

# PREA Facility Audit Report: Final

**Name of Facility:** Knox County Work Release Center

**Facility Type:** Prison / Jail

**Date Interim Report Submitted:** NA

**Date Final Report Submitted:** 05/23/2024

| Auditor Certification   |                                      |
|---|--------------------------------------|
| The contents of this report are accurate to the best of my knowledge.   | <input type="checkbox"/>             |
| No conflict of interest exists with respect to my ability to conduct an audit of the agency under review.   | <input type="checkbox"/>             |
| I have not included in the final report any personally identifiable information (PII) about any inmate/resident/detainee or staff member, except where the names of administrative personnel are specifically requested in the report template. | <input type="checkbox"/>             |
| <b>Auditor Full Name as Signed:</b> Barbara Jo Denison  | <b>Date of Signature:</b> 05/23/2024 |

| AUDITOR INFORMATION                 |                        |
|-------------------------------------|------------------------|
| <b>Auditor name:</b>                | Denison, Barb          |
| <b>Email:</b>                       | denisobj@sbcglobal.net |
| <b>Start Date of On-Site Audit:</b> | 04/25/2024             |
| <b>End Date of On-Site Audit:</b>   | 04/26/2024             |

| FACILITY INFORMATION              |  |
|-----------------------------------|--|
| <b>Facility name:</b>             | Knox County Work Release Center                      |
| <b>Facility physical address:</b> | 4900 Maloneyville Road, Knoxville, Tennessee - 37918 |
| <b>Facility mailing address:</b>  | 5001 Maloneyville Road, Knoxville, Tennessee - 37918 |

| Primary Contact |
|-----------------|
|-----------------|

|                          |                           |
|--------------------------|---------------------------|
| <b>Name:</b>             | Lt. Lisa Kidd             |
| <b>Email Address:</b>    | lisa.kidd@knoxsheriff.org |
| <b>Telephone Number:</b> | (865) 215-6700 (ext.      |

| <b>Warden/Jail Administrator/Sheriff/Director</b> |                               |
|---|-------------------------------|
| <b>Name:</b>                                      | Lt. David Sparkes             |
| <b>Email Address:</b>                             | david.sparkes@knoxsheriff.org |
| <b>Telephone Number:</b>                          | (865) 680-6247                |

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

| <b>Facility Characteristics</b>  |                                 |
|--|---------------------------------|
| <b>Designed facility capacity:</b>   | 120                             |
| <b>Current population of facility:</b>   | 117                             |
| <b>Average daily population for the past 12 months:</b>                        | 100                             |
| <b>Has the facility been over capacity at any point in the past 12 months?</b> | No                              |
| <b>Which population(s) does the facility hold?</b>                             | Males                           |
| <b>Age range of population:</b>  | 18-78                           |
| <b>Facility security levels/inmate custody levels:</b>                         | minimum / medium classification |
| <b>Does the facility hold youthful inmates?</b>                                | No                              |
| <b>Number of staff currently employed at the</b>                               | 15                              |

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| <b>facility who may have contact with inmates:</b>   |     |
| <b>Number of individual contractors who have contact with inmates, currently authorized to enter the facility:</b> | 2   |
| <b>Number of volunteers who have contact with inmates, currently authorized to enter the facility:</b>             | 235 |

| AGENCY INFORMATION   |   |
|--|---|
| <b>Name of agency:</b>                                       | Knox County Sheriff's Office                  |
| <b>Governing authority or parent agency (if applicable):</b> |   |
| <b>Physical Address:</b>                                     | 400 Main Street, Knoxville, Tennessee - 37902 |
| <b>Mailing Address:</b>                                      |   |
| <b>Telephone number:</b>                                     |   |

| Agency Chief Executive Officer Information: |                                |
|---|--------------------------------|
| <b>Name:</b>                                | Chief William Purvis           |
| <b>Email Address:</b>                       | william.purvis@knoxsheriff.org |
| <b>Telephone Number:</b>                    | 865-971-3905                   |

| Agency-Wide PREA Coordinator Information |           |                       |                           |
|--|-----------|-----------------------|---------------------------|
| <b>Name:</b>                             | Lisa Kidd | <b>Email Address:</b> | lisa.kidd@knoxsheriff.org |

| Facility AUDIT FINDINGS   |
|---|
| <b>Summary of Audit Findings</b>  |
| The OAS automatically populates the number and list of Standards exceeded, the number of Standards met, and the number and list of Standards not met. |

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

**Number of standards exceeded:**

6

- 115.11 - Zero tolerance of sexual abuse and sexual harassment; PREA coordinator
- 115.13 - Supervision and monitoring
- 115.31 - Employee training
- 115.33 - Inmate education
- 115.51 - Inmate reporting
- 115.88 - Data review for corrective action

**Number of standards met:**

39

**Number of standards not met:**

0

## POST-AUDIT REPORTING INFORMATION

### GENERAL AUDIT INFORMATION

#### On-site Audit Dates

**1. Start date of the onsite portion of the audit:**

2024-04-25

**2. End date of the onsite portion of the audit:**

2024-04-26

#### Outreach

**10. Did you attempt to communicate with community-based organization(s) or victim advocates who provide services to this facility and/or who may have insight into relevant conditions in the facility?**

☒ Yes

☐ No

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| <p><b>a. Identify the community-based organization(s) or victim advocates with whom you communicated:</b></p> | <p>The agency has a Memorandum of Understanding (MOU) with the Sexual Assault Center of East Tennessee, a Program of the Helen Ross McNabb Center. On 3/21/24, 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 has 15 SANE nurses and one SANE Coordinator on staff. SANE are perform SANE exams at the Center or at a local hospital. 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. 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 custody. 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.</p> <p>According to Chapter 3, Subsection 3.9, page 3, 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.</p> |
| <p><b>AUDITED FACILITY INFORMATION</b></p>  |   |
| <p><b>14. Designated facility capacity:</b></p>   | <p>120</p>  |
| <p><b>15. Average daily population for the past 12 months:</b></p>  | <p>100</p>  |

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| <b>16. Number of inmate/resident/detainee housing units:</b>   | 4  |
| <b>17. Does the facility ever hold youthful inmates or youthful/juvenile detainees?</b>  | <input type="radio"/> Yes<br><input checked="" type="radio"/> No<br><input type="radio"/> Not Applicable for the facility type audited (i.e., Community Confinement Facility or Juvenile Facility) |
| <b>Audited Facility Population Characteristics on Day One of the Onsite Portion of the Audit</b>   |  |
| <b>Inmates/Residents/Detainees Population Characteristics on Day One of the Onsite Portion of the Audit</b>  |  |
| <b>36. Enter the total number of inmates/residents/detainees in the facility as of the first day of onsite portion of the audit:</b>   | 115  |
| <b>38. Enter the total number of inmates/residents/detainees with a physical disability in the facility as of the first day of the onsite portion of the audit:</b>  | 0  |
| <b>39. Enter the total number of inmates/residents/detainees with a cognitive or functional disability (including intellectual disability, psychiatric disability, or speech disability) in the facility as of the first day of the onsite portion of the audit:</b> | 0  |
| <b>40. Enter the total number of inmates/residents/detainees who are Blind or have low vision (visually impaired) in the facility as of the first day of the onsite portion of the audit:</b>  | 0  |
| <b>41. Enter the total number of inmates/residents/detainees who are Deaf or hard-of-hearing in the facility as of the first day of the onsite portion of the audit:</b>   | 2  |

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| <b>42. Enter the total number of inmates/residents/detainees who are Limited English Proficient (LEP) in the facility as of the first day of the onsite portion of the audit:</b>  | 2   |
| <b>43. Enter the total number of inmates/residents/detainees who identify as lesbian, gay, or bisexual in the facility as of the first day of the onsite portion of the audit:</b>   | 0   |
| <b>44. Enter the total number of inmates/residents/detainees who identify as transgender or intersex in the facility as of the first day of the onsite portion of the audit:</b>   | 0   |
| <b>45. Enter the total number of inmates/residents/detainees who reported sexual abuse in the facility as of the first day of the onsite portion of the audit:</b>   | 0   |
| <b>46. Enter the total number of inmates/residents/detainees who disclosed prior sexual victimization during risk screening in the facility as of the first day of the onsite portion of the audit:</b>  | 4   |
| <b>47. Enter the total number of inmates/residents/detainees who were ever placed in segregated housing/isolation for risk of sexual victimization in the facility as of the first day of the onsite portion of the audit:</b>                                     | 0   |
| <b>48. Provide any additional comments regarding the population characteristics of inmates/residents/detainees in the facility as of the first day of the onsite portion of the audit (e.g., groups not tracked, issues with identifying certain populations):</b> | The PREA Coordinator provided reports generated from IMS for the information for questions 38-47. |



| Staff, Volunteers, and Contractors Population Characteristics on Day One of the Onsite Portion of the Audit   |                   |
|---|-------------------|
| 49. Enter the total number of STAFF, including both full- and part-time staff, employed by the facility as of the first day of the onsite portion of the audit:                                     | 23                |
| 50. Enter the total number of VOLUNTEERS assigned to the facility as of the first day of the onsite portion of the audit who have contact with inmates/residents/detainees:                         | 5                 |
| 51. Enter the total number of CONTRACTORS assigned to the facility as of the first day of the onsite portion of the audit who have contact with inmates/residents/detainees:                        | 4                 |
| 52. Provide any additional comments regarding the population characteristics of staff, volunteers, and contractors who were in the facility as of the first day of the onsite portion of the audit: | No text provided. |
| <b>INTERVIEWS</b>   |                   |
| <b>Inmate/Resident/Detainee Interviews</b>  |                   |
| <b>Random Inmate/Resident/Detainee Interviews</b>   |                   |
| 53. Enter the total number of RANDOM INMATES/RESIDENTS/DETAINEES who were interviewed:  | 12                |

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| <p><b>54. Select which characteristics you considered when you selected RANDOM INMATE/RESIDENT/DETAINEE interviewees: (select all that apply)</b></p>   | <p><input checked="" type="checkbox"/> Age</p> <p><input type="checkbox"/> Race</p> <p><input type="checkbox"/> Ethnicity (e.g., Hispanic, Non-Hispanic)</p> <p><input type="checkbox"/> Length of time in the facility</p> <p><input checked="" type="checkbox"/> Housing assignment</p> <p><input type="checkbox"/> Gender</p> <p><input type="checkbox"/> Other</p> <p><input type="checkbox"/> None</p>  |
| <p><b>55. How did you ensure your sample of RANDOM INMATE/RESIDENT/DETAINEE interviewees was geographically diverse?</b></p>  | <p>Five inmates from each housing unit were selected to be interviewed.</p>  |
| <p><b>56. Were you able to conduct the minimum number of random inmate/resident/detainee interviews?</b></p>  | <p><input checked="" type="radio"/> Yes</p> <p><input type="radio"/> No</p>  |
| <p><b>57. Provide any additional comments regarding selecting or interviewing random inmates/residents/detainees (e.g., any populations you oversampled, barriers to completing interviews, barriers to ensuring representation):</b></p> | <p>The facility has four housing units. Five inmates from each housing unit were selected to be interviewed for a total of 20 inmates, with an equal number of random and targeted inmates. One inmate selected refused to be interviewed and he was replaced with another random inmate from the same housing unit. In one housing unit, one targeted inmate could not be interviewed because he was at court and one random inmate from that housing unit was at work.</p> |
| <p><b>Targeted Inmate/Resident/Detainee Interviews</b></p>  |  |
| <p><b>58. Enter the total number of TARGETED INMATES/RESIDENTS/DETAINEES who were interviewed:</b></p>  | <p>8</p>   |

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

**60. Enter the total number of interviews conducted with inmates/residents/detainees with a physical disability using the "Disabled and Limited English Proficient Inmates" protocol:**

0

**a. Select why you were unable to conduct at least the minimum required number of targeted inmates/residents/detainees in this category:**

☒ Facility said there were "none here" during the onsite portion of the audit and/or the facility was unable to provide a list of these inmates/residents/detainees.

☐ The inmates/residents/detainees in this targeted category declined to be interviewed.

**b. Discuss your corroboration strategies to determine if this population exists in the audited facility (e.g., based on information obtained from the PAQ; documentation reviewed onsite; and discussions with staff and other inmates/residents/detainees).**

On electronic reports provided by the PREA Coordinator, there were no inmates with physical disabilities assigned to the facility during the onsite audit visit.

**61. Enter the total number of interviews conducted with inmates/residents/detainees with a cognitive or functional disability (including intellectual disability, psychiatric disability, or speech disability) using the "Disabled and Limited English Proficient Inmates" protocol:**

0

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|--|---|
| <p><b>a. Select why you were unable to conduct at least the minimum required number of targeted inmates/residents/detainees in this category:</b></p>  | <p><input checked="" type="checkbox"/> Facility said there were "none here" during the onsite portion of the audit and/or the facility was unable to provide a list of these inmates/residents/detainees.</p> <p><input type="checkbox"/> The inmates/residents/detainees in this targeted category declined to be interviewed.</p> |
| <p><b>b. Discuss your corroboration strategies to determine if this population exists in the audited facility (e.g., based on information obtained from the PAQ; documentation reviewed onsite; and discussions with staff and other inmates/residents/detainees).</b></p> | <p>On electronic reports provided by the PREA Coordinator, there were no inmates with cognitive or functional disabilities assigned to the facility during the onsite audit visit.</p>  |
| <p><b>62. Enter the total number of interviews conducted with inmates/residents/detainees who are Blind or have low vision (i.e., visually impaired) using the "Disabled and Limited English Proficient Inmates" protocol:</b></p>   | <p>0</p>  |
| <p><b>a. Select why you were unable to conduct at least the minimum required number of targeted inmates/residents/detainees in this category:</b></p>  | <p><input checked="" type="checkbox"/> Facility said there were "none here" during the onsite portion of the audit and/or the facility was unable to provide a list of these inmates/residents/detainees.</p> <p><input type="checkbox"/> The inmates/residents/detainees in this targeted category declined to be interviewed.</p> |
| <p><b>b. Discuss your corroboration strategies to determine if this population exists in the audited facility (e.g., based on information obtained from the PAQ; documentation reviewed onsite; and discussions with staff and other inmates/residents/detainees).</b></p> | <p>On electronic reports provided by the PREA Coordinator, there were no inmates who were blind or had low vision assigned to the facility during the onsite audit visit.</p>   |
| <p><b>63. Enter the total number of interviews conducted with inmates/residents/detainees who are Deaf or hard-of-hearing using the "Disabled and Limited English Proficient Inmates" protocol:</b></p>  | <p>2</p>  |

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| <b>64. Enter the total number of interviews conducted with inmates/residents/detainees who are Limited English Proficient (LEP) using the "Disabled and Limited English Proficient Inmates" protocol:</b>   | 2   |
| <b>65. Enter the total number of interviews conducted with inmates/residents/detainees who identify as lesbian, gay, or bisexual using the "Transgender and Intersex Inmates; Gay, Lesbian, and Bisexual Inmates" protocol:</b>                                     | 0   |
| <b>a. Select why you were unable to conduct at least the minimum required number of targeted inmates/residents/detainees in this category:</b>  | <div data-bbox="815 712 1469 869"> <input checked="" type="checkbox"/> Facility said there were "none here" during the onsite portion of the audit and/or the facility was unable to provide a list of these inmates/residents/detainees. </div> <div data-bbox="815 920 1469 999"> <input type="checkbox"/> The inmates/residents/detainees in this targeted category declined to be interviewed. </div>     |
| <b>b. Discuss your corroboration strategies to determine if this population exists in the audited facility (e.g., based on information obtained from the PAQ; documentation reviewed onsite; and discussions with staff and other inmates/residents/detainees).</b> | On electronic reports provided by the PREA Coordinator, there were no inmates assigned to the facility during the onsite audit visit that self-disclosed being lesbian, gay or bisexual.  |
| <b>66. Enter the total number of interviews conducted with inmates/residents/detainees who identify as transgender or intersex using the "Transgender and Intersex Inmates; Gay, Lesbian, and Bisexual Inmates" protocol:</b>                                       | 0   |
| <b>a. Select why you were unable to conduct at least the minimum required number of targeted inmates/residents/detainees in this category:</b>  | <div data-bbox="815 1722 1469 1879"> <input checked="" type="checkbox"/> Facility said there were "none here" during the onsite portion of the audit and/or the facility was unable to provide a list of these inmates/residents/detainees. </div> <div data-bbox="815 1930 1469 2009"> <input type="checkbox"/> The inmates/residents/detainees in this targeted category declined to be interviewed. </div> |

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| <b>b. Discuss your corroboration strategies to determine if this population exists in the audited facility (e.g., based on information obtained from the PAQ; documentation reviewed onsite; and discussions with staff and other inmates/residents/detainees).</b> | <p>On electronic reports provided by the PREA Coordinator, there were no inmates assigned to the facility during the onsite audit visit that self-disclosed being transgender or intersex.</p>  |
| <b>67. Enter the total number of interviews conducted with inmates/residents/detainees who reported sexual abuse in this facility using the "Inmates who Reported a Sexual Abuse" protocol:</b>   | <p>0</p>  |
| <b>a. Select why you were unable to conduct at least the minimum required number of targeted inmates/residents/detainees in this category:</b>  | <p><input checked="" type="checkbox"/> Facility said there were "none here" during the onsite portion of the audit and/or the facility was unable to provide a list of these inmates/residents/detainees.</p> <p><input type="checkbox"/> The inmates/residents/detainees in this targeted category declined to be interviewed.</p> |
| <b>b. Discuss your corroboration strategies to determine if this population exists in the audited facility (e.g., based on information obtained from the PAQ; documentation reviewed onsite; and discussions with staff and other inmates/residents/detainees).</b> | <p>On information reported on the Pre-Audit Questionnaire and in interview of one of the facility Investigators, in the past 12 months there were no allegations of sexual abuse reported.</p>  |
| <b>68. Enter the total number of interviews conducted with inmates/residents/detainees who disclosed prior sexual victimization during risk screening using the "Inmates who Disclosed Sexual Victimization during Risk Screening" protocol:</b>                    | <p>4</p>  |

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| <b>69. Enter the total number of interviews conducted with inmates/residents/detainees who are or were ever placed in segregated housing/isolation for risk of sexual victimization using the "Inmates Placed in Segregated Housing (for Risk of Sexual Victimization/Who Allege to have Suffered Sexual Abuse)" protocol:</b> | 0   |
| <b>a. Select why you were unable to conduct at least the minimum required number of targeted inmates/residents/detainees in this category:</b>   | <div> <input checked="" type="checkbox"/> Facility said there were "none here" during the onsite portion of the audit and/or the facility was unable to provide a list of these inmates/residents/detainees. </div> <div> <input type="checkbox"/> The inmates/residents/detainees in this targeted category declined to be interviewed. </div> |
| <b>b. Discuss your corroboration strategies to determine if this population exists in the audited facility (e.g., based on information obtained from the PAQ; documentation reviewed onsite; and discussions with staff and other inmates/residents/detainees).</b>  | The facility does not have a segregated housing unit.   |
| <b>70. Provide any additional comments regarding selecting or interviewing targeted inmates/residents/detainees (e.g., any populations you oversampled, barriers to completing interviews):</b>  | Although an equal number of random and targeted inmates were selected to be interviewed, due to replacements of targeted inmates who were selected for interviews but were unavailable to be interviewed, there were eight interviews of targeted inmates conducted.  |
| <b>Staff, Volunteer, and Contractor Interviews</b>   |   |
| <b>Random Staff Interviews</b>   |   |
| <b>71. Enter the total number of RANDOM STAFF who were interviewed:</b>  | 6   |

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| <b>72. Select which characteristics you considered when you selected RANDOM STAFF interviewees: (select all that apply)</b>   | <input type="checkbox"/> Length of tenure in the facility<br><input checked="" type="checkbox"/> Shift assignment<br><input checked="" type="checkbox"/> Work assignment<br><input type="checkbox"/> Rank (or equivalent)<br><input type="checkbox"/> Other (e.g., gender, race, ethnicity, languages spoken)<br><input type="checkbox"/> None |
| <b>73. Were you able to conduct the minimum number of RANDOM STAFF interviews?</b>  | <input checked="" type="radio"/> Yes<br><input type="radio"/> No   |
| <b>74. Provide any additional comments regarding selecting or interviewing random staff (e.g., any populations you oversampled, barriers to completing interviews, barriers to ensuring representation):</b>  | All random staff working during the onsite audit visit were interviewed. This included two Corrections Office from each security shift.  |
| <b>Specialized Staff, Volunteers, and Contractor Interviews</b>   |  |
| Staff in some facilities may be responsible for more than one of the specialized staff duties. Therefore, more than one interview protocol may apply to an interview with a single staff member and that information would satisfy multiple specialized staff interview requirements. |  |
| <b>75. Enter the total number of staff in a SPECIALIZED STAFF role who were interviewed (excluding volunteers and contractors):</b>   | 12   |
| <b>76. Were you able to interview the Agency Head?</b>  | <input checked="" type="radio"/> Yes<br><input type="radio"/> No   |
| <b>77. Were you able to interview the Warden/Facility Director/Superintendent or their designee?</b>  | <input checked="" type="radio"/> Yes<br><input type="radio"/> No   |



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| <b>78. Were you able to interview the PREA Coordinator?</b>        | <input checked="" type="radio"/> Yes<br><br><input type="radio"/> No   |
| <b>79. Were you able to interview the PREA Compliance Manager?</b> | <input checked="" type="radio"/> Yes<br><br><input type="radio"/> No<br><br><input type="radio"/> NA (NA if the agency is a single facility agency or is otherwise not required to have a PREA Compliance Manager per the Standards) |

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

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

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|   | <input type="checkbox"/> Other   |
| <b>81. Did you interview VOLUNTEERS who may have contact with inmates/residents/detainees in this facility?</b>                           | <input checked="" type="radio"/> Yes<br><input type="radio"/> No   |
| <b>a. Enter the total number of VOLUNTEERS who were interviewed:</b>  | 2  |
| <b>b. Select which specialized VOLUNTEER role(s) were interviewed as part of this audit from the list below: (select all that apply)</b>  | <input type="checkbox"/> Education/programming<br><input type="checkbox"/> Medical/dental<br><input type="checkbox"/> Mental health/counseling<br><input checked="" type="checkbox"/> Religious<br><input type="checkbox"/> Other  |
| <b>82. Did you interview CONTRACTORS who may have contact with inmates/residents/detainees in this facility?</b>                          | <input checked="" type="radio"/> Yes<br><input type="radio"/> No   |
| <b>a. Enter the total number of CONTRACTORS who were interviewed:</b>   | 3  |
| <b>b. Select which specialized CONTRACTOR role(s) were interviewed as part of this audit from the list below: (select all that apply)</b> | <input type="checkbox"/> Security/detention<br><input checked="" type="checkbox"/> Education/programming<br><input checked="" type="checkbox"/> Medical/dental<br><input type="checkbox"/> Food service<br><input type="checkbox"/> Maintenance/construction<br><input type="checkbox"/> Other |

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| <b>83. Provide any additional comments regarding selecting or interviewing specialized staff.</b> | <p>The Chief of Corrections, designated as the Agency Head Designee and the Compliance and Accreditation Director, PREA Coordinator were interviewed earlier in the week when KCSO Roger D. Wilson Detention Facility was audited. The Facility Commander and the PREA Compliance Manager were interviewed on the first day of the audit. The remaining eight specialized staff were interviewed by telephone during the Post-Audit Phase.</p> |
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## SITE REVIEW AND DOCUMENTATION SAMPLING

### Site Review

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

|  |   |
|--|---|
| <b>84. Did you have access to all areas of the facility?</b> | <p><input checked="" type="radio"/> Yes</p> <p><input type="radio"/> No</p> |
|--|---|

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

|  |   |
|--|---|
| <b>85. Observations of all facility practices in accordance with the site review component of the audit instrument (e.g., signage, supervision practices, cross-gender viewing and searches)?</b>                                      | <p><input checked="" type="radio"/> Yes</p> <p><input type="radio"/> No</p> |
| <b>86. Tests of all critical functions in the facility in accordance with the site review component of the audit instrument (e.g., risk screening process, access to outside emotional support services, interpretation services)?</b> | <p><input checked="" type="radio"/> Yes</p> <p><input type="radio"/> No</p> |

|   |   |
|---|---|
| <b>87. Informal conversations with inmates/ residents/detainees during the site review (encouraged, not required)?</b>  | <input checked="" type="radio"/> Yes<br><br><input type="radio"/> No  |
| <b>88. Informal conversations with staff during the site review (encouraged, not required)?</b>   | <input type="radio"/> Yes<br><br><input checked="" type="radio"/> No  |
| <b>89. Provide any additional comments regarding the site review (e.g., access to areas in the facility, observations, tests of critical functions, or informal conversations).</b>   | <p>During the site review, the speed dial numbers for inmates to call the internal reporting line (*888), the external number (*999) and the number to the National Sexual Assault Hotline (*555) were dialed on a resident pay phone. All numbers were found to be accessible. There were seven inmates informally interviewed during the site review of the facility. The doors to two pipe chase areas and a utility room were found to be unlocked. The Facility Commander was reminded to ensure these doors remain secured. There is a restroom within each housing unit surrounded by a partial block wall. Each restroom has four toilet stalls and a shower area with three shower heads and a shower curtain surrounding the shower area. there was one LEP inmate interviewed with translation provided by the use of the Language Line.</p> |
| <b>Documentation Sampling</b>   |   |
| <p>Where there is a collection of records to review-such as staff, contractor, and volunteer training records; background check records; supervisory rounds logs; risk screening and intake processing records; inmate education records; medical files; and investigative files-auditors must self-select for review a representative sample of each type of record.</p> |   |
| <b>90. In addition to the proof documentation selected by the agency or facility and provided to you, did you also conduct an auditor-selected sampling of documentation?</b>   | <input checked="" type="radio"/> Yes<br><br><input type="radio"/> No  |

**91. Provide any additional comments regarding selecting additional documentation (e.g., any documentation you oversampled, barriers to selecting additional documentation, etc.).**

I selected and reviewed 12 employee files, 2 volunteer files and 4 contractor files to determine compliance with the requirements of criminal background checks and PREA training requirements. I also selected and reviewed 20 random inmate files to determine compliance with screening requirements and the requirements of PREA education for inmates.

## **SEXUAL ABUSE AND SEXUAL HARASSMENT ALLEGATIONS AND INVESTIGATIONS IN THIS FACILITY**

### **Sexual Abuse and Sexual Harassment Allegations and Investigations Overview**

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

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

|                                      | <b># of sexual abuse allegations</b> | <b># of criminal investigations</b> | <b># of administrative investigations</b> | <b># of allegations that had both criminal and administrative investigations</b> |
|--------------------------------------|--------------------------------------|-------------------------------------|---|--|
| <b>Inmate-on-inmate sexual abuse</b> | 0                                    | 0                                   | 0   | 0  |
| <b>Staff-on-inmate sexual abuse</b>  | 0                                    | 0                                   | 0   | 0  |
| <b>Total</b>                         | 0                                    | 0                                   | 0   | 0  |

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

|   | # of sexual harassment allegations | # of criminal investigations | # of administrative investigations | # of allegations that had both criminal and administrative investigations |
|---|------------------------------------|------------------------------|------------------------------------|---|
| <b>Inmate-on-inmate sexual harassment</b> | 0                                  | 0                            | 0                                  | 0   |
| <b>Staff-on-inmate sexual harassment</b>  | 0                                  | 0                            | 0                                  | 0   |
| <b>Total</b>                              | 0                                  | 0                            | 0                                  | 0   |

**Sexual Abuse and Sexual Harassment Investigation Outcomes**

**Sexual Abuse Investigation Outcomes**

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

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

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

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

|                                      | Ongoing | Unfounded | Unsubstantiated | Substantiated |
|--------------------------------------|---------|-----------|-----------------|---------------|
| <b>Inmate-on-inmate sexual abuse</b> | 0       | 0         | 0               | 0             |
| <b>Staff-on-inmate sexual abuse</b>  | 0       | 0         | 0               | 0             |
| <b>Total</b>                         | 0       | 0         | 0               | 0             |

**Sexual Harassment Investigation Outcomes**

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



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

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

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

|   | Ongoing | Unfounded | Unsubstantiated | Substantiated |
|---|---------|-----------|-----------------|---------------|
| <b>Inmate-on-inmate sexual harassment</b> | 0       | 0         | 0               | 0             |
| <b>Staff-on-inmate sexual harassment</b>  | 0       | 0         | 0               | 0             |
| <b>Total</b>                              | 0       | 0         | 0               | 0             |

**Sexual Abuse and Sexual Harassment Investigation Files Selected for Review**

**Sexual Abuse Investigation Files Selected for Review**

**98. Enter the total number of SEXUAL ABUSE investigation files reviewed/ sampled:**

0

**a. Explain why you were unable to review any sexual abuse investigation files:**

In the past 12 months, there were no allegations of sexual abuse reported.

|  |  |
|--|--|
| <b>99. Did your selection of SEXUAL ABUSE investigation files include a cross-section of criminal and/or administrative investigations by findings/outcomes?</b> | <input type="radio"/> Yes<br><input type="radio"/> No<br><input checked="" type="radio"/> NA (NA if you were unable to review any sexual abuse investigation files)                  |
| <b>Inmate-on-inmate sexual abuse investigation files</b>   |  |
| <b>100. Enter the total number of INMATE-ON-INMATE SEXUAL ABUSE investigation files reviewed/sampled:</b>  | 0  |
| <b>101. Did your sample of INMATE-ON-INMATE SEXUAL ABUSE investigation files include criminal investigations?</b>  | <input type="radio"/> Yes<br><input type="radio"/> No<br><input checked="" type="radio"/> NA (NA if you were unable to review any inmate-on-inmate sexual abuse investigation files) |
| <b>102. Did your sample of INMATE-ON-INMATE SEXUAL ABUSE investigation files include administrative investigations?</b>  | <input type="radio"/> Yes<br><input type="radio"/> No<br><input checked="" type="radio"/> NA (NA if you were unable to review any inmate-on-inmate sexual abuse investigation files) |
| <b>Staff-on-inmate sexual abuse investigation files</b>  |  |
| <b>103. Enter the total number of STAFF-ON-INMATE SEXUAL ABUSE investigation files reviewed/sampled:</b>   | 0  |
| <b>104. Did your sample of STAFF-ON-INMATE SEXUAL ABUSE investigation files include criminal investigations?</b>   | <input type="radio"/> Yes<br><input type="radio"/> No<br><input checked="" type="radio"/> NA (NA if you were unable to review any staff-on-inmate sexual abuse investigation files)  |

|  |   |
|--|---|
| <b>105. Did your sample of STAFF-ON-INMATE SEXUAL ABUSE investigation files include administrative investigations?</b>   | <input type="radio"/> Yes<br><input type="radio"/> No<br><input checked="" type="radio"/> NA (NA if you were unable to review any staff-on-inmate sexual abuse investigation files)       |
| <b>Sexual Harassment Investigation Files Selected for Review</b>   |   |
| <b>106. Enter the total number of SEXUAL HARASSMENT investigation files reviewed/sampled:</b>  | 0   |
| <b>a. Explain why you were unable to review any sexual harassment investigation files:</b>   | In the past 12 months, there were no allegations of sexual harassment reported.   |
| <b>107. Did your selection of SEXUAL HARASSMENT investigation files include a cross-section of criminal and/or administrative investigations by findings/outcomes?</b> | <input type="radio"/> Yes<br><input type="radio"/> No<br><input checked="" type="radio"/> NA (NA if you were unable to review any sexual harassment investigation files)                  |
| <b>Inmate-on-inmate sexual harassment investigation files</b>  |   |
| <b>108. Enter the total number of INMATE-ON-INMATE SEXUAL HARASSMENT investigation files reviewed/sampled:</b>   | 0   |
| <b>109. Did your sample of INMATE-ON-INMATE SEXUAL HARASSMENT files include criminal investigations?</b>   | <input type="radio"/> Yes<br><input type="radio"/> No<br><input checked="" type="radio"/> NA (NA if you were unable to review any inmate-on-inmate sexual harassment investigation files) |

|   |   |
|---|---|
| <b>110. Did your sample of INMATE-ON-INMATE SEXUAL HARASSMENT investigation files include administrative investigations?</b>          | <input type="radio"/> Yes<br><input type="radio"/> No<br><input checked="" type="radio"/> NA (NA if you were unable to review any inmate-on-inmate sexual harassment investigation files) |
| <b>Staff-on-inmate sexual harassment investigation files</b>  |   |
| <b>111. Enter the total number of STAFF-ON-INMATE SEXUAL HARASSMENT investigation files reviewed/sampled:</b>                         | 0   |
| <b>112. Did your sample of STAFF-ON-INMATE SEXUAL HARASSMENT investigation files include criminal investigations?</b>                 | <input type="radio"/> Yes<br><input type="radio"/> No<br><input checked="" type="radio"/> NA (NA if you were unable to review any staff-on-inmate sexual harassment investigation files)  |
| <b>113. Did your sample of STAFF-ON-INMATE SEXUAL HARASSMENT investigation files include administrative investigations?</b>           | <input type="radio"/> Yes<br><input type="radio"/> No<br><input checked="" type="radio"/> NA (NA if you were unable to review any staff-on-inmate sexual harassment investigation files)  |
| <b>114. Provide any additional comments regarding selecting and reviewing sexual abuse and sexual harassment investigation files.</b> | In the past 12 months, there were no allegations of sexual harassment reported.   |

## SUPPORT STAFF INFORMATION

### DOJ-certified PREA Auditors Support Staff

**115. Did you receive assistance from any DOJ-CERTIFIED PREA AUDITORS at any point during this audit? REMEMBER: the audit includes all activities from the pre-onsite through the post-onsite phases to the submission of the final report. Make sure you respond accordingly.**

☐ Yes

☒ No

### Non-certified Support Staff

**116. Did you receive assistance from any NON-CERTIFIED SUPPORT STAFF at any point during this audit? REMEMBER: the audit includes all activities from the pre-onsite through the post-onsite phases to the submission of the final report. Make sure you respond accordingly.**

☐ Yes

☒ No

## AUDITING ARRANGEMENTS AND COMPENSATION

**121. Who paid you to conduct this audit?**

- ☒ The audited facility or its parent agency
- ☐ My state/territory or county government employer (if you audit as part of a consortium or circular auditing arrangement, select this option)
- ☐ A third-party auditing entity (e.g., accreditation body, consulting firm)
- ☐ Other

| Standards  |  |
|--|--|
| Auditor Overall Determination Definitions  |  |
| <ul style="list-style-type: none"> <li>Exceeds Standard<br/>(Substantially exceeds requirement of standard)</li> <li>Meets Standard<br/>(substantial compliance; complies in all material ways with the stand for the relevant review period)</li> <li>Does Not Meet Standard<br/>(requires corrective actions)</li> </ul>   |  |
| Auditor Discussion Instructions  |  |
| <p>Auditor discussion, including the evidence relied upon in making the compliance or non-compliance determination, the auditor's analysis and reasoning, and the auditor's conclusions. This discussion must also include corrective action recommendations where the facility does not meet standard. These recommendations must be included in the Final Report, accompanied by information on specific corrective actions taken by the facility.</p> |  |

| 115.11 | Zero tolerance of sexual abuse and sexual harassment; PREA coordinator  |
|--------|---|
|        | <b>Auditor Overall Determination:</b> Exceeds Standard  |
|        | <b>Auditor Discussion</b>   |
|        | <p>115.11 (a) The Knox County Sheriff's Office (KCSO) Corrections Division policy Chapter 18, 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. Sexual activity between inmates or employees, contractors and volunteers are strictly prohibited and subject to administrative and criminal disciplinary sanctions. Agency policy Chapter 18 includes Subsections 18-01, <i>Sexual Abuse Prevention Planning</i>, 18.2, <i>Reporting Procedures</i>, 18.3, <i>Official Response and Inmate Report</i>, 18.4, <i>PREA Investigation</i>, 18.5, <i>Disciplinary Violations PREA</i>, 18.6, <i>Data Collection and Auditing Procedures</i> and 18.7, <i>Transgender and Intersex Inmates</i>. Pages 1-3 of policy 18.01 includes definitions of prohibited behaviors. The <i>Sexual Abuse Prevention Planning</i> policies were found to be comprehensive and clearly outline the procedures to be followed to reduce and prevent sexual abuse and sexual harassment of inmates. The policy addresses each standard and procedures as guidance to staff ensuring compliance to the PREA standards.</p> |

|  |  |
|--|--|
|  | <p>115.11 (b): The agency employs a PREA Coordinator, who when interviewed reported she 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 Compliance Accreditation Director is designated as the agency's 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 for the Roger D. Wilson Detention Facility, the Knox County Jail and the Knox County Work Release Center. In interview the PREA Coordinator she stated she has sufficient time to manage her PREA-related responsibilities. Her position focuses completely on compliance and accreditation. She further stated each of the three facilities has a designated PREA Compliance Manager. She meets with the PREA Compliance Managers at least once a month and communicates with them through telephone calls and e-mails often.</p> <p>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 Corporal is designated as the PREA Compliance Manager for the Knox County Work Release Center (KCWRC). The facility's organizational chart depicts the position of the PREA Compliance Manager. The PREA Compliance Manager answers to the PREA Coordinator. When interviewed, the PREA Compliance Manager stated he has sufficient time and authority to coordinate the facility's efforts to comply with the PREA standards.</p> <p>The agency's <i>Sexual Abuse Prevention Planning</i> policy was found to be very comprehensive and both the PREA Coordinator and the PREA Compliance Manager were very knowledgeable when interviewed; therefore, the facility was found to exceed in the requirements of this standard.</p> |
|--|--|

| 115.12 | Contracting with other entities for the confinement of inmates   |
|--------|--|
|        | <b>Auditor Overall Determination:</b> Meets Standard   |
|        | <b>Auditor Discussion</b>  |
|        | 115.12 (a-a-b): Based on documentation provided for review, the Knox County Corrections Division does not contract with other agencies for the confinement of its inmates. |

| 115.13 | Supervision and monitoring                             |
|--------|--|
|        | <b>Auditor Overall Determination:</b> Exceeds Standard |

**Auditor Discussion**

115.13 (a) Based on agency policy Chapter 18, Subsection 18.01 pages 3 & 4, section III-B, 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. On information reported on the Pre-Audit Questionnaire, in the past 12 months the KCWRC had a rated capacity of 120 inmates. In the past 12 months and since the last PREA audit, the average daily population was 100 inmates. In interview with the Facility Commander and the PREA Compliance Manager, they confirmed what is considered 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 and in interview of the Facility Commander, in the past 12 months there were no deviations to the established staffing plan. The *PREA Mandatory Staffing Plan* for the KCWRC mandates one Facility Commander for the facility and two Corrections Officers on each of three security shifts.

115.13 (c): The staffing plan is reviewed annually by the Chief of Corrections, in consultation with the PREA Coordinator and the PREA Compliance Manager, to assess the staffing plan and document any changes needed. 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* (Form #0148). These forms since the last PREA audit were provided for review. The last review was on 12/13/23. As a result of that review, there were no recommendations for policy and/or procedure changes, no modifications to the physical plant, no changes to the video monitoring system and no recommendations for changes to the established staffing plan. In interview with the PREA Coordinator, she reported the staffing plans for all three KCSO facilities at a minimum of at least once a year. Currently the facility has 16 staff and a vacancy for one Corrections Officer.



|  |   |
|--|---|
|  | <p>115.13 (d): According to page 4, section III-B-4 of the Subsection 18.01 policy, the facility ensures that on-duty intermediate-level or higher-level supervisors on all three shifts conduct and document unannounced PREA 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 on the <i>Unannounced Supervisor PREA Round/Inspection</i> in the Inmate Management System (IMS). The Facility Commander monitors management reports for compliance. The Corporal/PREA Compliance Manager makes unannounced PREA rounds each day he works. In his absence, the Shift Supervisors conduct these rounds. During the onsite audit visit <i>Unannounced Supervisor PREA Round/Inspection Forms</i> were reviewed and showed unannounced PREA rounds are being conducted and documented in IMS. Interviews of the Corporal and a Shift Supervisor on the second shift, confirmed unannounced rounds are being conducted on all security shifts. Officers conduct security checks every 30-40 minutes. Inmates interviewed confirmed Officers are present in their housing units 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 and security checks daily.</p> |
|--|---|

| 115.14 | Youthful inmates  |
|--------|---|
|        | <b>Auditor Overall Determination:</b> Meets Standard  |
|        | <b>Auditor Discussion</b>   |
|        | 115.14 (a-c): According to information on the Pre-Audit Questionnaire and in interview of the Facility Commander, this standard is not applicable to the Knox County Work Release Center. The facility does not house youthful offenders. |

| 115.15 | Limits to cross-gender viewing and searches  |
|--------|--|
|        | <b>Auditor Overall Determination:</b> Meets Standard   |
|        | <b>Auditor Discussion</b>  |
|        | 115.15 (a): Review of KCSO policy 6.07, page 11, section E, 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. In 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 Knox County Work Release Center does not house female inmates; therefore, this provision of this standard does not apply to this facility.

115.15 (c): The Knox County Work Release Center does not house female inmates; therefore, this provision of this standard does not apply to this facility.

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. During the site review and in review of camera monitors, restrooms and shower areas afford privacy to 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. Inmates interviewed reported they feel they have privacy if an opposite gender staff is in their housing unit. They also confirmed female staff announce themselves before entering their housing unit.

115.15 (e): According to KCSO policy 6.07, page 6, 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. Page 6 of policy 18.7, section B states a *Transgender Inmate Statement of Search* form (Form #1165) is completed by any inmate who self-disclose being transgender or intersex. The inmate indicates on the form their preference of male or female staff they request to strip search and conduct pat-down searches on them. Due to the fact that only male officers are assigned to the KCWRC and housing units are dormitory style pods and there are not any single cells; therefore, a transgender inmate would not be assigned to this facility.

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. Correctional staff complete *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 (Form #1815) upon completion of this training acknowledging receipt and understanding of the training they received. In interviews of random staff, they were aware of the agency's policy on searches of transgender and intersex inmates.

|               |  |
|---------------|--|
| <b>115.16</b> | <b>Inmates with disabilities and inmates who are limited English proficient</b>  |
|               | <b>Auditor Overall Determination:</b> Meets Standard   |
|               | <b>Auditor Discussion</b>  |
|               | <p>115.16 (a): Based on review of KCSO policy 13.1, <i>Inmate Services and Programs Guidelines</i>, pages 11 &amp; 12, 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. A contract with Purple Communications, Inc. provides video remote sign language interpreting. A designated Programs staff member will be assigned to inmates requiring assistance due to blindness, low vision, intellectual disabilities or difficulty with speech. In interview with the Chief of Corrections (Agency Head Designee), he stated the inmates with disabilities or Limited English Proficient are provided with PREA information they can understand. At the time of the onsite audit visit, there were no inmates who were blind, deaf or with low vision. Two inmates who are hard of hearing were interviewed and both stated they had no difficulty hearing the PREA information verbally explained to them. They both answered interview questions appropriately.</p> <p>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 provide translation to Spanish speaking inmates. A contract with Language Line Services, Inc. is used for the translation of any other languages. One Limited English proficient inmate (Spanish) was interviewed by use of the Language Line. He reported he saw the Spanish PREA video, but he did not receive an <i>Inmate Handbook</i>. He was informed he could access the Spanish <i>Inmate Handbook</i> on the tablet and kiosk. All posted PREA information and PREA information on the kiosks and tablets are in both English and Spanish and the PREA video is available in both languages.</p> <p>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.</p> |

|               |  |
|---------------|--|
| <b>115.17</b> | <b>Hiring and promotion decisions</b>                |
|               | <b>Auditor Overall Determination:</b> Meets Standard |

## Auditor Discussion

115.17 (a): According to the *Knox County Sheriff's Office Employee Manual*, Chapter 1, pages 4 & 5, 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, there were no files selected to review that required 1801 forms.

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 no criminal background checks performed on employees of the KCWRC.

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. On information provided on the Pre-Audit Questionnaire, in the past 12 months, there were two criminal background checks conducted on 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. In review of 12 employee files, employees who have been employed since the last PREA audit had *Self-Declaration of Sexual Abuse/Sexual Harassment* forms for each year filed in their

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|  | <p>human resource files.</p> <p>115.17 (g): Material omissions regarding sexual misconduct or giving false information are grounds for termination.</p> <p>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.</p> |
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| 115.18 Upgrades to facilities and technologies |   |
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|  | <b>Auditor Overall Determination:</b> Meets Standard  |
|  | <b>Auditor Discussion</b>   |
|  | <p>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.</p> <p>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 <i>Incident Review Form</i>. In interview of the Facility Commander, he reported at this time he feels there are enough cameras to cover any blind spots. In review of camera monitors with the Facility Commander, there appears to be good camera coverage.</p> |

| 115.21 Evidence protocol and forensic medical examinations |  |
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|  | <b>Auditor Overall Determination:</b> Meets Standard |

**Auditor Discussion**

115.21 (a): According to Chapter 3, Subsection 3.9, page 3, 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. Random staff interviewed knew how to preserve the crime scene and any 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 a Memorandum of Understanding (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 agency has a Memorandum of Understanding (MOU) with the Sexual Assault Center of East Tennessee, a Program of the Helen Ross McNabb Center. The MOU was provided for review. On 3/21/24, 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 has 15 SANE nurses and one SANE Coordinator on staff. SANE are perform SANE exams at the Center or at a local hospital. 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. 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 custody. 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. According to Chapter 3, Subsection 3.9, page 3, 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

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|  | <p>services.</p> <p>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.</p> <p>115.21 (f): Facility Investigators conduct administrative investigations and one of the Investigators is qualified to conduct criminal investigations of allegations that appear to be criminal. If necessary, the KCSO's Major Crimes Division Investigators may assist. If an allegation involves staff, the allegation is referred to the Knox County Office of Professional Standards.</p> |
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| 115.22 | Policies to ensure referrals of allegations for investigations  |
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|        | <p><b>Auditor Overall Determination:</b> Meets Standard</p>   |
|        | <p><b>Auditor Discussion</b></p> <p>115.22 (a): KCSO policy 18, Chapter 18.3, page 5, 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. According to information reported on the Pre-Audit Questionnaire, in the 12 months there were no allegations of sexual abuse and sexual harassment reported. 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.</p> <p>115.22 (b): The KCSO PREA Coordinator ensures allegations of sexual abuse or sexual harassment are referred for investigation. The facility has two trained Investigators. One of the Investigators is qualified to conduct criminal investigation. In interview with the Investigators, if necessary KCSO Major Crimes Division or the Office of Professional Standards may assist. The agency's investigative process is published on the KCSO website at <a href="http://www.knoxsheriff.org">www.knoxsheriff.org</a>.</p> <p>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.</p> <p>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.</p> <p>115.22 (e): KCSO does not utilize a separate entity to conduct criminal or</p> |



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|  | <p>administrative investigation; therefore, this provision of this standard is not applicable to KCSO.</p> <p>In interview of the PREA Coordinator and Investigators from the KCSO Major Crimes Division, 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. Allegations that appear to be criminal are referred to the KCSO Major Crimes Division for investigation if necessary.</p> |
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| 115.31 | Employee training  |
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|        | <p><b>Auditor Overall Determination:</b> Exceeds Standard</p> <p><b>Auditor Discussion</b></p> <p>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 annually during in-service training. The facility's Training Director facilitates all PREA training. The agency's requirement of this training is found in Chapter 5, page 45, section E-I of the <i>Employee Manual</i>. The <i>Inmate Safety/PREA</i> lesson plan was provided for review and found to address all elements of this provision of this standard. In interview with the Training Director, she stated policy updates and other PREA information is shared through Power DMS throughout the year. In random interviews with employees, employees were able to confirm completing PREA training in pre-service and during annual in-service training and completing PREA training requirements in Power DMS as required.</p> <p>115.31 (b): The Knox County Work Release Center houses male inmates only. The training provided to all employees is tailored to meet the needs of both males and females.</p> <p>115.31 (c): In information provided in the Pre-Audit Questionnaire and in review of random staff training records, employees of the KCWRC receive PREA education every year during in-service training, exceeding in the requirements of this provision.</p> <p>115.31 (d): Upon completion of PREA pre-service or annual PREA in-service training, an electronic acknowledgement form is generated. Documentation of annual PREA training for employees is maintained by the facility's Training Director.</p> <p>Review of 12 employee training records confirmed training is being completed annually and documentation of this training is being maintained by the Training Director. Employees who have been employed since the last PREA audit had documentation of PREA training completed annually since the last PREA audit. In interview with staff, they were able to confirm receiving this training and knew their</p> |



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|  | responsibilities for preventing, detecting, responding and reporting allegations of sexual abuse and sexual harassment. Due to the well-maintained and complete PREA training records and the knowledge of staff interviewed, the facility was found to exceed in the requirements of this standard. |
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| <b>115.32</b> | <b>Volunteer and contractor training</b>  |
|               | <b>Auditor Overall Determination:</b> Meets Standard  |
|               | <b>Auditor Discussion</b>   |
|               | <p>115.32 (a): According to KCSO policy Chapter 1, policy 1.14, Sub-Section B, the agency 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 policies and procedures. The lesson plan, <i>Volunteer Orientation/Annual Training</i> was provided for review. The facility has five religious volunteers and four contractors. In information provided on the Pre-Audit Questionnaire, all volunteers and contractors have been trained on the agency's zero-tolerance policies and procedures. In interview with the Chaplain who is designated as the facility's Volunteer Coordinator he stated he provides training for any new volunteers once each month and annually in September he holds training for all volunteers. In interview of two religious volunteers and three contractors, they reported receiving PREA training annually facilitated by the Chaplain.</p> <p>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 <i>Volunteer/ Contractor PREA Training Acknowledgement Form</i> (Form #1816) and a <i>KCSO Correctional Orientation Acknowledgement Form</i> (Form #0505) acknowledging receipt and understanding of the training they received.</p> <p>115.32 (c): The Volunteer Coordinator maintains documentation of training for volunteer and contractor training. In review of two volunteer and four contractor training records, the records showed volunteers and contractors are receiving training annually. In interview of two volunteers and two contractors, they confirmed completing PREA training annually.</p> |

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| <b>115.33</b> | <b>Inmate education</b>                                |
|               | <b>Auditor Overall Determination:</b> Exceeds Standard |
|               | <b>Auditor Discussion</b>                              |

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, 108 inmates admitted to the Knox County Work Release Center received PREA information at intake. Inmates assigned to the KCWRC go through intake at the Roger D. Wilson Detention Facility. In interview of Classification staff, they confirmed what PREA information inmates are receiving at intake. Inmates receive a *Knox County Sheriff Corrections Division Inmate Handbook* and an *End the Silence* brochure (Form # 1823) brochure. Inmates sign a *PREA Comprehensive Training Form* acknowledging receiving the written information, receiving verbal information by Classification staff and viewing the PREA video. Random inmates interviewed reported they received written information and viewed the PREA video within 24 hours of their arrival to the facility. Before inmates can access any activities on tablets or kiosks, viewing the PREA video is a required task. 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. They confirmed receiving the *Inmate Handbook* and the brochure and that Classification staff gave verbal information as well.

115.33 (b): Comprehensive PREA information is given to inmates within the first 24 hours of the arrival at the facility. In review of 20 inmate records, PREA information is given to the inmates most often on their day of arrival to the facility and no longer within 24 hours. The facility exceeds in the requirements of this provision of this standard.

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 for the Spanish language and Language Line Services is used for the translation of any other language.

115.33 (e): In review of a total of 20 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 both English and Spanish in bulletin boards in housing units and in various locations throughout the facility. The facility was found to exceed in the requirements of this standard.

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| <b>115.34</b> | <b>Specialized training: Investigations</b> |
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|  | <b>Auditor Overall Determination:</b> Meets Standard   |
|  | <b>Auditor Discussion</b>  |
|  | <p>115.34 (a): According to KCSO policy Chapter 5.1, Sub-Section E-j-1, page 46, in addition to general training provided to all employees, KCSO ensures facility Investigators receive training on conducting sexual abuse investigations in confinement settings.</p> <p>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. In interview of Investigators, they were able to confirm topics addressed in the training.</p> <p>115.34 (c): KCSO has two trained facility Investigators responsible for conducting administrative investigations of sexual abuse and sexual harassment. One of the Investigators is qualified to conduct criminal investigations. In his absence an allegation that appears to be criminal may be referred to the Major Crimes Division. There are four trained Major Crime Investigators who have also completed specialized investigation training. The facility provided certificates of completion for all six investigators. Investigators have completed <i>PREA: Investigating Sexual Abuse in Confinement Settings</i>, a three-hour NIC online course. The facility also provided documentation of the general PREA training provided to all employees that facility Investigators complete.</p> <p>When interviewed, facility Investigators knew their responsibilities in conducting administrative investigations of sexual abuse and sexual harassment. Both facility investigators shared they have had multiple investigation training opportunities.</p> |

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| <b>115.35</b> | <b>Specialized training: Medical and mental health care</b>   |
|               | <b>Auditor Overall Determination:</b> Meets Standard  |
|               | <b>Auditor Discussion</b>   |
|               | <p>115.35 (a): According to <i>Knox County Sheriff's Office Employee Manual</i>, Chapter 5, Sub-Section E-k-I, 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 training includes 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</p> |

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|  | <p>mental health staff interviewed were knowledgeable of the topics addressed in the specialized training they completed.</p> <p>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.</p> <p>115.35 (c): Medical staff complete online <i>PREA: Medical Health Care for Sexual Assault Victims in a Confinement Setting</i> and mental health staff complete <i>PREA: Behavioral Health Care for Sexual Assault Victims in a Confinement Setting</i>. Both trainings are completed online. The curriculums for these trainings were provided for review. 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.</p> <p>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.</p> |
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| 115.41 | Screening for risk of victimization and abusiveness  |
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|        | <p><b>Auditor Overall Determination:</b> Meets Standard</p>  |
|        | <p><b>Auditor Discussion</b></p> <p>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 - 7. Prior to admission to the KCWRC all inmates are screened at the Roger D. Wilson Detention Facility by Classification staff for risk of being sexually abused or sexually abusive towards others. In interview with Classification staff, they explained the screening process. Inmates are taken to the Classification department where the screening takes place to ensure privacy to screening information. Inmates interviewed confirmed being screened at the RDWDF upon their arrival.</p> <p>115.41 (b): According to this provision, intake screening shall ordinarily take place within 72 hours of arrival at the facility. Intake screening is completed within 24 hours 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, 108 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. In review of screening information for 20 inmates, screenings were found to be completed within 24 hours of arrival to the agency.</p> |

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|  | <p>115.41 (c): Inmates are screened using the <i>Screening for Risk of Victimization or Abusiveness Tool</i> (Form #1820) in the Inmate Management System (IMS), an objective screening tool.</p> <p>115.41 (d): In review of the <i>Screening for Risk of Victimization or Abusiveness Tool</i> (Form #1820), the screening tool was found to consider all of the criteria required in this provision of this standard. Interview of Classification staff confirmed what information is included in the <i>Screening for Risk of Victimization or Abusiveness Tool</i>.</p> <p>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.</p> <p>115.41 (f): According to KCSO policy 14.1, within 30 days of arrival to the facility, inmates are rescreened using the <i>Screening for Risk of Victimization or Abusiveness Tool</i> (Form #1820) to reassess the inmate's risk of victimization or abusiveness. An <i>Inmates Without 30-Day PREA Reassessment Interviews</i> in IMS ensures completion of 30-day reassessments within the 30-day of arrival requirement. Inmates assigned to the facility are rescreened by the KCWRC's PREA Compliance Manager within 30 days. In the past 12 months, 19 inmates whose length of stay in the facility was for 30 days or more were rescreened. In interview with the PREA Compliance Manager, he explained the agency's procedures for conducting 30-day reassessment screenings. In review of 20 inmate records one 30-day screening was found to be 13 days past the 30-day required date and all other records reviewed were completed within 30 days of arrival to the facility.</p> <p>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 interview with the PREA Compliance Manager, he knew this requirement and stated he has not had to reassess any inmates for any of these reasons in the past 12 months.</p> <p>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.</p> <p>115.41 (i): To maintain confidentiality to screening information, according to agency policy and in interview with Classification staff, only Classification staff, the PREA Coordinator, PREA Compliance Manager, administration staff, medical and mental health staff have access to screening information in IMS.</p> |
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| <b>115.42</b> | <b>Use of screening information</b>                  |
|               | <b>Auditor Overall Determination:</b> Meets Standard |
|               | <b>Auditor Discussion</b>                            |

115.42 (a): According to KCSO policy, 14.1, Sub-Section D, page 7, 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 PREA Compliance Manager, he 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. Alert Reports in IMS helps KCWRC 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. In review of 20 inmate records, three inmates were screened to be at risk for victimization and two were screened to be at risk for abusiveness. The inmates are being tracked on the Alert Reports and housed appropriately.

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 7, Sub-Section D-4-8. 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, HSA, Facility Commander, Program Director and a Mental Health Provider meets with newly assigned transgender and intersex inmates to complete a *PREA Housing and Programs Review* (Form #1819) to determine appropriate housing and programming for the inmate. Transgender and intersex inmates are not assigned to the KCWRC.

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.

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 alone.

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 Manager, 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.

| 115.43 | Protective Custody  |
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|        | <b>Auditor Overall Determination:</b> Meets Standard  |
|        | <b>Auditor Discussion</b>   |
|        | <p>115.43 (a): According to KCSO policy 14.1, pages 18 &amp; 19, section J-9, 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 Commander, he 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. The KCWRC does not have a segregated housing unit.</p> <p>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. They also reported inmates are not placed in involuntary segregated housing because of risk of sexual victimization and abusiveness.</p> <p>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.</p> <p>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. According to information reported on the Pre-Audit Questionnaire, in the past 12 months there were no inmates assigned to the KCWRC placed in involuntary segregated housing.</p> <p>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. The PREA Compliance Manager will review the placement to determine whether there is a continuing need for separation from the general population.</p> <p>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 he confirmed in the past 12 months there were no inmates from the KCWRC held in involuntary segregated housing due to being at high risk of sexual victimization.</p> |

| 115.51 | Inmate reporting  |
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|        | <b>Auditor Overall Determination:</b> Exceeds Standard  |
|        | <b>Auditor Discussion</b>   |
|        | <p>115.51 (a): KCSO policy 18.2, pages 1 &amp; 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 <i>Inmate Handbook</i>, page 43, in the <i>End the Silence</i> brochure, through posters displayed throughout the facility and on information provided on the kiosks and tablets. Inmates 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 <a href="mailto:prea@knoxsheriff.org">prea@knoxsheriff.org</a> to report allegations for inmates. Inmates and random staff interviewed were aware of the internal inmate reporting options.</p> <p>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. Inmates detained solely for civil immigration purpose are provided with information on how to contact relevant consular officials and relevant federal officials by contacting ICE Office of Professional Responsibility by writing them at 950 L'Enfant Plaza, Suite 200, Washington, DC 20536 or calling at 1-877-246-8253.</p> <p>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.</p> <p>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.</p> <p>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 of reporting inmates and staff have to report allegations of sexual abuse and sexual harassment, the facility was found to exceed in the requirements of</p> |



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|  | this standard. |
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| <b>115.52</b> | <b>Exhaustion of administrative remedies</b>  |
|               | <b>Auditor Overall Determination:</b> Meets Standard  |
|               | <b>Auditor Discussion</b>   |
|               | <p>115.52: 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 the facility Investigators and is then considered a potential criminal investigation; therefore, KCSO is exempt from this standard.</p> <p>In interview with the Lieutenant assigned to processing grievance and to a facility Investigator, in the past 12 months there were no PREA-related grievances alleging sexual abuse received from inmates assigned to the KCWRC.</p> |

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| <b>115.53</b> | <b>Inmate access to outside confidential support services</b>   |
|               | <b>Auditor Overall Determination:</b> Meets Standard  |
|               | <b>Auditor Discussion</b>   |
|               | <p>115.53 (a): KCSO policy 18.2, pages 2 &amp; 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 call at 1-877-246-8253. Inmates are informed of these options of accessing outside victim advocacy services in the <i>Inmate Handbook</i>, page 43, the <i>End the Silence</i> brochure, on the kiosks and tablets and on posted information in numerous locations throughout the facility.</p> <p>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.</p> <p>115.53 (c): The agency has a Memorandum of Understanding (MOU) with the Sexual Assault Center of East Tennessee, a Program of the Helen Ross McNabb Center. On 3/21/24, 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</p> |

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|  | <p>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 has 15 SANE nurses and one SANE Coordinator on staff. SANE are perform SANE exams at the Center or at a local hospital. 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. 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 custody. 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. According to Chapter 3, Subsection 3.9, page 3, 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.</p> |
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| 115.54 | Third-party reporting   |
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|        | <p><b>Auditor Overall Determination:</b> Meets Standard</p>   |
|        | <p><b>Auditor Discussion</b></p>  |
|        | <p>115.54 (a): According to policy 18.2, page 3, section D, KCSO allows third-party reports of sexual abuse and sexual harassment. Information on third-party reporting is found on the agency's website at <a href="http://www.knoxsheriff.org">www.knoxsheriff.org</a>. 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 <a href="mailto:prea@knoxsheriff.org">prea@knoxsheriff.org</a> 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.</p> |

| 115.61 | Staff and agency reporting duties   |
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|        | <p><b>Auditor Overall Determination:</b> Meets Standard</p>   |
|        | <p><b>Auditor Discussion</b></p>  |
|        | <p>115.61 (a): Based on KCSO policy 18.3, pages 1 &amp; 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.</p> |

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|  | <p>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 need to know.</p> <p>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 HSA, Mental Health Nurse Practitioner and the Psychiatrist they confirmed they would obtain consent from inmates and inform them of their duty to report information about prior sexual victimization.</p> <p>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. KCWRC does not house inmates under the age of 18. The PREA Coordinator stated she would contact the Department of Developmental Disabilities and Adult Protective Services if the incident involved a vulnerable adult. The Facility Commander stated youthful offenders and vulnerable adults are not assigned to the KCWRC.</p> <p>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 staff is very knowledgeable of their responsibilities to report incidents of sexual abuse and whom to report to. On information reported on the Pre-Audit Questionnaire and in interview of facility Investigators, in the past 12 months there were no allegations of sexual abuse or sexual harassment reported.</p> |
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| <b>115.62</b> | <b>Agency protection duties</b>   |
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|               | <b>Auditor Overall Determination:</b> Meets Standard  |
|               | <b>Auditor Discussion</b>   |
|               | <p>115.62 (a): Based on the KCSO policy 18.3, page 2, Sub-Section B, when any KCWRC 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, in the past 12 months there were no times the agency determined an inmate was subject to substantial risk of imminent sexual abuse. The Chief of Corrections (Agency Head Designee) stated if he learned an inmate was at risk of sexual abuse, he would communicate, separate the inmates, and make the two parties incompatibles in IMS, to ensure the inmate was safe and investigate. The Facility Commander and random</p> |

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|  | staff interviewed, stated they would report information they learned to the facility Investigators and to their supervisor. |
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| <b>115.63</b> | <b>Reporting to other confinement facilities</b>   |
|               | <b>Auditor Overall Determination:</b> Meets Standard   |
|               | <b>Auditor Discussion</b>  |
|               | <p>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 KCWRC.</p> <p>115.63 (b): This notification is to occur as soon as possible, but no later than 72 hours of receiving the allegation.</p> <p>115.63 (c): KCWRC will document that notification was provided.</p> <p>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 interview with Chief of Corrections (Agency Head Designee) and the Facility Commander, 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. The Chief of Corrections stated the Investigators would be the designated point of contact if this were to occur.</p> |

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| <b>115.64</b> | <b>Staff first responder duties</b>  |
|               | <b>Auditor Overall Determination:</b> Meets Standard   |
|               | <b>Auditor Discussion</b>  |
|               | <p>115.64 (a): KCSO policy 18.3, pages 3 &amp; 4, 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</p> |

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|  | <p>or eating. Notification is to be made to the appropriate Shift Commander and document the incident in a memorandum. According to information reported on the Pre-Audit Questionnaire, In the past 12 months, there were no allegations of sexual abuse reported at KCWRC.</p> <p>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.</p> <p>All staff carry with them a <i>First Responder Card</i> that highlights their responsibilities in response to allegations of sexual abuse and sexual harassment. 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 advise both parties not to take any action that could destroy physical evidence.</p> |
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| 115.65 | Coordinated response  |
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|        | <p><b>Auditor Overall Determination:</b> Meets Standard</p>   |
|        | <p><b>Auditor Discussion</b></p> <p>115.65 (a): KCSO policy 18.3, pages 3 &amp; 4, 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 <i>PREA Incident Checklist Sheet</i> (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, and the PREA Coordinator. When interviewed, the Facility Commander was knowledgeable of the plan and the necessary steps to take in response to an allegation of sexual abuse.</p> |

| 115.66 | Preservation of ability to protect inmates from contact with abusers   |
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|        | <p><b>Auditor Overall Determination:</b> Meets Standard</p>  |
|        | <p><b>Auditor Discussion</b></p> <p>115.66 (a) &amp; (b): According to KCSO policy 18.3, page 5, Sub-Section G, information provided on the Pre-Audit questionnaire and in interview with the Chief of Corrections</p> |

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|  | (Agency Head Designee), KCSO Corrections Division does not participate in collective bargaining agreements. |
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| <b>115.67</b> | <b>Agency protection against retaliation</b>  |
|               | <b>Auditor Overall Determination:</b> Meets Standard  |
|               | <b>Auditor Discussion</b>   |
|               | <p>115.67 (a): According to KCSO policy 18.3, pages 4 &amp; 5, Sub-Section E, 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 PREA Compliance Manager is responsible for monitoring for retaliation and documenting on the <i>PREA Retaliation Review Form</i> (Form #1803) for inmates and Form #1803B for staff. Both forms are completed in IMS.</p> <p>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 (Agency Head Designee) stated he would transfer the abuser and for staff he would move the staff.</p> <p>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 Manager explained the requirements of retaliation monitoring. The PREA Compliance Manager said he would continue to monitor longer than 90 days if it was necessary.</p> <p>115.67 (d): In the case of inmates, monitoring also includes periodic custody-level status checks.</p> <p>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.</p> <p>In information provided on the Pre-Audit Questionnaire, in the past 12 months there was no retaliation that occurred.</p> |

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| <b>115.68</b> | <b>Post-allegation protective custody</b>  |
|               | <b>Auditor Overall Determination:</b> Meets Standard   |
|               | <b>Auditor Discussion</b>  |
|               | <p>115.68 (a): Per KCSO policy 14.1, Sub-Section N, pages 16 &amp; 17, 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, <i>Protective Custody</i>.</p> <p>In information provided on the Pre-Audit Questionnaire and in interview of the Facility Commander, in the past 12 months there were no KCWRC inmates who suffered sexual abuse. The KCWRC does not have segregated housing.</p> |

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| <b>115.71</b> | <b>Criminal and administrative agency investigations</b>  |
|               | <b>Auditor Overall Determination:</b> Meets Standard  |
|               | <b>Auditor Discussion</b>   |
|               | <p>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 &amp; 2, Sub-Section A. In interview with one of the facility Investigators, he knew his responsibilities in conducting administrative investigations. In the past 12 months, there were no allegations of sexual abuse or sexual harassment reported.</p> <p>115.71 (b): The agency has two trained facility Investigators who have received specialized training in sexual abuse and sexual harassment investigating. One of the Investigators is qualified to conduct criminal investigations. In his absence, an allegation that appears to be criminal may be referred to the KCSO Major Crimes Division. There are four trained Major Crime Investigators who have also completed specialized investigation training. The facility provided certificates of completion for all six investigators. Investigators have completed <i>PREA: Investigating Sexual Abuse in Confinement Settings</i>, a three-hour NIC online course.</p> <p>115.71 (c): Investigators gather and preserve direct and circumstantial evidence, including physical and DNA evidence and available electronic monitoring data. Investigators interview alleged victims, suspected perpetrators and witnesses and review prior complaints and reports of sexual abuse involving the suspected perpetrator. When interviewed, the facility Investigator reported he would gather camera footage, body cam footage and telephone records.</p> <p>115.71 (d): If the evidence appears to support criminal prosecution, compelled</p> |

interviews will be conducted after consulting with prosecutors. When interviewed the Investigator said he would proceed with the interviews first.

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 Investigator.

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): On information provided on the Pre-Audit Questionnaire and in interview of the facility Investigator, there were no allegations reports in the past 12 months.

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. The facility Investigator stated in both cases the investigation would continue.

115.71 (k): No state entity or Department of Justice component conduct investigations for allegations reported at KCWRC; therefore, this provision of this standard is not applicable to this facility.

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 Chief of Corrections (Agency Head Designee) PREA Coordinator, PREA Compliance Manager, and the facility Investigator, they stated no outside investigators are called upon to investigate allegations of sexual abuse or sexual harassment. KCSO's Major Crimes Division Investigators may be called in to assist facility investigators with criminal investigations and the Office of Professional Standards would investigate allegations involving staff. Both Major Crimes and the Office of Professional Standards are part of KCSO and they would keep the facility Investigators informed of the status of the investigation if an allegation is referred to them for investigation.



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| <b>115.72</b> | <b>Evidentiary standard for administrative investigations</b>  |
|               | <b>Auditor Overall Determination:</b> Meets Standard   |
|               | <b>Auditor Discussion</b>  |
|               | <p>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 Investigator was asked what standard of evidence was used in determining if an allegation is substantiated, he confirmed the agency's policy and standard requirement.</p> |

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| <b>115.73</b> | <b>Reporting to inmates</b>  |
|               | <b>Auditor Overall Determination:</b> Meets Standard   |
|               | <b>Auditor Discussion</b>  |
|               | <p>115.73 (a): KCSO policy 18.4, Sub-Section C, pages 2 &amp; 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 <i>Inmate PREA Allegation Status Notification</i> (Form #1806). It is the responsibility of the facility Investigators to present the notice to the victim. The original form signed by the victim is filed in the investigative file. The alleged victim is offered a copy of the form. On information reported on the Pre-Audit Questionnaire, there were no allegations of sexual abuse reported and/or investigated in the past 12 months. In interview with the Facility Commander and facility Investigators, they confirmed that alleged victims would be notified of the outcome of the investigation.</p> <p>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.</p> <p>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</p> |

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|  | <p>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.</p> <p>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.</p> <p>115.73 (e): All notifications or attempted notifications are documented on the <i>Inmate PREA Allegation Status Notification</i> (Form #1806).</p> <p>115.73 (f): The facility's obligation to notify the inmate shall terminate if the inmate is released from custody.</p> |
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| <b>115.76</b> | <b>Disciplinary sanctions for staff</b>   |
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|               | <p><b>Auditor Overall Determination:</b> Meets Standard</p>   |
|               | <p><b>Auditor Discussion</b></p> <p>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 policy 18.5, pages 1 &amp; 2, section III-A.</p> <p>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.</p> <p>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 records/</p> <p>115.76 (d): All terminations for violations of the agency's policies on sexual abuse and sexual harassment, or resignation, shall be reported to the Knox County District Attorney's Office, 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.</p> |

| 115.77 | Corrective action for contractors and volunteers  |
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|        | <b>Auditor Overall Determination:</b> Meets Standard  |
|        | <b>Auditor Discussion</b>   |
|        | <p>115.77 (a): Based on review of KCCO policy 18.5, page 2, section III-B. any volunteer or contractor who engages in sexual abuse should be prohibited from contact with inmates and reported to KCSO Major Crimes Division and any relevant licensing bodies if the activity was criminal.</p> <p>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 KCSO policies were and determine if existing procedures need revision. In interview of the Facility Commander, he stated any volunteer or contractor who violated the zero-tolerance policies would be denied further contact with inmates.</p> <p>In documentation provided on the Pre-Audit Questionnaire and in interview with the Facility Commander, in the past 12 months the KCWRC has not received any reports of sexual abuse of inmates by contractors or volunteers.</p> |

| 115.78 | Disciplinary sanctions for inmates   |
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|        | <b>Auditor Overall Determination:</b> Meets Standard   |
|        | <b>Auditor Discussion</b>  |
|        | <p>115.78 (a): In review of KCSO policy 18.5, pages 2 &amp; 3, section C, 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 no findings that an inmate violated the zero-tolerance policies.</p> <p>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. Sanctions are found in KCSO policy 11.2, <i>Disciplinary Infractions and Sentencing Guidelines</i>. When interviewed, the Facility Commander stated the sanctions would be imposed according to the disciplinary rules.</p> <p>115.78 (c): The disciplinary process considers whether an inmate's mental disabilities or mental illness contributed to his behavior when determining potential</p> |

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|  | <p>sanctions. Disciplinary hearing may be postponed until Mental Health staff member has evaluated the inmate. In interview with the Facility Commander, he stated mental health would evaluate the inmate first.</p> <p>115.78 (d): KCSO can require inmates be evaluated by Mental Health staff member or KCSO Programs staff member to address and correct underlying reasons or motivations for the abuse. In interview with the Mental Health Nurse Practitioner, she reported if an incident occurs, the victim and the abuser would be put on an acute list and be seen within 48 hours of the incident.</p> <p>115.78 (e): Inmates shall be subject to disciplinary sanctions under a formal disciplinary process and criminal charges for sexual contact with any staff member if the staff member did not consent to such contact.</p> <p>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.</p> <p>115.78 (g): Sexual activity between inmates is prohibited in all KCSO facilities and inmates may be disciplined for such activity. KCSO may not deem such activity to constitute criminal sexual abuse if it is determined the activity is not coerced.</p> |
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| 115.81 | Medical and mental health screenings; history of sexual abuse  |
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|        | <p><b>Auditor Overall Determination:</b> Meets Standard</p>  |
|        | <p><b>Auditor Discussion</b></p> <p>115.81 (a) &amp; (c): In review of KCSO policy 3.09, section A, pages 1 &amp; 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 the inmate is offered a follow-up meeting with a medical or mental health practitioner within 14 days of intake screening. In interview with the PREA Compliance Manager, responsible for conducting initial and 30-day screenings, he was knowledgeable of the procedures to follow to ensure inmates who report prior sexual victimization are offered a follow-up meeting with mental health staff. At the time of the onsite visit, three inmates assigned to the facility reported prior sexual victimization during risk screening. In interview of Classification staff interviewed, they reported the inmate would be offered a follow-up meeting with a mental health practitioner. The Mental Health Nurse Practitioner stated if an inmate is referred from intake screening, they are placed on a <i>PREA Referral List</i> and are seen within 14 days. Inmates interviewed who reported prior sexual victimization reported being referred to mental health.</p> <p>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</p> |

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|  | <p>meeting with a mental health practitioner within 14 days of intake screening.</p> <p>Classification staff interviewed confirmed inmates who report previously perpetrating sexual abuse are referred to mental health. In interview with the Mental Health Nurse Practitioner these inmates are put on the <i>PREA Referral List</i> and seen within 14 days.</p> <p>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.</p> <p>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 Medical Director, HSA, Psychiatrist and the Mental Health Nurse Practitioner.</p> |
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| <b>115.82</b> | <b>Access to emergency medical and mental health services</b>   |
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|               | <p><b>Auditor Overall Determination:</b> Meets Standard</p>   |
|               | <p><b>Auditor Discussion</b></p> <p>115.82 (a): Based on KCSO policy 3.09, 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. In interview with the HSA and the Mental Health Nurse Practitioner, alleged victims and alleged predators are seen in mental health immediately following the report of the allegation. On information reported on the Pre-Audit Questionnaire, in the past 12 months there were no allegations of sexual abuse reported.</p> <p>115.82 (b): Inmates of the KCWRC are provided medical and mental services at the Roger D. Williams Detention Facility. 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. Random staff interviewed confirmed their first responder duties. They take preliminary steps to protect the victim and notify medical and mental health providers immediately.</p> <p>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 sexually transmitted infection prophylaxis in accordance with professionally accepted standards of care. This was confirmed in interview with the HSA and in interview</p> |

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|  | <p>with the Director of Victim Services of the Sexual Assault Center of East Tennessee during the Pre-Onsite Audit Phase.</p> <p>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.</p> |
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| <b>115.83</b> | <b>Ongoing medical and mental health care for sexual abuse victims and abusers</b>  |
|               | <b>Auditor Overall Determination:</b> Meets Standard  |
|               | <b>Auditor Discussion</b>   |
|               | <p>115.83 (a): Based on interviews with the HSA and the Mental Health Nurse Practitioner and in review of KCSO policy 3.9, section C, pages 2 &amp; 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.</p> <p>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.</p> <p>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.</p> <p>115.83 (d): The KCWRC is an all-male facility; therefore, this provision of this standard is not applicable to this facility.</p> <p>115.83 (e): The KCWRC is an all-male facility; therefore, this provision of this standard is not applicable to this facility.</p> <p>115.83 (f): Inmate victims of sexual abuse are offered tests for sexually transmitted infections as medically appropriate. This was confirmed in interview with the Director of Victim Services from the Sexual Assault Center of East Tennessee and the HSA.</p> <p>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.</p> |

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|  | <p>115.83 (h): KCWRC is not a prison so this provision of this standard is not applicable to this facility, although in interview with Mental Health Nurse Practitioner, she reported inmate abusers would be seen immediately after the report of an allegation of sexual abuse if the alleged victim names the abuser.</p> |
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| 115.86 | Sexual abuse incident reviews   |
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|        | <p><b>Auditor Overall Determination:</b> Meets Standard</p>   |
|        | <p><b>Auditor Discussion</b></p>  |
|        | <p>115.86 (a): Based on KCSO policy 18.6, Sub-Section A, pages 1 &amp; 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. In the past 12 months, there were no allegations of sexual abuse reported.</p> <p>115.86 (b): The review shall occur within 30 days of the conclusion of the investigation.</p> <p>115.86 (c): The SART are responsible for conducting incident reviews. Members of the SART include the Chief of Corrections, PREA Coordinator, PREA Compliance Manager, Facility Commander, the HSA, a Mental Health provider and facility Investigators. In interview with the Facility Commander, he confirmed the members of the SART.</p> <p>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, <i>Sexual Abuse Incident Review Form</i>, 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.</p> <p>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.</p> |

| 115.87 | Data collection  |
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|        | <b>Auditor Overall Determination:</b> Meets Standard   |
|        | <b>Auditor Discussion</b>  |
|        | <p>115.87 (a): According to KCSO policy 18.6, Sub-Section B, pages 2 &amp; 3, 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 Supervisor and the HSA.</p> <p>115.87 (b): The PREA Coordinator aggregates the incident-based sexual abuse data at least annually.</p> <p>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 for the previous calendar year.</p> <p>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.</p> <p>115.87 (e): This provision of this standard is not applicable to this agency. KCSO does not contract for the confinement of its inmates.</p> |

| 115.88 | Data review for corrective action  |
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|        | <b>Auditor Overall Determination:</b> Exceeds Standard   |
|        | <b>Auditor Discussion</b>  |
|        | <p>115.88 (a): Information on data collection is found on page 2, 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 (Agency Head Designee), PREA Coordinator and PREA Compliance Manager, they confirmed PREA data is reported for the annual report. The Chief of Corrections stated he approves the annual reports.</p> <p>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</p> |



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|  | <p>agency's progress in addressing sexual abuse.</p> <p>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 <a href="http://www.knoxsheriff.org">www.knoxsheriff.org</a>. In review of the agency's website, Annual Reports for 2014-2022 were found posted.</p> <p>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, she reported personal identifying information for inmates and staff is not contained in the annual reports.</p> <p>The annual reports for each year from 2014-2022 are posted on the agency's website. In review of the Annual Reports since the last PREA audit (2021 and 2022), were found to be 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.</p> |
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| <b>115.89</b> | <b>Data storage, publication, and destruction</b>  |
|               | <b>Auditor Overall Determination:</b> Meets Standard   |
|               | <b>Auditor Discussion</b>  |
|               | <p>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, she stated the facility ensures data is secure by allowing only limited access to investigative files. Information is kept on a specific drive, which is backed up weekly.</p> <p>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 <a href="http://www.knoxsheriff.org">www.knoxsheriff.org</a>.</p> <p>115.89 (c): Before making aggregated sexual abuse data publicly available on KCSO's website, all personal identifiers are removed. In interview of the PREA Coordinator, she stated she does not include any inmate or staff names or any other personal identifiers in the annual report.</p> <p>115.89 (d): According to the <i>Sheriff's Record Retention Schedule</i>, 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.</p> |

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| <b>115.401</b> | <b>Frequency and scope of audits</b> |
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|  | <p><b>Auditor Overall Determination:</b> Meets Standard</p> <p><b>Auditor Discussion</b></p> <p>115.401 (a): According to agency policy 18.6, pages 3 &amp; 4, 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.</p> <p>115.401 (b): KCSO bears the burden of demonstrating compliance with the PREA standards. 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 and a reaccreditation audit conducted in 2021 (late due to the pandemic).</p> <p>115.401 (f): I received and reviewed all relevant agency-wide policies for the KCSO Corrections Division.</p> <p>115.401 (g): I reviewed a sampling of relevant documents and other records and information for the most recent one-year period.</p> <p>115.401 (h): During the audit, I was allowed access to all areas of the Knox County Work Release Center.</p> <p>115.401 (i): I was permitted to request and receive copies of any relevant documentation, including information that was stored electronically.</p> <p>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.</p> <p>115.401 (k): I interviewed a representative sample of inmates, staff, supervisors and administrators.</p> <p>115.401 (l): I reviewed camera monitors and electronically stored data.</p> <p>115.401 (m): I was permitted to conduct private interviews with inmates and staff ensuring confidentiality to our conversation.</p> <p>115.401 (n): Inmates were notified on 02/08/24 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 or staff from the KCWRC.</p> <p>115.401 (o): The agency has a Memorandum of Understanding (MOU) with the Sexual Assault Center of East Tennessee, a Program of the Helen Ross McNabb Center. On 3/21/24, 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</p> |
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|  | <p>Coordinator with the permission of the inmate. The inmate may remain anonymous if he/she chooses to. The Center has 15 SANE nurses and one SANE Coordinator on staff. SANE are perform SANE exams at the Center or at a local hospital. 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.</p> <p>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 custody. 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. According to Chapter 3, Subsection 3.9, page 3, 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.</p> |
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| <b>115.403</b> | <b>Audit contents and findings</b>  |
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|                | <p><b>Auditor Overall Determination:</b> Meets Standard</p>   |
|                | <p><b>Auditor Discussion</b></p>  |
|                | <p>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.</p> <p>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 addressing each provision of each standard, complying with the PREA National Standards.</p> <p>115.403 (c): For each standard I made a determination of a finding of Exceeds Standard, Meets Standard or Does Not Meet Standard.</p> <p>115.403 (d): This report describes the methodology, sampling sizes and basis for my conclusions as required.</p> <p>115.403 (e): I have redacted any personal identifiable inmate information, but I can provide such information to the Department of Justice upon request.</p> <p>115.403 (f): Per agency policy and standard requirements, the KCSO ensures that</p> |

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|  | this final report will be published on their website at <a href="http://www.knoxsheriff.org">www.knoxsheriff.org</a> . |
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**Appendix: Provision Findings****115.11 (a) Zero tolerance of sexual abuse and sexual harassment; PREA coordinator**

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| Does the agency have a written policy mandating zero tolerance toward all forms of sexual abuse and sexual harassment? | yes |
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| Does the written policy outline the agency's approach to preventing, detecting, and responding to sexual abuse and sexual harassment? | yes |
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**115.11 (b) Zero tolerance of sexual abuse and sexual harassment; PREA coordinator**

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| Has the agency employed or designated an agency-wide PREA Coordinator? | yes |
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| Is the PREA Coordinator position in the upper-level of the agency hierarchy? | yes |
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| 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 |
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**115.11 (c) Zero tolerance of sexual abuse and sexual harassment; PREA coordinator**

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| 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 |
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| 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 |
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**115.12 (a) Contracting with other entities for the confinement of inmates**

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| If this agency is public and it contracts for the confinement of its inmates with private agencies or other entities including other government agencies, has the agency included the entity's obligation to comply with the PREA standards in any new contract or contract renewal signed on or after August 20, 2012? (N/A if the agency does not contract with private agencies or other entities for the confinement of inmates.) | na |
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**115.12 (b) Contracting with other entities for the confinement of inmates**

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| Does any new contract or contract renewal signed on or after August 20, 2012 provide for agency contract monitoring to ensure | yes |
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|                   | 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.)   |     |
| <b>115.13 (a)</b> | <b>Supervision and monitoring</b>   |     |
|                   | Does the facility have a documented staffing plan that provides for adequate levels of staffing and, where applicable, video monitoring, to protect inmates against sexual abuse?   | yes |
|                   | In calculating adequate staffing levels and determining the need for video monitoring, does the staffing plan take into consideration: Generally accepted detention and correctional practices?   | yes |
|                   | In calculating adequate staffing levels and determining the need for video monitoring, does the staffing plan take into consideration: Any judicial findings of inadequacy?   | yes |
|                   | In calculating adequate staffing levels and determining the need for video monitoring, does the staffing plan take into consideration: Any findings of inadequacy from Federal investigative agencies?  | yes |
|                   | In calculating adequate staffing levels and determining the need for video monitoring, does the staffing plan take into consideration: Any findings of inadequacy from internal or external oversight bodies?   | yes |
|                   | In calculating adequate staffing levels and determining the need for video monitoring, does the staffing plan take into consideration: All components of the facility's physical plant (including "blind-spots" or areas where staff or inmates may be isolated)? | yes |
|                   | In calculating adequate staffing levels and determining the need for video monitoring, does the staffing plan take into consideration: The composition of the inmate population?  | yes |
|                   | In calculating adequate staffing levels and determining the need for video monitoring, does the staffing plan take into consideration: The number and placement of supervisory staff?   | yes |
|                   | In calculating adequate staffing levels and determining the need for video monitoring, does the staffing plan take into consideration: The institution programs occurring on a particular shift?  | yes |
|                   | In calculating adequate staffing levels and determining the need for video monitoring, does the staffing plan take into   | yes |

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

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



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

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

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

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

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

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

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

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



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

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

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

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

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

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|                   | screening instrument?  |     |
| <b>115.41 (d)</b> | <b>Screening for risk of victimization and abusiveness</b>   |     |
|                   | Does the intake screening consider, at a minimum, the following criteria to assess inmates for risk of sexual victimization: (1) Whether the inmate has a mental, physical, or developmental disability?   | yes |
|                   | Does the intake screening consider, at a minimum, the following criteria to assess inmates for risk of sexual victimization: (2) The age of the inmate?  | yes |
|                   | Does the intake screening consider, at a minimum, the following criteria to assess inmates for risk of sexual victimization: (3) The physical build of the inmate?   | yes |
|                   | Does the intake screening consider, at a minimum, the following criteria to assess inmates for risk of sexual victimization: (4) Whether the inmate has previously been incarcerated?  | yes |
|                   | Does the intake screening consider, at a minimum, the following criteria to assess inmates for risk of sexual victimization: (5) Whether the inmate's criminal history is exclusively nonviolent?  | yes |
|                   | Does the intake screening consider, at a minimum, the following criteria to assess inmates for risk of sexual victimization: (6) Whether the inmate has prior convictions for sex offenses against an adult or child?  | yes |
|                   | Does the intake screening consider, at a minimum, the following criteria to assess inmates for risk of sexual victimization: (7) Whether the inmate is or is perceived to be gay, lesbian, bisexual, transgender, intersex, or gender nonconforming (the facility affirmatively asks the inmate about his/her sexual orientation and gender identity AND makes a subjective determination based on the screener's perception whether the inmate is gender non-conforming or otherwise may be perceived to be LGBTI)? | yes |
|                   | Does the intake screening consider, at a minimum, the following criteria to assess inmates for risk of sexual victimization: (8) Whether the inmate has previously experienced sexual victimization?   | yes |
|                   | Does the intake screening consider, at a minimum, the following criteria to assess inmates for risk of sexual victimization: (9) The inmate's own perception of vulnerability?   | yes |
|                   | Does the intake screening consider, at a minimum, the following criteria to assess inmates for risk of sexual victimization: (10)  | yes |

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

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



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

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

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

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|                   | anonymous upon request?   |     |
|                   | Are inmates detained solely for civil immigration purposes provided information on how to contact relevant consular officials and relevant officials at the Department of Homeland Security? (N/A if the facility never houses inmates detained solely for civil immigration purposes.)   | yes |
| <b>115.51 (c)</b> | <b>Inmate reporting</b>   |     |
|                   | Does staff accept reports of sexual abuse and sexual harassment made verbally, in writing, anonymously, and from third parties?   | yes |
|                   | Does staff promptly document any verbal reports of sexual abuse and sexual harassment?  | yes |
| <b>115.51 (d)</b> | <b>Inmate reporting</b>   |     |
|                   | Does the agency provide a method for staff to privately report sexual abuse and sexual harassment of inmates?   | yes |
| <b>115.52 (a)</b> | <b>Exhaustion of administrative remedies</b>  |     |
|                   | Is the agency exempt from this standard?<br>NOTE: The agency is exempt ONLY if it does not have administrative procedures to address inmate grievances regarding sexual abuse. This does not mean the agency is exempt simply because an inmate does not have to or is not ordinarily expected to submit a grievance to report sexual abuse. This means that as a matter of explicit policy, the agency does not have an administrative remedies process to address sexual abuse. | yes |
| <b>115.52 (b)</b> | <b>Exhaustion of administrative remedies</b>  |     |
|                   | Does the agency permit inmates to submit a grievance regarding an allegation of sexual abuse without any type of time limits? (The agency may apply otherwise-applicable time limits to any portion of a grievance that does not allege an incident of sexual abuse.) (N/A if agency is exempt from this standard.)   | 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.)  | na  |
| <b>115.52 (c)</b> | <b>Exhaustion of administrative remedies</b>  |     |
|                   | Does the agency ensure that: An inmate who alleges sexual abuse may submit a grievance without submitting it to a staff member who is the subject of the complaint? (N/A if agency is exempt from   | na  |

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|                   | this standard.)  |    |
|                   | Does the agency ensure that: Such grievance is not referred to a staff member who is the subject of the complaint? (N/A if agency is exempt from this standard.)   | na |
| <b>115.52 (d)</b> | <b>Exhaustion of administrative remedies</b>   |    |
|                   | Does the agency issue a final agency decision on the merits of any portion of a grievance alleging sexual abuse within 90 days of the initial filing of the grievance? (Computation of the 90-day time period does not include time consumed by inmates in preparing any administrative appeal.) (N/A if agency is exempt from this standard.)   | 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.)  | 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.)  | na |
| <b>115.52 (e)</b> | <b>Exhaustion of administrative remedies</b>   |    |
|                   | 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.)  | 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.) | 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.)   | na |
| <b>115.52 (f)</b> | <b>Exhaustion of administrative remedies</b>   |    |

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|                   | 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.)   | 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.). | 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.)  | 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.)   | 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.)   | 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.)   | 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.)  | na  |
| <b>115.52 (g)</b> | <b>Exhaustion of administrative remedies</b>  |     |
|                   | If the agency disciplines an inmate for filing a grievance related to alleged sexual abuse, does it do so ONLY where the agency demonstrates that the inmate filed the grievance in bad faith? (N/A if agency is exempt from this standard.)  | na  |
| <b>115.53 (a)</b> | <b>Inmate access to outside confidential support services</b>   |     |
|                   | Does the facility provide inmates with access to outside victim advocates for emotional support services related to sexual abuse by giving inmates mailing addresses and telephone numbers, including toll-free hotline numbers where available, of local, State, or national victim advocacy or rape crisis organizations?   | yes |
|                   | Does the facility provide persons detained solely for civil immigration purposes mailing addresses and telephone numbers,   | yes |

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

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



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

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

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

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|                   | of sexual abuse and sexual harassment, does it do so promptly, thoroughly, and objectively? (N/A if the agency/facility is not responsible for conducting any form of criminal OR administrative sexual abuse investigations. See 115.21(a).)                   |     |
|                   | Does the agency conduct such investigations for all allegations, including third party and anonymous reports? (N/A if the agency/facility is not responsible for conducting any form of criminal OR administrative sexual abuse investigations. See 115.21(a).) | yes |
| <b>115.71 (b)</b> | <b>Criminal and administrative agency investigations</b>  |     |
|                   | Where sexual abuse is alleged, does the agency use investigators who have received specialized training in sexual abuse investigations as required by 115.34?   | yes |
| <b>115.71 (c)</b> | <b>Criminal and administrative agency investigations</b>  |     |
|                   | Do investigators gather and preserve direct and circumstantial evidence, including any available physical and DNA evidence and any available electronic monitoring data?  | yes |
|                   | Do investigators interview alleged victims, suspected perpetrators, and witnesses?  | yes |
|                   | Do investigators review prior reports and complaints of sexual abuse involving the suspected perpetrator?   | yes |
| <b>115.71 (d)</b> | <b>Criminal and administrative agency investigations</b>  |     |
|                   | When the quality of evidence appears to support criminal prosecution, does the agency conduct compelled interviews only after consulting with prosecutors as to whether compelled interviews may be an obstacle for subsequent criminal prosecution?            | yes |
| <b>115.71 (e)</b> | <b>Criminal and administrative agency investigations</b>  |     |
|                   | Do agency investigators assess the credibility of an alleged victim, suspect, or witness on an individual basis and not on the basis of that individual's status as inmate or staff?  | yes |
|                   | Does the agency investigate allegations of sexual abuse without requiring an inmate who alleges sexual abuse to submit to a polygraph examination or other truth-telling device as a condition for proceeding?  | yes |
| <b>115.71 (f)</b> | <b>Criminal and administrative agency investigations</b>  |     |
|                   | Do administrative investigations include an effort to determine whether staff actions or failures to act contributed to the abuse?  | yes |

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

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

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

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



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

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

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

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

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

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

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

| (f) |   |
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|     | <div data-bbox="320 185 1273 555"> <p>The agency has published on its agency website, if it has one, or has otherwise made publicly available, all Final Audit Reports. The review period is for prior audits completed during the past three years PRECEDING THIS AUDIT. The pendency of any agency appeal pursuant to 28 C.F.R. § 115.405 does not excuse noncompliance with this provision. (N/A if there have been no Final Audit Reports issued in the past three years, or, in the case of single facility agencies, there has never been a Final Audit Report issued.)</p> </div> <div data-bbox="1302 185 1353 219">yes</div> |