

Prison Rape Elimination Act (PREA) Audit Report Adult Prisons & Jails

Interim Final

Date of Interim Audit Report: Click or tap here to enter text. N/A

If no Interim Audit Report, select N/A

Date of Final Audit Report: July 5, 2021

Auditor Information

Name: Barbara Jo Denison

Email: denisobj@sbcglobal.net

Company Name: Shamrock Consulting, LLC

Mailing Address: 2617 Xavier Ave.

City, State, Zip: McAllen, TX 78504

Telephone: 956-566-2578

Date of Facility Visit: June 14-17, 2021

Agency Information

Name of Agency: Knox County Sheriff's Office

Governing Authority or Parent Agency (If Applicable): N/A

Physical Address: 400 Main St.

City, State, Zip: Knoxville, TN 37902

Mailing Address: SAA

City, State, Zip: SAA

The Agency Is:

Military

Private for Profit

Private not for Profit

Municipal

County

State

Federal

Agency Website with PREA Information: www.knoxsheriff.org

Agency Chief Executive Officer

Name: Sheriff Tom Spangler

Email: tom.spangler@knoxsheriff.org

Telephone: 865-971-3901

Agency-Wide PREA Coordinator

Name: Aaron Turner

Email: aaron.turner@knoxsheriff.org

Telephone: 865-281-6700

PREA Coordinator Reports to:

Chief of Corrections

Number of Compliance Managers who report to the PREA Coordinator:

3

Facility Information

Name of Facility: Roger D. Wilson Detention Facility

Physical Address: 5001 Maloneyville Road

City, State, Zip: Knoxville, TN 37918

Mailing Address (if different from above):
SAA

City, State, Zip: SAA

The Facility Is:

Military

Private for Profit

Private not for Profit

Municipal

County

State

Federal

Facility Type:

Prison

Jail

Facility Website with PREA Information: knoxsheriff.org

Has the facility been accredited within the past 3 years? Yes No

If the facility has been accredited within the past 3 years, select the accrediting organization(s) – select all that apply (N/A if the facility has not been accredited within the past 3 years):

ACA

NCCHC

CALEA

Other (please name or describe: [Click or tap here to enter text.](#))

N/A

If the facility has completed any internal or external audits other than those that resulted in accreditation, please describe:
Annual inspections by the Tennessee Corrections Institute

Warden/Jail Administrator/Sheriff/Director

Name: Brian Bivens

Email: brian.bivens@knoxsheriff.org

Telephone: 865-281-6707

Facility PREA Compliance Manager

Name: Kevin McCandrew

Email: kevin.mcandrew@knoxsheriff.org

Telephone: 865-281-6747

Facility Health Service Administrator N/A

Name: Melissa Noel (Acting HSA)

Email: melissa.noel@knoxsheriff.org

Telephone: 865-281-6716

Facility Characteristics

Designated Facility Capacity:

1036

Current Population of Facility:

621

Average daily population for the past 12 months:	720
Has the facility been over capacity at any point in the past 12 months?	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Which population(s) does the facility hold?	<input type="checkbox"/> Females <input type="checkbox"/> Males <input checked="" type="checkbox"/> Both Females and Males
Age range of population:	18-78
Average length of stay or time under supervision:	28.6
Facility security levels/inmate custody levels:	Minimum, Medium, Maximum
Number of inmates admitted to facility during the past 12 months:	12,989
Number of inmates admitted to facility during the past 12 months whose length of stay in the facility was for 72 hours or more:	5420
Number of inmates admitted to facility during the past 12 months whose length of stay in the facility was for 30 days or more:	2183
Does the facility hold youthful inmates?	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Number of youthful inmates held in the facility during the past 12 months: (N/A if the facility never holds youthful inmates)	Click or tap here to enter text. <input checked="" type="checkbox"/> N/A
Does the audited facility hold inmates for one or more other agencies (e.g. a State correctional agency, U.S. Marshals Service, Bureau of Prisons, U.S. Immigration and Customs Enforcement)?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Select all other agencies for which the audited facility holds inmates: Select all that apply (N/A if the audited facility does not hold inmates for any other agency or agencies):	<input type="checkbox"/> Federal Bureau of Prisons <input checked="" type="checkbox"/> U.S. Marshals Service <input checked="" type="checkbox"/> U.S. Immigration and Customs Enforcement <input type="checkbox"/> Bureau of Indian Affairs <input type="checkbox"/> U.S. Military branch <input checked="" type="checkbox"/> State or Territorial correctional agency <input type="checkbox"/> County correctional or detention agency <input type="checkbox"/> Judicial district correctional or detention facility <input type="checkbox"/> City or municipal correctional or detention facility (e.g. police lockup or city jail) <input type="checkbox"/> Private corrections or detention provider <input type="checkbox"/> Other - please name or describe: Click or tap here to enter text. <input type="checkbox"/> N/A
Number of staff currently employed by the facility who may have contact with inmates:	345
Number of staff hired by the facility during the past 12 months who may have contact with inmates:	160 (agency-wide)
Number of contracts in the past 12 months for services with contractors who may have contact with inmates:	2 (agency-wide)
Number of individual contractors who have contact with inmates, currently authorized to enter the facility:	2 (agency-wide)
Number of volunteers who have contact with inmates, currently authorized to enter the facility:	211 (agency-wide)

Physical Plant

<p>Number of buildings:</p> <p>Auditors should count all buildings that are part of the facility, whether inmates are formally allowed to enter them or not. In situations where temporary structures have been erected (e.g., tents) the auditor should use their discretion to determine whether to include the structure in the overall count of buildings. As a general rule, if a temporary structure is regularly or routinely used to hold or house inmates, or if the temporary structure is used to house or support operational functions for more than a short period of time (e.g., an emergency situation), it should be included in the overall count of buildings.</p>	6
<p>Number of inmate housing units:</p> <p>Enter 0 if the facility does not have discrete housing units. DOJ PREA Working Group FAQ on the definition of a housing unit: How is a "housing unit" defined for the purposes of the PREA Standards? The question has been raised in particular as it relates to facilities that have adjacent or interconnected units. The most common concept of a housing unit is architectural. The generally agreed-upon definition is a space that is enclosed by physical barriers accessed through one or more doors of various types, including commercial-grade swing doors, steel sliding doors, interlocking sally port doors, etc. In addition to the primary entrance and exit, additional doors are often included to meet life safety codes. The unit contains sleeping space, sanitary facilities (including toilets, lavatories, and showers), and a dayroom or leisure space in differing configurations. Many facilities are designed with modules or pods clustered around a control room. This multiple-pod design provides the facility with certain staff efficiencies and economies of scale. At the same time, the design affords the flexibility to separately house inmates of differing security levels, or who are grouped by some other operational or service scheme. Generally, the control room is enclosed by security glass, and in some cases, this allows inmates to see into neighboring pods. However, observation from one unit to another is usually limited by angled site lines. In some cases, the facility has prevented this entirely by installing one-way glass. Both the architectural design and functional use of these multiple pods indicate that they are managed as distinct housing units.</p>	20
<p>Number of single cell housing units:</p>	5
<p>Number of multiple occupancy cell housing units:</p>	11
<p>Number of open bay/dorm housing units:</p>	4
<p>Number of segregation cells (for example, administrative, disciplinary, protective custody, etc.):</p>	48 male 20 female
<p>In housing units, does the facility maintain sight and sound separation between youthful inmates and adult inmates? (N/A if the facility never holds youthful inmates)</p>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A
<p>Does the facility have a video monitoring system, electronic surveillance system, or other monitoring technology (e.g. cameras, etc.)?</p>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
<p>Has the facility installed or updated a video monitoring system, electronic surveillance system, or other monitoring technology in the past 12 months?</p>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
<h3>Medical and Mental Health Services and Forensic Medical Exams</h3>	
<p>Are medical services provided on-site?</p>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
<p>Are mental health services provided on-site?</p>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No

<p>Where are sexual assault forensic medical exams provided? Select all that apply.</p>	<input type="checkbox"/> On-site <input checked="" type="checkbox"/> Local hospital/clinic <input type="checkbox"/> Rape Crisis Center <input type="checkbox"/> Other (please name or describe: Click or tap here to enter text.)
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Investigations

Criminal Investigations

<p>Number of investigators employed by the agency and/or facility who are responsible for conducting CRIMINAL investigations into allegations of sexual abuse or sexual harassment:</p>	<p>2</p>
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<p>When the facility received allegations of sexual abuse or sexual harassment (whether staff-on-inmate or inmate-on-inmate), CRIMINAL INVESTIGATIONS are conducted by: Select all that apply.</p>	<input checked="" type="checkbox"/> Facility investigators <input type="checkbox"/> Agency investigators <input type="checkbox"/> An external investigative entity
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<p>Select all external entities responsible for CRIMINAL INVESTIGATIONS: Select all that apply (N/A if no external entities are responsible for criminal investigations)</p>	<input type="checkbox"/> Local police department <input type="checkbox"/> Local sheriff's department <input type="checkbox"/> State police <input type="checkbox"/> A U.S. Department of Justice component <input type="checkbox"/> Other (please name or describe: Click or tap here to enter text.) <input checked="" type="checkbox"/> N/A
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Administrative Investigations

<p>Number of investigators employed by the agency and/or facility who are responsible for conducting ADMINISTRATIVE investigations into allegations of sexual abuse or sexual harassment?</p>	<p>2</p>
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<p>When the facility receives allegations of sexual abuse or sexual harassment (whether staff-on-inmate or inmate-on-inmate), ADMINISTRATIVE INVESTIGATIONS are conducted by: Select all that apply</p>	<input checked="" type="checkbox"/> Facility investigators <input type="checkbox"/> Agency investigators <input type="checkbox"/> An external investigative entity
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<p>Select all external entities responsible for ADMINISTRATIVE INVESTIGATIONS: Select all that apply (N/A if no external entities are responsible for administrative investigations)</p>	<input type="checkbox"/> Local police department <input type="checkbox"/> Local sheriff's department <input type="checkbox"/> State police <input type="checkbox"/> A U.S. Department of Justice component <input type="checkbox"/> Other (please name or describe: Click or tap here to enter text.) <input checked="" type="checkbox"/> N/A
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Facility Information

Name of Facility: Knox County Jail

Physical Address: 400 Main St.

City, State, Zip: Knoxville, TN 37902

Mailing Address (if different from above):
SAA

City, State, Zip: SAA

The Facility Is:

Military

Private for Profit

Private not for Profit

Municipal

County

State

Federal

Facility Type:

Prison

Jail

Facility Website with PREA Information: knoxsheriff.org

Has the facility been accredited within the past 3 years? Yes No

If the facility has been accredited within the past 3 years, select the accrediting organization(s) – select all that apply (N/A if the facility has not been accredited within the past 3 years):

ACA

NCCHC

CALEA

Other (please name or describe: [Click or tap here to enter text.](#))

N/A

If the facility has completed any internal or external audits other than those that resulted in accreditation, please describe:
Inspected annually by the Tennessee Corrections Institute.

Warden/Jail Administrator/Sheriff/Director

Name: Chief Steve Bravo

Email: steve.bravo@knoxsheriff.org

Telephone: 865-342-9625

Facility PREA Compliance Manager

Name: Dustin Weaver

Email: Dustin.Weaver@knoxsheriff.org

Telephone: 865-342-9632

Facility Health Service Administrator N/A

Name: Melissa Noel, (Acting HSA)

Email: melissa.noel@knoxsheriff.org

Telephone: 865-281-6716

Facility Characteristics

Designated Facility Capacity:

215

Current Population of Facility:

187

Average daily population for the past 12 months:	194
Has the facility been over capacity at any point in the past 12 months?	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Which population(s) does the facility hold?	<input type="checkbox"/> Females <input checked="" type="checkbox"/> Males <input type="checkbox"/> Both Females and Males
Age range of population:	18-68
Average length of stay or time under supervision:	28.6
Facility security levels/inmate custody levels:	Minimum, Medium, Maximum
Number of inmates admitted to facility during the past 12 months:	12,989
Number of inmates admitted to facility during the past 12 months whose length of stay in the facility was for 72 hours or more:	5420 (agency-wide)
Number of inmates admitted to facility during the past 12 months whose length of stay in the facility was for 30 days or more:	2183 (agency-wide)
Does the facility hold youthful inmates?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Number of youthful inmates held in the facility during the past 12 months: (N/A if the facility never holds youthful inmates)	1
Does the audited facility hold inmates for one or more other agencies (e.g. a State correctional agency, U.S. Marshals Service, Bureau of Prisons, U.S. Immigration and Customs Enforcement)?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Select all other agencies for which the audited facility holds inmates: Select all that apply (N/A if the audited facility does not hold inmates for any other agency or agencies):	<input type="checkbox"/> Federal Bureau of Prisons <input checked="" type="checkbox"/> U.S. Marshals Service <input type="checkbox"/> U.S. Immigration and Customs Enforcement <input type="checkbox"/> Bureau of Indian Affairs <input type="checkbox"/> U.S. Military branch <input checked="" type="checkbox"/> State or Territorial correctional agency <input type="checkbox"/> County correctional or detention agency <input type="checkbox"/> Judicial district correctional or detention facility <input type="checkbox"/> City or municipal correctional or detention facility (e.g. police lockup or city jail) <input type="checkbox"/> Private corrections or detention provider <input type="checkbox"/> Other - please name or describe: Click or tap here to enter text. <input type="checkbox"/> N/A
Number of staff currently employed by the facility who may have contact with inmates:	53
Number of staff hired by the facility during the past 12 months who may have contact with inmates:	160 (agency-wide)
Number of contracts in the past 12 months for services with contractors who may have contact with inmates:	2 (agency-wide)
Number of individual contractors who have contact with inmates, currently authorized to enter the facility:	2 (agency-wide)
Number of volunteers who have contact with inmates, currently authorized to enter the facility:	211 (agency-wide)

Physical Plant

<p>Number of buildings:</p> <p>Auditors should count all buildings that are part of the facility, whether inmates are formally allowed to enter them or not. In situations where temporary structures have been erected (e.g., tents) the auditor should use their discretion to determine whether to include the structure in the overall count of buildings. As a general rule, if a temporary structure is regularly or routinely used to hold or house inmates, or if the temporary structure is used to house or support operational functions for more than a short period of time (e.g., an emergency situation), it should be included in the overall count of buildings.</p>	1
<p>Number of inmate housing units:</p> <p>Enter 0 if the facility does not have discrete housing units. DOJ PREA Working Group FAQ on the definition of a housing unit: How is a "housing unit" defined for the purposes of the PREA Standards? The question has been raised in particular as it relates to facilities that have adjacent or interconnected units. The most common concept of a housing unit is architectural. The generally agreed-upon definition is a space that is enclosed by physical barriers accessed through one or more doors of various types, including commercial-grade swing doors, steel sliding doors, interlocking sally port doors, etc. In addition to the primary entrance and exit, additional doors are often included to meet life safety codes. The unit contains sleeping space, sanitary facilities (including toilets, lavatories, and showers), and a dayroom or leisure space in differing configurations. Many facilities are designed with modules or pods clustered around a control room. This multiple-pod design provides the facility with certain staff efficiencies and economies of scale. At the same time, the design affords the flexibility to separately house inmates of differing security levels, or who are grouped by some other operational or service scheme. Generally, the control room is enclosed by security glass, and in some cases, this allows inmates to see into neighboring pods. However, observation from one unit to another is usually limited by angled site lines. In some cases, the facility has prevented this entirely by installing one-way glass. Both the architectural design and functional use of these multiple pods indicate that they are managed as distinct housing units.</p>	14
<p>Number of single cell housing units:</p>	4
<p>Number of multiple occupancy cell housing units:</p>	9
<p>Number of open bay/dorm housing units:</p>	1
<p>Number of segregation cells (for example, administrative, disciplinary, protective custody, etc.):</p>	321
<p>In housing units, does the facility maintain sight and sound separation between youthful inmates and adult inmates? (N/A if the facility never holds youthful inmates)</p>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A
<p>Does the facility have a video monitoring system, electronic surveillance system, or other monitoring technology (e.g. cameras, etc.)?</p>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
<p>Has the facility installed or updated a video monitoring system, electronic surveillance system, or other monitoring technology in the past 12 months?</p>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
<h3>Medical and Mental Health Services and Forensic Medical Exams</h3>	
<p>Are medical services provided on-site?</p>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
<p>Are mental health services provided on-site?</p>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No

<p>Where are sexual assault forensic medical exams provided? Select all that apply.</p>	<input type="checkbox"/> On-site <input checked="" type="checkbox"/> Local hospital/clinic <input type="checkbox"/> Rape Crisis Center <input type="checkbox"/> Other (please name or describe: Click or tap here to enter text.)
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Investigations

Criminal Investigations

<p>Number of investigators employed by the agency and/or facility who are responsible for conducting CRIMINAL investigations into allegations of sexual abuse or sexual harassment:</p>	<p>2</p>
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<p>When the facility received allegations of sexual abuse or sexual harassment (whether staff-on-inmate or inmate-on-inmate), CRIMINAL INVESTIGATIONS are conducted by: Select all that apply.</p>	<input checked="" type="checkbox"/> Facility investigators <input type="checkbox"/> Agency investigators <input type="checkbox"/> An external investigative entity
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<p>Select all external entities responsible for CRIMINAL INVESTIGATIONS: Select all that apply (N/A if no external entities are responsible for criminal investigations)</p>	<input type="checkbox"/> Local police department <input type="checkbox"/> Local sheriff's department <input type="checkbox"/> State police <input type="checkbox"/> A U.S. Department of Justice component <input type="checkbox"/> Other (please name or describe: Click or tap here to enter text.) <input checked="" type="checkbox"/> N/A
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Administrative Investigations

<p>Number of investigators employed by the agency and/or facility who are responsible for conducting ADMINISTRATIVE investigations into allegations of sexual abuse or sexual harassment?</p>	<p>2</p>
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<p>When the facility receives allegations of sexual abuse or sexual harassment (whether staff-on-inmate or inmate-on-inmate), ADMINISTRATIVE INVESTIGATIONS are conducted by: Select all that apply</p>	<input checked="" type="checkbox"/> Facility investigators <input type="checkbox"/> Agency investigators <input type="checkbox"/> An external investigative entity
--	--

<p>Select all external entities responsible for ADMINISTRATIVE INVESTIGATIONS: Select all that apply (N/A if no external entities are responsible for administrative investigations)</p>	<input type="checkbox"/> Local police department <input type="checkbox"/> Local sheriff's department <input type="checkbox"/> State police <input type="checkbox"/> A U.S. Department of Justice component <input type="checkbox"/> Other (please name or describe: Click or tap here to enter text.) <input checked="" type="checkbox"/> N/A
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Facility Information

Name of Facility: Knox County Work Release Center

Physical Address: 5001 Maloneyville Rd.

City, State, Zip: Knoxville, TN 37918

Mailing Address (if different from above):

SAA

City, State, Zip: SAA

The Facility Is:

Military

Private for Profit

Private not for Profit

Municipal

County

State

Federal

Facility Type:

Prison

Jail

Facility Website with PREA Information: knoxsheriff.org

Has the facility been accredited within the past 3 years? Yes No

If the facility has been accredited within the past 3 years, select the accrediting organization(s) – select all that apply (N/A if the facility has not been accredited within the past 3 years):

ACA

NCCHC

CALEA

Other (please name or describe: [Click or tap here to enter text.](#))

N/A

If the facility has completed any internal or external audits other than those that resulted in accreditation, please describe:
Annual inspections conducted by the Tennessee Corrections Institute

Warden/Jail Administrator/Sheriff/Director

Name: Robert Anderson

Email: robert.anderson@knoxsheriff.org

Telephone: 865-281-6707

Facility PREA Compliance Manager

Name: Brett Worley

Email: brett.worley@knoxsheriff.org

Telephone: 865-281-7092

Facility Health Service Administrator N/A

Name: Melissa Noel (Acting HSA)

Email: melissa.noel@knoxsheriff.org

Telephone: 865-281-6716

Facility Characteristics

Designated Facility Capacity:

120

Current Population of Facility:

67

Average daily population for the past 12 months:	93
Has the facility been over capacity at any point in the past 12 months?	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Which population(s) does the facility hold?	<input type="checkbox"/> Females <input checked="" type="checkbox"/> Males <input type="checkbox"/> Both Females and Males
Age range of population:	19-68
Average length of stay or time under supervision:	28.6
Facility security levels/inmate custody levels:	Minimum, Medium
Number of inmates admitted to facility during the past 12 months:	12,989 (agency-wide)
Number of inmates admitted to facility during the past 12 months whose length of stay in the facility was for <i>72 hours or more</i> :	5420 (agency-wide)
Number of inmates admitted to facility during the past 12 months whose length of stay in the facility was for <i>30 days or more</i> :	2183 (agency-wide)
Does the facility hold youthful inmates?	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Number of youthful inmates held in the facility during the past 12 months: (N/A if the facility never holds youthful inmates)	Click or tap here to enter text. <input checked="" type="checkbox"/> N/A
Does the audited facility hold inmates for one or more other agencies (e.g. a State correctional agency, U.S. Marshals Service, Bureau of Prisons, U.S. Immigration and Customs Enforcement)?	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Select all other agencies for which the audited facility holds inmates: Select all that apply (N/A if the audited facility does not hold inmates for any other agency or agencies):	<input type="checkbox"/> Federal Bureau of Prisons <input type="checkbox"/> U.S. Marshals Service <input type="checkbox"/> U.S. Immigration and Customs Enforcement <input type="checkbox"/> Bureau of Indian Affairs <input type="checkbox"/> U.S. Military branch <input type="checkbox"/> State or Territorial correctional agency <input type="checkbox"/> County correctional or detention agency <input type="checkbox"/> Judicial district correctional or detention facility <input type="checkbox"/> City or municipal correctional or detention facility (e.g. police lockup or city jail) <input type="checkbox"/> Private corrections or detention provider <input type="checkbox"/> Other - please name or describe: Click or tap here to enter text. <input checked="" type="checkbox"/> N/A
Number of staff currently employed by the facility who may have contact with inmates:	11
Number of staff hired by the facility during the past 12 months who may have contact with inmates:	160 (agency-wide)
Number of contracts in the past 12 months for services with contractors who may have contact with inmates:	2 (agency- wide)
Number of individual contractors who have contact with inmates, currently authorized to enter the facility:	2 (agency-wide)
Number of volunteers who have contact with inmates, currently authorized to enter the facility:	211 (agency-wide)

Physical Plant

Number of buildings: Auditors should count all buildings that are part of the facility, whether inmates are formally allowed to enter them or not. In situations where temporary structures have been erected (e.g., tents) the auditor should use their discretion to determine whether to include the structure in the overall count of buildings. As a general rule, if a temporary structure is regularly or routinely used to hold or house inmates, or if the temporary structure is used to house or support operational functions for more than a short period of time (e.g., an emergency situation), it should be included in the overall count of buildings.	1
Number of inmate housing units: Enter 0 if the facility does not have discrete housing units. DOJ PREA Working Group FAQ on the definition of a housing unit: How is a "housing unit" defined for the purposes of the PREA Standards? The question has been raised in particular as it relates to facilities that have adjacent or interconnected units. The most common concept of a housing unit is architectural. The generally agreed-upon definition is a space that is enclosed by physical barriers accessed through one or more doors of various types, including commercial-grade swing doors, steel sliding doors, interlocking sally port doors, etc. In addition to the primary entrance and exit, additional doors are often included to meet life safety codes. The unit contains sleeping space, sanitary facilities (including toilets, lavatories, and showers), and a dayroom or leisure space in differing configurations. Many facilities are designed with modules or pods clustered around a control room. This multiple-pod design provides the facility with certain staff efficiencies and economies of scale. At the same time, the design affords the flexibility to separately house inmates of differing security levels, or who are grouped by some other operational or service scheme. Generally, the control room is enclosed by security glass, and in some cases, this allows inmates to see into neighboring pods. However, observation from one unit to another is usually limited by angled site lines. In some cases, the facility has prevented this entirely by installing one-way glass. Both the architectural design and functional use of these multiple pods indicate that they are managed as distinct housing units.	4
Number of single cell housing units:	0
Number of multiple occupancy cell housing units:	0
Number of open bay/dorm housing units:	4
Number of segregation cells (for example, administrative, disciplinary, protective custody, etc.):	0
In housing units, does the facility maintain sight and sound separation between youthful inmates and adult inmates? (N/A if the facility never holds youthful inmates)	<input type="checkbox"/> Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> N/A
Does the facility have a video monitoring system, electronic surveillance system, or other monitoring technology (e.g. cameras, etc.)?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Has the facility installed or updated a video monitoring system, electronic surveillance system, or other monitoring technology in the past 12 months?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Medical and Mental Health Services and Forensic Medical Exams	
Are medical services provided on-site?	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Are mental health services provided on-site?	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No

<p>Where are sexual assault forensic medical exams provided? Select all that apply.</p>	<input type="checkbox"/> On-site <input checked="" type="checkbox"/> Local hospital/clinic <input type="checkbox"/> Rape Crisis Center <input type="checkbox"/> Other (please name or describe: Click or tap here to enter text.)
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Investigations

Criminal Investigations

<p>Number of investigators employed by the agency and/or facility who are responsible for conducting CRIMINAL investigations into allegations of sexual abuse or sexual harassment:</p>	<p>2</p>
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<p>When the facility received allegations of sexual abuse or sexual harassment (whether staff-on-inmate or inmate-on-inmate), CRIMINAL INVESTIGATIONS are conducted by: Select all that apply.</p>	<input type="checkbox"/> Facility investigators <input type="checkbox"/> Agency investigators <input type="checkbox"/> An external investigative entity
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<p>Select all external entities responsible for CRIMINAL INVESTIGATIONS: Select all that apply (N/A if no external entities are responsible for criminal investigations)</p>	<input type="checkbox"/> Local police department <input type="checkbox"/> Local sheriff's department <input type="checkbox"/> State police <input type="checkbox"/> A U.S. Department of Justice component <input type="checkbox"/> Other (please name or describe: Click or tap here to enter text.) <input checked="" type="checkbox"/> N/A
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Administrative Investigations

<p>Number of investigators employed by the agency and/or facility who are responsible for conducting ADMINISTRATIVE investigations into allegations of sexual abuse or sexual harassment?</p>	<p>2</p>
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<p>When the facility receives allegations of sexual abuse or sexual harassment (whether staff-on-inmate or inmate-on-inmate), ADMINISTRATIVE INVESTIGATIONS are conducted by: Select all that apply</p>	<input checked="" type="checkbox"/> Facility investigators <input type="checkbox"/> Agency investigators <input type="checkbox"/> An external investigative entity
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<p>Select all external entities responsible for ADMINISTRATIVE INVESTIGATIONS: Select all that apply (N/A if no external entities are responsible for administrative investigations)</p>	<input type="checkbox"/> Local police department <input type="checkbox"/> Local sheriff's department <input type="checkbox"/> State police <input type="checkbox"/> A U.S. Department of Justice component <input type="checkbox"/> Other (please name or describe: Click or tap here to enter text.) <input checked="" type="checkbox"/> N/A
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Audit Findings

Audit Narrative (including Audit Methodology)

The Knox County Sheriff's Office (KCSO) Corrections Division is comprised of three facilities. They are the Roger D. Wilson Detention Facility (RDWDF), the Knox County Jail (KCJ), and the Knox County Work Release (KCWRC). The RDWDF houses adult male and female inmates in Knox County or United States Marshal Service (USMS) custody. The KCWRC houses adult males and KCJ houses adult males and male juveniles adjudicated as adults.

The mission of the Knox County Sheriff's Office Corrections Division is to maintain a safe, secure, and efficient correctional environment by promoting the continuous training of correctional professionals: reaffirming training through leadership and staff accountability; and to make a positive impact on reintegration and recidivism by offering innovative and comprehensive offender programming. The division is dedicated to providing the most efficient and effective correctional system possible.

Pre-Onsite Audit Phase

Pre-onsite audit preparation included a thorough review of facility procedures, training curriculums, the Pre-Audit Questionnaire and supporting PREA-related documentation provided by the facility to demonstrate compliance to the PREA standards. The following chapters of the *Knox County Sheriff Policy and Procedure Manual* were referenced in the PREA files, reviewed and used to verify compliance to agency policies and the PREA standards:

- Chapter 1.10, Monitoring and Assessment*
- Chapter 1.14, Contract Personnel and Consultants*
- Chapter 3.1 General Medical Services*
- Chapter 3.09, Medical and Mental Health Care for PREA Victims*
- Chapter 6.7, Searches, Contraband and Preservation of Evidence*
- Chapter 6.13, Housing Management*
- Chapter 11.02, Disciplinary Infractions and Sentencing Guidelines*
- Chapter 13.01, Inmate Services and Programs Guidelines*
- Chapter 13.06, Volunteer Programs*
- Chapter 14.01, Initial Classification*
- Chapter 18.01, Sexual Abuse Prevention Planning*
- Chapter 18.02, PREA Reporting Procedures*
- Chapter 18.03, Official Response and Inmate Report*
- Chapter 18.04, PREA Investigation*
- Chapter 18.05, Disciplinary Violations*
- Chapter 18.06, Data Collection and Auditing Procedures*

Also, referenced and reviewed were the following chapters of the *Employee Manual*:

- Chapter 1, General Employment Policy*

Chapter 5, Training

Chapter 6, Employee Discipline

Initial contact was made with the agency's Accreditation Director, Lieutenant Lisa Kidd, on 5/13/21, when electronic PREA files in Power DMs were received. The agency's PREA Coordinator, Captain Aaron Turner, was contacted on 5/14/21 for a preliminary introduction and discussion about the upcoming audit scheduled for June 14-17, 2021. Throughout the Pre-Onsite Audit Phase, the Accreditation Director answered questions and provided additional information and documentation as requested.

Facility notices in English and Spanish were forwarded to the agency on 4/6/21. Notices included my name and mailing address and inmates were informed correspondence would remain confidential. The facility provided photos of the posted notices in English and Spanish with the date posted noted as 4/8/21.

The agency has a Memorandum of Understanding (MOU) with the Sexual Assault Center of East Tennessee, a Program of the Helen Ross McNabb Center. The Director of Victim Services of that agency was contacted to confirm and review the terms of the MOU. The Center provides a 24-hour crisis hotline that inmates can access by dialing *999 on an inmate telephone. If an inmate reports sexual abuse, the advocate will follow-up with KCSO's PREA Coordinator with the permission of the inmate. The inmate may remain anonymous if he/she chooses to.

The Center also provides SANE services at the Center or at any one of many local hospitals. The Center has 15 SANE nurses on-call with a response time to the Center or to a local hospital within one hour. The Sexual Assault Center of East Tennessee ensures a victim advocate be available at the victim's request during the SANE exam and during investigative interviews. Advocates receive 40-hours of center-wide victim advocacy training, in addition to virtual and in-person training with a supervisor. Victims of sexual abuse are offered sexually transmitted infections and contraception prophylaxis. Following the SANE exam, advocates offer victims emotional support services, counseling, information and referrals upon the inmate's release from KCSO. Advocates are available to accompany victims for civil and criminal court services and can assist victims with applying for victim compensation and orders of protection. All services provided are confidential and at no cost to the victim.

The Accreditation Director provided lists of security and non-security staff from all three facilities scheduled to work during the onsite audit visit and the names of a staff member who was a first responder to an allegation of sexual abuse. From this information, random and specialized staff from all three KCSO facilities were selected to be interviewed.

Onsite Audit Phase

The PREA audit of the Knox County Sheriff's Office Corrections Division was conducted June 14-17, 2021, by this DOJ Certified PREA Auditor assisted by Lisa Hollingsworth, to determine compliance to the DOJ PREA standards. The initial PREA audit of this agency was conducted

October 2-5, 2017. The initial scheduled date of this reaccreditation audit was in 2020, but due to the COVID-19 pandemic, this audit was conducted in 2021.

On the first day of the audit, an entrance meeting was held at the Roger D. Wilson Detention Facility to discuss the audit schedule and audit process with the following persons attending:

William Purvis, Chief of Corrections
Brian Bivens, Facility Commander - RDWDF
Captain Aaron Turner, PREA Coordinator
Chief Jimmy Stephens, Facility Commander - RDWDF
Corporal Stephen Patrick, Assistant Facility Commander - RDWDF
Corporal Kevin McCandrew, PREA Compliance Manager - RDWDF
Lieutenant Lisa Kidd, Accreditation Director
Captain Robert Anderson, Facility Commander - KCWRC
Chief Steve Bravo, Facility Commander – KCJ
Captain Paul Cooper, Assistant Facility Commander - KCJ
Josh Smith, Security Director
Captain Jeff Smith, Transportation
Lieutenant David Wise, PREA Investigator
Lieutenant Jim Simonelli, PREA Investigator
Officer Boyd Smith, Grievances
Corporal Steven McCoy, Disciplinary

Following the entrance meeting, site reviews of the Roger D. Wilson Detention Facility and the Knox County Jail were conducted with Captain Aaron Turner, PREA Coordinator, Captain Debbie Cox and Corporal Kevin McCandrew, RDWDF PREA Compliance Manager accompanying the auditors. During the site reviews the placement and number of cameras and mirrors, room layout, restrooms and the placement of PREA posters and reporting information was observed. Facility notices in English and Spanish, provided to the facility during the Pre-Onsite Audit Phase, were found displayed in numerous locations throughout all facilities with the date posted noted as 4/8/21. Inmate PREA reporting information in English and Spanish was posted in housing pods on placards affixed to the wall next to inmate telephones. On the entry doors to all living areas there were signs reminding opposite gender staff to make opposite-gender announcements when they enter the living area. This practice was observed during the site reviews with announcements made by accompanying staff. During the site reviews, random inmates and Officers were informally interviewed about their knowledge of PREA.

The Accreditation Director provided inmate housing rosters, names of inmates with disabilities, the *PREA Alert Roster*, *LGBTI Log* and the name of inmates who reported allegations of sexual abuse in the past 12 months who were still assigned to the agency, for the RDWDF and the WRC. From this information, a random sample of inmates were selected to be interviewed and inmate files from the RDWDF and KCJ facilities were selected to be reviewed.

The human resource files of 25 random employees, two agency contractors and five random volunteers were reviewed to ensure compliance with criminal background check procedures. Records were found to be complete with criminal background checks as required by agency policy and the PREA standards. Applicants sign a *Self-Declaration of Sexual Abuse/Sexual*

Harassment form (Form #0146) as part of the application process certifying they have not engaged in sexual abuse or sexual harassment in an institutional setting or in the community. This initial form is maintained in the human resource files. Newly hired employees sign this form again, as well as unescorted contractors and volunteers. Annually, during in-service training, the *Self-Declaration of Sexual Abuse/Sexual Harassment* form is required to be signed by employees and unescorted contractors and volunteers, as was confirmed in review of files.

The same employee, contractor and volunteers training files were reviewed to determine compliance with PREA training requirements. Employee and contractor files revealed documentation of PREA training and Form #0146 forms are maintained by the Training Director. The Form #0146 signed as part of the application process is maintained by the Human Resource Director. Employees and contractors employed since the last PREA audit had documentation of PREA training each year in this reaccreditation cycle. Records reviewed confirmed PREA training is provided to employees and contractors during pre-service training and annually during in-service training. Volunteer records are maintained by the Programs Director. Random volunteer records showed completion of PREA training by volunteers.

A total of 49 random inmate records were reviewed to determine compliance with screening procedures and the requirements of PREA education. This number included 24 records reviewed of inmates housed at the RDWDF, 10 at the KCWRC and 15 at the KCJ. All inmates entering the Knox County Sheriff's Office Corrections Division are initially screened for risk of victimization or abusiveness by Classification staff at the RDWDF on their day of arrival. Review of records showed six inmates, all who arrived in 2020, were not screened on day of arrival, but screened several days later. The PREA Compliance Manager of the RDWDF explained that due to COVID precautions, inmates were quarantined upon arrival and screenings were not always completed upon arrival. He further stated, if the inmate was in Knox County custody previously, the inmate alerts from previous incarcerations were added to ensure the inmate's safety. All inmate records reviewed of inmates assigned in 2021 revealed initial screenings conducted on day of arrival. Thirty-day reassessments were found to be completed within the 30-day required timeframe, with the exception of one, which was completed 32 days after the inmate's arrival to RDWDF.

All inmate records reviewed showed inmates sign a *Comprehensive PREA Education Acknowledgement Form*, acknowledging they have watched and understood the PREA video and have received and understood the in-person training provided by Classification staff. They also sign a *Facility Property Issued Receipt* acknowledging receipt of property received, including the PREA brochure. Records reviewed showed 39 of the 49 inmates signed the form, but did not note the date or time signed. On one form the officer did not sign the property form. It was recommended to the facility to ensure all forms are complete with signatures, dates and times.

Documentation of unannounced PREA rounds was requested for the month of May 2021. The review showed numerous rounds being conducted on every shift by on-duty intermediate-level or higher-level supervisors. Unannounced PREA rounds are documented in the *Unannounced Supervisor Round/Inspection* permanent log in the Inmate Management System (IMS). The appropriate Facility Commander monitors management reports for compliance.

The Knox County Sheriff's Office Corrections Division has two Lieutenants trained as facility Investigators who are responsible for administrative investigations of sexual abuse and sexual harassment. Allegations that appear to be criminal are referred to the Knox County Sheriff's Office Major Crimes Division for criminal investigation and referral for prosecution if warranted. One of the Investigators was a KCSO detective who is qualified to conduct criminal investigations as well. If the allegation involves staff, the allegation is referred to the Knox County Office of Professional Standards. In the 12 months preceding the onsite audit visit, there were 26 PREA allegations received. The breakdown of those allegations is as follows:

Number	Type of Incident	Disposition
17	Inmate-on-Inmate Sexual Harassment	8 – Unfounded 9 – Unsubstantiated
4	Inmate-on-Inmate Sexual Abuse	1 - Unsubstantiated 3- Unfounded
2	Staff-on-Inmate Sexual Harassment	2 – Unsubstantiated
2	Staff-on-Inmate Sexual Abuse	1 – Unsubstantiated 1 – Ongoing

Fourteen investigative files were reviewed. The one ongoing investigation was reported on 5/30/21. Interviews were delayed because the alleged victim was displaying behavior problems and bonded out shortly after. The alleged victim is homeless so the investigation cannot be continued until he returns to custody. All investigative files reviewed were administratively investigated. The allegations were found to be investigated in accordance with the agency's policy and the PREA standards. Due to the pandemic, incident reviews were not conducted in 2020, but investigations reported and concluded in 2021 showed incident reviews were conducted. Files revealed retaliation monitoring is being conducted and victims are receiving notices of the outcome of the investigation.

Interviews of several specialized staff who have responsibilities for all three facilities of the Knox County Sheriff Office Corrections Division were conducted. The following are the staff categories and number of interview protocols conducted of specialized staff who have responsibilities at all three facilities:

Staff Interview Category	Interviews Conducted
Agency Head – Chief of Corrections	1
PREA Coordinator	1
Acting Health Services Administrator	1
Mental Health Staff	2
Human Resources Director	1

Training Director	1
Facility Investigators	2
Security Director	1
Intake Staff	2
Classification Staff Responsible for Risk Screenings	4
Accreditation Director	1
Volunteer Coordinator	1
Director of Programs	1
Grievance Officer	1
Staff on Incident Review Team	5
Staff Who Supervise Inmates in RHU	2
Total Specialized Interview Protocols Conducted	27

Other specialized staff who are assigned to each facility were also interviewed as well as random staff at each facility.

Onsite Audit Phase of the Roger D. Wilson Detention Facility

The site review of the RDWDF was conducted on the morning of the first day of the audit visit. There were five pods that were not visited due to inmates quarantined due to exposure to COVID-19 or due to the precaution of newly arrived inmates quarantined for 10 days before being permanently housed. Three pods were also not visited due to being empty and were viewed from outside of the window of the pod. All other areas of RDWDF where inmates have access to were visited. There were no areas of concern noted for blind spots. In review of camera monitors with the Security Director, camera placement affords inmates privacy in the restroom and shower areas. There appears to be good camera placement and mirrors to enhance supervision of inmates in all areas of the facility as confirmed by review of the camera monitors.

The telephone reporting numbers provided to inmates were called on an inmate telephone at RDWDF to ensure the numbers were accessible. Inmates are provided information for reporting allegations of sexual abuse and sexual harassment internally by dialing *888. When this number is called, e-mails with the voicemail of the call is received by members of the SART, the facility PREA Compliance Managers, the Facility Commanders and Assistant Facility Commanders and the PREA Investigators. The external reporting numbers for the Sexual Assault Center of East Tennessee (*999) and RAINN, the National Sexual Assault Hotline (*555) were found accessible. Calls made to RAINN are rolled over to the Sexual Assault Center of East Tennessee. Calls to these numbers are not recorded or monitored and inmates can remain anonymous if they wish to.

On information provided on the Pre-Audit Questionnaire, the average daily population of the RDWDF for the past 12 months was 720 inmates. On the first day of the audit there were 621 inmates assigned to the facility. This number included 142 females and 579 males. Thirty inmates were interviewed at RDWDF, which included inmates from each occupied pod, with the exception of the quarantined pods. The total included targeted inmates with the following special designations:

Special Designations	Number of Inmates Interviewed
Youthful Inmates	0
Inmates with Physical Disabilities	1
Inmates Who Were Blind	0
Inmates Who Had Low Vision	1
Inmates Who Were Deaf	0
Inmates Who Were Hard of Hearing	1
Inmates Who Were LEP	1
Inmates with Cognitive Disabilities	2
Inmates Who Identified as Gay	1
Inmates Who Identified as Bisexual	2
Inmates Who Identified as Transgender	0
Inmates Who Identified as Intersex	0
Inmates in Segregated Housing for High Risk of Victimization	0
Inmates Who Reported Sexual Abuse	0
Inmates Who Screened at Risk for Abusiveness	2
Inmates Who Reported Sexual Victimization During Risk Screening	6
Total Targeted Inmates Interviewed	17

The limited English proficient inmate (Spanish) was interviewed with translation provided by a bilingual Officer. The inmate reported he received written information in Spanish and viewed the Spanish PREA video. He reported being screened in Classification by a bilingual Officer.

The following are the staff category and number of interview protocols conducted of specialized staff at the RDWDF and the number of random staff interviewed:

Staff Interview Category	Interviews Conducted
Facility Commander – Jail Administrator	1
PREA Compliance Manager	1
Staff Responsible for Conducting Unannounced PREA Rounds	6
Staff Responsible for Retaliation Monitoring	1
Random Staff Interviews	20

Random staff included shift supervisors and line staff from each of the three security shifts. Staff who had multiple roles were asked interview questions as they relate to each of those roles, as well as the random staff interview questions. Staff interviewed confirmed receiving PREA training as part of their pre-service training and annual in-service training. Staff carry with them a First Responder Card reminding them of the steps to take if they are the first responders to an allegation of sexual abuse and are trained on first responder duties.

Onsite Audit Phase of the Knox County Work Release Center

The site review of the KCWRC was conducted on the afternoon of the first day of the audit visit. While touring the KCWRC, an attempt was made to access the reporting numbers on an inmate telephone, but a message, “Please Stand By” was received. The PREA Coordinator contacted IC Solutions, the telephone vendor, and was informed there was a problem with IC Solution’s firewall that affected KCWRC and RDWDF that afternoon. On the second day of the audit the phones at RDWDF and KCWRC were tried again and found to be accessible.

Information provided on the Pre-Audit Questionnaire, indicates the average daily population of the KCWRC for the past 12 months was 93 inmates. On the first day of the audit there were 67 inmates assigned to the facility. Sixteen inmates were interviewed. This total included targeted inmates with the following special designations:

Special Designations	Number of Inmates Interviewed
Youthful Inmates	0
Inmates with Physical Disabilities	0
Inmates Who Were Blind	0
Inmates Who Had Low Vision	1
Inmates Who Were Deaf	0
Inmates Who Were Hard of Hearing	0
Inmates Who Were LEP	1
Inmates with Cognitive Disabilities	0

Inmates Who Identified as Gay	1
Inmates Who Identified as Bisexual	0
Inmates Who Identified as Transgender	0
Inmates Who Identified as Intersex	0
Inmates in Segregated Housing for High Risk of Victimization	0
Inmates Who Reported Sexual Abuse	1
Inmates Who Reported Sexual Victimization During Risk Screening	1
Inmates Who Screened at Risk for Abusiveness	4
Total Targeted Inmates Interviewed	9

The limited English proficient inmate (Spanish) was interviewed with translation provided by Language Line Services. The inmate reported he received written information in Spanish and viewed the Spanish PREA video. He reported being screened by a Spanish speaking Officer on day of arrival. The inmate who reported prior sexual victimization at initial risk screening and the inmate who scored at risk for abusiveness both confirmed being referred to mental health for a mental health evaluation.

Staff Interview Category	Interviews Conducted
Facility Commander – Jail Administrator (by telephone during the Post Onsite Audit Phase)	1
PREA Compliance Manager	1
Staff Responsible for Conducting Unannounced PREA Rounds	3
Staff Responsible for Retaliation Monitoring	1
Random Staff Interviews	7

Random staff interviews were conducted at the KCWRC on the second day of the onsite audit visit. All correctional staff scheduled to work on that day from each of the three security shifts were interviewed.

Onsite Audit Phase of the Knox County Jail

The Accreditation Director provided inmate housing rosters, names of inmates with disabilities, the *PREA Alert Roster* and, the *LGBTI Log* for the KCJ. There were no inmates who reported allegations of sexual abuse in the past 12 months assigned to the KCJ. From this information,

a random sample of inmates were selected to be interviewed and random inmate files were selected to be reviewed.

On the third day of the onsite audit visit, the Knox County Jail was toured and staff and inmate interviews were conducted. An entrance meeting was held with the following staff in attendance:

- Chief Steve Bravo, Facility Commander
- Captain Paul Cooper, Assistant Facility Commander
- Captain Aaron Turner, PREA Coordinator
- Sergeant Travis Oldham
- Corporal Kevin McCandrew, PREA Compliance Manager – RDWDF
- Corporal Lewis Hindenburg
- Corporal Jordan Jones

Following the entrance meeting, a site review of the entire facility was conducted with Captain Paul Cooper, Assistant Facility Commander and Corporal Kevin McCandrew, RDWDF PREA Compliance Manager. There were no areas of concern noted during the site review.

On information provided on the Pre-Audit Questionnaire, the average daily population of the KCJ for the past 12 months was 188 inmates. On the first day of the audit there were 187 inmates assigned to the facility. Twenty inmates were interviewed. This total included targeted inmates with the following special designations:

Special Designations	Number of Inmates Interviewed
Youthful Inmates	0
Inmates with Physical Disabilities	0
Inmates Who Were Blind	0
Inmates Who Had Low Vision	1
Inmates Who Were Deaf	0
Inmates Who Were Hard of Hearing	0
Inmates Who Were LEP	1
Inmates with Cognitive Disabilities	0
Inmates Who Identified as Gay	2
Inmates Who Identified as Bisexual	0
Inmates Who Identified as Transgender	0
Inmates Who Identified as Intersex	0
Inmates in Segregated Housing for High Risk of Victimization	0

Inmates Who Reported Sexual Abuse	1
Inmates Who Reported Sexual Victimization During Risk Screening	3
Inmates Who Screened at Risk for Abusiveness	3
Total Targeted Inmates Interviewed	11

The LEP inmate was interviewed by use of Language Line Services. He reported receiving written and oral information in Spanish, but reported not going to school and not being able to read. The RDWDF PREA Compliance Manager read the PREA information to him following the interview. One inmate who scored at initial screening of being at risk for victimization and abusiveness reported he was never referred to mental health. His records were checked and he was referred and seen by a mental health provider. One of the inmates whose sexual orientation is listed as gay reported he is non-binary, but he could not self-disclose that at screening because the only choices they gave him was gay or straight. An inmate who reported a PREA allegation within the past 12 months reported not receiving a notice of outcome of the investigation. The investigative file of his allegation contained a notice of the outcome of the investigation signed by him.

Staff Interview Category	Interviews Conducted
Facility Commander – Jail Administrator	1
PREA Compliance Manager	1
Staff Responsible for Conducting Unannounced PREA Rounds	3
Staff Responsible for Retaliation Monitoring	1
Medical Staff	1
Random Staff Interviews	7

Inmates at all three facilities interviewed formally and informally were knowledgeable of the zero-tolerance policy and of the methods of reporting allegations of sexual abuse, sexual harassment and retaliation. They all reported receiving a PREA pamphlet at intake and of being informed of PREA reporting options when being interviewed in Classification. They reported PREA information is available on the kiosks and tablets and posted on the walls. They confirmed the facility notices have been posted for some time. It was the consensus of inmates interviewed, opposite gender announcements are consistently made and they feel they have privacy when toileting, showering and dressing. When inmates informally and formally interviewed were asked if they feel safe from sexual abuse at this facility, all responded they did.

Specialized staff and random staff from all three facilities reported having PREA training each year. They stated that last year because of the pandemic there were no classroom instructions and PREA training, as well as other required trainings, were completed online in Power DMS.

At the conclusion of the onsite audit, an exit meeting was held at the RDWDF to discuss the audit findings and observations with the following persons in attendance:

Chief William Purvis, Chief of Corrections
Chief Brian Bivens, Facility Commander - RDWDF
Captain Debbie Cox, Assistant. Facility Commander - RDWDF
Captain Aaron Turner, PREA Coordinator
Corporal Kevin McCandrew, PREA Compliance Manager
Lieutenant Lisa Kidd, Accreditation Director
Lieutenant David Wise, Investigator
Lieutenant Jim Simonelli, Investigator
Lieutenant Josh Smith, Security Director
Corporal William Howard, Master Control Supervisor - RDWDF
Captain Paul Cooper, Assistant Facility Commander - KCJ
Chief Jimmy Stephens, Facility Commander - RDWDF
Corporal Andrea Parton, Training
Macey Holt, Physician Assistant
Julie Newman, Nurse Practitioner
Beatrice Skrip, Case Manager
Laken Conley, Case Manager
Amy Margolis, Administrative Assistant, Timekeeper
Kim White, Administrative Assistant, Quartermaster
Captain Erin Baxter, Training Director
Lieutenant Lateesha Fritts, Programs Director
Officer Jaade Stringer, Training
Sergeant Amy Henderlight, Classification Supervisor
Officer Steven Neeley, Classification
Captain Robert Anderson, Facility Commander - KCWRC
Lieutenant William Smith, Shift Commander - RDWDF

The team was thanked for their cooperation prior to the onsite visit and throughout the audit process. Observations, information gathered from staff and inmate interviews and records reviewed were discussed. The staff were complimented on their success in achieving compliance to all of the PREA standards. They were informed of the process that would follow the onsite audit visit, including the responsibility of the KCSO to publish the final report on their website.

Post-Onsite Audit Phase

Officer Brett Worley, PREA Compliance Manager of the KCWRC was interviewed by telephone on 6/23/21, as he was unavailable during the audit visit. Conversation was held with the Accreditation Director concerning questions of data reported on the Pre-Audit Questionnaire that came into question while writing this final report. The Accreditation Director was able to answer questions and forwarded a revised Pre-Audit Questionnaire on 7/2/21.

Documentation reviewed during the Pre-Onsite Audit Phase and documentation, observations and information obtained from staff and inmate interviews during the Onsite Audit Phase, were reviewed during this Post-On-Site Audit Phase. The facility was found to meet compliance to all of the PREA standards.

Facility Characteristics

The Knox County Sheriff's Corrections Division is comprised of three facilities. They are the Roger D. Wilson Detention Facility, the Knox County Jail and the Knox County Work Release Center. The Corrections Division has a combined total of 409 employees and two contracted medical providers. Currently there are division-wide vacancies for the following positions:

Corrections Officers	46
Transportation Officers	3
Assistant Kitchen Manager	1
Commissary Assistant	1
Health Services Administrator	1
RN's	3
Medical Assistants	4

The following are the characteristics of each of the Knox County Sheriff's Office Corrections Division facilities:

Roger D. Wilson Detention Facility (RDWDF)

The Roger D. Wilson Detention Facility is located at 5001 Maloneyville Road, Knoxville, TN. The facility is located in east Knox County on 52 acres of county-owned property. The facility covers approximately 340,000 square feet and is surrounded by a double 14-foot chain link fence. Perimeter checks are conducted on a regular basis. The facility houses minimum, medium and maximum male and female inmates serving state and county sentences. The rated capacity of the facility is 1036.

RDWDF includes the Knox County Intake Center which services the entire local, state and federal law enforcement community. Inmates are processed in the intake unit where there are male and female holding cells. Inmates are given a PREA brochure and they view the PREA video while in the intake unit. Following processing in the intake unit, inmates are seen in Classification for their initial PREA screening. Classification staff discuss PREA with them on a one-on-one basis. Due to the pandemic, inmates are housed in pre-class pods for 10 days before being either housed at RDWDF or transferred to the KCWRC or to the KCJ.

When entering the RDWDF there is an entry checkpoint area, administrative offices, Master Control and the training department. Staff and visitors entering the facility pass through a metal detector, with property x-rayed and searched. Because of the COVID-19 pandemic, each person entering has a temperature check. The Master Control Center is in the lobby adjacent to the administrative offices and manned at all times by Corrections Officers. Officers posted in Master Control monitor cameras and control doors.

The RDWDF has five housing units with four pods in each unit. Throughout the facility there are housing units with a mixture of multiple occupancy cells and single cell housing areas. Unit 3 is an open-dormitory style-housing unit with partial walls separating cubicles housing two or three inmates in each cubicle. There is a common restroom with six urinals, six toilet stalls, six sinks and six showers. Single cell housing has toilets and sinks within each cell and

there are five showers adjacent to the Day Room and the showers have openings on the bottom of the shower doors.

The following is the description of the housing pods at the RDWDF:

Unit 1 Males

Pod	Cell Occupancy	Custody Level	Number of Beds	Description
1A	Single/Double	Minimum	72	General Population
1B	Single	Min/Med/Max	48	Mental Health
1C	Single/Double	Min/Med/Max	72	Pre-Disc/PC/Ad-Seg/Max
1D	Single	Min/Med/Max	48	Disc./Ad Seg Disc./PC Disc.

Unit 2 Females

Pod	Cell Occupancy	Custody Level	Number of Beds	Description
2A	Single/Double	Pre-Class	72	Pre Class
2B	Single/Double	Min/Med/Pre-Disc/PC	72	Heart Healthy/GP
2C	Single/Double	Min/Med	72	Inmate Workers/Programs
2D	Single/Double	Min/Med/Max	72	Max/Mental Health/ Disciplinary

Unit 3 Males

Pod	Cell Occupancy	Custody Level	Number of Beds	Description
3A	Open Pod	Min/Med	54	Inmate Workers
3B	Open Pod	Min/Med	54	Minimum/Workers and Programs
3C	Open Pod	Min/Med	54	Heart Healthy/Inmate Workers
3D	Open Pod	Min/Med	54	Focus Program/Workers

Unit 4 Males

Pod	Cell Occupancy	Custody Level	Number of Beds	Description
4A	Double	Medium	48	General Population
4B	Double	Medium	48	General Population
4C	Double	Minimum	48	General Population
4D	Double	Medium	48	General Population

Unit 6 Male/Female

Pod	Cell Occupancy	Custody Level	Number of Beds	Description
6A	Single	Min/Med	40	Pre Class/Medical/Max Males
6B	Single	Min/Med/Max	20	12 Medical Males/8 Medical Females
6C	Single	Min/Med	40	Pre-Class/Mental Health Males/Max Males

Day rooms are within the housing pods with chairs and tables. Covered recreation yards are between every two pods, with pods alternating recreation times. Each housing pod has two cameras and there are cameras in the recreation yards.

Health care services are provided by KCSO staff at the RDWDF for inmates of this facility and the Knox County Work Release Center 24-hours a day. Health care services include medical, dental and mental health. KCJ inmates are transported to RDWDF for medical services if needed. In the medical unit there are ten holding cells for males and six holding cells and two ward beds for females. Toilets and sinks are within the cells and there are two individual shower stalls in the hallway of each medical area.

The Roger D. Wilson Detention Facility utilizes a direct supervision concept where inmates are supervised by Corrections Officers directly. Officers conduct one formal count on each security shift and two informal counts between the hours of 7:00 a.m. and 11:00 p.m.

There are 324 cameras at the RDWDF. Twenty-two DVRs are located in a server room in administration. The system can retain surveillance videos from 60 to 180 days, depending on movement in the area where the camera is located. Cameras are monitored by staff posted in Master Control. Camera monitors were reviewed with the Security Director. Cameras in housing units ensure privacy in restrooms and shower rooms. Many areas have mirrors to enhance staff supervision of inmates and eliminate blind spots.

Knox County Jail (KCJ)

The Knox County Jail is located at 400 Main St. SW, Knoxville, TN on the lower level of the City/County Building and occupies approximately 45,000 square feet in downtown Knoxville. The building is owned and maintained by the Public Building Authority of Knox County. The KCJ has a rated capacity of 215 and houses minimum, medium and maximum custody male inmates and male juveniles adjudicated as adults.

The entry to the jail is on Level 2 (L-2). County administration offices are located on Level 1 (L-1). Staff and visitors enter the facility and must clear the metal detector and have property searched. The Master Control, located on L-2, is manned continuously by at least two Corrections Officers. Officers posted in Master Control monitor cameras and control doors.

Behind the entry area, there is a medical/mental health office, a medication room, observation room and exam room. A full-time Registered Nurse is onsite Monday-Friday from 7 am – 3 p.m. After hours, medical staff from the Roger D. Wilson Detention Facility is on call and emergencies are handled at the University of Tennessee Medical Center in Knoxville, TN. Mental health staff and a mid-level practitioner from RDWDF provide services onsite as needed. The KCJ also includes a laundry, kitchen, attorney booths, court holding rooms, a multipurpose room, roll call room, storage room, inmate property room and a classroom.

The KCJ is comprised of 16 housing pods (1-16). Youthful offenders are housed in Pod 13 where there are three cells, where no adult inmates are housed. At the time of the onsite audit, there were no youthful inmates housed at the jail. Placement in Pod 13 would ensure

separation from adult inmates. Pod 13 is used to house disciplinary inmates when not being used to house juvenile inmates. Pod 14 is for female court holdings and Pod 16 is for male court holdings. The description of the housing pods at KCJ are as follows:

Pod	Cell Occupancy	Custody Level	Number of Beds	Description
1	Double	Maximum	25	General Population
2	Double	Maximum	20	General Population
3	Double	Maximum	20	General Population
4	Double	Maximum	12	Protective Custody
5	Double	Maximum	20	General Population
6	Double	Min/Med	16	Kitchen Workers
7	Double	Maximum	20	General Population
8	Single	Maximum	8	Restrictive Housing
9	Single	Maximum	14	Restrictive Housing
10	Single	Maximum	7	Restrictive Housing
11	Double	Maximum	20	General Population
12	Double	Medium	20	General Population
13	Single	Maximum	3	Restrictive Housing
15	Double	Minimum	10	Laundry

In front of each pod, there is an inmate walk and an outer officers walk. Within each cell there is a toilet and sink. There is a Day Room for each pod with a toilet, sink and stainless-steel shower, all designed to afford privacy for inmates. Inmates have access to a kiosk and pay telephones in each Day Room. PREA reporting options and other PREA information is posted on the wall by the officers walk. Televisions are mounted on the walls outside of the Day Rooms. The KCJ does not have outdoor recreation areas. There is a pull-up bar in the Day Rooms and inmates have access to board games, books and cards.

Currently there are 53 employees assigned to the Knox County Jail. There are three security shifts (0600-1400, 1400-2200 and 2200-0600). One or two female Officers are on duty Monday – Friday to pat search females going to court. Sergeants and above conduct unannounced PREA rounds daily and document in IMS. Security checks are conducted every 30 minutes.

The facility has 115 cameras. DVR's are located in the Supervisors' Office next to Master Control. The facility also has body cameras.

Knox County Work Release Center (KCWRC)

The Knox County Work Release Center is located across from the Roger D. Wilson Detention Facility at 4910 Maloneyville Rd, Knoxville, TN. The KCWRC has a rated capacity of 120 and houses minimum and medium custody inmates. The WRC houses inmate workers who work

in-house performing custodial duties and work in the community. Inmates are assigned work at the Boys and Girls Club and on various crews such as fleet, construction, garden, lawn, floor, shipping and receiving crews, cutting trees and picking up trash.

The facility is one building with four dormitory style housing pods, each housing 30 inmates. There is a restroom within each pod surrounded by a partial block wall. Each has four toilet stalls and a shower area with three shower heads and a shower curtain surrounding the shower area.

The following is the description of the pods at KCWRC:

Pod	Custody Level	Number of Beds	Description
1	Min/Med	30	Child Support Program
2	Minimum	30	Inmate Workers
3	Min/Med	30	Overflow
4	Min/Med	30	HUMV

There is an outdoor recreation area and inmates have the same opportunities for programs as other KCSO facilities. All auxiliary services, which include medical, laundry and kitchen are provided by the RDWDF staff.

The KCWRC has 27 cameras with retention of data varying from 10-30 days. DVR's are located in the office. There are 15 staff assigned to the KCWRC. Security staff conduct one formal count and one informal count on each shift and security rounds are conducted approximately every 30 minutes, not to exceed 40 minutes.

Summary of Audit Findings

The PREA Audit of the Knox County Sheriff's Office Corrections Division found forty-five (45) standards in compliance with seven (8) of those standards exceeding the requirement of the standard. An explanation of the findings related to each standard showing policies, practice, observations, and interviews are provided under each standard in the narrative section of the report.

Standards Exceeded

Number of Standards Exceeded: 8

List of Standards Exceeded: 115.11
115.13
115.17
115.31
115.33
115.42
115.51
115.88

Standards Met

Number of Standards Met: 37

Standards Not Met

Number of Standards Not Met: 0

List of Standards Not Met: N/A

PREVENTION PLANNING

Standard 115.11: Zero tolerance of sexual abuse and sexual harassment; PREA coordinator

All Yes/No Questions Must Be Answered by The Auditor to Complete the Report

115.11 (a)

- Does the agency have a written policy mandating zero tolerance toward all forms of sexual abuse and sexual harassment? Yes No
- Does the written policy outline the agency's approach to preventing, detecting, and responding to sexual abuse and sexual harassment? Yes No

115.11 (b)

- Has the agency employed or designated an agency-wide PREA Coordinator? Yes No
- Is the PREA Coordinator position in the upper-level of the agency hierarchy? Yes No
- 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 No

115.11 (c)

115.

- 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 No NA
- Does the PREA compliance manager have sufficient time and authority to coordinate the facility's efforts to comply with the PREA standards? (N/A if agency operates only one facility.)
 Yes No NA

Auditor Overall Compliance Determination

- Exceeds Standard** (*Substantially exceeds requirement of standards*)
- Meets Standard** (*Substantial compliance; complies in all material ways with the standard for the relevant review period*)
- Does Not Meet Standard** (*Requires Corrective Action*)

115.11 (a) The Knox County Sheriff's Corrections Division policy 18-01, *Sexual Abuse Prevention Planning*, is the agency's written plan mandating zero tolerance towards all forms of sexual abuse and sexual harassment and outlines the agency's approach to preventing,

detecting and responding to such conduct. Pages 1-3 of the policy includes definitions of prohibited behaviors.

Sexual activity between inmates or employees, contractors and volunteers are strictly prohibited and subject to administrative and criminal disciplinary sanctions. Agency policy 18-01 is comprehensive and clearly outlines the procedures to be followed to reduce and prevent sexual abuse and sexual harassment of inmates. The policy addresses each standard as guidance to staff ensuring compliance to the PREA standards.

115.11 (b): The agency employs a PREA Coordinator, who when interviewed reported he has sufficient time and authority to develop, implement and oversee the agency's efforts to comply with the PREA standards. Post Order #082 outlines the responsibilities of the PREA Coordinator. The agency's organizational chart depicts the PREA Coordinator's position within the agency. The PREA Coordinator answers to the Facility Commander/Housing and to the Chief of Corrections. The PREA Coordinator oversees the agency's efforts to comply with the PREA standards in all three KCSO corrections facilities

115.11 (c): Each facility has a designated PREA Compliance Manager. The responsibilities of the PREA Compliance Managers are found in Post Order #081. The facility's organizational chart depicts the position of the PREA Compliance Managers. The PREA Compliance Managers answers to the PREA Coordinator. When interviewed, the PREA Compliance Managers stated they have sufficient time and authority to coordinate the facility's efforts to comply with the PREA standards.

The agency's *Sexual Abuse Prevention Planning* policy was found to be very comprehensive and both the PREA Coordinator and the PREA Compliance Managers were very knowledgeable when interviewed; therefore, the facility was found to exceed in the requirements of this standard.

Standard 115.12: Contracting with other entities for the confinement of inmates

All Yes/No Questions Must Be Answered by the Auditor to Complete the Report

115.12 (a)

- 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.) Yes No NA

115.12 (b)

- Does any new contract or contract renewal signed on or after August 20, 2012 provide for agency contract monitoring to ensure that the contractor is complying with the PREA standards? (N/A if the agency does not contract with private agencies or other entities for the confinement of inmates.) Yes No NA

Auditor Overall Compliance Determination

- Exceeds Standard** (*Substantially exceeds requirement of standards*)
- Meets Standard** (*Substantial compliance; complies in all material ways with the standard for the relevant review period*)
- Does Not Meet Standard** (*Requires Corrective Action*)

Based on documentation provided for review, the Knox County Sheriff's Corrections Division does not contract with other agencies for the confinement of its inmates.

Standard 115.13: Supervision and monitoring

All Yes/No Questions Must Be Answered by the Auditor to Complete the Report

115.13 (a)

- 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 No
- 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 No
- 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 No
- 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 No
- 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 No
- 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 No
- 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 No
- 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
 No

- 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 No NA
- In calculating adequate staffing levels and determining the need for video monitoring, does the staffing plan take into consideration: Any applicable State or local laws, regulations, or standards? Yes No
- 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 No
- In calculating adequate staffing levels and determining the need for video monitoring, does the staffing plan take into consideration: Any other relevant factors? Yes No

115.13 (b)

- In circumstances where the staffing plan is not complied with, does the facility document and justify all deviations from the plan? (N/A if no deviations from staffing plan.)
 Yes No NA

115.13 (c)

- 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 No
- 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 No
- 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 No

115.13 (d)

- 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 No
- Is this policy and practice implemented for night shifts as well as day shifts? Yes No
- 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 No

Auditor Overall Compliance Determination

- Exceeds Standard** (*Substantially exceeds requirement of standards*)
- Meets Standard** (*Substantial compliance; complies in all material ways with the standard for the relevant review period*)
- Does Not Meet Standard** (*Requires Corrective Action*)

115.13 (a) Based on agency policy 18.1 pages 3 & 4, sub-section C, the agency has developed and documented a staffing plan that provides for adequate levels of staffing and uses video monitoring to protect inmates against sexual abuse. The agency took into consideration the physical layout of the facility, the composition of the recent population, the prevalence of substantiated and unsubstantiated incidents of sexual abuse, the number and placement of supervisory staff, programs occurring on a particular shift and the resources the facility has available to commit to ensure adequate staffing levels. The agency also considers generally accepted detention and correctional practices and any finding of inadequacy from federal investigative agencies, internal or external oversight bodies, any applicable state or local laws or regulations and any other relevant factors. Since the last PREA audit, the average daily population agency-wide was 1007 inmates. For each of the three facilities there are mandatory staffing levels on each shift that must be adhered to. The current mandatory PREA staffing levels are as follows:

Facility	1 st Shift	2 nd Shift	3 rd Shift
RDWDF	1 Shift Commander 2 Supervisors 18 Officers	1 Shift Commander 2 Supervisors 18 Officers	1 Shift Commander 1 Supervisor 16 Officers
KCJ	1 Supervisor 6 Officers	1 Supervisor 6 Officers	1 Supervisor 5 Officers
KCWRC	2 Officers	2 Officers	2 Officers

In interview with the Facility Commanders and PREA Compliance Managers, they confirmed what they consider when assessing staffing levels.

115.13 (b): The facility makes every effort to comply with the approved PREA staffing plan and documents and justifies any deviations. The appropriate Facility Commander ensures compliance to the established staffing plan. A *Shift Commander Pass On* report is completed at the end of each shift which includes staffing information. This form is e-mailed to the PREA Compliance Manager and the Facility Commander of each facility at the end of each shift. In circumstances where the staffing plan is not complied with, the Facility Commander completes the *Corrections Division Staffing Deviation Form* and justifies all deviations from the plan and forwards it to the PREA Coordinator. Further notification is made to the Chief of Corrections and the Assistant Chief of Corrections. In information provided in the Pre-Audit Questionnaire, in the past 12 months there were four instances of non-compliance to the established staffing plan. The reasons for the deviations noted on the Pre-Audit Questionnaire were a staff member calling in sick, staff with an inmate at the hospital, staff shortage and staff member on constant watch.

In interview with the Facility Commanders, they confirmed that any instances of non-compliance to the staffing plan are documented.

115.13 (c): The staffing plan is reviewed annually by the Chief of Corrections, in consultation with the PREA Coordinator and the PREA Compliance Managers, to assess the staffing plan and document any changes needed. Those present for the annual review sign a *Staff Meeting Attendance Sign-In Sheet*. This annual review also includes assessments of the policy, physical plant, and video monitoring systems. The annual assessment is documented on the *Annual Staffing Analysis Review Form*. These forms for the 2018-2021 were provided for review. In interview with the PREA Coordinator, he reported the staffing for all three facilities are assessed at least once a year, but staffing is continuously being looked at. The facility was found to exceed in the requirements of this provision of this standard.

115.13 (d): According to page 4, section C-4 of the agency's 18.1 policy, the facility ensures that on-duty intermediate-level or higher-level supervisors on all three shifts conduct and document unannounced rounds to identify and deter staff sexual abuse and sexual harassment. Staff members are prohibited from alerting other staff members that supervisory rounds are occurring. Unannounced PREA rounds are documented in the *Unannounced Supervisor PREA Round/Inspection* in the Inmate Management System (IMS). The appropriate Facility Commander monitors management reports for compliance.

In review of the policy, documentation provided for review prior to the onsite audit, review of *Unannounced Supervisor PREA Round/Inspection* in the Inmate Management System (IMS) while onsite and interviews of supervisory staff responsible for conducting PREA unannounced rounds, confirmed unannounced rounds being conducted on all security shifts. Inmates interviewed confirmed supervisors are present in their housing unit often. The facility was found to exceed in the requirements of this standard. The agency is continuously evaluating staffing needs and are conducting numerous PREA unannounced rounds daily.

Standard 115.14: Youthful inmates

All Yes/No Questions Must Be Answered by the Auditor to Complete the Report

115.14 (a)

- 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].) Yes No NA

115.14 (b)

- In areas outside of housing units does the agency maintain sight and sound separation between youthful inmates and adult inmates? (N/A if facility does not have youthful inmates [inmates <18 years old].) Yes No 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].) Yes No NA

115.14 (c)

- 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].) Yes No 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].) Yes No 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].) Yes No NA

Auditor Overall Compliance Determination

- Exceeds Standard** (*Substantially exceeds requirement of standards*)
- Meets Standard** (*Substantial compliance; complies in all material ways with the standard for the relevant review period*)
- Does Not Meet Standard** (*Requires Corrective Action*)

115.14 (a): According to KCSO policy 14-01, page 11, Sub-Section L-2, a youthful inmate shall not be placed in a housing unit in which the youthful inmate will have sight, sound or physical contact with any adult inmate through the use of a shared day room or other common space, shower area or sleeping quarters. Anytime a juvenile is classified, the Classification Officer will forward a copy of the initial classification to the Facility Commander and Program's Manager. At the time of the onsite audit visit, there were no youthful inmates assigned to the KCSO. In information provided on the Pre-Audit Questionnaire, in the past 12 months there was one youthful inmate assigned to the Knox County Jail.

115.14 (b): KCSO policy 14-01, page 11, Sub-Section L-3, states that outside of the housing unit the facility will ensure sight and sound separation between youthful inmates and adult inmates and provide direct staff supervision when adult inmates have sight, sound or physical contact. Youthful inmates are housed in Pod 13 at the KCJ. The site review of the KCJ showed Pod 13 ensures separation between youthful inmates and adult inmates. Youthful inmates can leave the housing unit and adult inmate movement is stopped while staff escort youthful inmates into or out of the facility. The facility provided a *Cell Movement History* report to show the juvenile inmate was housed appropriately.


115.14 (c): The agency makes its best efforts to avoid placing youthful inmates in isolation to comply with this provision. Absent exigent circumstances, youthful inmates are not denied

large muscle exercise and legally required special education services to comply with this provision. Youthful inmates will have access to programs and work opportunities to the extent possible. In e-mail communication provided by the facility, the Programs Director reached out to the Student Support Services of the Knox County School District when the juvenile inmate was assigned to the KCJ to request education services for the juvenile. Due to COVID-19, the school district was not able to provide these services at that time.

Standard 115.15: Limits to cross-gender viewing and searches

All Yes/No Questions Must Be Answered by the Auditor to Complete the Report


115.15 (a)

- 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 No 

115.15 (b)

- Does the facility always refrain from conducting cross-gender pat-down searches of female inmates, except in exigent circumstances? (N/A if the facility does not have female inmates.)
 Yes No NA
- Does the facility always refrain from restricting female inmates' access to regularly available programming or other out-of-cell opportunities in order to comply with this provision? (N/A if the facility does not have female inmates.) Yes No NA

115.15 (c)

- Does the facility document all cross-gender strip searches and cross-gender visual body cavity searches? Yes No 
- Does the facility document all cross-gender pat-down searches of female inmates? (N/A if the facility does not have female inmates.) Yes No NA

115.15 (d)

- 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 No
- 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 No

- Does the facility require staff of the opposite gender to announce their presence when entering an inmate housing unit? Yes No

115.15 (e)

- 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 No
- 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 No

115.15 (f)

- 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 No
- 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 No

Auditor Overall Compliance Determination

- Exceeds Standard** (*Substantially exceeds requirement of standards*)
- Meets Standard** (*Substantial compliance; complies in all material ways with the standard for the relevant review period*)
- Does Not Meet Standard** (*Requires Corrective Action*)

115.15 (a): Review of KCSO policy 6-7, pages 6 & 7, Sub-Section A-6, review of documentation provided prior to the audit and during the onsite audit visit were used to verify compliance to this standard. The KCSO does not conduct cross-gender inmate strip searches and cross-gender visual body searches except in exigent circumstances or when performed by a medical practitioner. Information provided on the Pre-Audit Questionnaire, in the past 12 months, there were no cross-gender strip or cross-gender visual body cavity searches of inmates. The PREA Coordinator will document any violations of this policy in a memorandum to the Chief of Corrections. Staff interviewed knew the agency policy requirements.

115.15 (b): The KCSO does not permit cross-gender pat down searches of female inmates, absent exigent circumstances. The agency does not restrict female inmates' access to regularly available programming or other outside opportunities to comply with this provision. On information provided in the Pre-Audit Questionnaire, in the past 12 months there were no pat-down searches of female inmates conducted by male staff. Random staff interviewed at the RDWDF knew that female staff pat search female inmates. Female inmates interviewed at

RDWDF confirmed there is always a female Officer on duty to pat search them. At the KCJ, one or two female Officers are on duty Monday – Friday during the hours court is held to pat search females held for court.

115.15 (c): Cross-gender strip searches and cross-gender visual body searches are documented on the *Knox County Sheriff's Office Corrections Division Strip Search Form*.

115.15 (d): The agency has policies and procedures in place that enable inmates to shower, perform bodily functions and change clothing without staff of the opposite gender viewing their breasts, buttocks or genitalia. Opposite gender staff are required to announce their presence when entering inmate housing units. Signs on entry doors of all housing pods remind opposite staff to make opposite gender announcements when entering the pods. The practice of opposite gender staff announcing their presence when they enter the housing units was observed during the site review of the facility and inmates and staff interviewed confirmed this practice. In the site review of all three facilities and in review of camera monitors, restrooms and shower areas afford privacy to inmates. Male and female inmates interviewed reported they feel they have privacy if an opposite gender staff is in their housing unit.

115.15 (e): According to KCSO policy 6.7, page 7, section 6-e, staff are prohibited from searching or physically examining transgender and intersex inmates for the sole purpose of determining the inmate's genital status. If the inmate's genital status is unknown, it may be determined during conversations with the inmate, by reviewing the medical records, or, if necessary, by a medical examination conducted in private by a medical practitioner. If there is reason to believe a strip search of a transgender or intersex inmate be performed, the strip search will be conducted by a facility nurse with a female Officer present. In interview of random staff, they knew the agency's policy prohibits physically examining transgender and intersex inmates for the purpose of determining their genital status.

115.15 (f): The agency trains correctional staff on how to conduct 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. Agency policy requires that only female staff pat search transgender inmates. Employees receive training on how to conduct searches of transgender and intersex inmates in the *Pat Down, Body Searches, Searches of Offenders* course in pre-service training and in annual in-service training. Employees sign an *Employee PREA Training Acknowledgement* form upon completion of this training acknowledging receipt and understanding of the training they received. Interviews of random staff were aware of the agency policy's requirement of only females being allowed to pat search transgender and intersex inmates. At the time of the onsite audit visit, there were no transgender or intersex inmates assigned to the KCSO Corrections Division facilities.

Standard 115.16: Inmates with disabilities and inmates who are limited English proficient

All Yes/No Questions Must Be Answered by the Auditor to Complete the Report

115.16 (a)

- 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 No
- 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 No
- 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 No
- 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 No
- 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 No
- 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 No
- Do such steps include, when necessary, ensuring effective communication with inmates who are deaf or hard of hearing? Yes No
- 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 No
- Does the agency ensure that written materials are provided in formats or through methods that ensure effective communication with inmates with disabilities including inmates who: Have intellectual disabilities? Yes No
- 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 No
- 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 No

115.16 (b)

- Does the agency take reasonable steps to ensure meaningful access to all aspects of the agency's efforts to prevent, detect, and respond to sexual abuse and sexual harassment to inmates who are limited English proficient? Yes No
- Do these steps include providing interpreters who can interpret effectively, accurately, and impartially, both receptively and expressively, using any necessary specialized vocabulary? Yes No

115.16 (c)

- 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 No

Auditor Overall Compliance Determination

- Exceeds Standard** (*Substantially exceeds requirement of standards*)
- Meets Standard** (*Substantial compliance; complies in all material ways with the standard for the relevant review period*)
- Does Not Meet Standard** (*Requires Corrective Action*)

115.16 (a): Based on review of KCSO policy 13.1, pages 10 & 11, Sub-Section C, the agency takes appropriate steps to ensure that inmates with disabilities and inmates that are limited English proficient, as well as those who are deaf, hard of hearing, blind, have low vision, or those who have intellectual, psychiatric or speech disabilities, have an equal opportunity to participate and benefit from all aspects of the agency's efforts to prevent, detect and respond to sexual abuse and sexual harassment ensuring their understanding of the education they receive. The facility has a TDD for use of inmates who are deaf or hard of hearing. A contract with Purple Communications, Inc. provides video remote sign language interpreting. In interview with the Chief of Corrections, he stated they ensure inmates with disabilities understand PREA.

115.16 (b): The agency takes steps to ensure inmates who are limited English proficient have access to all PREA information in a format they can understand. Bilingual staff proficient in Spanish provided translation to Spanish speaking inmates. A contract with Language Line Services is used for the translation of any other languages. Limited English proficient inmates reported receiving PREA information in Spanish and viewing the PREA video in Spanish. The Orientation packet and the PREA brochure inmates receive on their day of arrival are provided in English and Spanish. All posted PREA information and PREA information on the kiosks and tablets are in both English and Spanish. The PREA video is available in both languages.

115.16 (c): The agency prohibits use of inmate interpreters, inmate readers, or other types of inmate assistants except in limited circumstances. Staff translators or Language Line Services

are utilized when necessary. From information provided on the Pre-Audit Questionnaire, in the past 12 months, there have been no instances where inmates were used for this purpose. Random staff interviewed knew that the agency prohibits using inmates for this purpose.

Standard 115.17: Hiring and promotion decisions

All Yes/No Questions Must Be Answered by the Auditor to Complete the Report

115.17 (a)

- 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 No
- 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 No
- Does the agency prohibit the hiring or promotion of anyone who may have contact with inmates who has been civilly or administratively adjudicated to have engaged in the activity described in the question immediately above? Yes No
- 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 No
- 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 No
- 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 question immediately above? Yes No

115.17 (b)

- Does the agency consider any incidents of sexual harassment in determining whether to hire or promote anyone who may have contact with inmates? Yes No
- 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 No

115.17 (c)

- Before hiring new employees, who may have contact with inmates, does the agency perform a criminal background records check? Yes No

- 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 No

115.17 (d)

- Does the agency perform a criminal background records check before enlisting the services of any contractor who may have contact with inmates? Yes No


115.17 (e)

- 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 No

115.17 (f)

- 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 No
- 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 No
- Does the agency impose upon employees a continuing affirmative duty to disclose any such misconduct? Yes No

115.17 (g)

- Does the agency consider material omissions regarding such misconduct, or the provision of materially false information, grounds for termination? Yes No 

115.17 (h)

- 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 No NA

Auditor Overall Compliance Determination

- Exceeds Standard** (*Substantially exceeds requirement of standards*)

- Meets Standard** (*Substantial compliance; complies in all material ways with the standard for the relevant review period*)
- Does Not Meet Standard** (*Requires Corrective Action*)

115.17 (a): According to the Knox County Sheriff's Office Employee Manual, Chapter 1, Sub-Section B, the KCSO will not hire or promote anyone who may have contact with inmates and will not enlist the 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. When applicants report prior institutional work experience, a *PREA Questionnaire for Prior Institutional Employers* form (Form #1801) is sent to the applicant's former employer. In review of random human resource files, five records of employees who reported on their application of working in a confinement setting in the past and required #1801 forms, the forms were found in their files.

115.17 (b): The KCSO considers any incidents of sexual harassment in determining whether to hire or promote anyone, or to enlist the services of any contractor, who may have contact with inmates. This practice was confirmed in interview with the Human Resource Director.

115.17 (c): The KCSO requires that before hiring new employees a criminal background check be conducted. Criminal background checks are conducted by the Merit System Council. If the applicant receives clearance, the applicant is added to an interview list to be considered for employment. After a candidate for a position is made an offer, a criminal background check by the KCSO is completed. In addition, KCSO subscribes to the Federal Bureau of Investigation's *Next Generation Identification (NGI) Rap Service*. Fingerprints of applicants, employees, contractors and volunteers are on file with NGI and KCSO receives timely notices of arrests and criminal activities of those on file. According to information provided on the Pre-Audit Questionnaire, in the past 12 months there were 160 criminal background checks performed.

115.17 (d): The KCSO performs criminal background checks before enlisting the services of any unescorted contractor who may have contact with inmates. Criminal background checks on volunteers are conducted annually. Contractor and volunteer fingerprints are on file with the NGI. In the past 12 months, there were criminal background checks conducted on the two contractors.

115.17 (e): Criminal background checks are conducted every four years on all employees and unescorted contractors, exceeding the requirements of this provision. Random review of employee and contractor records confirmed this practice.

115.17 (f): All applicants, employees, employees considered for a promotion, unescorted contractors and volunteers are asked about previous misconduct by signing a *Self-Declaration of Sexual Abuse/Sexual Harassment* form (Form #0146) certifying they have not engaged in sexual abuse in an institutional setting or in the community, Form #0146 are signed annually during in-service training. Employees have a continuing affirmative duty to disclose any sexual misconduct.

115.17 (g): Material omissions regarding sexual misconduct or giving false information are grounds for termination.


115.17 (h): Unless prohibited by law, the agency shall provide information on substantiated allegations of sexual abuse or sexual harassment involving a former employee upon receiving a request from an institutional employer that the employee has applied for work.

Random review of employee, contractor and volunteer records revealed the files were well organized and complete. KCSO conducts criminal background checks every four years exceeding in the requirements of every five years. The use of the *Next Generation Identification (NGI) Rap Service* enables continuous checks of criminal activities of those individuals entered into the system. The facility was found to exceed in the requirements of all provisions of this standard.

Standard 115.18: Upgrades to facilities and technologies

All Yes/No Questions Must Be Answered by the Auditor to Complete the Report

115.18 (a)

- If the agency designed or acquired any new facility or planned any substantial expansion or modification of existing facilities, did the agency consider the effect of the design, acquisition, expansion, or modification upon the agency's ability to protect inmates from sexual abuse? (N/A if agency/facility has not acquired a new facility or made a substantial expansion to existing facilities since August 20, 2012, or since the last PREA audit, whichever is later.)
 Yes No NA 

115.18 (b)

- If the agency installed or updated a video monitoring system, electronic surveillance system, or other monitoring technology, did the agency consider how such technology may enhance the agency's ability to protect inmates from sexual abuse? (N/A if agency/facility has not installed or updated a video monitoring system, electronic surveillance system, or other monitoring technology since August 20, 2012, or since the last PREA audit, whichever is later.)
 Yes No NA

Auditor Overall Compliance Determination

- Exceeds Standard** (*Substantially exceeds requirement of standards*)
- Meets Standard** (*Substantial compliance; complies in all material ways with the standard for the relevant review period*)
- Does Not Meet Standard** (*Requires Corrective Action*)

115.18 (a): Based on policy 14-2, page 34, section V, when designing or acquiring any new facility and in planning any substantial expansion or modification of existing facilities, the KCSO will consider the effect of the design, acquisition, expansion or modification of existing facilities on the ability to protect inmates from sexual abuse. In interview with the Chief of Corrections, he stated there have not been any expansions or modifications to any of the facilities, but if this were to occur, the agency would evaluate for blind spots. According to information provided on the Pre-Audit Questionnaire and in interview with the Chief of Corrections, since the last PREA audit there were no expansions or modifications of the existing facilities and the agency has not acquired any new facilities.

115.18 (b): When installing or updating a video monitoring system, electronic surveillance system or other monitoring technology, the KCSO will consider how such technology may enhance the ability to protect inmates from sexual abuse. The SART meet once a month to review any PREA allegations received in the past 30 days. Any recommendations for installing or updating the video monitoring system or electronic surveillance system are documented on the Incident Review Form. Information provided since the last PREA audit the RDWDF facility installed 96 new cameras and 10 additional video servers in 2018 and 60 new cameras in 2019. The Chief of Corrections and the Facility Commander of the RDWDF when interviewed reported the agency has a five-year capital plan to move from analog cameras to digital cameras.

RESPONSIVE PLANNING

Standard 115.21: Evidence protocol and forensic medical examinations

All Yes/No Questions Must Be Answered by the Auditor to Complete the Report

115.21 (a)

- 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 No NA

115.21 (b)

- Is this protocol developmentally appropriate for youth where applicable? (N/A if the agency/facility is not responsible for conducting any form of criminal OR administrative sexual abuse investigations.) Yes No NA
- Is this protocol, as appropriate, adapted from or otherwise based on the most recent edition of the U.S. Department of Justice's Office on Violence Against Women publication, "A National Protocol for Sexual Assault Medical Forensic Examinations, Adults/Adolescents," or similarly comprehensive and authoritative protocols developed after 2011? (N/A if the agency/facility is not responsible for conducting any form of criminal OR administrative sexual abuse investigations.) Yes No NA

115.21 (c)

- 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 No
- Are such examinations performed by Sexual Assault Forensic Examiners (SAFEs) or Sexual Assault Nurse Examiners (SANEs) where possible? Yes No
- 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 No
- Has the agency documented its efforts to provide SAFEs or SANEs? Yes No

115.21 (d)

- Does the agency attempt to make available to the victim a victim advocate from a rape crisis center? Yes No
- If a rape crisis center is not available to provide victim advocate services, does the agency make available to provide these services a qualified staff member from a community-based organization, or a qualified agency staff member? (N/A if the agency *always* makes a victim advocate from a rape crisis center available to victims.) Yes No NA
- Has the agency documented its efforts to secure services from rape crisis centers? Yes No

115.21 (e)

- 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 No
- As requested by the victim, does this person provide emotional support, crisis intervention, information, and referrals? Yes No

115.21 (f)

- If the agency itself is not responsible for investigating allegations of sexual abuse, has the agency requested that the investigating agency follow the requirements of paragraphs (a) through (e) of this section? (N/A if the agency/facility is responsible for conducting criminal AND administrative sexual abuse investigations.) Yes No NA

115.21 (g)

- Auditor is not required to audit this provision.

115.21 (h)

- 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.) Yes No NA

Auditor Overall Compliance Determination

- Exceeds Standard** (*Substantially exceeds requirement of standards*)
- Meets Standard** (*Substantial compliance; complies in all material ways with the standard for the relevant review period*)
- Does Not Meet Standard** (*Requires Corrective Action*)

115.21 (a): According to policy 3.9, page 3, Sub-Section D, the KCSO is responsible for conducting administrative sexual abuse investigations on both inmate-on-inmate and staff sexual misconduct. The agency/facility follows a uniform evidence protocol that maximizes the potential for obtaining usable physical for administrative proceeding and criminal prosecutions. Random staff interviewed were aware of the protocol for obtaining usable physical evidence.

115.21 (b): The protocol is developmentally appropriate for youth where applicable and, as appropriate, shall be adapted from or otherwise based on the most recent edition of the 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.

115.21 (c): The KCSO offers all inmates who experience sexual abuse access to forensic medical examinations. Forensic exams are not conducted by KCSO medical staff. Victims of sexual abuse are transported to the Sexual Assault Center of East Tennessee or to a local hospital where SANE nurses are available to conduct SANE exams. According to information provided on the Pre-Audit Questionnaire and in interview of the HSA, in the past 12 months there were no forensic exams conducted.

115.21 (d): The facility has an MOU with the Sexual Assault Center of East Tennessee, a program of the Helen Ross McNabb Center. The terms of the MOU provide inmate victims of sexual abuse victim advocacy, emotional support services and a 24-hour reporting hotline. The MOU was provided for review. According to policy 3.9, page 3, Sub-Section D-4, if the Sexual Assault Center of East Tennessee is not able to provide victim advocate services, or if the victim has current charges of sexual assault, KCSO will make available a qualified programs staff member to provide those services. KCSO will document efforts to secure services from the Sexual Assault Center of East Tennessee.

115.21 (e): Per KCSO policy 3.9, terms of the MOU and in conversation with the Director of Victim Services of the Sexual Assault Center of East Tennessee, the Sexual Assault Center provides advocates to accompany the victim through the forensic exam process.

115.21 (f): Facility Investigators conduct administrative investigations and allegations that appear to be criminal are investigated by KCSO’s Major Crimes Division. If an allegation involves staff, the allegation is referred to the Knox County Office of Professional Standards.

Standard 115.22: Policies to ensure referrals of allegations for investigations

All Yes/No Questions Must Be Answered by the Auditor to Complete the Report

115.22 (a)

- Does the agency ensure an administrative or criminal investigation is completed for all allegations of sexual abuse? Yes No
- Does the agency ensure an administrative or criminal investigation is completed for all allegations of sexual harassment? Yes No

115.22 (b)

- Does the agency have a policy and practice in place to ensure that allegations of sexual abuse or sexual harassment are referred for investigation to an agency with the legal authority to conduct criminal investigations, unless the allegation does not involve potentially criminal behavior? Yes No
- Has the agency published such policy on its website or, if it does not have one, made the policy available through other means? Yes No
- Does the agency document all such referrals? Yes No

115.22 (c)

- If a separate entity is responsible for conducting criminal investigations, does the policy describe the responsibilities of both the agency and the investigating entity? (N/A if the agency/facility is responsible for criminal investigations. See 115.21(a).) Yes No NA

115.22 (d)

- Auditor is not required to audit this provision.

115.22 (e)

- Auditor is not required to audit this provision.

Auditor Overall Compliance Determination

Exceeds Standard (*Substantially exceeds requirement of standards*)

- Meets Standard** (*Substantial compliance; complies in all material ways with the standard for the relevant review period*)
- Does Not Meet Standard** (*Requires Corrective Action*)

115.22 (a): KCSO policy 18, Chapter 18.3, page 4, Sub-Section F, outlines the agency's policy and procedures for investigating and documenting incidents of sexual abuse. The agency ensures that an administrative or criminal investigation be completed for all allegations of sexual abuse and sexual harassment. The facility investigators are responsible for conducting administrative investigations of allegations of sexual abuse and sexual harassment. According to information reported on the Pre-Audit Questionnaire, in the 12 months there were 26 allegations of sexual abuse and sexual harassment reported and administratively investigated by facility Investigators. When interviewed the Chief of Corrections stated the agency ensures an administrative or criminal investigation is completed for all allegations of sexual abuse and sexual harassment.

115.22 (b): The KCSO facility Investigators ensure allegations of sexual abuse or sexual harassment are referred for investigation to the KCSO Major Crimes Division, unless the allegation does not involve potentially criminal behavior. KCSO documents all referrals to the KCSO Major Crimes Division. The investigative process is published on the KCSO website at www.knoxsheriff.org.

115.22 (c): KCSO does not utilize a separate entity to conduct criminal or administrative investigation; therefore, this provision of this standard is not applicable to KCSO.

115.22 (d): KCSO does not utilize a separate entity to conduct criminal or administrative investigation; therefore, this provision of this standard is not applicable to KCSO.

115.22 (e): KCSO does not utilize a separate entity to conduct criminal or administrative investigation; therefore, this provision of this standard is not applicable to KCSO.

In review of 14 investigative files, interview the PREA Coordinator and facility Investigators, the agency/facility is ensuring that all allegations of sexual abuse and sexual harassment are being investigated in accordance with the agency policy and the PREA standards. Facility Investigators know they are to refer any allegations that appear to be criminal to KCSO Major Crimes Division.

TRAINING AND EDUCATION

Standard 115.31: Employee training

All Yes/No Questions Must Be Answered by the Auditor to Complete the Report

115.31 (a)

- Does the agency train all employees who may have contact with inmates on its zero-tolerance policy for sexual abuse and sexual harassment? Yes No
- 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 No
- 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 No
- 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 No
- Does the agency train all employees who may have contact with inmates on the dynamics of sexual abuse and sexual harassment in confinement? Yes No
- Does the agency train all employees who may have contact with inmates on the common reactions of sexual abuse and sexual harassment victims? Yes No
- 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 No
- Does the agency train all employees who may have contact with inmates on how to avoid inappropriate relationships with inmates? Yes No
- 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 No
- 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 No

115.31 (b)

- Is such training tailored to the gender of the inmates at the employee's facility? Yes No
- 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 No

115.31 (c)

- Have all current employees who may have contact with inmates received such training? Yes No
- 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 No

- 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 No

115.31 (d)

- Does the agency document, through employee signature or electronic verification, that employees understand the training they have received? Yes No

Auditor Overall Compliance Determination

- Exceeds Standard** (*Substantially exceeds requirement of standards*)
- Meets Standard** (*Substantial compliance; complies in all material ways with the standard for the relevant review period*)
- Does Not Meet Standard** (*Requires Corrective Action*)

115.31 (a): All KCSO employees receive training on the agency's zero tolerance policy for sexual abuse and sexual harassment at pre-service and at PREA Refresher Training required by policy every two years. In the years an employee does not receive PREA refresher training, KCSO Corrections Training Division provides refresher information on current sexual abuse and sexual harassment policies. In practice, the agency provides PREA training annually. The agency's requirement of this training is found in Chapter 5, Sub-Section E-j of the Employee Manual. The *Inmate Safety/PREA* lesson plan was provided for review and found to address all elements of this provision of this standard. In random interviews with employees, employees were able to confirm completing PREA training online through Power DMS the past two years and receiving classroom instruction in prior years.

115.31 (b): The KCSO houses males and females. The training provided is tailored to meet the needs of both males and females.

115.31 (c): In information provided in the Pre-Audit Questionnaire and in review of random staff training records, employees of the KCSO receive PREA education every year during in-service training. In the past 12 months, 428 employees completed PREA training.

115.31 (d): Upon completion of PREA pre-service or PREA Refresher training, employees sign an *Employee PREA Training Acknowledgement Form* (Form #1815), acknowledging receipt and understanding of the training received. Documentation of annual PREA training for employees is maintained by the Training Director.

Review of random employee training records confirmed training is being completed annually and documentation of this training being maintained by the facility. In interview with staff, they were able to confirm receiving this training and knew their responsibilities for preventing, detecting, responding and reporting allegations of sexual abuse and sexual harassment. Due to the well-maintained and complete training records and the knowledge of staff interviewed, the facility was found to exceed in the requirements of this standard.

Standard 115.32: Volunteer and contractor training

All Yes/No Questions Must Be Answered by the Auditor to Complete the Report

115.32 (a)

- 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 No

115.32 (b)

- Have all volunteers and contractors who have contact with inmates been notified of the agency's zero-tolerance policy regarding sexual abuse and sexual harassment and informed how to report such incidents (the level and type of training provided to volunteers and contractors shall be based on the services they provide and level of contact they have with inmates)? Yes No

115.32 (c)

- Does the agency maintain documentation confirming that volunteers and contractors understand the training they have received? Yes No

Auditor Overall Compliance Determination

- Exceeds Standard** (*Substantially exceeds requirement of standards*)
- Meets Standard** (*Substantial compliance; complies in all material ways with the standard for the relevant review period*)
- Does Not Meet Standard** (*Requires Corrective Action*)

115.32 (a): According to KCSO policy Chapter 1.14, Sub-Section B, KCSO ensures that all volunteers and contractors who have contact with inmates are trained on their responsibilities under the KCSO's sexual abuse and sexual harassment policy and procedures. The lesson plan, *Volunteer Orientation/Annual Training* was provided for review. In information provided on the Pre-Audit Questionnaire, all volunteers and contractors have been trained on the agency's zero-tolerance policies and procedures.

115.32 (b): The level and type of training provided to contractors and volunteers is based on the services they provide. Volunteers and contractors sign a *Volunteer/Contractor PREA Training Acknowledgement Form* (Form #1816) and a *Knox County Sheriff's Office Rules and Regulations for Correctional Orientation* form (Form #0504) acknowledging receipt and understanding of the training they received.

115.32 (c): The Program Director maintains documentation of training for volunteers and the Training Director maintains documentation of contractor training. In review of five volunteer and

two contractor training records, the records showed volunteers and contractors are receiving training as required by this standard.

Standard 115.33: Inmate education

All Yes/No Questions Must Be Answered by the Auditor to Complete the Report

115.33 (a)

- During intake, do inmates receive information explaining the agency's zero-tolerance policy regarding sexual abuse and sexual harassment? Yes No
- During intake, do inmates receive information explaining how to report incidents or suspicions of sexual abuse or sexual harassment? Yes No

115.33 (b)


- Within 30 days of intake, does the agency provide comprehensive education to inmates either in person or through video regarding: Their rights to be free from sexual abuse and sexual harassment? Yes No
- 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 No
- 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 No

115.33 (c)

- Have all inmates received the comprehensive education referenced in 115.33(b)? Yes No
- 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 No

115.33 (d)

- Does the agency provide inmate education in formats accessible to all inmates including those who are limited English proficient? Yes No
- Does the agency provide inmate education in formats accessible to all inmates including those who are deaf? Yes No
- Does the agency provide inmate education in formats accessible to all inmates including those who are visually impaired? Yes No

- Does the agency provide inmate education in formats accessible to all inmates including those who are otherwise disabled? Yes No
- Does the agency provide inmate education in formats accessible to all inmates including those who have limited reading skills? Yes No 

115.33 (e)

- Does the agency maintain documentation of inmate participation in these education sessions? Yes No

115.33 (f)

- 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 No

Auditor Overall Compliance Determination

- Exceeds Standard** (*Substantially exceeds requirement of standards*)
- Meets Standard** (*Substantial compliance; complies in all material ways with the standard for the relevant review period*)
- Does Not Meet Standard** (*Requires Corrective Action*)

115.33 (a): Based on KCSO’s policy 14.1, Sub-Section F, pages 7 & 8, all inmates receive information at the time of intake about the zero-tolerance policy and how to report incidents or suspicions of sexual abuse or sexual harassment. In information provided on the Pre-Audit Questionnaire, in the past 12 months, 12,989 inmates admitted to the Knox County Sheriff’s Corrections Division received PREA information at intake. In interview of Classification staff, they confirmed what PREA information inmates are receiving at intake. Inmates receive a PREA brochure and sign an *Inmate Property Received Form* acknowledging receipt of the brochure. Random inmates interviewed reported they received written information and viewed the PREA video on their day of arrival. Before inmates can access any activities on tablets or kiosks, viewing the PREA video is a required task. The facility provided a JailATM Report that showed the date inmates viewed the PREA video on their tablet. Random inmates interviewed, both formally and informally, were aware of the zero-tolerance policy and the methods of reporting sexual abuse and sexual harassment available to them.

115.33 (b): Within 30 days of arrival, inmates receive comprehensive PREA education facilitated by Classification staff and this training is documented on the *Inmate PREA 30-Day Comprehensive Training Form* on IMS. On information reported on the Pre-Audit Questionnaire, 2720 inmates whose length of stay was 30 days or more received comprehensive PREA education.

115.33 (c): All KCSO inmates who transfer from another agency receive the same PREA education as inmates assigned to the agency receive.

115.33 (d): Inmates are provided PREA information in formats accessible to all inmates. Written PREA information, posted information and information provided to inmates on the tablets and kiosks is provided in both English and Spanish. The PREA video is shown in both English and Spanish. Designated bilingual (Spanish) staff provide translation as needed and Language Line Services is used for the translation of any other languages.

115.33 (e): In review of a total of 49 inmate-training records, documentation of PREA education is being maintained by the facility.

115.33 (f): In addition to providing written PREA education to all inmates and one-on-one instruction by Classification staff upon intake, PREA information is posted in various locations throughout the facility in English and Spanish and on kiosks and tablets, the agency is providing ongoing PREA information. The facility was found to exceed in the requirements of this standard.

Standard 115.34: Specialized training: Investigations

All Yes/No Questions Must Be Answered by the Auditor to Complete the Report

115.34 (a)

- 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 No NA

115.34 (b)

- Does this specialized training include techniques for interviewing sexual abuse victims? (N/A if the agency does not conduct any form of administrative or criminal sexual abuse investigations. See 115.21(a).) Yes No NA
- Does this specialized training include proper use of Miranda and Garrity warnings? (N/A if the agency does not conduct any form of administrative or criminal sexual abuse investigations. See 115.21(a).) Yes No NA
- 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 No NA
- 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 No NA

115.34 (c)

- 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 No NA

115.34 (d)

- Auditor is not required to audit this provision.

Auditor Overall Compliance Determination

- Exceeds Standard** (*Substantially exceeds requirement of standards*)
- Meets Standard** (*Substantial compliance; complies in all material ways with the standard for the relevant review period*)
- Does Not Meet Standard** (*Requires Corrective Action*)

115.34 (a): According to KCSO policy Chapter 5.1, Sub-Section E-j-1, in addition to general training provided to all employees, KCSO ensures facility Investigators receive training on conducting sexual abuse investigations in confinement settings.

115.34 (b): The training includes techniques for interviewing sexual abuse victims, proper use of the Miranda and Garrity warning, sexual abuse evidence collection in confinement settings and the criteria and evidence required to substantiate a case for administrative action or referral for prosecution.

115.34 (c): KCSO has two trained facility Investigators. Certificates of completion of more than three different specialized trainings are being maintained by the facility and were provided for review. The facility also provided documentation of the general PREA training provided to all employees that facility Investigators complete.

When interviewed, the facility Investigators knew their responsibilities in conducting administrative investigations of sexual abuse and sexual harassment and their responsibility for referral of any allegations that appear to be criminal to the KCSO Major Crimes Division.

Standard 115.35: Specialized training: Medical and mental health care

All Yes/No Questions Must Be Answered by the Auditor to Complete the Report

115.35 (a)

- 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 No NA
- 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 No NA
- 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 No NA
- Does the agency ensure that all full- and part-time medical and mental health care practitioners who work regularly in its facilities have been trained in how and to whom to report allegations or suspicions of sexual abuse and sexual harassment? (N/A if the agency does not have any full- or part-time medical or mental health care practitioners who work regularly in its facilities.) Yes No NA

115.35 (b)

- If medical staff employed by the agency conduct forensic examinations, do such medical staff receive appropriate training to conduct such examinations? (N/A if agency medical staff at the facility do not conduct forensic exams or the agency does not employ medical staff.) Yes No NA

115.35 (c)

- 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 No NA

115.35 (d)

- 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 No NA
- 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 No NA

Auditor Overall Compliance Determination

- Exceeds Standard** (*Substantially exceeds requirement of standards*)
- Meets Standard** (*Substantial compliance; complies in all material ways with the standard for the relevant review period*)
- Does Not Meet Standard** (*Requires Corrective Action*)

115.35 (a): According to Knox County Sheriff's Office Employee Manual, Chapter 5, Sub-Section E-k-l, in addition to the general training provided to all employees, all full and part-time medical and mental care practitioners receive specialized medical training. The curriculum for this training was provided for review and found to include how to detect and assess signs of sexual abuse and sexual harassment, how to preserve physical evidence, how to respond effectively and professionally to victims of sexual abuse and sexual harassment and how and to whom to report allegations of sexual abuse and sexual harassment. Medical and mental health staff interviewed were knowledgeable of the topics addressed in the specialized training they completed.

115.35 (b): This provision of the standard is not applicable to this facility. Medical staff do not perform forensic examinations. SANE examinations are performed at the Sexual Assault Center of East Tennessee or at a local hospital.

115.35 (c): Medical staff complete online *PREA Medical Health Care for Sexual Assault Victims in a Confinement Setting* and mental health staff complete *PREA Behavioral Health Care for Sexual Assault Victims in a Confinement Setting*. Upon completion of this training, medical and mental health staff receive Certificates of Completion that are maintained by the facility and were provided for review.

115.35 (d): Medical and mental health staff also receive the general PREA education provided to all employees. This was verified in random review of training records of medical and mental health staff.

SCREENING FOR RISK OF SEXUAL VICTIMIZATION AND ABUSIVENESS

Standard 115.41: Screening for risk of victimization and abusiveness

All Yes/No Questions Must Be Answered by the Auditor to Complete the Report

115.41 (a)

- 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 No
- 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 No

115.41 (b)

- Do intake screenings ordinarily take place within 72 hours of arrival at the facility?
 Yes No

115.41 (c)

- Are all PREA screening assessments conducted using an objective screening instrument?
 Yes No

115.41 (d)

- 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 No
- 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 No
- 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 No
- 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 No
- 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 No
- 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 No
- 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 No
- 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 No
- 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 No

- Does the intake screening consider, at a minimum, the following criteria to assess inmates for risk of sexual victimization: (10) Whether the inmate is detained solely for civil immigration purposes? Yes No

115.41 (e)

- 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 No
- 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 No
- 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 No

115.41 (f)

- 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 No

115.41 (g)

- Does the facility reassess an inmate's risk level when warranted due to a referral? Yes No
- Does the facility reassess an inmate's risk level when warranted due to a request? Yes No
- Does the facility reassess an inmate's risk level when warranted due to an incident of sexual abuse? Yes No
- 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 No

115.41 (h)

- 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 No

115.41 (i)

- Has the agency implemented appropriate controls on the dissemination within the facility of responses to questions asked pursuant to this standard in order to ensure that sensitive information is not exploited to the inmate's detriment by staff or other inmates? Yes No

Auditor Overall Compliance Determination

- Exceeds Standard** (*Substantially exceeds requirement of standards*)
- Meets Standard** (*Substantial compliance; complies in all material ways with the standard for the relevant review period*)
- Does Not Meet Standard** (*Requires Corrective Action*)

115.41 (a): Inmates are screened for risk of being sexually abused or sexually abusive towards others according to KCSO policy 14.1, Sub-Section C, pages 5 & 6. Upon admission to the KCSO all inmates assigned to the Knox County Sheriff's Corrections Division are screened for risk of being sexually abused or sexually abusive towards others at the RDWDF. Classification staff are responsible for screening inmates. In interview with Classification staff, they explained the screening process. In review of 49 inmate records, six inmates were found to be screened from 4-13 days late. The facility explained that in the early days of the COVID pandemic, inmates were immediately quarantined upon arrival and the screenings were delayed. All other records reviewed revealed screenings are being conducted on day of arrival.

115.41 (b): According to this provision, intake screening shall ordinarily take place within 72 hours or arrival at the facility. At the KCSO, intake screening is completed on the day of arrival to the facility, exceeding in the requirements of 72 hours in this provision. In information provided on the Pre-Audit Questionnaire, in the past 12 months, 6380 inmates admitted to the facility were screened within 24 hours for risk of sexual victimization or abusiveness. Inmates interviewed confirmed being asked screening questions on their day of arrival.

115.41 (c): Inmates are screened using the *Screening for Risk of Victimization or Abusiveness Tool* (Form #1820) in the Inmate Management System (IMS), an objective screening tool.

115.41 (d): In review of the *Screening for Risk of Victimization or Abusiveness Tool* (Form #1820), the screening tool was found to consider all of the criteria required in this provision of this standard. Interview of Classification staff and the PREA Compliance Managers confirmed what information is included in the *Screening for Risk of Victimization or Abusiveness Tool*.

115.41 (e): The initial screening considers prior acts of sexual abuse, prior convictions for violent offenses, and history of prior institutional violence or sexual abuse in assessing inmates for risk of being sexually abusive, as confirmed by interview of Classification staff and the PREA Compliance Manager.

115.41 (f): According to KCSO policy 14.1, within 30 days of arrival to the facility, inmates are rescreened using the *Screening for Risk of Victimization or Abusiveness Tool* (Form #1820) to reassess the inmate's risk of victimization or abusiveness. An *Inmates Without 30-Day PREA Reassessment Interviews* in IMS ensures completion of 30-day reassessments within the 30-day of arrival requirement. Inmates assigned to the RDWDF are rescreened by Classification staff within 30 days. Inmates assigned to KCWRC or the KCJ are rescreened by the respective PREA Compliance Manager. In interview with Classification staff and PREA Compliance Managers, they explained the agency procedure for conducting 30-day reassessment screenings.

115.41 (g): An inmate's risk level shall also be reassessed when warranted due to a referral, request, incident of sexual abuse, or receipt of additional information that bears on the inmate's risk of sexual victimization or abusiveness. In information provided on the Pre-Audit Questionnaire, in the past 12 months there were nine inmates whose length of stay was 30 days or more who were reassessed based on additional relevant information received since their date of arrival.

115.41 (h): Inmates are not disciplined for refusing to answer or for not disclosing complete information in response to questions asked on the screening form.

115.41 (i): To maintain confidentiality to screening information, according to agency policy and in interview with members of the SART, only members of SART have access to screening information in IMS.

Standard 115.42: Use of screening information

All Yes/No Questions Must Be Answered by the Auditor to Complete the Report

115.42 (a)

- 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 No
- 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 No
- 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 No
- 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 No
- 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 No

115.42 (b)

- Does the agency make individualized determinations about how to ensure the safety of each inmate? Yes No

115.42 (c)

- 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 No
- When making housing or other program assignments for transgender or intersex inmates, does the agency consider on a case-by-case basis whether a placement would ensure the inmate's health and safety, and whether a placement would present management or security problems? Yes No

115.42 (d)

- 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 No


115.42 (e)

- 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 No

115.42 (f)

- Are transgender and intersex inmates given the opportunity to shower separately from other inmates? Yes No

115.42 (g)

- 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 No NA 
- 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 No NA
- Unless placement is in a dedicated facility, unit, or wing established in connection with a consent decree, legal settlement, or legal judgment for the purpose of protecting lesbian, gay, bisexual, transgender, or intersex inmates, does the agency always refrain from placing: intersex inmates in dedicated facilities, units, or wings solely on the basis of such identification

or status? (N/A if the agency has a dedicated facility, unit, or wing solely for the placement of LGBT or I inmates pursuant to a consent decree, legal settlement, or legal judgement.) Yes
 No NA

Auditor Overall Compliance Determination

- Exceeds Standard** (*Substantially exceeds requirement of standards*)
- Meets Standard** (*Substantial compliance; complies in all material ways with the standard for the relevant review period*)
- Does Not Meet Standard** (*Requires Corrective Action*)

115.42 (a): According to KCSO policy, 14.1, Sub-Section D, page 6, the agency uses the information from the risk screening form to make housing, bed, work and program assignments with the goal of separating inmates at high risk of being sexually victimized from inmates at high risk of being sexually aggressive. In interview with the Classification staff and the PREA Compliance Managers, they explained how the information is used from the risk screening form.

115.42 (b): Individualized determinations are made about how to ensure the safety of each inmate. In interview with Classification staff and the PREA Compliance Managers, they explained how the facility utilizes information from the screening to keep inmates safe from sexual abuse. *Alert Reports* in IMS for each facility helps KCSO staff track those inmates who screened to be at risk. The alert for these inmates in IMS does not allow inmates who are screened to be at high risk of victimization to be housed with inmates who are screened at high risk of being sexually abusive.

115.42 (c): Guidelines on housing and program assignments for the management of transgender and intersex inmates are outlined in KCSO policy 14.1, page 5, Sub-Section D-3. In deciding whether to assign a transgender or intersex inmate to a male or female housing unit and in making programming assignments are reviewed on a case-by-case basis considering whether the placement would ensure the inmate's health and safety. A review committee comprised of the Security Director, Classification Supervisor, Acting HSA, Facility Commanders, Program Director and a Mental Health staff meets with newly assigned transgender and intersex inmates to complete a *PREA Housing and Programs Review* to determine appropriate housing and programming for the inmate. At the time of the onsite audit visit, there were no transgender or intersex inmates assigned to the Knox County Sheriff's Corrections Division.

115.42 (d): Transgender and intersex inmates are reassessed at least twice a year by the PREA Coordinator to review placement and programming assignments and any threats to safety experienced by the inmate. In interview with the staff responsible for risk screenings, they were aware of this requirement.

115.42 (e): Transgender and intersex inmates' own view of his safety is given serious consideration.

115.42 (f): According to agency policy, transgender and intersex inmates are given the opportunity to shower separately from other inmates. In interview with the PREA Compliance Managers, transgender and intersex inmates are scheduled to shower after the last count of the day at 1030, when the pod is locked down.

115.42 (g): The agency does not place lesbian, gay bisexual, transgender or intersex inmates in dedicated facilities, units or wings solely based on such identification. In interview with the PREA Coordinator and the PREA Compliance Managers, the agency is not subject to a consent decree, legal settlement, or legal judgement requiring lesbian, gay, bisexual, transgender or intersex inmates be placed in a dedicated facility, unit or wing based on their sexual orientation, genital status or gender identity.

The facility was found to exceed in the requirements of this standard. The use of the screening information ensures that inmates at risk for victimization and those at risk of abusiveness are not housed together. Features in the IMS program allows the screener to ensure alerts are added to inmate records to ensure the sexual safety of all inmates. In review of inmate records of those inmates who screened to be at risk for victimization or abusiveness, they were found to be tracked on the *Alert Report* and housed appropriately.

Standard 115.43: Protective Custody

All Yes/No Questions Must Be Answered by the Auditor to Complete the Report

115.43 (a)

- 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 No
- 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 No

115.43 (b)

- Do inmates who are placed in segregated housing because they are at high risk of sexual victimization have access to: Programs to the extent possible? Yes No
- 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 No
- 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 No
- 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 No

- 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.) Yes No NA
- If the facility restricts any 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.) Yes No NA
- If the facility restricts any 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.) Yes No NA

115.43 (c)

- 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 No
- Does such an assignment not ordinarily exceed a period of 30 days? Yes No

115.43 (d)

- 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 No
- 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 No

115.43 (e)

- 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 No

Auditor Overall Compliance Determination

- Exceeds Standard** (*Substantially exceeds requirement of standards*)
- Meets Standard** (*Substantial compliance; complies in all material ways with the standard for the relevant review period*)
- Does Not Meet Standard** (*Requires Corrective Action*)

115.43 (a): According to KCSO policy 14.1, pages 12 & 13, section N-5, involuntary segregated housing may be used to house inmates at high risk for sexual victimization only after an assessment of all available housing alternatives has shown that there are no other means of protecting the inmate. If an assessment cannot be made immediately, the inmate may be placed

in involuntary segregated housing for no more than 24 hours. In interview with the Facility Commanders, they confirmed the policy prohibits placing inmates at high risk of sexual victimization or who alleged sexual abuse in involuntary segregated housing unless there are no available means to separate them from potential abusers.

115.43 (b): Inmates placed in segregated housing for this purpose will have access to programs, privileges, education and work opportunities and if not provided the facility will document the opportunities that have been limited, the duration of the limitation and the reasons for such limitations. In interview of Shift Supervisors who supervise inmates in the RHU, if inmates were placed in segregated housing for this purpose they would have access to programs, privileges, education and work. They also reported inmates are not placed in involuntary segregated housing because of risk of sexual victimization and abusiveness.

115.43 (c): The policy further states that if involuntary segregated housing is used for the safety of the inmate as a means of separation, it can be used for a period not to exceed 30 days and documented the basis for the use of involuntary segregated housing and the reason why no alternative means of separation could be arranged.

115.43 (d): If an involuntary segregated housing assignment is made, the facility will document the basis for the facility's concern for the inmate's safety and the reason why no alternative means of separation can be arranged.

115.43 (e): If necessary, to house an inmate in involuntary segregated housing for more than 30 days, a review of the inmate's status must be conducted every 30 days to determine whether there is a continuing need for separation from general population. Classification will review the placement to determine whether there is a continuing need for separation from the general population.

On information reported on the Pre-Audit Questionnaire, in the past 12 months there were no inmates held in involuntary segregated housing due to being at risk of sexual victimization. On interview with the Chief of Corrections and Shift Supervisors assigned to RHU, they confirmed in the past 12 months there were no inmates held in involuntary segregated housing due to being at high risk of sexual victimization.

REPORTING

Standard 115.51: Inmate reporting

All Yes/No Questions Must Be Answered by the Auditor to Complete the Report

115.51 (a)

- Does the agency provide multiple internal ways for inmates to privately report sexual abuse and sexual harassment? Yes No

- 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 No
- 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 No

115.51 (b)

- Does the agency also provide at least one way for inmates to report sexual abuse or sexual harassment to a public or private entity or office that is not part of the agency? Yes No
- Is that private entity or office able to receive and immediately forward inmate reports of sexual abuse and sexual harassment to agency officials? Yes No
- Does that private entity or office allow the inmate to remain anonymous upon request? Yes No
- 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) Yes No NA

115.51 (c)

- Does staff accept reports of sexual abuse and sexual harassment made verbally, in writing, anonymously, and from third parties? Yes No
- Does staff promptly document any verbal reports of sexual abuse and sexual harassment? Yes No

115.51 (d)

- Does the agency provide a method for staff to privately report sexual abuse and sexual harassment of inmates? Yes No

Auditor Overall Compliance Determination

- Exceeds Standard** (*Substantially exceeds requirement of standards*)
- Meets Standard** (*Substantial compliance; complies in all material ways with the standard for the relevant review period*)
- Does Not Meet Standard** (*Requires Corrective Action*)

115.51 (a): KCSO policy 18.2, pages 1 & 2, Sub-Section A, outlines the procedures for inmate reporting of allegations of sexual abuse and sexual harassment, retaliation by other inmates or staff or staff neglect or violation of responsibilities that may have contributed to such incidents. Inmates are informed of the zero-tolerance policy and methods of reporting in the *Inmate Handbook*, pages 44 & 45, in the *End the Silence* brochure, through posters displayed

throughout the facility and on information provided on the kiosks and tablets. They are informed they can make a report verbally, in writing or anonymously to any staff member. Inmates can press the PREA button on a kiosk or tablet, then select “New” and type a message. Inmates are informed they can dial *888 from an inmate phone to access the internal confidential reporting line. Calls made to this number are routed to the Director of Corrections, the PREA Coordinator and the facility Investigators cell phones. Family may call the facility or e-mail the facility at prea@knoxsheriff.org to report allegations for inmates. Inmates and random staff interviewed were aware of the internal inmate reporting options.

115.51 (b): Inmates are informed they have options to report abuse or harassment to a public or private entity that is not part of the agency. They are informed they can dial *999 to reach the Sexual Assault Center of East Tennessee or dial *555 to reach RAINN, the National Sexual Assault Hotline. They are also provided the mailing address of the Sexual Assault Center of East Tennessee. Inmates are informed calls to these numbers are toll-free and confidential and that they can remain anonymous if they wish.

115.51 (c): Employees must take all allegations of sexual abuse and harassment seriously whether they be made verbally, in writing, anonymously and from third parties and are required to promptly document all verbal reports. Staff interviewed knew the reporting options available to inmates and knew verbal reports must be documented immediately.

115.51 (d): The KCSO provides a method for staff to privately report sexual abuse and sexual harassment of inmates. Staff are informed they can notify the next level in their chain-of-command, unless the alleged perpetrator is in his or her chain-of-command. If so, the staff member can make the report to the KCSO Office of Professional Standards or call the confidential external reporting line.

Inmates interviewed were aware of the methods of reporting available to them. Staff interviewed were aware of privately reporting sexual abuse of inmates. Due to the multiple methods inmates and staff have to report allegations of sexual abuse and sexual harassment, the facility was found to exceed in the requirements of this standard.

Standard 115.52: Exhaustion of administrative remedies

All Yes/No Questions Must Be Answered by the Auditor to Complete the Report

115.52 (a)

- Is the agency exempt from this standard? NOTE: The agency is exempt ONLY if it does not have administrative procedures to address inmate grievances regarding sexual abuse. This does not mean the agency is exempt simply because an inmate does not have to or is not ordinarily expected to submit a grievance to report sexual abuse. This means that as a matter of explicit policy, the agency does not have an administrative remedies process to address sexual abuse. Yes No

115.52 (b)

- Does the agency permit inmates to submit a grievance regarding an allegation of sexual abuse without any type of time limits? (The agency may apply otherwise-applicable time limits to any portion of a grievance that does not allege an incident of sexual abuse.) (N/A if agency is exempt from this standard.) Yes No NA
- 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 No NA

115.52 (c)

- Does the agency ensure that: An inmate who alleges sexual abuse may submit a grievance without submitting it to a staff member who is the subject of the complaint? (N/A if agency is exempt from this standard.) Yes No NA
- 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 No NA

115.52 (d)

- 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 No NA
- 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 No NA
- 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 No NA

115.52 (e)

- 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 No NA
- 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 No NA

- 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 No NA

115.52 (f)

- 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 No NA
- 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 No NA
- 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 No NA
- 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 No NA
- 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 No NA
- 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 No NA
- 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 No NA

115.52 (g)

- 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 No NA

Auditor Overall Compliance Determination

- Exceeds Standard** (*Substantially exceeds requirement of standards*)
- Meets Standard** (*Substantial compliance; complies in all material ways with the standard for the relevant review period*)
- Does Not Meet Standard** (*Requires Corrective Action*)

According to KCSO policy 18.2, Sub-Section B, page 2, if a grievance is submitted related to sexual abuse or sexual harassment, the grievance will immediately be forwarded to a facility Investigator and is then considered a potential criminal investigation; therefore, KCSO is exempt from this standard. In interview with the Corrections Officer assigned to processing grievances, he reported in the past 12 months there was one PREA-related grievance alleging sexual abuse received. He forwarded the grievance to the facility Investigators who investigated the allegation in accordance with the PREA standards.

Standard 115.53: Inmate access to outside confidential support services

All Yes/No Questions Must Be Answered by the Auditor to Complete the Report

115.53 (a)

- 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 No
- Does the facility provide persons detained solely for civil immigration purposes mailing addresses and telephone numbers, including toll-free hotline numbers where available of local, State, or national immigrant services agencies? (N/A if the facility *never* has persons detained solely for civil immigration purposes.) Yes No NA
- Does the facility enable reasonable communication between inmates and these organizations and agencies, in as confidential a manner as possible? Yes No

115.53 (b)

- Does the facility inform inmates, prior to giving them access, of the extent to which such communications will be monitored and the extent to which reports of abuse will be forwarded to authorities in accordance with mandatory reporting laws? Yes No

115.53 (c)

- 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 No
- Does the agency maintain copies of agreements or documentation showing attempts to enter into such agreements? Yes No

Auditor Overall Compliance Determination

Exceeds Standard (*Substantially exceeds requirement of standards*)

- Meets Standard** (*Substantial compliance; complies in all material ways with the standard for the relevant review period*)
- Does Not Meet Standard** (*Requires Corrective Action*)

115.53 (a): KCSO policy 18.2, pages 2 & 3, Sub-Section C, outlines the agency’s policy on providing inmates with access to outside victim advocates for emotional support services related to sexual abuse. Inmates are given the mailing address and hotline number to reach the Sexual Assault Center of East Tennessee. Inmates may make a toll-free call to the Sexual Assault Center of East Tennessee by dialing *999 on an inmate telephone or write to them at 2455 Sutherland Ave, Building B, Knoxville, TN 37919. They can also contact RAINN, National Sexual Assault Hotline, by dialing *555. Inmates detained solely for civil immigration purposes are given the address to contact ICE Office of Professional Responsibility at 950 L’Enfant Plaza, Suite 200, Washington, DC 20536 or by phone at 1-877-246-8253. Inmates are informed of these options of accessing outside victim advocacy services in the *Inmate Handbook*, the *End the Silence* brochure, on the kiosks and tablets and on posted information in numerous locations throughout the facility.

115.53 (b): Inmates are informed prior to giving them access to outside victim advocates to the extent to which such communication will be monitored and to the extent which reports of abuse will be forwarded to authorities in accordance with mandatory reporting laws.

115.53 (c): The facility has an MOU with the Sexual Assault Center of East Tennessee to provide inmates with confidential emotional support services. The MOU was provided for review and contact was made with the Director of Victim Services of the Sexual Assault Center of East Tennessee to confirm and discuss the terms of the MOU.

Standard 115.54: Third-party reporting

All Yes/No Questions Must Be Answered by the Auditor to Complete the Report

115.54 (a)

- Has the agency established a method to receive third-party reports of sexual abuse and sexual harassment? Yes No
- Has the agency distributed publicly information on how to report sexual abuse and sexual harassment on behalf of an inmate? Yes No

Auditor Overall Compliance Determination

- Exceeds Standard** (*Substantially exceeds requirement of standards*)
- Meets Standard** (*Substantial compliance; complies in all material ways with the standard for the relevant review period*)

Does Not Meet Standard (*Requires Corrective Action*)

115.54 (a): KCSO allows third-party reports of sexual abuse and sexual harassment. Information on third-party reporting is found on the agency's website at www.knoxsheriff.org. According to the website, third parties can call or write to the Sexual Assault Center of East Tennessee, they can e-mail a complaint to pres@knoxsheriff.org or call the internal facility hotline at 865-281-6952. Inmates interviewed were aware of third-party reporting and knew a family member or friend could make a report for them.

OFFICIAL RESPONSE FOLLOWING AN INMATE REPORT

Standard 115.61: Staff and agency reporting duties

All Yes/No Questions Must Be Answered by the Auditor to Complete the Report

115.61 (a)

- 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 No
- 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 No
- Does the agency require all staff to report immediately and according to agency policy any knowledge, suspicion, or information regarding any staff neglect or violation of responsibilities that may have contributed to an incident of sexual abuse or sexual harassment or retaliation? Yes No

115.61 (b)

- Apart from reporting to designated supervisors or officials, does staff always refrain from revealing any information related to a sexual abuse report to anyone other than to the extent necessary, as specified in agency policy, to make treatment, investigation, and other security and management decisions? Yes No

115.61 (c)

- 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 No
- 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 No

115.61 (d)

- 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 No

115.61 (e)

- 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 No

Auditor Overall Compliance Determination

- Exceeds Standard** (*Substantially exceeds requirement of standards*)
- Meets Standard** (*Substantial compliance; complies in all material ways with the standard for the relevant review period*)
- Does Not Meet Standard** (*Requires Corrective Action*)

115.61 (a): Based on KCSO policy 18.3, pages 1 & 2, Sub-Section A, KCSO requires all staff to report immediately, and according to agency policy any knowledge, suspicion or information regarding an incident of sexual abuse or sexual harassment, retaliation against inmate or staff who reported such an incident and any neglect or violation of responsibilities that may have contributed to an incident or retaliation. Staff interviewed knew their responsibilities of reporting immediately to their supervisor.

115.61 (b): Apart from reporting to designated supervisors, staff shall not reveal any information related to a sexual abuse report to anyone other than to the extent necessary to make treatment, investigation and other security and management decisions. Staff interviewed confirmed they know not to reveal any information about a sexual abuse incident to anyone other than those who needed to know.

115.61 (c): Medical and mental health professionals are required to follow reporting procedures and are to inform inmates of their professional duty to report and the limitations of confidentiality. They are also required to obtain consent from inmates before reporting information about prior sexual victimization that did not occur in an institutional setting. In interview of the Acting HSA, Mental Health Nurse Practitioner and a Social Worker, they were able to confirm they obtain consent from inmates and inform them of their duty to report information about prior sexual victimization.

115.61 (d): If the alleged victim is under the age of 18 or is considered a vulnerable adult under state statute, KCSO is required to report the allegation to the Tennessee Department of Children Services. In interview with the Chief of Corrections and the PREA Coordinator, they both knew this requirement.

115.61 (d): The facility reports all allegations of sexual abuse and sexual harassment, including third party and anonymous reports to the facility Investigators. Interview with staff revealed that staff is very knowledgeable of their responsibilities to report incidents of sexual abuse and to whom to report to.

Standard 115.62: Agency protection duties

All Yes/No Questions Must Be Answered by the Auditor to Complete the Report

115.62 (a)

- 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 No

Auditor Overall Compliance Determination

- Exceeds Standard** (*Substantially exceeds requirement of standards*)
- Meets Standard** (*Substantial compliance; complies in all material ways with the standard for the relevant review period*)
- Does Not Meet Standard** (*Requires Corrective Action*)

115.62 (a): Based on the KCSO policy 18.3, page 2, Sub-Section B, when any KCSO staff member learns that an inmate is subject to a substantial risk of imminent sexual abuse, the staff member will take immediate action to protect the inmate without reasonable delay. On information provided on the Pre-Audit Questionnaire, it was reported that in the past 12 months there were three times the agency determined an inmate was subject to substantial risk of imminent sexual abuse. During the Pre-Onsite Audit Phase, the Accreditation Director was asked to forward information on how those determinations of risk of sexual abuse were made. She spoke to the facility Investigators and it was determined that the correct data on the Pre-Audit Questionnaire should have been "0". The Chief of Corrections stated if he learned an inmate was at risk of sexual abuse, he would separate to make sure the inmate was safe and investigate the incident. Facility Commanders and random staff interviewed, stated they would report information they learned to the facility Investigators and to their supervisor.

Standard 115.63: Reporting to other confinement facilities

All Yes/No Questions Must Be Answered by the Auditor to Complete the Report

115.63 (a)

- 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 No

115.63 (b)

- Is such notification provided as soon as possible, but no later than 72 hours after receiving the allegation? Yes No

115.63 (c)

- Does the agency document that it has provided such notification? Yes No

115.63 (d)

- Does the facility head or agency office that receives such notification ensure that the allegation is investigated in accordance with these standards? Yes No

Auditor Overall Compliance Determination

- Exceeds Standard** (*Substantially exceeds requirement of standards*)
- Meets Standard** (*Substantial compliance; complies in all material ways with the standard for the relevant review period*)
- Does Not Meet Standard** (*Requires Corrective Action*)

115.63 (a): According to KCSO policy 18.3, Sub-Section C, page 2, upon receiving an allegation that an inmate was sexually abused while confined at another facility, the head of the facility that received the allegation shall notify the head of the facility or appropriate office of the agency where the alleged abuse occurred. In information reported on the Pre-Audit Questionnaire, in the past 12 months there were no allegations received from other facilities made by inmates formerly assigned to the KCSO Corrections Division.

115.63 (b): This notification is to occur as soon as possible, but no later than 72 hours of receiving the allegation

115.63 (c): KCSO will document that notification was provided.

115.63 (d): The facility head or agency office that receives a notification will ensure that the allegation is investigated in accordance with the PREA standards. In information provided on the Pre-Audit Questionnaire, there was one allegation made by an inmate formerly assigned to another facility. The facility provided the notification sent by the Assistant Chief of Corrections to the other facility. The notification was made 48 hours after the allegation was received. In interview with Chief of Corrections and the Assistant Chief of Corrections, they knew that if an inmate reports an allegation of sexual abuse that occurred at another facility, they must report the information to the agency head of the other facility within 72 hours.

Standard 115.64: Staff first responder duties

All Yes/No Questions Must Be Answered by the Auditor to Complete the Report

115.64 (a)

- 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 No

- 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 No
- 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 No
- 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 No

115.64 (b)

- If the first staff responder is not a security staff member, is the responder required to request that the alleged victim not take any actions that could destroy physical evidence, and then notify security staff? Yes No

Auditor Overall Compliance Determination

- Exceeds Standard** (*Substantially exceeds requirement of standards*)
- Meets Standard** (*Substantial compliance; complies in all material ways with the standard for the relevant review period*)
- Does Not Meet Standard** (*Requires Corrective Action*)

115.64 (a): KCSO policy 18.3, pages 2 & 3, Sub-Section D, outlines the procedure for first responders to allegations of sexual abuse whether that person is a security or non-security staff member. Per policy, the first staff member to respond to the report is to separate the alleged victim and alleged abuser and preserve and protect the crime scene. If the incident happened within the last 120 hours, request the alleged victim and alleged abuser not take any action that could destroy physical evidence, such as washing, showering, brushing teeth, changing clothing, defecating, drinking or eating. Notification is to be made to the appropriate Shift Commander and document the incident in a memorandum. In the past 12 months, there were four allegations of sexual abuse of an inmate reported. Of these four allegations, one allegation was reported to a Classification Officer, one by phones and two allegations reported on the kiosks.

115.64 (b): Policy mandates that if the first responder to an allegation of sexual abuse is a non-security staff member, they shall advise the alleged victim not to take any actions that could destroy physical evidence and then notify security staff immediately. A victim of sexual abuse is immediately escorted to the medical department for evaluation and stabilization.

All staff carry with them a First Responder Card that highlights their responsibilities in response to allegations of sexual abuse and sexual harassment. Staff interviews with security and non-security staff revealed that they knew the policy and practice to follow if they were the first responder to an allegation of sexual abuse or sexual harassment. They reported that they knew that the alleged victim and alleged abuser must be separated, they knew how to preserve the crime scene and preserve the physical evidence. In interview with the Classification Officer who was a first responder to an allegation of sexual abuse, he was knowledgeable of his responsibilities in response to allegations of sexual abuse. He reported the steps he took when he was informed of the allegation.

Standard 115.65: Coordinated response

All Yes/No Questions Must Be Answered by the Auditor to Complete the Report

115.65 (a)

- Has the facility developed a written institutional plan to coordinate actions among staff first responders, medical and mental health practitioners, investigators, and facility leadership taken in response to an incident of sexual abuse? Yes No

Auditor Overall Compliance Determination

- Exceeds Standard** (*Substantially exceeds requirement of standards*)
- Meets Standard** (*Substantial compliance; complies in all material ways with the standard for the relevant review period*)
- Does Not Meet Standard** (*Requires Corrective Action*)

115.65 (a): KCSO policy 18.3, pages 2 & 3, Sub-Section D, outlines the KCSO's coordinated response to an allegation of sexual abuse. In review of the agency's response plan, the plan clearly defines the roles and responsibilities of each person involved. A *Guideline to Sexual Abuse Allegation* form (Form# 1817) ensure that all steps of the plan are carried out and that proper notifications are made. Notifications are made to the Facility Commander, facility Investigators, the PREA Coordinator and the SART.

When interviewed, members of the SART were knowledgeable of the plan and the necessary steps to take in response to an allegation of sexual abuse.

Standard 115.66: Preservation of ability to protect inmates from contact with abusers

All Yes/No Questions Must Be Answered by the Auditor to Complete the Report

115.66 (a)

- 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 limits the agency's ability to remove alleged staff sexual abusers from contact with any inmates pending the outcome of an investigation or of a determination of whether and to what extent discipline is warranted? Yes No

115.66 (b)

- Auditor is not required to audit this provision.

Auditor Overall Compliance Determination

- Exceeds Standard** (*Substantially exceeds requirement of standards*)
- Meets Standard** (*Substantial compliance; complies in all material ways with the standard for the relevant review period*)
- Does Not Meet Standard** (*Requires Corrective Action*)

115.66 (a) & (b): According to KCSO policy 18.3, page 4, Sub-Section G, information provided on the Pre-Audit questionnaire and in interview with the Chief of Corrections, KCSO Corrections Division does not participate in collective bargaining agreements.

Standard 115.67: Agency protection against retaliation

All Yes/No Questions Must Be Answered by the Auditor to Complete the Report

115.67 (a)

- 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 No
- Has the agency designated which staff members or departments are charged with monitoring retaliation? Yes No

115.67 (b)

- Does the agency employ multiple protection measures, such as housing changes or transfers for inmate victims or abusers, removal of alleged staff or inmate abusers from contact with victims, and emotional support services, for inmates or staff who fear retaliation for reporting sexual abuse or sexual harassment or for cooperating with investigations? Yes No

115.67 (c)

- 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 No
- 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 No
- Except in instances where the agency determines that a report of sexual abuse is unfounded, for at least 90 days following a report of sexual abuse, does the agency: Act promptly to remedy any such retaliation? Yes No
- 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 No
- 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 No
- 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 No
- 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 No
- 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 No
- Does the agency continue such monitoring beyond 90 days if the initial monitoring indicates a continuing need? Yes No

115.67 (d)

- In the case of inmates, does such monitoring also include periodic status checks?
 Yes No

115.67 (e)

- 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 No

115.67 (f)

- Auditor is not required to audit this provision.

Auditor Overall Compliance Determination

- Exceeds Standard** (*Substantially exceeds requirement of standards*)
- Meets Standard** (*Substantial compliance; complies in all material ways with the standard for the relevant review period*)
- Does Not Meet Standard** (*Requires Corrective Action*)

115.67 (a): According to KCSO policy 18.3, pages 3 & 4, Sub-Section E and in review of investigative files, KCSO has a policy in place 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. The respective PREA Compliance Managers from each facility are responsible for monitoring for retaliation and documenting on the *PREA Retaliation Review Form* (Form #0000) for inmates and Form #1803B for staff, both completed in IMS.

116.67 (b): KCSO employs multiple protection measures such as housing transfers for inmate victims or abusers, incompatible listings, classification alerts in IMS, removal of alleged staff or inmate abusers from contact with victims and emotional support services for inmates and staff that fear retaliation. The Chief of Corrections and PREA Compliance Managers explained what measures they would take if they suspected retaliation was occurring.

115.67 (c): The initial retaliation monitoring begins within 30 days of the report of the sexual abuse and continues for 90 days following a report of sexual abuse, or longer if warranted. Monitoring will continue beyond 90 days if there is a continuing need. Retaliation monitoring will terminate if the allegation is determined to be unfounded. The Chief of Corrections and the PREA Compliance Managers explained the requirements of retaliation monitoring.

115.67 (d): In the case of inmates, monitoring also includes periodic status checks.

115.67 (e): If an inmate or staff cooperates with an investigation expresses a fear of retaliation, the agency shall take appropriate measures to protect that individual against retaliation.

In information provided on the Pre-Audit Questionnaire, in the past 12 months there was no retaliation that occurred. In review of 14 random investigative files, *PREA Retaliation Review Forms* (Form #1803) were found filed in the respective PREA investigative case file. In three of the files reviewed, the alleged victims were released prior to 30 days.

Standard 115.68: Post-allegation protective custody

All Yes/No Questions Must Be Answered by the Auditor to Complete the Report

115.68 (a)

- 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 No

Auditor Overall Compliance Determination

- Exceeds Standard** (*Substantially exceeds requirement of standards*)
- Meets Standard** (*Substantial compliance; complies in all material ways with the standard for the relevant review period*)
- Does Not Meet Standard** (*Requires Corrective Action*)

115.68 (a): Per KCSO policy 14.1, Sub-Section N, page 12, any use of segregated housing by the KCSO to protect an inmate who alleged to have suffered sexual abuse is subject to the requirements of standard 115.43.

In information provided on the Pre-Audit Questionnaire and in interview of the Facility Commanders and Supervisors assigned to the RHU, in the past 12 months, there was no time that an inmate who suffered sexual abuse was placed in involuntary segregation.

INVESTIGATIONS

Standard 115.71: Criminal and administrative agency investigations

All Yes/No Questions Must Be Answered by the Auditor to Complete the Report

115.71 (a)

- When the agency conducts its own investigations into allegations of sexual abuse and sexual harassment, does it do so promptly, thoroughly, and objectively? [N/A if the agency/facility is not responsible for conducting any form of criminal OR administrative sexual abuse investigations. See 115.21(a).] Yes No NA
- 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 No NA

115.71 (b)

- Where sexual abuse is alleged, does the agency use investigators who have received specialized training in sexual abuse investigations as required by 115.34? Yes No

115.71 (c)

- Do investigators gather and preserve direct and circumstantial evidence, including any available physical and DNA evidence and any available electronic monitoring data? Yes No
- Do investigators interview alleged victims, suspected perpetrators, and witnesses? Yes No
- Do investigators review prior reports and complaints of sexual abuse involving the suspected perpetrator? Yes No

115.71 (d)

- When the quality of evidence appears to support criminal prosecution, does the agency conduct compelled interviews only after consulting with prosecutors as to whether compelled interviews may be an obstacle for subsequent criminal prosecution? Yes No

115.71 (e)

- 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 No
- 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 No

115.71 (f)

- Do administrative investigations include an effort to determine whether staff actions or failures to act contributed to the abuse? Yes No
- 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 No

115.71 (g)

- 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 No

115.71 (h)

- Are all substantiated allegations of conduct that appears to be criminal referred for prosecution? Yes No

115.71 (i)

- 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 No

115.71 (j)

- 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 No

115.71 (k)

- Auditor is not required to audit this provision.

115.71 (l)

- When an outside entity investigates sexual abuse, does the facility cooperate with outside investigators and endeavor to remain informed about the progress of the investigation? (N/A if an outside agency does not conduct administrative or criminal sexual abuse investigations. See 115.21(a).) Yes No NA

Auditor Overall Compliance Determination

- Exceeds Standard** (*Substantially exceeds requirement of standards*)
- Meets Standard** (*Substantial compliance; complies in all material ways with the standard for the relevant review period*)
- Does Not Meet Standard** (*Requires Corrective Action*)

115.71 (a): The agency conducts an investigation promptly, thoroughly and objectively when notified of an allegation of sexual abuse or sexual harassment, including third party and anonymous reports. The facility Investigators are responsible for conducting administrative investigations of all sexual abuse and sexual harassment allegations. The agency's policy on administrative and criminal investigations is outlined in the KCSO policy 18.4, pages 1 & 2, Sub-Section A. In interview with the facility Investigators, they knew their responsibilities in conducting administrative investigations.

115.71 (b): The agency has two trained Investigators who have received specialized training in sexual abuse and sexual harassment investigating. Documentation was provided to show completion of required specialized training.

115.71 (c): KCSO Major Crimes Investigators gather and preserve direct and circumstantial evidence, including physical and DNA evidence and available electronic monitoring data. Major Crimes Investigators interview alleged victims, suspected perpetrators and witnesses and review prior complaints and reports of sexual abuse involving the suspected perpetrator.

115.71 (d): If the evidence appears to support criminal prosecution, compelled interviews will be conducted after consulting with prosecutors.

115.71 (e): The credibility of an alleged victim, suspect or witness is assessed on an individual basis and shall not be determined by the person's status as an inmate or a staff. The agency

does not require an inmate who alleges sexual abuse to submit to a polygraph test. This was confirmed in interview with the facility Investigators.

115.71 (f): The administrative investigation shall include an effort to determine whether staff actions or failures to act contributed to the abuse. The administrative investigation is documented in IMS using the PREA and Administrative tabs. If IMS is down, the *KCSO PREA Administrative Investigation Report (Form #1802)* is used. The report includes a description of the physical and testimonial evidence, the reasoning behind credibility assessments, and investigative facts and findings. Investigators interviewed confirmed what was included in the administrative investigative report.

115.71 (g): Criminal investigations are documented in a written RMS report that contains a thorough description of physical, testimonial and documentary evidence and attaches copies of all documentary evidence where feasible. A sample of a criminal investigative report was provided for review.

115.71 (h): Substantiated allegations shall be referred for prosecution. On information provided on the Pre-Audit Questionnaire, since the last PREA audit there were three substantiated allegations that appeared to be criminal referred for prosecution.

115.71 (i): The KCSO retains all written reports for as long as the alleged abuser is incarcerated or employed by the agency, plus five years in accordance with KCSO's General Order – Number 1-020.

115.71 (j): If an alleged staff abuser or victim terminates employment before the conclusion of an investigation, the investigation continues. If an inmate abuser or victim leaves the facility before the conclusion of the investigation, the investigation continues.

115.71 (k): Any state entity or Department of Justice component that conducts investigations will do so pursuant to the PREA standards.

115.71 (l): The facility shall cooperate with outside investigators and remain informed of the progress of the investigation through communication with outside investigators. In interview with the PREA Coordinator, the Chief of Corrections and facility Investigators, they all stated Major Crimes Division would keep them informed of the status of the investigation if referred to them.

Standard 115.72: Evidentiary standard for administrative investigations

All Yes/No Questions Must Be Answered by the Auditor to Complete the Report

115.72 (a)

- 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 No

Auditor Overall Compliance Determination

- Exceeds Standard** (*Substantially exceeds requirement of standards*)
- Meets Standard** (*Substantial compliance; complies in all material ways with the standard for the relevant review period*)
- Does Not Meet Standard** (*Requires Corrective Action*)

115.72 (a): Based on KCSO policy 18.4, Sub-Section B, page 2, the agency shall impose no standard higher than the preponderance of evidence in determining whether allegations of sexual abuse or sexual harassment are substantiated. When the facility Investigators were asked what standard of evidence was used in determining if an allegation is substantiated, they confirmed the agency's policy.

Standard 115.73: Reporting to inmates

All Yes/No Questions Must Be Answered by the Auditor to Complete the Report

115.73 (a)

- 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 No

115.73 (b)

- If the agency did not conduct the investigation into an inmate's allegation of sexual abuse in an agency facility, does the agency request the relevant information from the investigative agency in order to inform the inmate? (N/A if the agency/facility is responsible for conducting administrative and criminal investigations.) Yes No NA

115.73 (c)

- Following an inmate's allegation that a staff member has committed sexual abuse against the inmate, 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 inmate whenever: The staff member is no longer posted within the inmate's unit? Yes No
- Following an inmate's allegation that a staff member has committed sexual abuse against the inmate, 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 inmate whenever: The staff member is no longer employed at the facility? Yes No
- Following an inmate's allegation that a staff member has committed sexual abuse against the inmate, 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 inmate whenever:

The agency learns that the staff member has been indicted on a charge related to sexual abuse in the facility? Yes No

- Following an inmate's allegation that a staff member has committed sexual abuse against the inmate, 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 inmate whenever: The agency learns that the staff member has been convicted on a charge related to sexual abuse within the facility? Yes No

115.73 (d)

- 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 No
- Following an inmate's allegation that he or she has been sexually abused by another inmate, does the agency subsequently inform the alleged victim whenever: The agency learns that the alleged abuser has been convicted on a charge related to sexual abuse within the facility? Yes No

115.73 (e)

- Does the agency document all such notifications or attempted notifications? Yes No

115.73 (f)

- Auditor is not required to audit this provision.

Auditor Overall Compliance Determination

- Exceeds Standard** (*Substantially exceeds requirement of standards*)
- Meets Standard** (*Substantial compliance; complies in all material ways with the standard for the relevant review period*)
- Does Not Meet Standard** (*Requires Corrective Action*)

115.73 (a): KCSO policy 18.4, Sub-Section C, pages 2 & 3, was used to verify compliance to this standard. The policy indicates that following an investigation of sexual abuse of an inmate, the inmate shall be informed as to whether the allegation has been determined to be substantiated, unsubstantiated or unfounded. Notification is made in writing on the *Inmate PREA Allegation Status Notification* (Form #1806). It is the responsibility of the PREA Compliance Manager of each facility to present the notice to the victim. The original form signed by the victim is filed in the investigative file. On information reported on the Pre-Audit Questionnaire, there were four investigations of sexual abuse reported and investigated in the past 12 months. Three victims were presented an *Inmate PREA Allegation Status Notification* (Form #1806) and one was released prior to the conclusion of the investigation. In interview with the Chief of Corrections, the PREA Compliance Managers and facility Investigators

confirmed this procedure. The facility not only provides notification of sexual abuse allegations, but also for allegations of sexual harassment.

115.73 (b): If the facility did not conduct the investigation, the facility shall request the relevant information from the investigative agency in order to inform the inmate. In information provided on the Pre-Audit Questionnaire, in the last 12 months there were no sexual abuse investigations completed by an outside agency.

115.73 (c): The policy further states that following an inmate's allegation that an employee has committed sexual abuse against the inmate; the facility is required to inform the inmate of the outcome of the investigation, unless the facility has determined that the allegation was unfounded. The inmate will be informed if the staff member is no longer posted within the inmate's unit, if the staff member was indicted on a charge related to sexual abuse or if the staff member has been convicted on a charge related to sexual abuse.

115.73 (d): Following an inmate's allegation that another inmate sexually abused him, the agency shall inform the inmate of the outcome of the investigation. The inmate is informed if the alleged abuser was indicted on a charge related to sexual abuse or the alleged abuser was convicted on a charge related to sexual abuse. One inmate who reported an allegation of sexual abuse, stated during interview he did not receive a notice about the outcome of the investigation. The PREA Compliance Manager checked his file and the notice was notified and had signed the form.

115.73 (e): In review of 14 random investigative files, *PREA Allegation Status Notification* (Form #1806) were found filed in nine of the investigative files. Three inmates were released prior to the completion of the investigation and one investigation is pending.

115.73 (f): The facility's obligation to notify the inmate shall terminate if the inmate is released from custody.

DISCIPLINE

Standard 115.76: Disciplinary sanctions for staff

All Yes/No Questions Must Be Answered by the Auditor to Complete the Report

115.76 (a)

- Are staff subject to disciplinary sanctions up to and including termination for violating agency sexual abuse or sexual harassment policies? Yes No

115.76 (b)

- Is termination the presumptive disciplinary sanction for staff who have engaged in sexual abuse? Yes No

115.76 (c)

- 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 No

115.76 (d)

- 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 No
- 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 No

Auditor Overall Compliance Determination

- Exceeds Standard** (*Substantially exceeds requirement of standards*)
- Meets Standard** (*Substantial compliance; complies in all material ways with the standard for the relevant review period*)
- Does Not Meet Standard** (*Requires Corrective Action*)

115.76 (a): Staff shall be subject to disciplinary sanctions up to and including termination for violating the agency's sexual abuse policy and sexual harassment policies as outlined in KCSO's Employee Manual, Chapter 6, Sub-Section D.

115.76 (b): Termination shall be the presumptive disciplinary sanction for staff who have engaged in sexual abuse. According to information reported on the Pre-Audit Questionnaire, in the past 12 months, there were no employees found in violation of the agency's sexual abuse and sexual harassment policies.

115.76 (c): Disciplinary sanctions for violation of agency policies related to sexual abuse or sexual harassment shall commensurate with the nature and circumstances of the acts committed, the staff member's disciplinary history and other sanctions imposed for comparable offenses by other staff with similar histories.

115.76 (d): All terminations for violations of the agency's policies on sexual abuse and sexual harassment, or resignation, shall be reported to law enforcement agencies unless the activity was clearly not criminal, and to relevant licensing bodies. According to information reported on the Pre-Audit Questionnaire, in the past 12 months, there were no employees found in violation of the agency's sexual abuse and sexual harassment policies. If there were, the staff member

would be reported to the Knox County District Attorney's office and any relevant licensing bodies, unless the activity was clearly not criminal.

Standard 115.77: Corrective action for contractors and volunteers

All Yes/No Questions Must Be Answered by the Auditor to Complete the Report

115.77 (a)

- Is any contractor or volunteer who engages in sexual abuse prohibited from contact with inmates? Yes No
- Is any contractor or volunteer who engages in sexual abuse reported to: Law enforcement agencies (unless the activity was clearly not criminal)? Yes No
- Is any contractor or volunteer who engages in sexual abuse reported to: Relevant licensing bodies? Yes No

115.77 (b)

- In the case of any other violation of agency sexual abuse or sexual harassment policies by a contractor or volunteer, does the facility take appropriate remedial measures, and consider whether to prohibit further contact with inmates? Yes No

Auditor Overall Compliance Determination

- Exceeds Standard** (*Substantially exceeds requirement of standards*)
- Meets Standard** (*Substantial compliance; complies in all material ways with the standard for the relevant review period*)
- Does Not Meet Standard** (*Requires Corrective Action*)

115.77 (a): Based on review of Chapter 6 of the Employee Manual, Sub-Section E, page 56, any volunteer or contractor who engages in sexual abuse is prohibited from contact with inmates and shall be reported to the KCSO Major Crimes Division if the act was clearly criminal.

115.77 (b): If a contractor or volunteer violates the KCSO's sexual abuse or sexual harassment policies, KCSO will take appropriate remedial measures. The PREA Coordinator will evaluate the PREA violation and determine if any KCSO policies were violated. When interviewed, the Facility Commanders reported the incident would be investigated and the contractor or volunteer would be denied access to the facility.

In documentation provided on the Pre-Audit Questionnaire, in the past 12 months the KCSO has not received any reports of sexual abuse of inmates by contractors or volunteers.

Standard 115.78: Disciplinary sanctions for inmates

All Yes/No Questions Must Be Answered by the Auditor to Complete the Report

115.78 (a)

- 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 No

115.78 (b)

- Are sanctions commensurate with the nature and circumstances of the abuse committed, the inmate's disciplinary history, and the sanctions imposed for comparable offenses by other inmates with similar histories? Yes No

115.78 (c)

- 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 No

115.78 (d)

- 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 No

115.78 (e)

- 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 No

115.78 (f)

- For the purpose of disciplinary action does a report of sexual abuse made in good faith based upon a reasonable belief that the alleged conduct occurred NOT constitute falsely reporting an incident or lying, even if an investigation does not establish evidence sufficient to substantiate the allegation? Yes No

115.78 (g)

- 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 No NA

Auditor Overall Compliance Determination

- Exceeds Standard** (*Substantially exceeds requirement of standards*)
- Meets Standard** (*Substantial compliance; complies in all material ways with the standard for the relevant review period*)
- Does Not Meet Standard** (*Requires Corrective Action*)

115.78 (a): In review of KCSO policy 11.2, Sub-Section B, inmates will be subject to disciplinary sanctions following an administrative finding that the inmate engaged in inmate-on-inmate sexual abuse or a finding of guilt for inmate-on-inmate sexual abuse. According to information provided on the Pre-Audit Questionnaire, in the past 12 months, there were three unsubstantiated administrative findings of inmate-on-inmate sexual abuse and there were no criminal findings of guilt for inmate-on-inmate sexual abuse.

115.78 (b): Sanctions will be commensurate with the nature and circumstances of the abuse committed, the inmate's disciplinary history and the sanctions imposed for comparable offenses by other inmates with similar histories. The violation committed by inmates will be punished according to the class of the violation. Page 2 of policy 11.2 identifies Class I offenses (including rape, attempted rape, sexual abuse and attempted sexual abuse), page 4, Class II offenses (including sexual harassment) and page 5 class III offenses (including sexual misconduct). Inmates are informed of the acts that are prohibited and the sanctions imposed for violations in the *Inmate Handbook* which is available to inmates on all kiosks and tablets. When interviewed, the Facility Commanders all stated it would be a Class I offense and the inmate would be faced with criminal charges.

115.78 (c): The disciplinary process considers whether an inmate's mental disabilities or mental illness contributed to his behavior in determining what type of sanction, if any should be imposed. Disciplinary hearing may be postponed until Mental Health staff have evaluated the inmate. In interview with the Facility Commanders, they stated an inmate's mental disability or mental illness would be considered before sanctions were imposed.

115.78 (d): KCSO can require inmates be evaluated by Mental Health staff or KCSO Inmate Programs staff to address and correct underlying reasons or motivations for the abuse. In interview with the Mental Health Nurse Practitioner and a Social Worker, they reported if an incident occurs, the victim and the abuser will be put on an acute list and be seen within 24 hours of the incident.

115.78 (e): KCSO will charge an inmate through the disciplinary process and criminally for sexual contact with any staff member if the staff member did not consent to such contact.

115.78 (f): Inmates who allege false claims of sexual abuse can be disciplined. A report of sexual abuse made in good faith based on a reasonable belief that the alleged conduct occurred does not constitute falsely reporting an incident or lying, even if the investigation does not establish evidence sufficient to substantiate the allegation.

115.78 (g): Sexual activity between inmates is prohibited in all KCSO facilities and inmates may be disciplined for such activity. KCSO may not, however, deem such activity to constitute criminal sexual abuse if it is determined the activity is not coerced.

MEDICAL AND MENTAL CARE

Standard 115.81: Medical and mental health screenings; history of sexual abuse

All Yes/No Questions Must Be Answered by the Auditor to Complete the Report

115.81 (a)

- 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 No NA

115.81 (b)

- If the screening pursuant to § 115.41 indicates that a prison inmate has previously perpetrated sexual abuse, whether it occurred in an institutional setting or in the community, do staff ensure that the inmate is offered a follow-up meeting with a mental health practitioner within 14 days of the intake screening? (N/A if the facility is not a prison.) Yes No NA

115.81 (c)

- If the screening pursuant to § 115.41 indicates that a jail inmate has experienced prior sexual victimization, whether it occurred in an institutional setting or in the community, do staff ensure that the inmate is offered a follow-up meeting with a medical or mental health practitioner within 14 days of the intake screening? Yes No

115.81 (d)

Victims of sexual abuse are offered sexually transmitted infections and contraception prophylaxis in accordance with professionally accepted standards of care.

- 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 No

115.81 (e)

- Do medical and mental health practitioners obtain informed consent from inmates before reporting information about prior sexual victimization that did not occur in an institutional setting, unless the inmate is under the age of 18? Yes No

Auditor Overall Compliance Determination

- Exceeds Standard** (*Substantially exceeds requirement of standards*)
- Meets Standard** (*Substantial compliance; complies in all material ways with the standard for the relevant review period*)
- Does Not Meet Standard** (*Requires Corrective Action*)

115.81 (a) & (c): In review of KCSO policy 3.9, Sub-Section A, pages 1 & 2, if at initial screening an inmate reports prior sexual victimization, whether it occurred in an institutional setting or in the community, KCSO staff will ensure that the inmate is offered a follow-up meeting with a medical or mental health practitioner within 14 days of intake screening. In interview with Classification staff responsible for conducting initial screenings, they were knowledgeable of the procedures to follow to ensure inmate who reports prior sexual victimization are offered a follow-up meeting with mental health staff. Inmates interviewed who reported prior sexual victimization reported being referred to mental health. On information provided on the Pre-Audit Questionnaire, in the past 12 months 100% of inmates who reported prior sexual victimization were offered a follow-up meeting with a mental health practitioner. In interview with the Mental Health Nurse Practitioner and Social Worker, they both reported if an inmate is referred from intake screening, they are placed on a PREA Referral List and are seen within seven days. Inmates interviewed who reported prior sexual victimization reported being referred to mental health. In interview with Classification staff responsible for intake screenings, they were knowledgeable of the procedures to follow to ensure that inmates who report prior sexual victimization or abusiveness are offered a follow-up meeting with mental health staff.

115.81 (b): Inmates who have previously perpetrated sexual abuse, whether it occurred in an institutional setting or in the community, are also offered a follow-up meeting with a mental health practitioner within 14 days of intake screening. Classification staff interviewed confirmed this practice. On information provided on the Pre-Audit Questionnaire, 100% of inmates who reported prior sexual abusiveness were offered a follow-up meeting with a mental health practitioner. In interview with the Mental Health Nurse Practitioner and Social Worker, inmates who report prior abusiveness at intake screening are put on the PREA Referral List and seen within seven days.

115.81 (d): Information related to sexual victimization or abusiveness that occurred in an institutional setting is limited to medical and mental health practitioners unless the inmate is under the age of 18. Access to screening information in IMS is limited with only those who need to know this information having access.

115.81 (e): Medical and mental health practitioners obtain informed consent from inmates before reporting information about prior sexual victimization that did not occur in an institutional setting. This was confirmed in interview with the Acting HSA, the Mental Health Nurse Practitioner and Social Worker.

Standard 115.82: Access to emergency medical and mental health services

All Yes/No Questions Must Be Answered by the Auditor to Complete the Report

115.82 (a)

- 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 No

115.82 (b)

- If no qualified medical or mental health practitioners are on duty at the time a report of recent sexual abuse is made, do security staff first responders take preliminary steps to protect the victim pursuant to § 115.62? Yes No
- Do security staff first responders immediately notify the appropriate medical and mental health practitioners? Yes No

115.82 (c)

- 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 No

115.82 (d)

- 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 No

Auditor Overall Compliance Determination

- Exceeds Standard** (*Substantially exceeds requirement of standards*)
- Meets Standard** (*Substantial compliance; complies in all material ways with the standard for the relevant review period*)
- Does Not Meet Standard** (*Requires Corrective Action*)

115.82 (a): Based on KCSO policy 3.9, Sub-Section B, page 2, inmate victims of sexual abuse shall receive timely, unimpeded access to emergency medical treatment and crisis intervention services, the nature and scope of which are determined by medical and mental health practitioners according to their professional judgement. Medical and mental health staff interviewed explained the emergency medical services offered to victims of sexual abuse. Inmates interviewed who reported sexual abuse confirmed they were seen in medical. In interview with the Mental Health Nurse Practitioner, she reported alleged victims and alleged predators are seen in mental health within 24 hours of the report of the allegation.

115.82 (b): The medical department is staffed 24 hours a day, seven days a week. Security first responders to allegations of sexual abuse take preliminary steps to protect the victim and escort the victim to the medical department immediately. All random staff interviewed confirmed their first responder duties.

115.82 (c): Medical staff does not perform forensic exams. Inmate victims of sexual abuse are transferred to the Sexual Assault Center of East Tennessee or to a local hospital where SANE exams are performed. Victims of sexual abuse are offered contraception and sexually transmitted infection prophylaxis in accordance with professionally accepted standards of care. This was confirmed in interview with the Acting HSA and in interview with the Director of Victim Services of the Sexual Assault Center of East Tennessee during the Pre-Onsite Audit Phase.

115.82 (d): Medical and mental health treatment services are provided at no cost to the victim whether the victim names the abuser or cooperates with any investigation arising out of the incident.

Standard 115.83: Ongoing medical and mental health care for sexual abuse victims and abusers

All Yes/No Questions Must Be Answered by the Auditor to Complete the Report

115.83 (a)

- 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 No

115.83 (b)

- Does the evaluation and treatment of such victims include, as appropriate, follow-up services, treatment plans, and, when necessary, referrals for continued care following their transfer to, or placement in, other facilities, or their release from custody? Yes No

115.83 (c)

- Does the facility provide such victims with medical and mental health services consistent with the community level of care? Yes No

115.83 (d)

- 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.*) Yes No NA

115.83 (e)

- 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.*) Yes No NA

115.83 (f)

- Are inmate victims of sexual abuse while incarcerated offered tests for sexually transmitted infections as medically appropriate? Yes No

115.83 (g)

- 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 No

115.83 (h)

- 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 No NA

Auditor Overall Compliance Determination

- Exceeds Standard** (*Substantially exceeds requirement of standards*)
- Meets Standard** (*Substantial compliance; complies in all material ways with the standard for the relevant review period*)
- Does Not Meet Standard** (*Requires Corrective Action*)

115.83 (a): Based on interviews with the Acting HSA, Mental Health Nurse Practitioner and Social Worker and in review of KCSO policy 3.9, Sub-Section C, pages 2 & 3, the facility offers medical and mental health evaluations and treatment to all inmates who have been victimized by sexual abuse. On information provided by the agency and in interview with medical and mental health staff, in the past 12 months there were no inmates requiring ongoing medical or mental health services due to sexual abuse.

115.83 (b): The evaluation and treatment of victims shall include follow-up services, treatment plans and referrals for continued care following their transfer to another facility or their release from custody. If when evaluated by medical staff physical trauma is evident, the alleged victim will be transported to the local hospital, according to policy 13-79. Medical staff and mental health staff interviewed confirmed this practice. Mental health services will be provided as needed by facility mental health providers.

115.83 (c): KCSO medical and mental health staff provide victims medical and mental health services consistent with community level of care. In interview with medical and mental health staff, they confirmed services they offer are consistent with the community level of care.

115.83 (d): Victims of sexually abusive vaginal penetration will be offered pregnancy tests.

115.83 (e): If pregnancy results are positive, the inmate will receive timely and comprehensive information and timely access to all lawful pregnancy-related medical services.

115.83 (f): Inmate victims of sexual abuse are offered tests for sexually transmitted infections as medically appropriate.

115.83 (g): Treatment services are provided at no cost to the victim whether the victim names the abuser or cooperates with any investigation of the incident.

115.83 (h): In interview with mental health staff, they reported inmate abusers would be seen with 24 hours of the incident being reported.

DATA COLLECTION AND REVIEW

Standard 115.86: Sexual abuse incident reviews

All Yes/No Questions Must Be Answered by the Auditor to Complete the Report

115.86 (a)

- 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 No

115.86 (b)

- Does such review ordinarily occur within 30 days of the conclusion of the investigation? Yes No

115.86 (c)

- Does the review team include upper-level management officials, with input from line supervisors, investigators, and medical or mental health practitioners? Yes No

115.86 (d)

- 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 No

- 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 No
- 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 No
- Does the review team: Assess the adequacy of staffing levels in that area during different shifts? Yes No
- Does the review team: Assess whether monitoring technology should be deployed or augmented to supplement supervision by staff? Yes No
- 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 No

115.86 (e)

- Does the facility implement the recommendations for improvement, or document its reasons for not doing so? Yes No

Auditor Overall Compliance Determination

- Exceeds Standard** (*Substantially exceeds requirement of standards*)
- Meets Standard** (*Substantial compliance; complies in all material ways with the standard for the relevant review period*)
- Does Not Meet Standard** (*Requires Corrective Action*)

115.86 (a): Based on KCSO policy 18.6, Sub-Section A, pages 1 & 2, the KCSO conducts a sexual abuse incident review at the conclusion of every sexual abuse investigation in which the allegation has been determined to be substantiated or unsubstantiated.

115.86 (b): The review shall occur within 30 days of the conclusion of the investigation. Due to the pandemic, incident reviews were not conducted in 2020, but investigations reported and concluded in 2021 showed incident reviews were conducted and were filed in the respective investigative file.

115.86 (c): The SART are responsible for conducting incident reviews. Members of the SART include the Chief of Corrections, PREA Coordinator, the PREA Compliance Managers, the appropriate Facility Commander, the HSA and the Investigators. In interview with the Facility Commanders, they confirmed the members of the SART.

115.86 (d): When reviewing an incident, the SART considers the requirements of this provision of this standard, which includes whether the incident was motivated by race,

ethnicity, and gender identity, sexual orientation or gang affiliation. They examine the area in the facility where the incident alleged to have occurred to assess for physical barriers, assess the adequacy of staffing levels in the area during different shifts to include supervisory staff and assess whether monitoring technology should be deployed or augmented. All findings and recommendations for improvement are documented on Form #1804, *Sexual Abuse Incident Review Form*, and completed forms are forwarded to the Chief of Corrections. When interviewed, members of the SART knew their responsibilities as they relate to the review of sexual abuse incidents.

115.86 (e): The SART makes recommendation based on their review of the incident and the facility shall implement the recommendations for improvement, if any or document the reasons for not doing so.

Standard 115.87: Data collection

All Yes/No Questions Must Be Answered by the Auditor to Complete the Report

115.87 (a)

- 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 No

115.87 (b)

- Does the agency aggregate the incident-based sexual abuse data at least annually? Yes No

115.87 (c)

- 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 No

115.87 (d)

- 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 No

115.87 (e)

- 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.) Yes No NA

115.87 (f)

- 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 No NA

Auditor Overall Compliance Determination

- Exceeds Standard** (*Substantially exceeds requirement of standards*)
- Meets Standard** (*Substantial compliance; complies in all material ways with the standard for the relevant review period*)
- Does Not Meet Standard** (*Requires Corrective Action*)

115.87 (a): According to KCSO policy 18.6, Sub-Section B, page 2, the PREA Coordinator collects accurate, uniform data for every allegation of sexual abuse at all three KCSO facilities using a standardized instrument and set of definitions. He obtains information from the Inmate Management Reports and Monthly PREA Statistical Reports completed by the Personnel Office, Training Director, Classification Supervisors and the HSA.

115.87 (b): The PREA Coordinator aggregates the incident-based sexual abuse data at least annually.

115.87 (c): The data the PREA Coordinator collects includes, 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. According to information provided on the Pre-Audit Questionnaire, DOJ requested this information from the previous calendar year.

115.87 (d): The PREA Coordinator maintains, reviews and collects data as needed from all available incident-based documents, including reports, investigation files, and sexual abuse incident reviews.

115.87 (e): This provision of this standard is not applicable to this agency. KCSO does not contract for the confinement of its inmates.

Standard 115.88: Data review for corrective action

All Yes/No Questions Must Be Answered by the Auditor to Complete the Report

115.88 (a)

- 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 No
- 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 No

- Does the agency review data collected and aggregated pursuant to § 115.87 in order to assess and improve the effectiveness of its sexual abuse prevention, detection, and response policies, practices, and training, including by: Preparing an annual report of its findings and corrective actions for each facility, as well as the agency as a whole? Yes No

115.88 (b)

- Does the agency's annual report include a comparison of the current year's data and corrective actions with those from prior years and provide an assessment of the agency's progress in addressing sexual abuse? Yes No

115.88 (c)

- 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 No

115.88 (d)

- 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 No

Auditor Overall Compliance Determination

- Exceeds Standard** (*Substantially exceeds requirement of standards*)
- Meets Standard** (*Substantial compliance; complies in all material ways with the standard for the relevant review period*)
- Does Not Meet Standard** (*Requires Corrective Action*)

115.88 (a): Information on data collection is found on pages 2 & 3, Sub-Section C of KCSO policy 18.6. The KCSO Corrections Division reviews data collected and aggregated pursuant standard 115.87 in order to assess and improve the effectiveness of its sexual abuse prevention, detection and response policies, practices and training by identifying problem areas, taking corrective action on an ongoing basis; and preparing an annual report of its findings and corrective actions for each facility as well as the agency as a whole. In interview with the Chief of Corrections, PREA Coordinator and PREA Compliance Managers, they confirmed PREA data is reported for the annual report. The Chief of Corrections commented that every PREA incident is looked at and we ask, "What can we do better".

115.88 (b): The annual report includes a comparison of the current year's data and corrective actions with those from prior years and provides an assessment of the agency's progress in addressing sexual abuse.

115.88 (c): The Annual Report is approved by the Chief of Corrections and made readily available to the public on KCSO's website at www.knoxsheriff.org. In review of the agency's website, Annual Reports for 2017, 2018, 2019 and 2020 were found published.

115.88 (d): Before posting the Annual Report on the agency's website, identifying information is redacted from the report and the report indicates the nature of the material that is redacted. In interview with the PREA Coordinator, he reported personal identifying information is not contained in the annual reports.

The annual reports for the past four years reviewed on the agency website were well written and provided PREA definitions. The reports provide a review of incident-based data by allegation type and disposition of the allegations. The agency was found to exceed in the requirements of this standard.


Standard 115.89: Data storage, publication, and destruction

All Yes/No Questions Must Be Answered by the Auditor to Complete the Report

115.89 (a)

- Does the agency ensure that data collected pursuant to § 115.87 are securely retained?
 Yes No

115.89 (b)

- Does the agency make all aggregated sexual abuse data, from facilities under its direct control and private facilities with which it contracts, readily available to the public at least annually through its website or, if it does not have one, through other means? Yes No 

115.89 (c)

- Does the agency remove all personal identifiers before making aggregated sexual abuse data publicly available? Yes No

115.89 (d)

- 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 No

Auditor Overall Compliance Determination

- Exceeds Standard** (*Substantially exceeds requirement of standards*)
- Meets Standard** (*Substantial compliance; complies in all material ways with the standard for the relevant review period*)

Does Not Meet Standard (*Requires Corrective Action*)

115.89 (a): According to KCSO policy 18.6, Sub-Section D, page 3, the agency ensures that the data collected pursuant to standard 115.87 is securely retained. In interview with the PREA Coordinator, he stated the facility ensures data is secure by allowing only limited access to investigative files.

115.89 (b): KCSO makes all aggregated sexual abuse data from the three facilities under direct control readily available to the public annually on their website at www.knoxsheriff.org.

115.89 (c): Before making aggregated sexual abuse data publicly available on KCSO's website, all personal identifiers are removed.

115.89 (d): According to the *Sheriff's Record Retention Schedule*, KCSO retains data collected for at least 10 years after the date of the initial collection. This information was confirmed in interview with the PREA Coordinator.

AUDITING AND CORRECTIVE ACTION

Standard 115.401: Frequency and scope of audits

All Yes/No Questions Must Be Answered by the Auditor to Complete the Report

115.401 (a)

- 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 No

115.401 (b)

- Is this the first year of the current audit cycle? (*Note: a "no" response does not impact overall compliance with this standard.*) Yes 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 No NA
- If this is the third year of the current audit cycle, did the agency ensure that at least two-thirds of each facility type operated by the agency, or by a private organization on behalf of the agency, were audited during the first two years of the current audit cycle? (N/A if this is **not** the *third* year of the current audit cycle.) Yes No NA

115.401 (h)

- Did the auditor have access to, and the ability to observe, all areas of the audited facility?
 Yes No

115.401 (i)

- Was the auditor permitted to request and receive copies of any relevant documents (including electronically stored information)? Yes No

115.401 (m)

- Was the auditor permitted to conduct private interviews with inmates, residents, and inmates?
 Yes No

115.401 (n)

- 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 No

Auditor Overall Compliance Determination

- Exceeds Standard** (*Substantially exceeds requirement of standards*)
- Meets Standard** (*Substantial compliance; complies in all material ways with the standard for the relevant review period*)
- Does Not Meet Standard** (*Requires Corrective Action*)

115.401 (a): The KCSO ensures that during the three-year period starting on August 20, 2013, an external audit of each of KCSO's facilities is conducted every three years to ensure compliance with the agency's policy, the PREA National Standards and federal law and regulations.

115.401 (b): According to the agency's PREA Coordinator, during the three-year period beginning on August 20, 2013, KCSO ensured that each of its facilities were audited at least once and continues to ensure that its facilities are audited every three years. The initial PREA audit of this facility was in 2017, this reaccreditation audit was scheduled to be conducted in 2020, but due to the COVID-19 pandemic, the audit was postponed and conducted in 2021.

115.401 (f): I received and reviewed all relevant agency-wide policies for the KCSO Corrections Division.

115.401 (g): I reviewed a sampling of relevant documents and other records and information for the most recent one-year period.

115.401 (h): During the audit, I was allowed access to all areas of each facility of the Knox County Sheriff's Office Corrections Division.

115.401 (i): I was permitted to request and receive copies of any relevant documentation, including information that was stored electronically.

115.401 (j): I have retained all documentation relied upon to make audit determinations. The documentation will be provided to the Department of Justice upon request.

115.401 (k): I interviewed a representative sample of inmates, staff, supervisors and administrators.

115.401 (l): I reviewed camera monitors and electronically stored data.

115.401 (m): I was permitted to conduct private interviews with inmates and staff ensuring confidentiality to our conversation.

115.401 (n): Inmates were notified 60 days before the audit on posted facility notices in both English and Spanish that they could send confidential correspondence to me and were given my name and mailing address. I did not receive any correspondence from inmates of any of the KCSO's facilities.

115.401 (o): During the Pre-Onsite Audit Phase, I contacted the Director of Victim Services of the Sexual Assault Center of East Tennessee to confirm and review the terms of the MOU KCSO has with the Center.

Standard 115.403: Audit contents and findings

All Yes/No Questions Must Be Answered by the Auditor to Complete the Report

115.403 (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 that there has never been a Final Audit Report issued.) Yes No NA

Auditor Overall Compliance Determination

- Exceeds Standard** (*Substantially exceeds requirement of standards*)
- Meets Standard** (*Substantial compliance; complies in all material ways with the standard for the relevant review period*)
- Does Not Meet Standard** (*Requires Corrective Action*)

115.403 (a): Each audit includes a certification by the auditor that no conflict of interest exists with respect to his/her ability to conduct an audit. No audit may be conducted by an auditor who has received financial compensation from KCSO within the three years prior to KCSO retaining the auditor. KCSO will not employ or otherwise financially compensate the auditor for three years subsequent to KCSO's retention of the auditor, with the exception of contracting for subsequent PREA audits. I certify by my signature in the *Auditor's Certification* section of this report that no conflict of interest exists with my ability to conduct this audit.

115.403 (b): Audit reports shall state whether company-wide policies and procedures comply with relevant PREA National Standards. In thorough review of KCSO's policies, the policies were found to be well written and comprehensive complying with the PREA National Standards.

115.403 (c): For each standard I made a determination of a finding of Exceeds Standard, Meets Standard or Does Not Meet Standard. See page 31 for a summary of the findings for each of the PREA standards.

115.403 (d): This report describes the methodology, sampling sizes and basis for my conclusions as required.

115.403 (e): I have redacted any personal identifiable inmate information, but I can provide such information to the KCSO or the Department of Justice upon request.

115.403 (f): Per agency policy and standard requirements, the KCSO ensures that this final report will be published on their website at www.knoxsheriff.org.

AUDITOR CERTIFICATION

I certify that:

- The contents of this report are accurate to the best of my knowledge.
- No conflict of interest exists with respect to my ability to conduct an audit of the agency under review, and
- I have not included in the final report any personally identifiable information (PII) about any inmate or staff member, except where the names of administrative personnel are specifically requested in the report template.

Barbara Jo Denison
Auditor Signature

July 5, 2021
Date