received specialized training in sexual abuse investigations as required by 115.34?	yes
115.71 (c)	Criminal and administrative agency investigations	
	Do investigators gather and preserve direct and circumstantial evidence, including any available physical and DNA evidence and any available electronic monitoring data?	yes
	Do investigators interview alleged victims, suspected perpetrators, and witnesses?	yes
	Do investigators review prior reports and complaints of sexual abuse involving the suspected perpetrator?	yes
115.71 (d)	Criminal and administrative agency investigations	
	When the quality of evidence appears to support criminal prosecution, does the agency conduct compelled interviews only after consulting with prosecutors as to whether compelled interviews may be an obstacle for subsequent criminal prosecution?	no
115.71 (e)	Criminal and administrative agency investigations	
	Do agency investigators assess the credibility of an alleged victim, suspect, or witness on an individual basis and not on the basis of that individual's status as inmate or staff?	yes
	Does the agency investigate allegations of sexual abuse without requiring an inmate who alleges sexual abuse to submit to a polygraph examination or other truth-telling device as a condition for proceeding?	yes
115.71 (f)	Criminal and administrative agency investigations	
	Do administrative investigations include an effort to determine whether staff actions or failures to act contributed to the abuse?	yes

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

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

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

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

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

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

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

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

115.87 (a)	Data collection	
	Does the agency collect accurate, uniform data for every allegation of sexual abuse at facilities under its direct control using a standardized instrument and set of definitions?	yes
115.87 (b)	Data collection	
	Does the agency aggregate the incident-based sexual abuse data at least annually?	yes
115.87 (c)	Data collection	
	Does the incident-based data include, at a minimum, the data necessary to answer all questions from the most recent version of the Survey of Sexual Violence conducted by the Department of Justice?	yes
115.87 (d)	Data collection	
	Does the agency maintain, review, and collect data as needed from all available incident-based documents, including reports, investigation files, and sexual abuse incident reviews?	yes
115.87 (e)	Data collection	
	Does the agency also obtain incident-based and aggregated data from every private facility with which it contracts for the confinement of its inmates? (N/A if agency does not contract for the confinement of its inmates.)	na
115.87 (f)	Data collection	
	Does the agency, upon request, provide all such data from the previous calendar year to the Department of Justice no later than June 30? (N/A if DOJ has not requested agency data.)	yes
115.88 (a)	Data review for corrective action	
	Does the agency review data collected and aggregated pursuant to § 115.87 in order to assess and improve the effectiveness of its sexual abuse prevention, detection, and response policies, practices, and training, including by: Identifying problem areas?	yes
	Does the agency review data collected and aggregated pursuant to § 115.87 in order to assess and improve the effectiveness of its sexual abuse prevention, detection, and response policies, practices, and training, including by: Taking corrective action on an ongoing basis?	yes
	Does the agency review data collected and aggregated pursuant	yes

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

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

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