

PREA Facility Audit Report: Final

Name of Facility: Oaks Correctional Facility

Facility Type: Prison / Jail

Date Interim Report Submitted: NA

Date Final Report Submitted: 10/27/2025

Auditor Certification	
The contents of this report are accurate to the best of my knowledge.	<input type="checkbox"/>
No conflict of interest exists with respect to my ability to conduct an audit of the agency under review.	<input type="checkbox"/>
I have not included in the final report any personally identifiable information (PII) about any inmate/resident/detainee or staff member, except where the names of administrative personnel are specifically requested in the report template.	<input type="checkbox"/>
Auditor Full Name as Signed: Cassandra McGilbra	Date of Signature: 10/27/2025

AUDITOR INFORMATION	
Auditor name:	McGilbra, Cassandra
Email:	cnan36@gmail.com
Start Date of On-Site Audit:	08/25/2025
End Date of On-Site Audit:	08/27/2025

FACILITY INFORMATION	
Facility name:	Oaks Correctional Facility
Facility physical address:	1500 Caberfae Highway , Manistee, Michigan - 49660
Facility mailing address:	

Primary Contact

Name:	Candace Newton
Email Address:	NewtonC3@michigan.gov
Telephone Number:	517-281-5956

Warden/Jail Administrator/Sheriff/Director	
Name:	Michael Burgess
Email Address:	burgessm@moichigan.gov
Telephone Number:	231-723-8272 ex. 251

Facility PREA Compliance Manager	
Name:	
Email Address:	
Telephone Number:	

Facility Health Service Administrator On-site	
Name:	Jason Thomas
Email Address:	thomasj3@michigan.gov
Telephone Number:	231-723-8272 ex. 251

Facility Characteristics	
Designed facility capacity:	1108
Current population of facility:	1052
Average daily population for the past 12 months:	1030
Has the facility been over capacity at any point in the past 12 months?	No
What is the facility's population designation?	Men/boys

In the past 12 months, which population(s) has the facility held? Select all that apply (Nonbinary describes a person who does not identify exclusively as a boy/man or a girl/woman. Some people also use this term to describe their gender expression. For definitions of “intersex” and “transgender,” please see https://www.prearesourcecenter.org/standard/115-5)	
Age range of population:	19-84
Facility security levels/inmate custody levels:	Level II and Level IV
Does the facility hold youthful inmates?	No
Number of staff currently employed at the facility who may have contact with inmates:	329
Number of individual contractors who have contact with inmates, currently authorized to enter the facility:	77
Number of volunteers who have contact with inmates, currently authorized to enter the facility:	18

AGENCY INFORMATION

Name of agency:	Michigan Department of Corrections
Governing authority or parent agency (if applicable):	State of Michigan
Physical Address:	206 East Michigan Avenue, Lansing, Michigan - 48933
Mailing Address:	
Telephone number:	5173733966

Agency Chief Executive Officer Information:

Name:	Heidi E. Washington
Email Address:	WashingtonM6@michigan.gov
Telephone Number:	517-780-5811

Agency-Wide PREA Coordinator Information			
Name:	Charles Carlson	Email Address:	carlsonc2@michigan.gov

Facility AUDIT FINDINGS	
Summary of Audit Findings	
<p>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.</p> <p>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.</p>	
Number of standards exceeded:	
3	<ul style="list-style-type: none"> • 115.16 - Inmates with disabilities and inmates who are limited English proficient • 115.51 - Inmate reporting • 115.53 - Inmate access to outside confidential support services
Number of standards met:	
42	
Number of standards not met:	
0	

POST-AUDIT REPORTING INFORMATION

Please note: Question numbers may not appear sequentially as some questions are omitted from the report and used solely for internal reporting purposes.

GENERAL AUDIT INFORMATION

On-site Audit Dates

1. Start date of the onsite portion of the audit:	2025-08-25
2. End date of the onsite portion of the audit:	2025-08-27

Outreach

10. Did you attempt to communicate with community-based organization(s) or victim advocates who provide services to this facility and/or who may have insight into relevant conditions in the facility?	<input checked="" type="radio"/> Yes <input type="radio"/> No
a. Identify the community-based organization(s) or victim advocates with whom you communicated:	The facility did not have a current memorandum of understanding (MOU) or other written agreement with a community-based organization for the provision of victim advocacy services at the time of the audit. To verify community collaboration efforts, the auditor contacted the COVE organization regarding the facility's attempts to establish inmate advocacy support. While an in-person interview with the organization was not conducted, the organization's director provided written email correspondence confirming communication with the facility and verifying an ongoing effort to formalize a partnership to provide advocacy services.

AUDITED FACILITY INFORMATION

14. Designated facility capacity:	1052
15. Average daily population for the past 12 months:	1030

16. Number of inmate/resident/detainee housing units:	7
17. Does the facility ever hold youthful inmates or youthful/juvenile detainees?	<input type="radio"/> Yes <input checked="" type="radio"/> No <input type="radio"/> Not Applicable for the facility type audited (i.e., Community Confinement Facility or Juvenile Facility)

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

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

23. Enter the total number of inmates/residents/detainees in the facility as of the first day of onsite portion of the audit:	1047
25. 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:	9
26. 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:	464
27. 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:	2
28. 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:	4

29. 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:	6
30. 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:	0
31. 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:	7
32. 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:	18
33. 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:	3
34. 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:	0
35. 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):	No text provided.

Staff, Volunteers, and Contractors Population Characteristics on Day One of the Onsite Portion of the Audit	
36. 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:	329
37. 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:	77
38. 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:	18
39. Provide any additional comments regarding the population characteristics of staff, volunteers, and contractors who were in the facility as of the first day of the onsite portion of the audit:	No text provided.
INTERVIEWS	
Inmate/Resident/Detainee Interviews	
Random Inmate/Resident/Detainee Interviews	
40. Enter the total number of RANDOM INMATES/RESIDENTS/DETAINEES who were interviewed:	20

<p>41. Select which characteristics you considered when you selected RANDOM INMATE/RESIDENT/DETAINEE interviewees: (select all that apply)</p>	<p><input type="checkbox"/> Age</p> <p><input type="checkbox"/> Race</p> <p><input type="checkbox"/> Ethnicity (e.g., Hispanic, Non-Hispanic)</p> <p><input type="checkbox"/> Length of time in the facility</p> <p><input type="checkbox"/> Housing assignment</p> <p><input type="checkbox"/> Gender</p> <p><input type="checkbox"/> Other</p> <p><input type="checkbox"/> None</p>
<p>42. How did you ensure your sample of RANDOM INMATE/RESIDENT/DETAINEE interviewees was geographically diverse?</p>	<p>The auditor requested inmates based on age, race, ethnicity, length of time at the facility, security custody, and gender.</p>
<p>43. Were you able to conduct the minimum number of random inmate/resident/detainee interviews?</p>	<p><input checked="" type="radio"/> Yes</p> <p><input type="radio"/> No</p>
<p>44. Provide any additional comments regarding selecting or interviewing random inmates/residents/detainees (e.g., any populations you oversampled, barriers to completing interviews, barriers to ensuring representation):</p>	<p>No text provided.</p>
<p>Targeted Inmate/Resident/Detainee Interviews</p>	
<p>45. Enter the total number of TARGETED INMATES/RESIDENTS/DETAINEES who were interviewed:</p>	<p>20</p>

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

<p>47. Enter the total number of interviews conducted with inmates/residents/detainees with a physical disability using the "Disabled and Limited English Proficient Inmates" protocol:</p>	<p>1</p>
<p>48. Enter the total number of interviews conducted with inmates/residents/detainees with a cognitive or functional disability (including intellectual disability, psychiatric disability, or speech disability) using the "Disabled and Limited English Proficient Inmates" protocol:</p>	<p>1</p>
<p>49. Enter the total number of interviews conducted with inmates/residents/detainees who are Blind or have low vision (i.e., visually impaired) using the "Disabled and Limited English Proficient Inmates" protocol:</p>	<p>1</p>
<p>50. Enter the total number of interviews conducted with inmates/residents/detainees who are Deaf or hard-of-hearing using the "Disabled and Limited English Proficient Inmates" protocol:</p>	<p>1</p>
<p>51. Enter the total number of interviews conducted with inmates/residents/detainees who are Limited English Proficient (LEP) using the "Disabled and Limited English Proficient Inmates" protocol:</p>	<p>3</p>

52. 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:	2
53. 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:	3
54. 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:	4
55. 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:	3
56. 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:	2
57. Provide any additional comments regarding selecting or interviewing targeted inmates/residents/detainees (e.g., any populations you oversampled, barriers to completing interviews):	No text provided.

Staff, Volunteer, and Contractor Interviews

Random Staff Interviews

58. Enter the total number of RANDOM STAFF who were interviewed:

15

59. Select which characteristics you considered when you selected RANDOM STAFF interviewees: (select all that apply)

- Length of tenure in the facility
- Shift assignment
- Work assignment
- Rank (or equivalent)
- Other (e.g., gender, race, ethnicity, languages spoken)
- None

60. Were you able to conduct the minimum number of RANDOM STAFF interviews?

- Yes
- No

61. Provide any additional comments regarding selecting or interviewing random staff (e.g., any populations you oversampled, barriers to completing interviews, barriers to ensuring representation):

No text provided.

Specialized Staff, Volunteers, and Contractor Interviews

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.

62. Enter the total number of staff in a SPECIALIZED STAFF role who were interviewed (excluding volunteers and contractors):

17

63. Were you able to interview the Agency Head?

- Yes
- No

a. Explain why it was not possible to interview the Agency Head:	The auditor received a written response from the Agency Head containing detailed answers to the specialized staff interview questions, as required by the PREA audit methodology. The responses were consistent with agency policy and demonstrated the Agency Head's oversight of PREA implementation, commitment to compliance, and understanding of agency responsibilities under the standards.
64. Were you able to interview the Warden/Facility Director/Superintendent or their designee?	<input checked="" type="radio"/> Yes <input type="radio"/> No
65. Were you able to interview the PREA Coordinator?	<input checked="" type="radio"/> Yes <input type="radio"/> No
66. Were you able to interview the PREA Compliance Manager?	<input checked="" type="radio"/> Yes <input type="radio"/> No <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)

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

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

	<input type="checkbox"/> Other
68. Did you interview VOLUNTEERS who may have contact with inmates/residents/detainees in this facility?	<input type="radio"/> Yes <input checked="" type="radio"/> No
69. Did you interview CONTRACTORS who may have contact with inmates/residents/detainees in this facility?	<input checked="" type="radio"/> Yes <input type="radio"/> No
a. Enter the total number of CONTRACTORS who were interviewed:	1
b. Select which specialized CONTRACTOR role(s) were interviewed as part of this audit from the list below: (select all that apply)	<input type="checkbox"/> Security/detention <input type="checkbox"/> Education/programming <input checked="" type="checkbox"/> Medical/dental <input type="checkbox"/> Food service <input type="checkbox"/> Maintenance/construction <input type="checkbox"/> Other
70. Provide any additional comments regarding selecting or interviewing specialized staff.	No text provided.

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.

71. Did you have access to all areas of the facility?	<input checked="" type="radio"/> Yes <input type="radio"/> No
Was the site review an active, inquiring process that included the following:	
72. 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)?	<input checked="" type="radio"/> Yes <input type="radio"/> No
73. 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)?	<input checked="" type="radio"/> Yes <input type="radio"/> No
74. Informal conversations with inmates/residents/detainees during the site review (encouraged, not required)?	<input checked="" type="radio"/> Yes <input type="radio"/> No
75. Informal conversations with staff during the site review (encouraged, not required)?	<input checked="" type="radio"/> Yes <input type="radio"/> No

<p>76. Provide any additional comments regarding the site review (e.g., access to areas in the facility, observations, tests of critical functions, or informal conversations).</p>	<p>No text provided.</p>
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Documentation Sampling

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

<p>77. In addition to the proof documentation selected by the agency or facility and provided to you, did you also conduct an auditor-selected sampling of documentation?</p>	<p><input checked="" type="radio"/> Yes <input type="radio"/> No</p>
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<p>78. Provide any additional comments regarding selecting additional documentation (e.g., any documentation you oversampled, barriers to selecting additional documentation, etc.).</p>	<p>No text provided.</p>
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SEXUAL ABUSE AND SEXUAL HARASSMENT ALLEGATIONS AND INVESTIGATIONS IN THIS FACILITY

Sexual Abuse and Sexual Harassment Allegations and Investigations Overview

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

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

	# of sexual abuse allegations	# of criminal investigations	# of administrative investigations	# of allegations that had both criminal and administrative investigations
Inmate-on-inmate sexual abuse	3	1	4	0
Staff-on-inmate sexual abuse	2	4	4	0
Total	5	5	8	0

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

	# of sexual harassment allegations	# of criminal investigations	# of administrative investigations	# of allegations that had both criminal and administrative investigations
Inmate-on-inmate sexual harassment	15	0	15	0
Staff-on-inmate sexual harassment	12	0	12	0
Total	27	0	27	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.

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

	Ongoing	Referred for Prosecution	Indicted/ Court Case Filed	Convicted/ Adjudicated	Acquitted
Inmate-on-inmate sexual abuse	3	5	0	0	0
Staff-on-inmate sexual abuse	2	11	0	0	0
Total	5	16	0	0	0

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

	Ongoing	Unfounded	Unsubstantiated	Substantiated
Inmate-on-inmate sexual abuse	3	1	4	0
Staff-on-inmate sexual abuse	2	4	4	0
Total	5	5	8	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.

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

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

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

	Ongoing	Unfounded	Unsubstantiated	Substantiated
Inmate-on-inmate sexual harassment	4	0	9	2
Staff-on-inmate sexual harassment	2	0	10	0
Total	6	0	19	2

Sexual Abuse and Sexual Harassment Investigation Files Selected for Review

Sexual Abuse Investigation Files Selected for Review

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

11

<p>86. Did your selection of SEXUAL ABUSE investigation files include a cross-section of criminal and/or administrative investigations by findings/outcomes?</p>	<p><input checked="" type="radio"/> Yes</p> <p><input type="radio"/> No</p> <p><input type="radio"/> NA (NA if you were unable to review any sexual abuse investigation files)</p>
<p>Inmate-on-inmate sexual abuse investigation files</p>	
<p>87. Enter the total number of INMATE-ON-INMATE SEXUAL ABUSE investigation files reviewed/sampled:</p>	<p>5</p>
<p>88. Did your sample of INMATE-ON-INMATE SEXUAL ABUSE investigation files include criminal investigations?</p>	<p><input type="radio"/> Yes</p> <p><input checked="" type="radio"/> No</p> <p><input type="radio"/> NA (NA if you were unable to review any inmate-on-inmate sexual abuse investigation files)</p>
<p>89. Did your sample of INMATE-ON-INMATE SEXUAL ABUSE investigation files include administrative investigations?</p>	<p><input checked="" type="radio"/> Yes</p> <p><input type="radio"/> No</p> <p><input type="radio"/> NA (NA if you were unable to review any inmate-on-inmate sexual abuse investigation files)</p>
<p>Staff-on-inmate sexual abuse investigation files</p>	
<p>90. Enter the total number of STAFF-ON-INMATE SEXUAL ABUSE investigation files reviewed/sampled:</p>	<p>6</p>
<p>91. Did your sample of STAFF-ON-INMATE SEXUAL ABUSE investigation files include criminal investigations?</p>	<p><input type="radio"/> Yes</p> <p><input checked="" type="radio"/> No</p> <p><input type="radio"/> NA (NA if you were unable to review any staff-on-inmate sexual abuse investigation files)</p>

<p>92. Did your sample of STAFF-ON-INMATE SEXUAL ABUSE investigation files include administrative investigations?</p>	<p><input checked="" type="radio"/> Yes</p> <p><input type="radio"/> No</p> <p><input type="radio"/> NA (NA if you were unable to review any staff-on-inmate sexual abuse investigation files)</p>
<p>Sexual Harassment Investigation Files Selected for Review</p>	
<p>93. Enter the total number of SEXUAL HARASSMENT investigation files reviewed/sampled:</p>	<p>13</p>
<p>94. Did your selection of SEXUAL HARASSMENT investigation files include a cross-section of criminal and/or administrative investigations by findings/outcomes?</p>	<p><input checked="" type="radio"/> Yes</p> <p><input type="radio"/> No</p> <p><input type="radio"/> NA (NA if you were unable to review any sexual harassment investigation files)</p>
<p>Inmate-on-inmate sexual harassment investigation files</p>	
<p>95. Enter the total number of INMATE-ON-INMATE SEXUAL HARASSMENT investigation files reviewed/sampled:</p>	<p>12</p>
<p>96. Did your sample of INMATE-ON-INMATE SEXUAL HARASSMENT files include criminal investigations?</p>	<p><input type="radio"/> Yes</p> <p><input checked="" type="radio"/> No</p> <p><input type="radio"/> NA (NA if you were unable to review any inmate-on-inmate sexual harassment investigation files)</p>
<p>97. Did your sample of INMATE-ON-INMATE SEXUAL HARASSMENT investigation files include administrative investigations?</p>	<p><input checked="" type="radio"/> Yes</p> <p><input type="radio"/> No</p> <p><input type="radio"/> NA (NA if you were unable to review any inmate-on-inmate sexual harassment investigation files)</p>

Staff-on-inmate sexual harassment investigation files	
98. Enter the total number of STAFF-ON-INMATE SEXUAL HARASSMENT investigation files reviewed/sampled:	1
99. Did your sample of STAFF-ON-INMATE SEXUAL HARASSMENT investigation files include criminal investigations?	<input type="radio"/> Yes <input checked="" type="radio"/> No <input type="radio"/> NA (NA if you were unable to review any staff-on-inmate sexual harassment investigation files)
100. Did your sample of STAFF-ON-INMATE SEXUAL HARASSMENT investigation files include administrative investigations?	<input checked="" type="radio"/> Yes <input type="radio"/> No <input type="radio"/> NA (NA if you were unable to review any staff-on-inmate sexual harassment investigation files)
101. Provide any additional comments regarding selecting and reviewing sexual abuse and sexual harassment investigation files.	No text provided.
SUPPORT STAFF INFORMATION	
DOJ-certified PREA Auditors Support Staff	
102. Did you receive assistance from any DOJ-CERTIFIED PREA AUDITORS at any point during this audit? REMEMBER: the audit includes all activities from the pre-onsite through the post-onsite phases to the submission of the final report. Make sure you respond accordingly.	<input type="radio"/> Yes <input checked="" type="radio"/> No

Non-certified Support Staff	
<p>103. Did you receive assistance from any NON-CERTIFIED SUPPORT STAFF at any point during this audit? REMEMBER: the audit includes all activities from the pre-onsite through the post-onsite phases to the submission of the final report. Make sure you respond accordingly.</p>	<p><input checked="" type="radio"/> Yes</p> <p><input type="radio"/> No</p>
<p>a. Enter the TOTAL NUMBER OF NON-CERTIFIED SUPPORT who provided assistance at any point during this audit:</p>	<p>1</p>
AUDITING ARRANGEMENTS AND COMPENSATION	
<p>108. Who paid you to conduct this audit?</p>	<p><input type="radio"/> The audited facility or its parent agency</p> <p><input type="radio"/> My state/territory or county government employer (if you audit as part of a consortium or circular auditing arrangement, select this option)</p> <p><input checked="" type="radio"/> A third-party auditing entity (e.g., accreditation body, consulting firm)</p> <p><input type="radio"/> Other</p>
<p>Identify the name of the third-party auditing entity</p>	<p>Corrections Consulting Services, LLC</p>

Standards	
Auditor Overall Determination Definitions	
<ul style="list-style-type: none"> • Exceeds Standard (Substantially exceeds requirement of standard) • Meets Standard (substantial compliance; complies in all material ways with the stand for the relevant review period) • Does Not Meet Standard (requires corrective actions) 	
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
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>Documentation Review</p> <p>Pre-Audit Questionnaire.</p> <p>MDOC Prison Rape Elimination Act Manual April 2017</p> <p>PD 03.03.140 Sexual Abuse and Sexual Harassment of Prisoners</p> <p>Director’s Office Memorandum 2017-12</p> <p>Budget and Operations Administration Organizational Chart</p> <p>Position Description -PREA Administration Manager</p> <p>Organizational Charts</p> <p>Master Coordinator List</p>

Interviews:

Agency PREA Coordinator

Facility Warden

Facility PREA Compliance Manager

Onsite Observations:

Inmate Housing Areas

Education

Library

Medical Department

Findings:

115.11(a) MDOC Prison Rape Elimination Act Manual and agency directives address the requirements of this provision. The agency mandates a zero-tolerance directive towards all forms of sexual abuse and sexual harassment and outlines the agency's strategies on preventing, detecting, and responding to such conduct. The agency's policies and directives outline the best practices for preventing, detecting, and responding to sexual abuse in MDOC facilities in compliance with the Prison Rape Elimination Act of 2003 (PREA). This includes addressing issues such as nonconsensual sexual acts between prisoners, abusive sexual contacts, sexual misconduct by staff toward prisoners, sexual harassment by staff, and sexual harassment among prisoners. The manual encompasses PREA definitions, training for both staff and inmates, appropriate inmate placement for juveniles and adults, medical screening and care, inmate searches, cross-gender viewing, considerations for inmates with disabilities or limited English proficiency, staff hiring and background checks, staffing plans, collective bargaining, facility and technology upgrades, contracts for inmate confinement, reporting, investigating, and reviewing sexual abuse and harassment allegations, victim advocacy and confidential services, disciplinary actions for staff and inmates, data collection, and audit compliance. The auditor determined that the facility is compliant with this standard provision.

115.11(b) The auditor examined the MDOC agency's organizational chart, which includes the position description for the Agency PREA Coordinator (form CS-214). The PREA Coordinator role is situated within the Budget and Operations Administration. According to the job descriptions, the PREA Coordinator supports Department Administrators and staff by developing and overseeing written policies that establish a zero-tolerance stance on all forms of sexual abuse and sexual harassment of prisoners. The position also outlines the Department's strategy for preventing, detecting, and responding to such conduct. The PREA Coordinator independently manages and oversees the federal Prison Rape Elimination Act (PREA) statewide. Responsibilities include monitoring all aspects of Policy Directive 03.03.140, which addresses the Prison Rape Elimination Act (PREA) and prohibited sexual conduct

	<p>involving prisoners. Additionally, the PREA Coordinator manages the budget for federal PREA grants and training opportunities, while coordinating and conducting PREA audits for all MDOC prisons/correctional facilities and other state partners. The interview responses from the PREA Coordinator indicate that he has sufficient time to focus on PREA standards and the flexibility to delegate responsibilities to other staff when necessary to prioritize the audit. This information was confirmed through a review of the agency directive, organizational chart, and the interview responses from the designated PREA Coordinator. The auditor determined that the facility is compliant with this standard provision.</p> <p>115.11(c) The MDOC Prison Rape Elimination Act Manual and agency directives outline the requirements of this provision. The manual specifies that each facility must have a designated PREA Coordinator with adequate time and authority to oversee the facility's efforts to comply with the standards. The facility's PREA Compliance Manager was interviewed and confirmed having sufficient time to focus on ensuring PREA compliance at the facility. Based on PAQ data, the onsite facility inspection, and interviews with staff and inmates, the auditor determined that the facility is compliance with this standard provision.</p>
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115.12	Contracting with other entities for the confinement of inmates
	<p>Auditor Overall Determination: Meets Standard</p> <p>Auditor Discussion</p> <p>Documentation Review:</p> <p>MDOC PREA Manual (April 2017)</p> <p>Federal Prisons-IGA 165 Michigan DOC</p> <p>Eaton and Ingham County Email</p> <p>Federal Prisons-IGA 165 Michigan DOC</p> <p>Eaton County PREA Audit Report</p> <p>Interviews:</p> <p>Agency PREA Coordinator</p> <p>Agency Contract Administrator</p> <p>Findings:</p> <p>115.12 (a) MDOC Prison Rape Elimination Act Manual and agency directives address the requirements of this provision. The plan requires that the Department includes a provision in any new contract or contract extension related to the confinement of offenders, obligating the contractor to adopt and comply with PREA Standards. The</p>

	<p>PAQ listed one contract for the confinement of inmates. The agency provided copies of the facility contract as well as the facilities last PREA Audit. The contract language outlines the requirements of this standard provision. The auditor finds the facility compliant with this standard provision.</p> <p>115.12 (b) MDOC Prison Rape Elimination Act Manual and agency directives address the requirements of this provision. The plan requires that the Department includes a provision in any new contract or contract extension related to the confinement of offenders, obligating the contractor to adopt and comply with PREA Standards. Additionally, the Department is responsible for monitoring these contracts to ensure the contractor's compliance with the PREA Standards. An interview with the Agency Contract Administrator confirmed that the agency conducts annual site visits, which include a PREA review. The auditor was provided with a copy of the facility's PREA Audit Report completed in March 2025, which documented the facility's efforts to comply with PREA standards. The auditor finds the facility compliant with this standard provision.</p>
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115.13 Supervision and monitoring	
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>Documentation Review:</p> <p>MDOC Prison Rape Elimination Act Manual; April 2017</p> <p>Annual Staffing Plan Review</p> <p>Custodial Staff Assignment Sheet</p> <p>MDOC Baseline Audit -Staffing Rounds</p> <p>PD 04.04.100 Custody, Security, and Safety Systems</p> <p>Intermediate and Higher-Level Rounding Reports</p> <p>Interviews:</p> <p>Warden</p> <p>PREA Compliance Manager</p> <p>Human Resource Administration</p> <p>Facility Unit Manager/Supervisor</p> <p>Random Staff</p>

Onsite Observations:

Video Monitoring System

Adult and Youthful Prisoner Housing Areas

Recreation Area

Education Area

Health Services Area

Prisoner Service Buildings

Findings:

115.13 (a) MDOC Prison Rape Elimination Act Manual and agency directives address the requirements of this provision. The manual above directives were reviewed indicates that when calculating adequate staffing levels and determining the need to video monitoring for MDOC prisons, the agency takes into consideration the 11-enumerated items required by provision. The auditor determined that the facility is compliant with this standard provision. The facility provided the auditor with the Annual Staffing Plan Review for December 2024, which outlines the facility's staffing plan. The review covered the eleven standard provisions, staffing levels (including any deviations), and upgrades to video surveillance. The staffing review was completed by Warden, PCM, and the Agency PREA Administrator. Interviews with the Warden and her administrative team confirmed that staffing has been challenging, but all shifts are adequately covered through overtime, and no deviations from staffing coverage have occurred. During the onsite inspection, the auditor observed sufficient staffing in all inmate housing areas, work areas, programming areas, and recreational areas, with no unstaffed zones where inmates were left unsupervised. The surveillance camera coverage was adequate, offering additional oversight of inmate housing and program areas without compromising inmates' privacy. The Agency PREA Coordinator stated that the annual staffing plans are developed with specific attention to the physical plant and staffing needs for PREA compliance. The auditor finds this facility compliant with this provision of the standard.

115.13 (b) The MDOC PREA Manual outlines the requirements for documenting and justifying deviations from the staffing plan. During the onsite interview with the facility Warden, he explained that any deviations from the Manning Sheets (shift rosters) would be documented. In addition to reviewing the policy, the auditor was provided with the shift rosters for each month over the 12 months preceding the audit. The Warden further clarified that any instances of non-compliance with the staffing plan would be recorded; however, ECF has not experienced any such instances. The auditor finds this facility compliant with this provision of the standard.

115.13 (c) The agency PREA Manual indicates that at least annually, the Warden/ Administrator and PREA Coordinator (PCM) shall assess, determine and document whether adjustment is needed to (1) the staffing plan established pursuant to this paragraph, (2) facility's deployment of video monitoring system and other monitoring

	<p>technologies; and (3) the resources the facility has available to commit to ensure adherence to the staffing plan. The review shall be documented on the appropriate PREA Annual Staffing Plan Review form. The form is maintained by the facility with a copy forwarded to the PREA Manager (agency PREA Coordinator).</p> <p>The auditor was provided complete copies of the facility Annual Staffing Plan Review (CAJ-1027) for CY 2024, with the Warden, facility PCM, and statewide PREA Manager information. The staffing plan indicated taking all the required items into consideration (11 standard provisions). The agency PREA Manager conveyed that there is an annual staffing plan review for each facility for PREA considerations and review. The auditor finds this facility compliant with this provision of the standard.</p> <p>115.13 (d) The agency PREA Manual and policy directives indicates administrative staff shall conduct and document rounds in accordance with PD 04.04.100 Custody, Security, and Safety Systems. The manual above directives were reviewed indicates that Rounds and Inspections are to ensure daily visibility of staff, increase the safety of staff and prisoners, and ensure the security of the facility. Allowing observation of facility operations and conditions, monitoring of the well-being of prisoners and staff, and providing prisoners and staff with the opportunity for informal access to administrators. The directive prohibits staff from alerting other staff members that unannounced supervisory rounds are occurring unless such an announcement is related to the legitimate operational functions of the facility. The auditor reviewed a sample of Admin rounds for the previous 12 months to verify the rounds were conducted for day and night shift. During onsite inspections, targeted supervisors confirmed that unannounced rounds are regularly conducted in every department and during at least one shift. Randomly interviewed staff members stated they are explicitly prohibited from informing others about unannounced rounds by supervisors. The auditor finds this facility compliant with this provision of the standard.</p>
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115.14	Youthful inmates
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	The Oaks Correctional Facility does not house inmates under the age of 18.

115.15	Limits to cross-gender viewing and searches
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	Documentation Review:

MDOC PREA Manual (April 2017)

MCL 764.25 (b)- Code of Criminal Procedure Excerpt, Act 175 of 1927

Training Personal Searches January 2018

PD 03.03.140 PREA and Prohibited Sexual Conduct Involving Prisoners

PD 04.04.110 Search and Arrest in Correctional Facilities

MDOC Knock and Announce Signage Sample

PD 04.06.184 Gender Dysphoria (GD)

MDOC CBT Sex Abuse and Sexual Harassment in Confinement Training

Custody and Security in Corrections - Searches Training Part 2, dated 2015

Interviews:

Random Staff

Random Inmates

Onsite Observations:

Inmate Housing

Inmate Work Area

Inmate Education

Health Services

Findings:

115.15 (a) MDOC Prison Rape Elimination Act Manual and agency directives address the requirements of this provision. The reviewed directives in the manual state that cross-gender strip searches are prohibited except in exigent circumstances or when performed by medical staff. When such searches occur, they are conducted only in the presence of staff of the same sex as the inmate being searched, unless exigent circumstances require the presence of a supervisory staff member of the opposite sex, in which case the search will be documented as per policy. The PREA Manual, PD 04.04.110, and MCL 764.25b specify that visual body cavity searches must be performed by medical practitioners or staff. The medical practitioner conducting the search does not need to be the same sex as the inmate, but there must always be at least one additional staff member present of the same sex as the inmate, along with any other staff who must also be of the same sex. According to the PAQ data provided to the auditor, there were no cross-gender strip searches or visual body cavity searches of inmates. Policy dictates that all cross-gender strip searches, body cavity searches, and gross-gender pat-down searches of female inmates must be documented in writing. The facility reported no instances of opposite-gender strip or

visual body cavity searches in the previous year. Staff interviewed during the onsite inspection confirmed that opposite-gender staff are not authorized to perform strip or visual cavity searches without proper authorization. Although no searches were observed, staff in the intake/receiving area described the procedures for strip searches to ensure inmate privacy during undressing. Interviews with both targeted and random inmates confirmed that strip searches are conducted privately by same-gender staff, away from the presence of other inmates or opposite-gender staff. The auditor finds the facility compliant with this standard provision.

115.15 (b) This Correctional Facility does not house female inmates. The facility is exempt from this standard provision.

115.15 (c) The MDOC Prison Rape Elimination Act Manual and agency directives outline the requirements for this provision. The PREA Manual and PD 04.04.110 specify that the facility must document all cross-gender strip searches, cross-gender visual body cavity searches, and cross-gender pat-down searches of female inmates. All searches of inmates are to be logged separately from the housing unit logbook and include the date, shift, prisoner information and staff responsible for the search. The policy lists the various types and reasons for inmate searches. The facility reported no instances of opposite-gender strip searches or visual body cavity searches in the past year. As the facility does not conduct opposite-gender searches and no females were assigned, there were no related documents to review. Staff interviewed during the onsite inspection confirmed that opposite-gender staff are not permitted to perform strip or visual cavity searches of inmates without proper authorization. The auditor finds the facility compliant with this standard provision.

115.15 (d) The MDOC Prison Rape Elimination Act Manual and agency directives outline the requirements for this provision. PD 03.03.140 requires that each Warden ensure that the facility's physical plant layout enables prisoners to shower and 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. Instances of cross-gender viewing in exigent circumstances shall be documented in a critical incident or memorandum to the Warden or Administrator. The PREA Manual directs female staff must knock and announce their presence each time they enter a housing unit. The female staff member must knock on the most interior door and announce in a loud, clear voice "female(s) in the area" and wait 10-seconds before entering. During the onsite inspection, Knock and Announce postings in English and Spanish were prominently displayed throughout all inmate housing areas. The facility has implemented a telecom system that automatically announces when female staff are entering the housing area, alerting inmates to cover up if necessary. Interviews with staff and inmates confirmed that female staff are making the appropriate announcements. The inspection of the inmate restrooms and shower areas in the housing units confirmed sufficient privacy, preventing opposite-gender viewing. The restrooms in all other areas also provided adequate privacy to prevent staff from viewing inmates. The control room (video surveillance room) was staffed by male personnel during the audit, but there were no areas where staff could view inmates in an undressed state. The auditor finds the facility compliant with this standard

	<p>provision.</p> <p>115.15 (e) The MDOC Prison Rape Elimination Act Manual and agency directives outline the requirements for this provision. PD 04.06.184 lists “gender identity disorder in Prisoners” that staff shall not search or physically examine a prisoner for the sole purpose of determining the prisoner’s genital/sex status. If genital status is unknown, it may be determined during conversations with the prisoner, 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. During the onsite inspection, the audit team interviewed four transgender and intersex inmates, all of whom stated that they were not searched solely to determine their gender identity. Medical and mental health staff confirmed that transgender inmates are permitted to disclose their gender identity without undergoing searches or physical examinations, instead, medical records and medical history are referenced as necessary. The facility’s PAQ indicated that no such searches have occurred in the past 12 months. The auditor finds the facility compliant with this standard provision.</p> <p>115.15 (f) MDOC Prison Rape Elimination Act Manual and agency directives address the requirements of this provision. The reviewed directives, manual, training curriculum for Custody and Security in Corrections, Personal Searches, and Search Procedures for GID and Transgender Prisoners all provide detail instructions for staff and contract staff for conducting appropriate transgender and intersex inmates. Training records for 15 randomly selected staff members interviewed during the onsite inspection were reviewed to verify training related to 115.31. Staff were able to explain the use of the "praying hands" technique and emphasized the importance of effective communication during pat searches. The auditor finds the facility compliant with this standard provision.</p>
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115.16	Inmates with disabilities and inmates who are limited English proficient
	Auditor Overall Determination: Exceeds Standard
	Auditor Discussion
	<p>Documentation Review:</p> <p>MDOC Prison Rape Elimination Act Manual; April 2017</p> <p>PD 03.03.140 Sexual Abuse and Sexual Harassment of Prisoners PREA</p> <p>MDOC Identifying and Addressing Sexual Abuse and Sexual Harassment (Braille)</p> <p>MDOC Zero Tolerance Pamphlet for Prisoner English & Spanish</p> <p>An Inside Line 2023 Poster English & Spanish</p> <p>Bi-Lingual Privacy Notice Sign- Cross Gender Knock and Announce Posting</p>

Prisoner Guidebook June 2014 (Spanish)

Sexual Abuse Poster - English

Sexual Abuse Poster - Spanish

Bromberg and Associates-Oral Interpretation Contract

Interpreting Card Instructions

Language Services Memo

Bi-Lingual Informed Consent Poster 115.161

Interviews:

Agency Head Designee

Warden

PCM

Targeted Prisoners

Random Staff

Findings:

115.16 (a) MDOC Prison Rape Elimination Act Manual and agency directives address the requirements of this provision. The reviewed directives and manual state the PCM is responsible for development and distribution of educational materials related to the education of prisoners regarding the Department's zero tolerance for sexual abuse and sexual harassment of prisoners, how to report conduct or threats prohibited by this policy, and prisoners' right to be free from retaliation for reporting or participating in a related investigation. Educational materials shall include information on treatment, advocacy, and counseling services available to all prisoners. The facility provided the auditor with copies of various educational and training materials, including the Spanish version of the Prisoner Guidebook, Tri-fold Spanish Sexual Violence brochures, Spanish Sexual Abuse Posters, Privacy Notices in both English and Spanish, a Braille PREA Pamphlet, and a contract with Bromberg & Associates for Oral Language Interpretation and Document Translation services. These materials, which address language, deaf, and hard-of-hearing services, are given to all inmates during intake and are also available upon request. In interviews, all inmates identified as having disabilities or limited English proficiency reported no difficulties accessing the necessary services or PREA education. During the onsite inspection, postings in both English and Spanish were prominently displayed throughout the facility. The auditor determined that the facility is compliant with this standard provision.

115.16 (b) MDOC Prison Rape Elimination Act Manual and agency directives address the requirements of this provision. During the onsite inspection of the facility,

	<p>interviews were conducted with staff and prisoners regarding PREA education. Seven prisoners, identified as disabled and limited English proficient, confirmed that the facility provided adequate access to the department's zero-tolerance policy and procedures for sexual abuse and sexual harassment. Prisoner education records confirm the training provided. The PCM reported that prisoners receive PREA training, and additional assistance is available when necessary. The auditor determined that the facility is compliant with this standard provision.</p> <p>115.16 (c) MDOC Prison Rape Elimination Act Manual and agency directives address the requirements of this provision. The reviewed directives and manual state the Department may rely on prisoner interpreters, prisoner readers, or other types of prisoner assistants only in limited circumstances where an extended delay in obtaining an effective interpreter could compromise the prisoner's safety, the performance of first-response duties as outlined in this manual, or the investigation of the prisoner's allegations. Staff interviewed during the onsite inspection stated that a prisoner initially provides assistance, but an investigator or supervisor will request staff assistance when conducting interviews with investigations. The auditor determined that the facility is compliant with this standard provision.</p>
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115.17	Hiring and promotion decisions
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>Documentation Review:</p> <p>MDOC Prison Rape Elimination Act Manual 2017</p> <p>Corrections Supervisor Application</p> <p>PD 02.06.111 Employee Screening</p> <p>Correctional Officer Recruitment Application</p> <p>Annual LEIN (Law Enforcement Information Network) Background Clearance</p> <p>Interviews:</p> <p>PREA Compliance Manager</p> <p>Warden</p> <p>Human Resource Manager</p> <p>Findings:</p> <p>115.17 (a) MDOC Prison Rape Elimination Act Manual and agency directives address the requirements of this provision. The reviewed directives in the manual state that</p>

the Department shall not knowingly hire any new employee, promote any existing employee, or enlist the services of any contractor who has contact with offenders and has engaged in sexual abuse in any prison, jail, lockup, community confinement facility, juvenile facility, or other institution (as defined in 42 U.S.C. 1997); been convicted of engaging in, attempting to engage in, or conspiring to engage in sexual activity facilitated by force, threats of force, or coercion, or if the victim did not consent or was unable to consent or refuse; or been civilly or administratively adjudicated to have engaged in the activities described above. The auditor reviewed the MDOC Job Application and Employment Screening documents, which both include the questions required by this standard provision. The Human Resource Administrator provided the auditor with sample Annual LEIN Clearances during the onsite audit. The auditor finds the facility compliant with this standard provision.

115.17 (b) MDOC Prison Rape Elimination Act Manual and agency directives address the requirements of this provision. The reviewed directives in the manual state that incidents of sexual harassment will be taken into account when determining whether to hire, enlist the services of, or promote anyone who may have contact with an offender. The MDOC requires all applicants and contract staff to answer the questions outlined in PREA standard 115.117(a) before being considered for hire. The auditor finds the facility compliant with this standard provision.

115.17 (c) MDOC Prison Rape Elimination Act Manual and agency directives address the requirements of this provision. The reviewed directives and manual state that criminal history checks must be processed through the Law Enforcement Information Network (LEIN) for all employees, including contractors and contractor employees, who have contact with prisoners or parole violators at CFA Correctional Facilities and the Lake County Residential Reentry Facility, no less frequently than every five years. The manual and directive also require that, before hiring new employees who may have contact with prisoners, the Department make its best effort to contact all previous institutional employers to obtain information on any substantiated allegations of sexual abuse or any resignation during a pending investigation of such allegations. During the onsite inspection, the Human Resource Manager provided the auditor with copies of sample LEIN checks conducted for agency staff. She explained that these checks are completed before employment and every 3-5 years thereafter. She also provided copies of the LEIN checks completed for the staff assigned to the facility. The auditor finds the facility compliant with this standard provision.

115.17 (d-e) MDOC Prison Rape Elimination Act Manual and agency directives address the requirements of this provision. The reviewed directives and manual state that LEIN and background checks must be conducted on contractual employees who may have contact with offenders, as outlined in previous policy instructions. This includes individuals under contract with the Department, as well as employees of businesses or government agencies contracted by the Department (see also Paragraph Y). Additionally, a criminal history check through LEIN and a background check processed by the Intelligence Unit must be completed before hiring a new Department employee, a contractor, or a contractor's employees. Human resources staff confirmed that LEIN checks are conducted on all individuals who have contact with prisoners. Furthermore, background checks are conducted every three years or

	<p>whenever the Department deems necessary. The auditor finds the facility compliant with this standard provision.</p> <p>15.17 (e) See response for (d)</p> <p>115.17 (f) MDOC Prison Rape Elimination Act Manual and agency directives address the requirements of this provision. The PCM and human resource staff provided a Corrections Officer Recruitment job posting and it was found to contain the required PREA questions regarding conduct enumerated within the standard. Also provided were the Corrections Supervisor Application questions, which were also found to contain the required PREA questions regarding conduct enumerated within the standard. During the onsite phase of the audit, HR Staff were interviewed and responded to the fact that new hires responded to questions about misconduct in provision (a) and as well for reviews of current employees. She further stated that employees seeking promotion must also answer the same questions on the Corrections Supervisor Application as stipulated in the Standard provision (a). Additionally, the facility imposes upon employees a continuing affirmative duty to disclose any previous such misconduct. She added that failure to disclose such would result in a discipline process. The auditor finds the facility compliant with this standard provision.</p> <p>115.17 (g) MDOC Prison Rape Elimination Act Manual and agency directives address the requirements of this provision. The reviewed directives and the manual state falsification or omissions of any information given by an applicant for employment during employment screening may result in removal from employment consideration and, if discovered after hire, may result in termination of employment. The auditor finds the facility compliant with this standard provision.</p> <p>115.17 (h) MDOC Prison Rape Elimination Act Manual and agency directives address the requirements of this provision. The reviewed directives and manual state that when an employer requests information about a former MDOC employee who has applied for a position, the department shall provide details regarding any substantiated allegations of sexual abuse or sexual harassment involving the former employee. The request must include a signed release from the former employee. While the facility was not required to submit pre-audit information in the OAS, the agency manual stipulates that the department must provide such information upon request. The auditor finds the facility compliant with this standard provision.</p>
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115.18	Upgrades to facilities and technologies
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	Documentation Reviewed:

	<p>MDOC Prison Rape Elimination Act Manual; April 2017</p> <p>Asset Change Request-ACR</p> <p>Interviews:</p> <p>Agency Head Designee</p> <p>Facility Head/Warden</p> <p>Observation:</p> <p>Inmate Housing Units</p> <p>Video Surveillance Room</p> <p>Findings:</p> <p>115.18 (a) The agency/facility Pre-Audit Questionnaire indicated that there have been no significant expansions or modifications to existing facilities since August 20, 2012, or since the last PREA audit, whichever occurred later. The facility also provided a sample document showing the forms used when requesting upgrades or modifications to monitoring technology. The auditor finds the facility compliant with this provision of the standard.</p> <p>115.18 (b) MDOC Prison Rape Elimination Act Manual and agency directives address the requirements of this provision. When designing or acquiring any new facility and in planning any substantial expansion or modification of existing facilities, the effect of the design, acquisition, expansion or modification upon the Department’s ability to protect prisoners from sexual abuse shall be considered. When installing or updating a video monitoring system, electronic surveillance system, or other monitoring technology, the Department’s ability to protect prisoners from sexual abuse shall be considered. Interviews with the Agency Head Designee and the Facility Head both indicated that prisoner protection from sexual abuse is taken into account when installing or updating monitoring technology. Since the last PREA audit, additional video monitoring technologies have been installed to address safety requirements. The facility provided documents of the requests and approval form for such updates. The auditor finds the facility compliant with this provision of the standard.</p>
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115.21	Evidence protocol and forensic medical examinations
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>Documentation Reviewed:</p> <p>MDOC Prison Rape Elimination Act Manual; April 2017</p>

Michigan State Police Letter Regarding Criminal Investigations

MDOC Crime Scene Management and Preservation

Basic Investigator Training Participant Attachments

Basic Investigator Training Participant Manual

Basic Investigator Training Trainer Manual

Victim Advocate Memo and Training Requirement

MDOC Prison Rape Elimination Act Manual; April 2017

PD 03.03.140 Sexual Abuse and Sexual Harassment of Prisoners - Prison Rape Elimination Act (PREA)

PD 03.04.100 Health Services

CAJ-1024 Sexual Abuse Investigation Worksheet

Interviews:

PREA Compliance Manager

Random Staff

Health Services Staff

Prisoners Who Reported Sexual Abuse

Findings:

115.21 (a) MDOC Prison Rape Elimination Act Manual and agency directives address the requirements of this provision. The reviewed directives and manual state that when an allegation of sexual abuse or sexual harassment is received, staff must ensure that all allegations are referred to the appropriate law enforcement agency for a criminal investigation, in accordance with policy and law, alongside the Department's administrative investigation. Referrals to law enforcement must be documented in the Department's investigative report, the PREA investigation worksheet(s), and relevant computerized database entries. The auditor reviewed a letter from the Michigan State Police indicating that MSP is responsible for investigating criminal allegations of sexual abuse at MDOC prisons. Additionally, the auditor reviewed the MDOC Crime Scene Management and Preservation protocol, along with the MDOC Basic Investigator Trainings (2019), which address the requirements of these standard provision. Random staff interviewed indicated that facility investigators or supervisors are responsible for obtaining any usable physical evidence in incidents of inmate sexual abuse. The auditor finds the facility compliant

with this standard provision.

115.21 (b) The Michigan State Police letter, which states that MSP will be responsible for investigating criminal allegations of sexual abuse at MDOC prisons, along with the MDOC Crime Scene Management and Preservation protocol and the MDOC Basic Investigator Trainings (2019), outlines the requirements of this standard provision. The auditor finds the institution in compliance with this provision.

115.21 (c) MDOC Prison Rape Elimination Act Manual and agency directives address the requirements of this provision. The reviewed directives and manual state that if a prisoner is alleged to have been sexually abused within the past 96 hours and forensic evidence may still be present, the prisoner must be transported to a local hospital for a forensic medical examination. The facility provided a memo from PCM outlining that prisoners requiring a forensic medical exam will be transferred to Munson Medical Center, Traverse City, Michigan, at no cost. Interviews with the PCM, investigators, and health services staff confirmed that prisoners are sent to a local hospital for a Forensic Medical Examination (FME), where a Sexual Assault Forensic Examiner (SAFE) or Sexual Assault Nurse Examiner (SANE) is available. A telephonic interview with a charge nurse at Munson Medical Center emergency room verified the availability of SAFE or SANE professionals for conducting exams as needed. According to the Pre-Audit Questionnaire (PAQ), five forensic medical exams (FMEs) were performed during the audit period. The auditor did not interview any prisoners who had undergone forensic medical exams. The auditor finds the facility compliant with this standard provision.

115.21(d) MDOC Prison Rape Elimination Act Manual and agency directives address the requirements of this provision. The reviewed directives and manual state that the facility's on-duty medical staff are designated as qualified victim representatives to assist an inmate during a Forensic Medical Exam (FME) and provide initial emotional support if needed. Interviews conducted with four inmates who reported sexual abuse revealed that they were not familiar with the availability of victim advocates for emotional support during forensic medical examinations (FMEs) or investigative interviews. None of the inmates reported requesting these services; however, all expressed comfort in receiving emotional support from the facility's medical and mental health staff. The facility does not maintain a memorandum of understanding or other agreement with a local rape crisis center to provide victim advocacy services. Instead, facility mental health staff are designated to provide advocacy support when requested. During the audit, the facility did not provide documentation demonstrating that a victim advocate was available or present during FMEs. The forms reviewed did not indicate that an advocate was offered, and investigative records reflected that an advocate was not provided due to unavailability. Although facility policy permits medical and mental health staff to serve in place of a victim advocate, there was no evidence that advocacy services were notified or that advocacy support was formally offered in the reviewed cases. The auditor finds the facility non-compliance with this provision.

Corrective Action:

	<p>115.21 (d-3) - The auditor recommended that facility staff ensure victim advocates are offered and that a formal procedure is established to support this process. It was further recommended that the coordinated response plan, as required under Standard 115.65, be updated to include this provision.</p> <p>During the corrective action period, the facility provided the auditor with email correspondence with a local rape crisis center expressing willingness to meet for further discussion. In addition, the facility developed a directive outlining procedures to ensure that a victim advocate is offered and provided, upon agreement, for all forensic medical examinations and investigatory interviews and provides emotional support, crisis intervention, information, and referrals.</p> <p>115.21 (e) MDOC Prison Rape Elimination Act Manual and agency directives address the requirements of this provision. The reviewed directives and manual state that a victim advocate should be offered to the prisoner. If the prisoner accepts the offer, the facility's list of available advocates should be referenced. Interviews conducted with four inmates who reported sexual abuse revealed that they were not familiar with the availability of victim advocates for emotional support during forensic medical examinations (FMEs) or investigative interviews. None of the inmates reported needing these services; however, all expressed comfort in receiving emotional support from the facility's medical and mental health staff. The Oaks Correctional Facility on-duty medical staff will be prioritized as advocates, with off-duty victim advocates used only when no on-duty staff are available. The facility provided a list of designated prisoner advocates. The auditor finds the facility compliant with this standard provision.</p> <p>115.21 (f) MDOC Prison Rape Elimination Act Manual and agency directives address the requirements of this provision. The reviewed Memo from the MSP state that the agency that is responsible for investigating criminal allegations of sexual abuse in MDOC, the MSP is required to comply with the paragraphs (a) through (f) of section 115.21 of the Prison Rape Elimination Act Standards. The auditor finds the institution in compliance with this provision.</p> <p>115.21(g) The auditor is not required to audit this provision.</p>
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115.22	Policies to ensure referrals of allegations for investigations
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>Documentation Reviewed:</p> <p>MDOC PREA Manual April 2017</p> <p>MSP Letter Regarding Criminal Investigations</p>

PD 01.01.140 Internal Affairs

PD 03.03.140 PREA and Prohibited Sexual Conduct Involving Prisoners

MDOC web page samples

Investigative Files (Onsite Review)

Interviews:

Agency Head or Designee

Investigative Staff

Findings:

115.22 (a) MDOC Prison Rape Elimination Act Manual and agency directives address the requirements of this provision. The reviewed directives and manual state that all allegations of prisoner-on-prisoner sexual abuse, staff-on-prisoner sexual misconduct, and staff-on-prisoner sexual harassment, whether reported verbally, in writing, anonymously, or by third parties, must be entered into the Department's computerized investigation database and thoroughly investigated. Additionally, when a sexual abuse or sexual harassment allegation is received, staff are required to refer the case to the appropriate law enforcement agency for criminal investigation, in accordance with policy and law, alongside the Department's administrative investigation. The policy directives mandate that the Internal Affairs (IA) Manager review all cases, including those related to PREA and discriminatory harassment. The IA Manager is also responsible for coordinating investigations referring to the Michigan State Police (MSP) or local law enforcement for criminal investigation. Furthermore, the IA Manager must ensure all investigations are conducted promptly and thoroughly, keeping the Chief Deputy Director, the PREA Administrator, and other relevant EPT members informed of any significant issues that arise during the investigation.

The Agency Head Designee's interview and response indicated that the agency ensures all allegations of sexual abuse or sexual harassment are investigated, either administratively or criminally, in accordance with policy. He further explained the process, stating that Internal Affairs (IA) handles administrative investigations, while the Michigan State Police (MSP) conduct criminal investigations. The facility reported 44 investigations conducted for sexual abuse with 15 referred to for criminal investigation. The auditor finds the facility compliant with this provision of the standard.

115.22 (b) MDOC Prison Rape Elimination Act Manual and agency directives address the requirements of this provision. The reviewed directives and manual state that when receiving an allegation of sexual abuse or sexual harassment, staff shall ensure all allegations are referred to the appropriate law enforcement agency in accordance with policy and law for criminal investigation in conjunction with the Department's administrative investigation. Referrals to law enforcement shall be documented in the Department's investigative report, PREA investigation worksheet(s) and pertinent

computerized database entries. Additionally, for incidents where the alleged perpetrator is a staff member and the investigations do not result in substantiated rule violations, the investigation shall not be retained in an employee's personnel file or used for any purpose not authorized in PD 03.03.140 PREA and Prohibited Sexual Conduct Involving Prisoners or any other policy directive. Access to the information in the computerized databases is limited to designated employees at each location as authorized by the Director or designee. Policy directives require prisoner-on-prisoner sexual abuse, any allegations that appear to be criminal shall be referred to the MSP or other appropriate law enforcement agency to be criminally investigated and referred for prosecution. The Department investigation shall be coordinated as necessary with the investigating law enforcement agency to ensure the Department's efforts will not be an obstacle for prosecution. However, the Department investigation shall proceed with PD 01.01.140 IA and regardless of whether the referral results in criminal prosecution. Regarding staff sexual misconduct/harassment and staff overfamiliarity, any allegations that appear to be criminal shall be referred to the MSP or other appropriate law enforcement agency to be criminally investigated and referred for prosecution.

The MDOC agency website lists the agency's Zero Tolerance information allowing the public an opportunity to submit a prisoner victim form regarding PREA allegations.

<https://www.michigan.gov/corrections/public-information/statistics-and-reports/prea>

The MDOC agency policy website details the requirements for referring prisoner-on-prisoner sexual abuse and sexual harassment investigations related to criminal matters. This information is publicly accessible on the MDOC website. (PD 01.01.140 Internal Affairs and PD 03.03.140 PREA and Prohibited Sexual Conduct Involving Prisoners)

<https://www.michigan.gov/corrections/public-information/statistics-and-reports/policy-directives#q=manual&e=0>

115.22 (c) The MDOC criminal investigations are completed by the Michigan State Police. PD 01.01.140 Internal Affairs and PD 03.03.140 PREA and Prohibited Sexual Conduct Involving Prisoners provides guidance regarding investigation referrals to MSP. The auditor was provided a copy of a letter from the MSP deputy director outlining the responsibilities of the department for completing PREA investigations. The auditor finds the facility compliant with this provision of the standard.

115.22 (d) The MDOC agency policy website details the requirements for referring prisoner-on-prisoner sexual abuse and sexual harassment investigations related to criminal matters. This information is publicly accessible on the MDOC website. (PD 01.01.140 Internal Affairs and PD 03.03.140 PREA and Prohibited Sexual Conduct Involving Prisoners) <https://www.michigan.gov/corrections/public-information/statistics-and-reports/policy-directives#q=manual&e=0> The auditor finds the facility compliant with this provision of the standard.

115.22 (e) The MDOC does not have Department of Justice component responsible for conducting administrative or criminal investigations of sexual abuse or sexual harassment in prisons.

115.31	Employee training
	<p data-bbox="256 188 959 221">Auditor Overall Determination: Meets Standard</p> <hr/> <p data-bbox="256 266 544 300">Auditor Discussion</p> <hr/> <p data-bbox="256 344 676 378">Documentation Reviewed:</p> <p data-bbox="256 412 440 445">Training Plan</p> <p data-bbox="256 479 703 512">MDOC PREA Manual; April 2017</p> <p data-bbox="256 546 1270 580">PD 03.03.140 Sexual Abuse and Sexual Harassment of Prisoners - PREA</p> <p data-bbox="256 613 868 647">PREA All Employees Course Quiz Questions</p> <p data-bbox="256 680 1342 714">PREA Course 2021-2022 - Mandatory all employees training course Part 1-10</p> <p data-bbox="256 748 975 781">Collaborative Case Management Model for Women</p> <p data-bbox="256 815 437 848">Interviews:</p> <p data-bbox="256 882 639 916">PREA Compliance Manager</p> <p data-bbox="256 949 528 983">Random Detainees</p> <p data-bbox="256 1016 464 1050">Observation:</p> <p data-bbox="256 1084 496 1117">Training Records</p> <p data-bbox="256 1151 405 1184">Findings:</p> <p data-bbox="256 1218 1477 2058">115.31 (a) MDOC Prison Rape Elimination Act Manual and agency directives address the requirements of this provision. The reviewed directives and manual state all Department employees, student assistants, unpaid student interns, and contractors if they work inside a correctional facility or field office, which includes employees of other State Departments, are required to successfully complete in-service training in accordance with the requirements set forth in Policy Directive 02.05.101 In-Service Training and in the 2022 Training Plan. The Annual Training modules discuss the 10 training requirement for staff who may have contact with inmates: (1) Its zero-tolerance policy for sexual abuse and sexual harassment; (2) How to fulfill their responsibilities under agency sexual abuse and sexual harassment prevention, detection, reporting, and response policies and procedures; (3) Inmates' right to be free from sexual abuse and sexual harassment; (4) The right of inmates and employees to be free from retaliation for reporting sexual abuse and sexual harassment; (5) The dynamics of sexual abuse and sexual harassment in confinement; (6) The common reactions of sexual abuse and sexual harassment victims; (7) How to detect and respond to signs of threatened and actual sexual abuse; (8) How to avoid inappropriate relationships with inmates; (9) How to communicate effectively and professionally with inmates, including lesbian, gay, bisexual, transgender, intersex, or gender nonconforming inmates; and (10) How to</p>

comply with relevant laws related to mandatory reporting of sexual abuse to outside authorities. The modules meticulously detail each requirement with accompanying visuals. Random and Specialized staff interviewed during the onsite inspection demonstrated their understanding of the ten training elements they received. Additionally, staff were equipped with pocket cards containing pertinent information readily available for review as needed. Staff interviews and training records confirmed employees receive training on all required PREA topics during annual training. The auditor finds the facility compliant with this standard provision.

115.31 (b) MDOC Prison Rape Elimination Act Manual and agency directives address the requirements of this provision. The training modules discussed in provision (a) also provides all MDOC staff who have interactions with females with the tools and strategies to implement a collaborative case management model for women. Participants will be introduced to new information as well as the tools and strategies necessary to work effectively with women in the criminal justice system. This module will also inform participants that case management services should be evidence-based and serve not only to reduce criminal behavior but to increase the health and well-being of women, their families, and the community. The auditor finds the facility compliant with this standard provision.

115.31 (c) MDOC Prison Rape Elimination Act Manual and agency directives address the requirements of this provision. The reviewed directives and manual state the Department shall provide each employee with refresher training every two years to ensure that all employees know the Department’s policies and procedures. In years in which an employee does not receive refresher training, the Department will provide refresher information on current sexual abuse and sexual harassment policies. The training curriculum and attendance records for annual staff training were reviewed by the auditor for compliance for PREA Training requirements. Random and Specialized staff interviewed during the onsite inspection confirmed their attendance at both initial and yearly training sessions. The auditor finds the facility compliant with this standard provision.

115.31 (d) MDOC Prison Rape Elimination Act Manual and agency directives address the requirements of this provision. The reviewed directives and manual require the department to document through an employee signature or electronic verification that employees receive and understand the training. The auditor reviewed the annual training curriculum, which included staff members' signatures confirming their understanding of the training they had received. The auditor finds the facility compliant with this standard provision.

115.32	Volunteer and contractor training
	Auditor Overall Determination: Meets Standard
	Auditor Discussion

Documentation Reviewed:

Training Plan

MDOC PREA Manual April 2017

PD 03.02.105 Volunteer Services Programs

PD 03.03.140 Sexual Abuse and Sexual Harassment of Prisoners - PREA

Program A for CFA with PREA Signature Sheet Sept 2019

ECF Volunteer and Contractor PREA Training Nov 2023 - Oct 2024- Acknowledgement Forms

Interviews:

PREA Compliance Manager

Facility Warden

Contract Staff

Findings:

115.32 (a) MDOC Prison Rape Elimination Act Manual and agency directives address the requirements of this provision. The reviewed directives and manual state the Department shall ensure that all volunteers, contractors and their staff who have contact with prisoners have been trained regarding their responsibilities/obligations under the Department's policies and procedures. 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 prisoners. All volunteers and contractors who have contact with prisoners shall be notified of the Department's zero-tolerance policy regarding sexual abuse and sexual harassment and informed how to report such incidents. The reviewed training modules cover the department's zero tolerance policy regarding staff, contractual employees, and volunteers engaging in sexual abuse, sexual harassment, and overfamiliarity with prisoners. The training also includes discussions on the definitions of sexual abuse, voyeurism, and sexual harassment; reporting requirements; guidelines on overfamiliarity or unauthorized contact; as well as the do's and don'ts within the facility. A contractor interview and training records confirmed contractors, and volunteers receive training on all required PREA topics during annual training. The auditor finds the facility compliant with this standard provision.

115.32 (b) MDOC Prison Rape Elimination Act Manual and agency directives address the requirements of this provision. 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 prisoners. Both the facility PCM and the warden confirmed that volunteers and contract staff receive identical training as security staff and are mandated to undergo annual training sessions. The reviewed training modules cover the department's zero tolerance policy regarding staff, contractual employees, and

	<p>volunteers engaging in sexual abuse, sexual harassment, and overfamiliarity with prisoners. The training also includes discussions on the definitions of sexual abuse, voyeurism, and sexual harassment; reporting requirements; guidelines on overfamiliarity or unauthorized contact; as well as the do's and don'ts within the facility. A contractor interview and training records confirmed contractors, and volunteers receive training on all required PREA topics during annual training. The auditor finds the facility compliant with this standard provision.</p> <p>115.32 (c) MDOC Prison Rape Elimination Act Manual and agency directives address the requirements of this provision. The reviewed directives and manual state the facility shall maintain documentation confirming that volunteers and contractors understand the training they have received regarding the department's sexual abuse and sexual harassment prevention, detection, and response policies and procedures. Training documents submitted to the auditor included signatures from volunteers and contractors, acknowledging their understanding of the agency's zero tolerance policy regarding sexual abuse and sexual harassment against inmates. The auditor determined that the facility is compliant with this provision of the standard.</p>
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115.33	Inmate education
	Auditor Overall Determination: Meets Standard
	<p>Auditor Discussion</p> <p>Documentation Reviewed:</p> <p>Training Plan 2022</p> <p>MDOC PREA Manual April 2017</p> <p>PD 03.03.140 Sexual Abuse and Sexual Harassment of Prisoners - PREA</p> <p>PD 04.01.140 Prisoner Orientation</p> <p>Program A for CFA with PREA Signature Sheet Sept 2019</p> <p>CAJ-1036a Prisoner PREA Information Verification 72 Hour</p> <p>CAJ-1036 Prisoner PREA Education Verification 30 Day</p> <p>MDOC Memorandum</p> <p>DRF Training Progress Summary</p> <p>Interviews:</p> <p>Agency Head</p>

PREA Compliance Manager

Targeted Inmates

Random Inmates

Onsite Facility Observations:

Housing Area/Job/Visitation/Health Services/Recreation/Education/Vocation/Treatment/Chapel Postings

Administrative Office Postings

Staff Work/Break Postings

Inmate Education Materials

Findings:

115.33 (a) MDOC Prison Rape Elimination Act Manual and agency directives address the requirements of this provision. The reviewed directives and manual state Prisoners shall be required to attend an orientation program developed in accordance with PD 04.01.140 "Prisoner Orientation." The orientation program shall include information on the type and purpose of reception processing and evaluations the prisoner may receive while in the reception facility. Such programs shall stress risk reduction both during incarceration and after release. In addition, prisoners identified as foreign nationals shall be provided with information on how to contact their foreign consulate. Prisoners also shall be educated regarding sexual conduct prohibited, how to report conduct or threats of prohibited conduct, and treatment and counseling available to them. Information on communicable bloodborne infections also shall be provided. During the onsite audit inspection, the facility Intake staff conveyed that prisoners are provided the department's zero tolerance for sexual abuse and sexual harassment through pamphlets, brochures, and postings. The facility provided the auditor with copies of various educational and training materials, including the Prisoner Guidebook in Spanish, Tri-fold Spanish Sexual Violence brochures, Spanish Sexual Abuse Posters, Privacy Notices in both English and Spanish, a PREA Pamphlet in Braille, and a flyer for Language Unlimited services. These materials, covering language, deaf, and hard of hearing services, are provided to all prisoners during intake and are available upon request. During the onsite inspection postings in English and Spanish were visible throughout the facility. The auditor determined that the facility is compliant with this standard provision.

115.33 (b) The PAQ lists 650 inmates provided PREA educational information during intake and comprehensive education 30 days or more. The facility provided the auditor with inmate education records, and the auditor reviewed the education records of the 40 inmates interviewed during the onsite inspection. In interviews with

these 40 randomly selected and targeted inmates, the majority confirmed they had received and comprehended the agency's Zero Tolerance training. They also indicated they understood how to report incidents of sexual abuse and sexual harassment. The auditor finds the facility compliant with this provision of the standard.

115.33 (c) MDOC Prison Rape Elimination Act Manual and agency directives address the requirements of this provision. The reviewed directives and manual state that all prisoners shall receive comprehensive PREA education during intake and upon transfer to another facility within 30 days. Upon 72 hours of arrival at a facility, a prisoner shall receive educational material on zero tolerance, how to report, the name of the facility PREA Coordinator, the outside reporting agency, the victim advocate, and outside emotional support entity. The facility provided the auditor with inmate education records, and the auditor reviewed the education records of the 40 inmates interviewed during the onsite inspection. In interviews with these 40 randomly selected and targeted inmates, the majority confirmed they had received and comprehended the agency's Zero Tolerance training. They also indicated they understood how to report incidents of sexual abuse and sexual harassment. The auditor determined that the facility is compliant with this provision of the standard.

115.33 (d) Consistent with 115.16 the facility provided the auditor with copies of various educational and training materials, including the Prisoner Guidebook in Spanish, Tri-fold Spanish Sexual Violence brochures, Spanish Sexual Abuse Posters, Privacy Notices in both English and Spanish, a PREA Pamphlet in Braille, and a flyer for Language Unlimited services. These materials, covering language, deaf, and hard of hearing services, are provided to all prisoners during intake and are available upon request. During the onsite inspection postings in English and Spanish were visible throughout the facility. The auditor determined that the facility is compliant with this standard provision.

115.33 (d) The facility provided the auditor with inmate education records, and the auditor reviewed the education records of the 40 inmates interviewed during the onsite inspection. In interviews with these 40 randomly selected and targeted inmates, the majority confirmed they had received and comprehended the agency's Zero Tolerance training. They also indicated they understood how to report incidents of sexual abuse and sexual harassment. The auditor determined that the facility is compliant with this standard provision.

115.34	Specialized training: Investigations
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	Documentation Review: MDOC PREA April 2017

PD 03.03.140 Sexual Abuse and Sexual Harassment of Prisoners PREA

Basic Investigator Participant Manual

Basic Investigator PPT

Basic Investigator Trainer Manual

Basic Investigators Training Records

NIC Online Training Program

Interviews:

PREA Compliance Manager

Investigative Staff

Findings:

115.34 (a) MDOC Prison Rape Elimination Act Manual and agency directives address the requirements of this provision. The reviewed directives and manual state in addition to the general PREA training provided to all employees, Department investigators are required to receive specialized training from the Training Division to be able to conduct sexual abuse investigations in confinement settings. The auditor's review of the facility PAQ identified the MDOC Basic Investigator's Training Manuals, which cover Interview and Investigation Techniques and Fundamentals. Investigators are required to complete the NIC PREA Investigating Sexual Abuse in a Confinement Setting course. Investigator interviews and training records confirmed they received training on all required PREA topics during annual training. The auditor finds the facility compliant with this standard provision.

115.34 (b) MDOC Prison Rape Elimination Act Manual and agency directives address the requirements of this provision. The reviewed directives and manual state in addition to the general PREA training provided to all employees, Department investigators are required to receive specialized training from the Training Division to be able to conduct sexual abuse investigations in confinement settings. Specialized training shall include techniques for interviewing sexual abuse victims, proper use of Miranda and Garrity warnings, sexual abuse evidence collection in confinement settings, and the criteria and evidence required to substantiate a case for administrative action or prosecution referral. The investigating staff interviewed confirmed that investigators are trained on techniques for interviewing sexual abuse victims, the proper use of Miranda and Garrity warnings, evidence collection for sexual abuse in confinement settings, and the criteria and evidence needed to substantiate cases for administrative action or criminal prosecution. The auditor confirmed that all these training topics were included in the MDOC Basic Investigator Training Module. Additionally, investigative staff stated that the Michigan State Police would handle the investigation of any incidents deemed criminal. The auditor finds the facility compliant with this standard provision

	<p>115.34 (c) MDOC Prison Rape Elimination Act Manual and agency directives address the requirements of this provision. The reviewed directives and manual state documentation for training attendance shall be maintained in the MDOC Training Automated Data System (TADS). The facility provided the auditor with training records of the 23 trained investigators. The auditor finds the facility compliant with this standard provision.</p> <p>115.34 (d) Auditor is not required to audit this provision.</p>
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115.35	Specialized training: Medical and mental health care
	<p>Auditor Overall Determination: Meets Standard</p> <p>Auditor Discussion</p> <p>Documentation Review:</p> <p>Michigan Department of Corrections PREA Act Manual April 2017</p> <p>PD 02.05.101 In-Service Training</p> <p>PD 03.03.140 Sexual Abuse and Sexual Harassment of Prisoners PREA</p> <p>PREA Healthcare & Mental Health Course Quiz Questions 2022</p> <p>MDOC Training Plan</p> <p>PD 02.05.101 In-Service Training</p> <p>TCF 2024 PREA Training - Medical and MH Practitioners Highlighted</p> <p>Interviews:</p> <p>Medical and Mental Health Staff</p> <p>Findings:</p> <p>115.35 (a) MDOC Prison Rape Elimination Act Manual and agency directives address the requirements of this provision. The reviewed directives and manual state all Department employees, student assistants, unpaid student interns, and contractors if they work inside a correctional facility or field office, which includes employees of other State Departments, are required to successfully complete in-service training in accordance with the requirements set forth in Policy Directive 02.05.101 In-Service Training and in the 2022 Training Plan. Additional directives require student assistants, unpaid student interns, all Department employees, and if they work inside a correctional facility or field office, contractual employees, which include employees of other State Departments, are required to successfully complete in-service training in accordance with the requirements set forth in this policy and the In-Service Training Plan. Two medical and mental health staff members interviewed reported that they</p>

	<p>are required to undergo specialized training in addition to the regular correctional training. Medical and mental health staff interviews and training records confirmed employees receive training on all required PREA topics during annual training. The auditor finds the facility compliant with standard provision.</p> <p>115.35 (b) The facility's PAQ indicated that agency medical staff do not perform forensic examinations. Interviews with medical and mental health staff confirm that they do not perform forensic medical examinations. The auditor finds the facility compliant with standard provision.</p> <p>115.35 (c) The facility's PAQ indicated that the agency maintains documentation showing that medical and mental health practitioners have completed the required training. A review of documentation for 20 medical and mental health care staff indicated all completed the specialized training. Documentation is maintained via electronic confirmation. The auditor finds the facility compliant with standard provision.</p> <p>115.35 (d) MDOC Prison Rape Elimination Act Manual and agency directives address the requirements of this provision. Medical and mental health staff interviews and training records confirmed employees receive training on all required PREA topics during annual training. The auditor finds the facility compliant with standard provision.</p>
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115.41	Screening for risk of victimization and abusiveness
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>Documentation Review:</p> <p>MDOC PREA April 2017</p> <p>PD 03.03.140 Sexual Abuse and Sexual Harassment of Prisoners PREA</p> <p>PREA Risk Assessments Manual Update</p> <p>PD 05.01.140 Prisoner Placement and Transfer</p> <p>PREA Risk Assessments Manual Update</p> <p>DRF Prisoner Intake Forms</p> <p>OMNI Risk Assessment Tool (CAJ-1023 PREA Risk Assessments Worksheet)</p> <p>Interviews:</p> <p>PREA Compliance Manager</p>

Intake Staff

Prisoner Interviews

Findings:

115.41 (a) MDOC Prison Rape Elimination Act Manual and agency directives address the requirements of this provision. The reviewed directives and manual state All prisoners shall be assessed during an intake screening and upon transfer to another facility for their risk of being sexually abused by other prisoners or being sexually abusive toward other prisoners. The OMNI-based risk assessment tools will be used to determine a prisoner's risk. The directives require all prisoners shall be assessed during an intake screening and upon transfer to another facility for their risk of being sexually abused by other prisoners or being sexually abusive toward other prisoners.

In an interview with staff responsible for risk screening, it was reported that prisoners are screened upon admission to the facility or transfer from another facility to assess their risk of sexual abuse victimization or potential abusiveness toward other inmates. The 40 prisoners interviewed were assessed and asked about their history of prior incarceration, experiences of sexual abuse, gender identification, and whether they felt at risk of being sexually abused at the facility. The auditor finds the facility compliant with this standard provision.

115.41 (b) MDOC Prison Rape Elimination Act Manual and agency directives address the requirements of this provision. The reviewed directives and manual states staff designated by the warden shall complete both PREA Risk Assessments if any of the following occur: (1) Within 72 hours of the prisoner's arrival at a correctional facility, including intake. (2) Whenever warranted due to a referral, request, incident of sexual abuse, or receipt of additional information that may increase the prisoner's risk of being sexually abused by other prisoners or being sexually abusive toward other prisoners. In an interview with staff responsible for risk screening, it was reported that prisoners are screened within 72 hours, typically upon admission to the facility or transfer from another facility to assess their risk of sexual abuse victimization or potential abusiveness toward other inmates. The 40 prisoners interviewed were assessed and asked about their history of prior incarceration, experiences of sexual abuse, gender identification, and whether they felt at risk of being sexually abused at the facility. The auditor reviewed sample risk screening records of the 40 random and specialized prisoners interviewed during onsite inspection. The auditor finds the facility compliant with this standard provision.

115.41 (c) MDOC Prison Rape Elimination Act Manual and agency directives address the requirements of this provision. The reviewed directives and manual state the assessment shall be completed using information contained in the prisoner's file and in computerized databases available to employees and gathered during face-to-face discussions with the prisoner. Prisoners shall be asked: questions relating to mental, physical, or developmental disabilities; whether they are, or are perceived to be, gay, lesbian, bisexual, transgender, intersex, or gender nonconforming; whether they have been previously victimized; and what is their perception of being vulnerable. The auditor's review of the CAJ-1023 form showed that it consists of yes or no questions,

each with a weighted score that varies depending on the question. Scores range from two points to 60 points. At the end of each section—one for aggressor risk and one for victim risk—the scores are totaled. This total score determines the category(ies) the prisoner falls into no score, potential victim/potential aggressor, or victim/aggressor. The CAJ-1023 is completed in the OMNI system, an electronic platform that automatically scores and totals the responses. The system then assigns the appropriate designation(s), which staff must manually input into a separate screen in OMNI that is used to determine housing, programming, and job assignments. The auditor finds the facility compliant with this standard provision.

115.41 (d) The auditor’s review of the CAJ-1023 confirmed that the intake screening process evaluates several factors to assess prisoners for the risk of sexual victimization. These factors include: being a victim of a substantiated prisoner-on-prisoner non-consensual sexual act within MDOC; perception of vulnerability; sexual orientation/gender identity; developmental disability; mental or physical disability; age; physical stature; vulnerability to sexual victimization based on the nature of the crime such as sexual assault against a child, elderly, handicapped, or those with developmental disabilities; prior incarcerations; knowledge of prison/jail life; history of victimization outside of MDOC; non-violent criminal history; and history of consensual sex.

In an interview, staff responsible for risk screening explained that the process includes a file review and verbally asking prisoners the required questions from the CAJ-1023. The staff confirmed that the necessary elements are included in the CAJ-1023. Additionally, it was confirmed that staff verbally inquire about prior sexual victimization, gender identity, sexual preference, perception of vulnerability, and previous sexual abusiveness. The auditor finds the facility compliant with this standard provision.

115.41 (e) The auditor’s review of the CAJ-1023 confirmed that the intake screening process assesses potential aggressor risk factors, including substantiated incidents of prisoner-on-prisoner non-consensual sexual acts within MDOC, history of perpetrating sexual victimization through threats or force, history of physical abuse, domestic violence, gang affiliation within the past two years, predatory or intimidating behavior, and consensual sexual activity within the facility. In interviews, the staff responsible for risk screening explained that the process includes a file review and verbally asking prisoners the required CAJ-1023 questions. Staff further reported that they also verbally inquire about prior sexual victimization, gender identity, sexual preference, perception of vulnerability, and history of sexual abusiveness. The auditor finds the facility compliant with the standard provisions.

115.41 (f) MDOC Prison Rape Elimination Act Manual and agency directives address the requirements of this provision. The reviewed directives and manual states, designated staff shall complete a PREA-Risk Assessment Review-Prison form on all transferred prisoners no later than 30 calendar days after the prisoner’s arrival at the facility, unless the prisoner transfers to another facility within the 30 calendar days. The directive requires that in addition to the PREA Risk Assessments required above, staff designated by the Warden shall complete a PREA-Risk Assessment Review-Prison

if any of the following occur: (1) Within 30 calendar days of a prisoner's arrival at a correctional facility, including intake. (2) It has been 12 months since the last review. In addition to the PREA Risk Assessments, the required employees designated by the Warden shall complete a PREA-Risk Assessment Review-Prison: 1. No earlier than 14 days but no later than 30 calendar days of arrival, including intake (unless the prisoner transfers from the facility prior to 30 days). 2. When it has been 12 months since the last review. The review shall consist of review of the most recent victim and aggressor risk assessments, including asking questions relating to mental, physical, or developmental disabilities, whether they are, or are perceived to be, gay, lesbian, bisexual, transgender, intersex, or gender nonconforming, previous victimization, or their own perception of vulnerability. Staff responsible for risk screening reported that prisoners are screened within 72 hours of assignment, again within 30 days, and whenever additional relevant information is received by the facility, including after reports of sexual abuse. The auditor reviewed sample risk screening records for the 40 randomly and targeted selected prisoners interviewed during the onsite inspection; all verified the assessments were conducted within 72 hours. The auditor finds the facility compliant with this standard provision.

115.41 (g) MDOC Prison Rape Elimination Act Manual and agency directives address the requirements of this provision. The reviewed directives and manual states, staff designated by the warden shall complete both PREA Risk Assessments if any of the following occur, whenever warranted due to a referral, request, incident of sexual abuse, or receipt of additional information that may increase the prisoner's risk of being sexually abused by other prisoners or being sexually abusive toward other prisoners. Staff responsible for risk screening reported that prisoners are screened within 72 hours of assignment, again within 30 days, and whenever additional relevant information is received by the facility, including after reports of sexual abuse. Whenever warranted due to a referral, request, incident of sexual abuse, or receipt of additional information that may increase the prisoner's risk of being sexually abused by other prisoners or being sexually abusive toward other prisoners. The auditor reviewed sample risk screening records for the 40 randomly and targeted selected prisoners interviewed during the onsite inspection; all verified the assessments were conducted within 30 days and due to referral or additional incarceration information. The auditor finds the facility compliant with this standard provision.

115.41 (h) MDOC Prison Rape Elimination Act Manual and agency directives address the requirements of this provision. The reviewed directives and manual states, prisoners may not be disciplined for refusing to answer or not disclosing complete information in response to questions relating to mental, physical, or developmental disabilities, whether they are, or are perceived to be, gay, lesbian, bisexual, transgender, intersex, or gender nonconforming, previous victimization, or their own perception of vulnerability. Interviews with the 40 selected and random prisoners revealed that they were not disciplined for refusing to respond to risk screening questions. However, staff responsible for risk screening reported that prisoners would not be disciplined if they refuse to answer the risk screening questions. The auditor finds the facility compliant with this standard provision.

115.41 (i) MDOC Prison Rape Elimination Act Manual and agency directives address

	<p>the requirements of this provision. The reviewed directives and manual states, results of risk assessments shall not be shared with prisoners. Information provided during the risk assessment shall be shared only with those who need to know for housing, bunking, and work assignment placement. Reasonable steps shall be taken to ensure the confidentiality of information obtained during the risk assessment process. The agency PC reports that the prisoner's risk assessment access is based on the specific task/job and the OMNI system is password protected for enhanced security of the screening tool and sensitive information. The agency takes confidentiality very seriously. Work rules are enforced as well if needed. The facility PCM and staff responsible for risk screening reported limited staff have access to prisoner risk assessments. These included housing staff, investigators, PCM, administrative records staff and healthcare staff. The auditor finds the facility compliant with this standard provision.</p>
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115.42	Use of screening information
	<p>Auditor Overall Determination: Meets Standard</p>
	<p>Auditor Discussion</p>
	<p>Documents:</p> <p>MDOC PREA Manual; April 2017</p> <p>PD 03.03.140 Sexual Abuse and Sexual Harassment of Prisoners - PREA</p> <p>03.03.140 Sexual Abuse and Sexual Harassment of Prisoners</p> <p>PD 05.01.140 Prisoner Placement and Transfer</p> <p>PD 04.06.184 Gender Dysphoria</p> <p>Gender - Gender Identity Housing Requests</p> <p>Interviews:</p> <p>PREA Coordinator</p> <p>Specialized Staff</p> <p>PREA Compliance Manager</p> <p>Transgender/Intersex/Gay/Lesbian Inmates</p> <p>Findings:</p> <p>115.42 (a) MDOC Prison Rape Elimination Act Manual and agency directives address the requirements of this provision. The reviewed directives and manual state in addition to other classification considerations, facility staff shall use information from</p>

the risk assessment to inform housing, bed, work, education and program assignments with the goal of keeping prisoners at high risk of being sexually victimized separate from prisoners at high risk of being sexually abusive.

Additionally, the directives require This assessment shall be considered when making housing, bed, work, education and program assignments at that facility. Risk assessment scores affecting bed assignments shall follow the procedures outlined in the PREA Manual. In addition to other classification considerations, facility staff shall use information from the risk assessment to inform housing, bed, work, education and program assignments with the goal of keeping prisoners at high risk of being sexually victimized separate from prisoners at high risk of being sexually abusive. These decisions shall include individualized determination addressing how to ensure the safety of each prisoner. The interview with the PREA Compliance Manager revealed that information from risk screening is used to keep aggressors separate from victims. He explained that it helps determine housing and lock assignments. Similarly, the staff responsible for the risk screening confirmed that this information is utilized for various assignments, ensuring that victims are not housed with aggressors. He also stated that the information is considered when assigning jobs and programs to prisoners. The auditor was provided with copies of housing sheets for several prisoner housing units, which identified each prisoner by their risk level, including categories such as potential victim, potential aggressor, and no score. The auditor finds the facility compliant with this standard provision.

115.42 (b) MDOC Prison Rape Elimination Act Manual and agency directives address the requirements of this provision. The reviewed directives and manual state in addition to other classification considerations, facility staff shall use information from the risk assessment to inform housing, bed, work, education and program assignments with the goal of keeping prisoners at high risk of being sexually victimized separate from prisoners at high risk of being sexually abusive. These decisions shall include individualized determinations addressing how to ensure the safety of each prisoner. Risk assessment scores will affect bed assignments as follows Victim (V) or Potential Victim (PV) shall be place in the same cell, pod or room with a Victim (V) or Potential Victim (PV) or No Score (NS); Assailant (A) or Potential Assailant (PA) shall be placed in the same cell, pod or room with Assailant (A) or Potential Assailant (PA) or No Score (NS); No Score (NS) may be placed in the same cell, pod or room with any score. The staff responsible for risk screening indicated that the information gathered from the risk screenings is used for assignments, ensuring that risk score codes are reviewed before making housing or job assignments. The facility provided the auditor with sample risk assessments for prisoners identified as potential victims and potential aggressors. The auditor finds the facility compliant with this standard provision.

115.42 (c) MDOC Prison Rape Elimination Act Manual and agency directives address the requirements of this provision. The reviewed directives and manual state in deciding whether to assign a transgender, intersex or GD prisoner to a facility for male or female prisoners, and in making other housing and programming assignments, facility staff shall consider on a case-by-case basis whether a placement would compromise the prisoner's health and safety and whether the placement would

present management or security problems to the MDOC. This placement is determined pursuant to PD 04.06.184 "Gender Identity Disorder s (GID)/Gender Dysphoria." The Director's Office Memorandum 2022-28 states that offenders with a gender identity defined above may make a housing request to be reviewed by the Gender Dysphoria Review Committee (GDRC). If there is a specific safety or security concern, the offender may request protection pursuant to PD 05.01.140 "Prisoner Placement and Transfer". Housing assignments shall be considered on a case-by-case basis utilizing the below "Individual Risk Assessment of Housing Placement," including considering whether a placement would compromise the offender's health and safety and whether the placement would present any management or security problems. The MDOC shall not place transgender or intersex offenders in dedicated facilities, units, or wings solely on the basis of such identification, status, or based solely on their external genital anatomy. The MDOC shall comply with all relevant housing laws, statutes, and related standards. Refer to PD 05.01.140 "Prisoner Placement and Transfer" for more details. During interviews with three transgender prisoners, they reported being asked about their safety during the risk screening process. The PCM stated that the agency considers the health and safety of transgender and intersex prisoners when making housing decisions, reviewing the inmate's risk score and other correctional records to ensure appropriate placement. The auditor finds the facility compliant with this standard provision.

115.42(d) MDOC Prison Rape Elimination Act Manual and agency directives address the requirements of this provision. The reviewed directives and manual state at MDOC prisons, placement and programming assignments for each identified transgender, intersex or GD prisoner shall be reassessed by health care or mental health care staff at least twice each year to review any threats to safety of the prisoner. During interviews with three transgender prisoners, they reported being asked about their safety during the risk screening process. Both prisoners stated that they had not been housed solely with transgender and intersex prisoners, nor had they been strip-searched to determine their genital status. The auditor reviewed three transgender assessments for prisoners, which showed that the assessments were completed monthly. The auditor finds the facility compliant with this standard provision.

115.42(e) MDOC Prison Rape Elimination Act Manual and agency directives address the requirements of this provision. The reviewed directives and manual state that the prisoner's own views with respect to his or her own safety shall be given serious consideration. Interviews with the PCM and staff responsible for the risk screening revealed that the views of transgender and intersex prisoners regarding their safety are given serious consideration. However, interviews with transgender prisoners indicated that none of them were specifically asked about their safety concerns related to housing and programming. However, the three inmate's risk screening documentation shows the question (8) was asked about their perception, and concerns for safety while being detained. The auditor finds the facility compliant with this standard provision.

115.42(f) MDOC Prison Rape Elimination Act Manual and agency directives address the requirements of this provision. The reviewed directives and manual state

	<p>transgender and intersex prisoners are given opportunities to shower separate from other prisoners. Each of the three transgender prisoners conveyed that they are given opportunities to shower separate and have no shower concerns. The auditor finds the facility compliant with this standard provision.</p> <p>115.42(g) The Director’s Office Memorandum 2022-28 regarding Gender/Gender Identity Housing Requests states that the MDOC shall not place transgender or intersex offenders in dedicated facilities, units, or wings solely based on such identification, status, or based solely on their external genital anatomy. Interviews with three transgender and one gay prisoner reported that they had not been housed exclusively with lesbian, gay, bisexual, transgender, or intersex inmates. The PCM stated that the agency considers the health and safety of transgender and intersex prisoners when making housing decisions, reviewing the inmate's risk score and other correctional records to ensure appropriate placement. The auditor finds the facility compliant with this standard provision.</p>
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115.43	Protective Custody
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>Documents:</p> <p>MDOC Prison Rape Elimination Act Manual April 2017.pdf</p> <p>PD 04.05.120 Segregation Standards & Attachment B.pdf</p> <p>Interviews:</p> <p>Warden</p> <p>Specialized staff</p> <p>Targeted Inmates</p> <p>Findings:</p> <p>115.43 (a) MDOC Prison Rape Elimination Act Manual and agency directives address the requirements of this provision. The reviewed directives and manual state that Prisoners at high risk for sexual victimization or who are alleged to have suffered sexual abuse shall not be placed in involuntary temporary segregation unless an assessment of all available alternatives is completed and a determination has been made that no less restrictive means of separation from likely abusers exists. If the review cannot be conducted immediately, the prisoner may be held in temporary segregation for up to 24 hours while the review is completed. If no less restrictive means of separating a prisoner from likely abusers exists, the prisoner shall be assigned to temporary segregation only until an alternative means of separation from</p>

likely abusers can be arranged and should not exceed 30 calendar days pending investigation unless extenuating circumstances exist. If the prisoner is held in temporary segregation for more than 30 calendar days, the facility shall afford the prisoner a review to determine whether there is a continuing need for separation. The facility shall clearly document the basis for the facility's concern for the prisoner's safety and the reason why no less restrictive means of separation can be arranged. Prisoners placed in temporary segregation for this purpose shall have access to programs, privileges, education, and work opportunities to the extent possible. If the facility restricts access to these opportunities, the facility shall document: 1. The opportunities that have been limited; 2. The duration of the limitation; and 3. The reasons for such limitations. Wardens shall ensure that prisoners are not confined in temporary segregation for more than seven business days except under the circumstances listed in 1-7 below. The day on which a prisoner is placed in temporary segregation is not counted in this time limit but the day on which the prisoner is released is counted. Prisoners being housed in temporary segregation longer than seven business days for the following reasons shall have their placement reviewed. The facility PAQ indicates that no prisoners who experienced sexual abuse were placed in involuntary segregation. The facility Warden confirmed that her staff would follow agency protocol when assigning a prisoner to segregation. There were no prisoners who assigned to involuntary segregation to interview during the onsite inspection. The auditor finds the facility compliant with this provision of the standard.

115.43 (b) MDOC Prison Rape Elimination Act Manual and agency directives address the requirements of this provision. The reviewed directives and manual state prisoners placed in temporary segregation for this purpose shall have access to programs, privileges, education, and work opportunities to the extent possible. If the facility restricts access to these opportunities, the facility shall document: 1. The opportunities that have been limited; 2. The duration of the limitation; and 3. The reasons for such limitations. The policy requires the wardens shall ensure that prisoners are not confined in temporary segregation for more than seven business days except under the circumstances except when a prisoner is part of a Prison Rape Elimination Act (PREA) investigation. In such cases, the investigation shall be completed as soon as possible. During an interview with staff who supervise inmates in segregated housing, it was conveyed that prisoners in involuntary segregated housing have restricted access to programs and privileges. The staff member further stated that most prisoners assigned to segregated housing had requested protective custody. The auditor finds the facility compliant with this provision of the standard.

115.43 (c) MDOC Prison Rape Elimination Act Manual and agency directives address the requirements of this provision. The reviewed directives and manual state if no less restrictive means of separation from the abuser or likely abusers exist, the prisoner shall be assigned to temporary segregation in accordance with PD 04.05.120 "Segregation Standards" for a time period not to ordinarily exceed 30 calendar days. If a temporary segregation assignment is made pursuant to this section and PD 04.05.120, the facility shall clearly document: (1) The basis for the facility's concern for the prisoner's safety; and (2) The reason why no less restrictive means of separation can be arranged. The facility's PAQ reported that no prisoners were

assigned to segregated housing during the audit period, and as such, no documentation was reviewed by the auditor. Interviews with the Warden and staff assigned to segregated housing confirmed that the facility would follow agency protocols when assigning prisoners to involuntary segregation, ensuring that housing would be temporary until alternative means of protection from the likely abuser could be arranged. The auditor finds the facility compliant with this provision of the standard.

115.43 (d) MDOC Prison Rape Elimination Act Manual and agency directives address the requirements of this provision. The reviewed directives and manual state if no less restrictive means of separation from the abuser or likely abusers exist, the prisoner shall be assigned to temporary segregation in accordance with PD 04.05.120 "Segregation Standards" for a time period not to ordinarily exceed 30 calendar days. If a temporary segregation assignment is made pursuant to this section and PD 04.05.120, the facility shall clearly document: (1) The basis for the facility's concern for the prisoner's safety; and (2) The reason why no less restrictive means of separation can be arranged. The facility's PAQ indicated that no prisoners were placed in involuntary segregated housing during the audit period; therefore, no related documentation was available for review. Assessment records likewise showed no instances of inmates at risk of sexual victimization being placed in segregated housing. Interviews with the Warden and staff assigned to segregated housing confirmed that, if needed, the facility would follow agency protocols for involuntary segregation, ensuring such housing is temporary until alternative protective measures can be arranged. The auditor finds the facility compliant with this provision of the standard.

115.43 (e) MDOC Prison Rape Elimination Act Manual and agency directives address the requirements of this provision. The reviewed directives and manual state every 30 calendar days, the facility shall afford the prisoner a review to determine whether there is a continuing need for separation from the general population. Prisoners placed in temporary segregation for this purpose shall have access to programs, privileges, education, and work opportunities to the extent possible. If the facility restricts access to these opportunities, the facility shall document: (1) The opportunities that have been limited; (2) The duration of the limitation; and (3) The reasons for such limitations. The facility's PAQ reported that no prisoners were assigned to segregated housing during the audit period, and as such, no documentation was reviewed by the auditor. Interviews with the Warden and staff assigned to segregated housing confirmed that the facility would follow agency protocols when assigning prisoners to involuntary segregation. This would include a review every 30 days to assess the need for continued separation, as well as efforts to provide access to programs, privileges, and education when possible. Any limitations, their duration, and the reasons for them would be documented. Interviews with four inmates who reported sexual abuse, none reported being placed in involuntary segregated housing. One inmate interviewed during the audit reported a voluntary placement in segregation due ongoing protection needs. The auditor finds the facility compliant with this provision of the standard.

115.51	Inmate reporting
	Auditor Overall Determination: Exceeds Standard
	Auditor Discussion
	<p>Documentation Review:</p> <p>Michigan Department of Corrections Prison Rape Elimination Act Manual; April 2017</p> <p>PD 03.03.140 Sexual Abuse and Sexual Harassment of Prisoners -PREA</p> <p>Sexual Abuse Poster – English & Spanish</p> <p>CAJ-1039 PREA Prisoner Discharge Information</p> <p>Sexual Abuse Poster - Spanish</p> <p>Reporting Sexual Allegations Brochure English & Spanish</p> <p>PD 05.03.118 Prisoner Mail</p> <p>Civil Immigration Memo</p> <p>MDOC Prisoner Guidebook</p> <p>Legislative Corrections Ombudsman MOU</p> <p>Interviews:</p> <p>PREA Compliance Manager</p> <p>Random and Targeted Inmates</p> <p>Random Staff</p> <p>Observations:</p> <p>Inmate Housing Area/Job/Visitation/Health Services/Recreation/Education/Vocation/Treatment/Chapel Postings</p> <p>Officers Break and Dining Hall</p> <p>Findings:</p> <p>115.51 (a) MDOC Prison Rape Elimination Act Manual and agency directives address the requirements of this provision. The reviewed directives and manual state prisoners may privately report sexual abuse, sexual harassment, retaliation by other prisoners or staff for reporting sexual abuse or sexual harassment, and staff neglect or dereliction of duty that may have contributed to such incidents verbally, in writing, anonymously or through third parties. Prisoners can file such reports through: (1) verbal and/or written report to any staff member, (2) the MDOC Sexual Abuse Hotline, (3) prisoner grievance process, (4) via third parties, or (5) informing the Michigan</p>

Legislative Corrections Ombudsman. Prisoners may report sexual abuse or sexual harassment to the Michigan Legislative Corrections Ombudsman's Office. Upon receipt of a complaint, the Ombudsman's Office shall immediately forward the complaint in writing to the Department PREA Manager on the Prison Rape Elimination Act (PREA): Sexual Abuse/Harassment Referral form. During the onsite inspection 40 random inmates were interviewed, and they reported being aware of different ways to report PREA-related incidents. Most stated that they would report to unit staff or supervisor, the Inspector, and OIG as an option for anonymous reporting. Additionally, the auditor toured every inmate housing unit, recreation, medical and food service areas where flyers were posted listing multiple ways for inmates to report abuse and neglect. The auditor finds the facility compliant with this provision of the standard.

115.51 (b) MDOC Prison Rape Elimination Act Manual and agency directives address the requirements of this provision. The reviewed directives and manual state prisoners may report sexual abuse or sexual harassment to the Michigan Legislative Corrections Ombudsman's Office. The purpose of this Agreement is to provide a way for prisoners, sentenced to a term of imprisonment with the MDOC, to report sexual abuse or harassment to the Legislative Corrections Ombudsman (LCO), pursuant to Prison Rape Elimination Act (PREA) of 2003, 28 CFR Part 115. The LCO is able to receive and immediately* forward prisoner reports of sexual abuse and sexual harassment to MDOC officials, allowing the prisoner to remain anonymous upon request. LCO shall accept prisoner reports made verbally, in writing anonymously and from third party and shall promptly document any verbal reports § 115.51(b), § 115.54. Additionally, directives provide prisoners reporting access through mail. Prisoner mail submitted to the LCO and a consulate or embassy (the ECF does not detain prisoner for civil immigration purposes) shall not be opened or otherwise inspected by staff prior to mailing unless the entity has specifically objected in writing to receiving mail from the prisoner sending the mail. Prisoners may also report an incident by leaving a message on the MDOC Sexual Abuse Hotline, or by contacting the Legislative Ombudsman's Office or the Michigan State Police. During the audit inspection, the auditor observed postings displaying the LCO mailing address and JDI hotline information for prisoners to make reports. In random interviews with prisoners, all were aware of the option to report anonymously to the LCO and MSP via the hotline or in writing. This reporting information is readily available in prisoner educational materials, such as the MDOC Prisoner Guide Handbook and the MDOC PREA and Prohibited Sexual Conduct Involving Prisoners Pamphlet, which are provided to prisoners during intake. The hotline numbers were tested by the auditor in various inmate housing during the onsite inspection. Additionally, staff in segregated housing interviewed explained that mail addressed to the LCO is scanned for contraband but not read. The auditor finds the facility to be compliant with this provision of the standard.

115.51 (c) MDOC Prison Rape Elimination Act Manual and agency directives address the requirements of this provision. The reviewed directives and manual state employees shall immediately report in writing any knowledge, suspicion, information, or observation of conduct prohibited by this policy to the appropriate supervisor and the facility PREA Coordinator, regardless of the method of the report. Staff explained

	<p>that verbal requests for anonymity from inmates cannot be accepted, as all reports must be promptly forwarded to a supervisor or facility investigator. However, prisoners are able to report incidents anonymously to a facility investigator, PCM, or MSP. During the onsite inspection, staff interviewed continually confirmed they were aware of the reporting methods for sexual abuse and sexual harassment and had not experienced any difficulties in doing so. The auditor finds the facility compliant with this provision of the standard.</p> <p>115.51 (d) MDOC Prison Rape Elimination Act Manual and agency directives address the requirements of this provision. The reviewed directives and manual state staff may privately report sexual abuse and sexual harassment allegations through their chain of command, via the MDOC Sexual Abuse Hotline message line, MDOC website or by writing to the Internal Affairs Division. Response to allegations made using these methods will be taken seriously, entered into the appropriate MDOC computerized database as outlined above and investigated. The fifteen randomly selected staff members reported that they could privately report incidents of sexual abuse and harassment to a supervisor, through the MDOC Sexual Abuse Hotline message line, via the MDOC website, or anonymously to Internal Affairs, the Corrections Ombudsman, or Crimestoppers. The auditor finds the facility compliant with this provision of the standard.</p>
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115.52	Exhaustion of administrative remedies
	<p>Auditor Overall Determination: Meets Standard</p> <p>Auditor Discussion</p> <p>Document Review:</p> <p>Class Action Settlement Agreement</p> <p>Findings:</p> <p>115.52(a) The PAQ indicates the agency does have an administrative procedure for dealing with inmate grievances regarding sexual abuse. A Class Settlement Agreement was provided to address this standard.</p>

115.53	Inmate access to outside confidential support services
	<p>Auditor Overall Determination: Exceeds Standard</p> <p>Auditor Discussion</p>

Documentation Review:

Michigan Department of Corrections Prison Rape Elimination Act Manual; April 2017

PD 03.03.140 Sexual Abuse and Sexual Harassment of Prisoners -PREA

PD 05.03.130 Prisoner Telephone Use & Attachment B

PRC - An End to Silence Inmates Handbook 3rd Edition.pdf

Sexual Abuse Poster - English & Spanish

JDI Postings Memo "An Inside Line, Sexual Abuse and Sexual Harassment Support Line"

PD 05.03.130 Prisoner Telephone Use & Attachment B

An Inside Line, Sexual Abuse and Sexual Harassment Support Line Posting

Interviews:

PREA Compliance Manager

Inmates Who Reported Sexual Abuse

Random Inmate

Observations:

Prisoner Housing Unit Postings

Findings:

115.151 (a) MDOC Prison Rape Elimination Act Manual and agency directives address the requirements of this provision. The reviewed directives and manual state the Department shall attempt to make available a victim advocate from a rape crisis center, which are not part of the criminal justice system, that provide counseling and confidentiality to prisoner victims. If a victim advocate from a rape crisis center is not available to provide victim advocate services, the facility shall make available to the prisoner a properly trained advocate from: (1) The hospital at which the prisoner will be transported for sexual abuse treatment, (2) The facility's medical and/or mental health staff, (3) On-Shift facility staff who have agreed to be a victim advocate, (4) Off-Shift facility staff who have agreed to be a victim advocate. Additionally, directives mandate that the Department provide prisoner victims with mailing addresses and toll-free phone numbers for outside victim advocates offering confidential emotional support services related to sexual abuse. The facility educates the prisoner population with materials about reporting sexual abuse and harassment, as well as information on victim advocacy. The MDOC has a Memorandum of Understanding (MOU) with Just Detention International to provide victim advocacy services to prisoners. The MOU is to set forth the terms and conditions upon which

the Michigan Department of Corrections (MDOC) and Just Detention International (JDI) are collaborating to provide a statewide crisis sexual abuse support line for survivors of sexual abuse and sexual harassment housed within Michigan state corrections facilities. "An Inside Line" is an emotional support and crisis support line that provides MDOC prisoners with access to outside support services pursuant to Prison Rape Elimination Act Standard 115.53. The auditor finds the facility compliant with this standard provision.

115.151 (b) MDOC Prison Rape Elimination Act Manual and agency directives address the requirements of this provision. The reviewed directives and manual state the Department shall provide prisoners with access to outside victim advocates for emotional support services related to sexual abuse. The Department PREA Manager will attempt to establish a referral process and/or maintain agreements with community service providers to provide these services. Agreements with these organizations will be documented and facilities will be provided information regarding local, approved organizations and their mailing addresses and/or telephone numbers as appropriate. Prisoners are aware of the extent to which such communications will be monitored as outlined in P.D. 05.03.118 Prisoner Mail and P.D. 05.03.130 Prisoner Telephone Use. Prisoners shall be informed the extent to which reports of abuse will be forwarded to authorities in accordance with mandatory reporting laws. JDI's "An Inside Line, Sexual Abuse and Sexual Harassment Support Line" posting provides prisoners with detailed information regarding the level of confidentiality with the use of telephone for victim advocacy. Both targeted and random prisoners interviewed during the onsite audit inspection reported that they would use or had used the victim advocacy services and understood the confidentiality terms. They also indicated awareness that these services were available for emotional support regarding sexual abuse, whether the incident occurred while in confinement or not. The auditor confirmed that the service was functioning properly during the inspection. Informal interviews with prisoners provided insight into the process of dialing and accessing the victim advocate. Additionally, posters with contact information for victim advocacy were displayed near each telephone in the prisoner housing area. The auditor finds the facility compliant with this standard provision.

115.53(c) During the audit at MDOC, officials provided the auditor with a copy of a Memorandum of Understanding with JDI outlining the services provided. This agreement ensures inmates receive confidential emotional support services related to sexual violence. The auditor finds the facility compliant with this standard provision.

115.54	Third-party reporting
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	Documentation Review:

	<p>Michigan Department of Corrections Prison Rape Elimination Act Manual; April 2017</p> <p>MDOC Online Reporting</p> <p>Publicly Distributed Information on How to Report</p> <p>Legislative Corrections Ombudsman MOU</p> <p>MDOC Online Reporting</p> <p>MDOC Prison Rape Elimination Act Manual April 2017</p> <p>Observations:</p> <p>Inmate Housing Unit Postings</p> <p>Officers Break and Dining Hall</p> <p>Inmate Visiting Area</p> <p>Findings:</p> <p>115.154 (a) MDOC Prison Rape Elimination Act Manual and agency directives address the requirements of this provision. The reviewed directives and manual state third parties, including fellow prisoners, staff members, family members, attorneys and outside advocates, shall be permitted to assist prisoners in filing PREA Grievances related to sexual abuse, and shall be permitted to file such grievances on the prisoner's behalf. If a PREA Grievance alleging sexual abuse is filed by a third party on behalf of a prisoner, the alleged victim must sign the PREA Grievance authorizing the grievance to be filed on his/her behalf. The PAQ listed the agency's website Prison Rape Elimination Act (PREA) Website, that list various ways third parties may report sexual abuse and sexual harassment of prisoners. The website provides information about the Agency's Zero Tolerance for Sexual Abuse policy and instructions on how family members can report concerns regarding an prisoners. This ensures transparency and accountability, emphasizing the agency's commitment to the safety and well-being of inmates. During the onsite inspection of the facility the auditor noted posting regarding how to report throughout the facility in prisoner housing areas and visitation areas. Zero Tolerance posting were in all prisoner housing areas. The postings list various ways to report by email or writing, with details of the agency website that allowed staff, friends, family of adult in custody and general public to submit complaints. The auditor finds the facility compliant with this standard provision.</p> <p>https://www.michigan.gov/corrections/public-information/statistics-and-reports/prea</p>
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115.61	Staff and agency reporting duties
	Auditor Overall Determination: Meets Standard

Auditor Discussion

Documents Review:

MDOC Employee Handbook - 2021

Michigan Department of Corrections Prison Rape Elimination Act Manual; April 2017

PD 03.03.140 Sexual Abuse and Sexual Harassment of Prisoners - PREA

Interviews:

PREA Coordinator

Warden

PREA Compliance Manager (PCM)

Specialized staff

Random staff

Health Services Staff

Observations:

Investigative Files

Findings:

115.61(a) MDOC Prison Rape Elimination Act Manual and agency directives address the requirements of this provision. The reviewed directives and manual state staff are required to immediately report any knowledge, suspicion or information regarding an incident of sexual abuse or sexual harassment that occurred involving a prisoner under the jurisdiction of the Department including third party and anonymous complaints. Reports shall be taken regardless of when the incident was alleged to have occurred. During onsite inspection of the facility the fifteen random staff interviewed conveyed the procedures for reporting incidents of inmate sexual abuse and sexual harassment immediately to include documenting a report to a supervisor or the facility Inspector/Investigator. The auditor finds the facility compliant with this provision of the standard.

115.61 (b) MDOC Prison Rape Elimination Act Manual and agency directives address the requirements of this provision. The reviewed directives and manual state all sexual abuse allegations and staff-on-prisoner sexual harassment allegations shall be reported and entered into the appropriate MDOC computerized database and investigated. Information related to a sexual abuse and sexual harassment allegations shall not be revealed to anyone other than to the extent necessary for treatment, investigation or other security and management decisions. All Prisoner-on-Prisoner sexual harassment allegations shall be reported and investigated. Information related to sexual harassment allegations shall not be revealed to anyone

other than to the extent necessary for treatment, investigation or other security and management decisions. During the onsite inspection, the fifteen random staff members interviewed explained the procedures for immediately reporting incidents of inmate sexual abuse and sexual harassment. This included documenting the report to a supervisor or the facility Inspector/Investigator. Additionally, staff confirmed that any prisoner-reported information would only be shared with individuals who need to know. All staff interviewed stated that, after fulfilling the first responder requirements, the supervisor or investigator would provide medical and other relevant management information about the prisoner. The auditor finds the facility compliant with this provision of the standard.

115.61(c) Medical and mental health staff interviewed during the audit reported the requirement to immediately report incidents of sexual abuse of inmates. Staff did confirm that they would inform the inmate of their duty to report and limits to the confidentiality of information learned from the inmate. The facility provided copies of the agency's Informed Consent Poster, that is displayed throughout the medical department. The poster notifies prisoners that medical and mental health staff are required to immediately report any knowledge, suspicion, or information regarding an incident of sexual abuse or sexual harassment, retaliation, or staff neglect that occurred in a facility. As a result of the staff's duty to report, limitations exist on the confidentiality of information shared with staff in this area. The auditor finds the facility compliant with this provision of the standard.

115.61(d) MDOC Prison Rape Elimination Act Manual and agency directives address the requirements of this provision. The reviewed directives and manual state the facility shall report any allegations of alleged victims under the age of 18 or who are considered a vulnerable adult under a state or local vulnerable persons statute to the extent the law requires such reporting. Allegations of sexual abuse by a prisoner under the age of 18, or by a vulnerable adult, shall be reported to the Michigan State Police (MSP). The PREA Coordinator's interview response states that it involves the protective agency in that county. Mandatory Reporting Form is completed re: Outreach and Consent Form, The Department of Human Services would have to be notified who may also contact other offices and /or state agency. The auditor finds the facility compliant with this provision of the standard.

115.61(e) MDOC Prison Rape Elimination Act Manual and agency directives address the requirements of this provision. The reviewed directives and manual state all allegations of sexual abuse and sexual harassment contained within a grievance must be referred to the appropriate custody supervisor for investigation in accordance with PD 01.01.140 "Internal Affairs", PD 03.03.140 "Prison Rape Elimination Act (PREA) and Prohibited Sexual Conduct Involving Offenders," and this manual. The facility Warden and PREA Compliance Manager confirmed that all allegations of sexual abuse and sexual harassment are investigated, regardless of the method by which the allegation is received. All reports are forwarded to investigators for review and investigation. Documentation reviewed verified that both inmate and staff reports had been investigated. The auditor finds the facility compliant with this provision of the standard.

115.62	Agency protection duties
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>Documentation Review:</p> <p>MDOC PREA Manual April 2017.</p> <p>PD 05.01.140 Prisoner Placement and Transfer</p> <p>Interview:</p> <p>Facility Warden</p> <p>Agency Head Designee Written Interview</p> <p>Random Staff</p> <p>Findings:</p> <p>115.162(a) MDOC Prison Rape Elimination Act Manual and agency directives address the requirements of this provision. The reviewed directives and manual state that whenever a prisoner is subject to imminent risk of sexual abuse or is the alleged victim of sexual abuse, the facility shall take immediate action to protect the prisoner by preventing contact between the alleged abuser and alleged victim. Action to protect the prisoner may include, but is not limited to, changes in housing units and/or assignments, transfers, and stop orders. Staff shall make every effort to avoid transferring prisoners if the prisoner is the subject/victim of a pending investigation in order to conduct thorough face-to-face interviews. All actions taken to protect the prisoner, including rationale for a transfer and the amount of time between the report and when action was taken must be documented. PAQ indicates that the facility determined that there were no prisoner substantial risk of imminent sexual abuse during the audit period. The Agency Head Designee interview response state the facility/agency will ensure steps are taken to remove the risk to the prisoner. Could include separation of the prisoner from the potential abuser. Either could be moved to a different housing unit. An inmate would not be placed in involuntary segregation unless other less restrictive means are not available (and would document why less restrictive means were not appropriate). An investigation is initiated into every allegation. The Warden stated that his staff would take immediate action and follow agency protocols to ensure the prisoner is protected from harm. During the onsite audit inspection, interviews with randomly selected staff confirmed that immediate action is taken when it is determined that a prisoner is at risk of sexual abuse. The audit finds the facility compliant with this standard provision.</p>

115.63	Reporting to other confinement facilities
	Auditor Overall Determination: Meets Standard

Auditor Discussion

Documents:

MDOC PREA Manual April 2017.

PD 03.03.140 Sexual Abuse and Sexual Harassment of Prisoners -PREA

TCF - Abuse Complaint Email Notification to Outside Facility

Interviews:

Agency Head Designee Interview

Warden Interview

Findings:

115.63(a) MDOC Prison Rape Elimination Act Manual and agency directives address the requirements of this provision. The reviewed directives and manual state if a prisoner alleges that s/he was sexually abused while confined at a different facility, including, but not limited to county jails, another state or federal prison, or substance abuse program facility, staff shall forward the allegation to the Warden or Administrator at the prisoner's current facility. Whether or not the prisoner indicates the allegation was investigated, the Warden or Administrator shall provide email notification immediately, but no later than 72 hours, to the Warden or Administrator of the other location where the incident was alleged to have occurred with a courtesy copy to the Department PREA Manager. The facility PAQ indicates there was one allegation received that a prisoner was abused while confined at another facility. The auditor reviewed a notification sent by the ECF to another facility warden verifying the practice. The auditor finds the facility compliant with this provision of the standard.

115.63(b) MDOC Prison Rape Elimination Act Manual and agency directives address the requirements of this provision. The reviewed directives and manual state whether the prisoner indicate the allegation was investigated, the Warden or Administrator shall provide email notification immediately, but no later than 72 hours, to the Warden or Administrator of the other location where the incident was alleged to have occurred with a courtesy copy to the Department PREA Manager. The sample copy of the email indicated that the incident was reported to the other facility within the 72-hour requirement. The auditor finds the facility compliant with this provision of the standard.

115.63(c) MDOC Prison Rape Elimination Act Manual and agency directives address the requirements of this provision. The reviewed directives and manual state for allegations of sexual abuse within the MDOC - To the appropriate facility head. The appropriate facility head shall verify whether the allegation had been previously investigated. If not, they shall ensure the allegation is entered into the Department's computerized database and investigated in a timely manner. A courtesy copy shall be forwarded to the Department's PREA Manager. The facility PAQ indicates there was

one allegation received that a prisoner was abused while confined at the ECF facility. The facility did not provide copies of the notification of allegations. The auditor finds the facility compliant with this provision of the standard. The auditor finds the facility compliant with this provision of the standard.

115.63(d) MDOC Prison Rape Elimination Act Manual and agency directives address the requirements of this provision. The reviewed directives and manual state for allegations of sexual abuse within the MDOC - To the appropriate facility head. The appropriate facility head shall verify whether the allegation had been previously investigated. If not, they shall ensure the allegation is entered into the Department's computerized database and investigated in a timely manner. A courtesy copy shall be forwarded to the Department's PREA Manager. The Agency Head Interview response state warden's names and contact information are published on the MDOC website. Should an agency use the PREA hotline and online reporting form, contact information on the website, the PREA Manager designates staff to retrieve and respond to the information. The warden reported that when allegations are received that the incident occurred at the ECF, the investigation is initiated and entered the tracking database investigated for investigation. At the time of the audit, it was indicated that the facility had received one allegation from another facility. The auditor reviewed a sample copy of the Request for Investigation notification and email notifications sent to the ECF regarding alleged PREA incidents that occurred at the facility. The auditor finds the facility compliant with this provision of the standard.

115.64	Staff first responder duties
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>Documentation Review:</p> <p>MDOC Prison Rape Elimination Act Manual April 2017</p> <p>MDOC Sexual Violence Response and Investigation Pocket Guide</p> <p>2021-2022 PREA Course - All employees</p> <p>Basic Investigator Training Slideshow</p> <p>Interviews:</p> <p>Specialized Staff</p> <p>Random Staff</p> <p>Targeted inmates</p>

Findings:

115.64(a) MDOC Prison Rape Elimination Act Manual and agency directives address the requirements of this provision. The reviewed directives and manual state that custody staff shall; separate the alleged victim and the alleged perpetrator; preserve and protect any crime scene until appropriate steps can be taken to collect any evidence, if applicable, and if the abuse occurred within a time period that still allows for the collection of physical evidence request that the alleged victim and ensure that the alleged perpetrator not take any action to destroy physical evidence, including washing, brushing teeth, changing clothes, urinating, defecating, smoking, drinking or eating. Additionally, a review of the Sexual Violence Response and Investigation Guide and the CBT PREA training confirmed that the first responder duties are included in the materials. The Sexual Violence Response and Investigation Guide is utilized by all staff to direct them on steps and actions to take post sexual abuse. The facility PAQ indicated that there were 15 sexual abuse investigations, five of which occurred within the time frame that allowed for the collection of physical evidence. During these incidents, security staff served as the first responders. In an interview with a security staff member who acted as a first responder, the staff member described responding to a prisoner’s report of sexual harassment by another prisoner. He immediately moved the prisoner to a private area and notified the inspector. Inmates that reported sexual abuse interviewed stated that staff did not respond immediately after reporting as none of the incidents required the collection of usable evidence. Additionally, during interviews with fifteen randomly selected staff, each displayed their pocket cards listing first responder duties for sexual abuse, demonstrating awareness of the protocols. The auditor finds the facility compliant with the provision of this standard.

115.64(b) MDOC Prison Rape Elimination Act Manual and agency directives address the requirements of this provision. The reviewed directives and manual state non-custody staff shall (1) immediately notify his/her chain of command for a referral to the appropriate custody supervisor. (2) request that the prisoner victim not take any action that could destroy potential physical and/or forensic evidence. The PAQ reflected two sexual abuse allegations in which a non-security staff member served as the first responder and instructed inmates not to take any action that could compromise physical evidence. Although these specific staff were not interviewed during the audit, contract staff who were interviewed reported receiving training on first responder responsibilities related to inmate sexual abuse. This training ensures that all staff, regardless of their primary role, are equipped to respond appropriately to incidents of sexual abuse within the facility. The auditor finds the facility compliant with the provision of this standard.

115.65	Coordinated response
	Auditor Overall Determination: Meets Standard
	Auditor Discussion

Documentation Review:

2021-2022 PREA Course - Employees

MDOC Prison Rape Elimination Act Manual April 2017

OP-03.03.140 PREA and Prohibited Sexual Conduct Involving Prisoners

ECF PREA Checklist - Reported Sexual Assault Outside of 96 Hours

ECF PREA Checklist - Reported Sexual Assault Within 96 Hours

ECF PREA Checklist - Reported Sexual Harassment Incident

Interviews:

Warden

PCM

Specialized Staff

Random Staff

Findings:

115.65 (a) MDOC Prison Rape Elimination Act Manual and agency directives address the requirements of this provision. The reviewed directives and manual state that each correctional facility shall include in their operating procedures an institutional plan to coordinate actions taken in response to an allegation of sexual abuse. OP-ECF 03.03.140 PREA and Prohibited Sexual Conduct Involving Prisoners was reviewed and indicates throughout the entirety of policy, the responsibilities taken by facility staff including first responders, medical and mental health staff, investigators, and facility leadership in response to allegations of sexual abuse. During the onsite inspection the auditor interviewed fifteen random staff regarding the actions taken upon receiving, observing, or hearing a sexual abuse or sexual harassment. All staff had pocket cards with information regarding their first responder duties. Interviews with facility warden and his administrative (Associate Warden, PCM, Investigators, PC, Medical and Mental Health) were all able to describe their roles and responsibility within the coordinated response plan. However documentation reviewed shows a victim advocate was not provided during forensic medical exams. The auditor finds the facility non-compliance with this provision.

Corrective Action:

115.65 (a) - The auditor recommended that facility staff ensure victim advocates are offered and that a formal procedure is established to support this process. It was further recommended that the coordinated response plan be updated to include this procedure.

During the corrective action period, the facility developed a directive outlining

	<p>procedures to ensure that a victim advocate is offered and provided, upon agreement, for all forensic medical examinations and investigatory interviews and provides emotional support, crisis intervention, information, and referrals. The audit finds the facility compliant with the provisions of this standard.</p>
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<p>115.66</p>	<p>Preservation of ability to protect inmates from contact with abusers</p>
	<p>Auditor Overall Determination: Meets Standard</p>
	<p>Auditor Discussion</p>
	<p>Documentation Review:</p> <p>MDOC PREA April 2017</p> <p>AFSCME CBA - 2022-2024</p> <p>MCO CBA - 2022-2024</p> <p>MSEA CBA- 2022-2024</p> <p>SEIU 517M HSS- 2022-2024</p> <p>SEIU 517M SE- 2022-2024</p> <p>SEIU 517M TECH CBA - 2022-2024</p> <p>UAW CBA - 2022-2024</p> <p>Interviews:</p> <p>Agency Head or Designee</p> <p>Findings:</p> <p>115.66 (a) MDOC Prison Rape Elimination Act Manual and agency directives address the requirements of this provision. The reviewed directives and manual state that the Department or another entity on its behalf shall not enter into or renew any collective bargaining agreement that limits the Department’s ability to remove alleged staff sexual abusers from contact with prisoners pending the outcome of an investigation; Imposes a standard higher than preponderance of evidence in determining whether allegations of sexual abuse or sexual harassment are substantiated; Limits the determination of whether and to what extent discipline is warranted; Prohibits disciplinary sanctions up to and including discharge for violation Department work rules as specified in policy; Prohibits disciplinary sanctions that were not consistent</p>

	<p>for circumstances that are similarly situated; and prohibits referral to law enforcement and relevant licensing bodies, regardless of whether the staff member resigned. Policy content is consistent with the requirements of the provision. The six contracts provided by the agency address the MDOC ability to suspend, demote, discharge or take other appropriate disciplinary action against employees for just cause. The Agency Head Designee responded that the agency has entered into and renewed collective bargaining agreements or other agreements since August 20, 2012. He further elaborated that the agreements permit the agency to remove alleged sexual abusers from contact with any inmate pending an investigation or a determination of whether and to what extent that discipline is warranted. He added that disciplinary action is not restricted in response to PREA. The auditor finds the facility compliant with this standard provision.</p>
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115.67	Agency protection against retaliation
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>Documentation Review:</p> <p>MDOC Prison Rape Elimination Act Manual April 2017</p> <p>PD 03.03.140 Sexual Abuse and Sexual Harassment of Prisoners - Prison Rape Elimination Act (PREA)</p> <p>CAJ-1022 Retaliation Monitoring</p> <p>Interviews:</p> <p>Agency Head Designee</p> <p>Warden</p> <p>Specialized Staff</p> <p>Targeted Inmates</p> <p>Findings:</p> <p>115.67 (a) MDOC Prison Rape Elimination Act Manual and agency directives address the requirements of this provision. The reviewed directives and manual state that prisoners and employees who report sexual abuse or sexual harassment, or who cooperate with sexual abuse or sexual harassment investigations, are protected from retaliation for reporting the incident or participating in the investigation. Upon receiving an allegation of sexual abuse, designated employees shall initiate a PREA Sexual Abuse Retaliation Monitoring form (CAJ-1022) to be completed in accordance with the PREA Manual. During the onsite inspection the audit was informed that the</p>

PCM or alternate; Unit Prison Counselors are responsible for monitoring for possible retaliation. The audit finds the facility compliant with the provisions of this standard.

115.67 (b) MDOC Prison Rape Elimination Act Manual and agency directives address the requirements of this provision. The manual states that upon receipt of a sexual abuse allegation, staff shall initiate 90 calendar day retaliation monitoring using the appropriate form. If an allegation is determined to be unfounded, retaliation monitoring ends, but documentation must be retained for the PREA audit. The Department must still monitor for potential retaliation by staff or prisoners, even if the prisoner is transferred. Supervisory staff (other than the direct supervisor) are responsible for monitoring staff reporters for retaliatory actions, and for monitoring inmate reporters or alleged victims for disciplinary sanctions, housing or program changes, and conducting regular status checks. The department will promptly address retaliation by implementing protection measures (e.g., housing or work assignment changes, transfers) and extending monitoring beyond 90 days if needed. Retaliation concerns can be reported through established procedures, and anyone cooperating with an investigation who fears retaliation will also be protected, with monitoring for up to 90 days if necessary. All monitoring must be documented on the PREA Retaliation Monitoring form, including when it is discontinued due to a No Evidence/Unfounded finding. Staff who fear retaliation may seek support through the State Employee Service Program or file a grievance, while prisoners will be offered emotional support services as outlined in the manual. The auditor reviewed the Agency Head's interview with written responses regarding the inmate and staff protections against retaliation. The responses indicate the PCM monitors inmates and staff to ensure there is no retaliation for alleging or reporting sexually abusive behavior. For inmates, this monitoring includes housing and cell assignments, work assignments, programming changes, and disciplinary action. For staff, the monitoring includes reassignment of work, posts, performance evaluations, and shift changes. In addition, the person being monitored will be offered psychology services to ensure their mental and emotional wellbeing is cared for. The facility warden emphasized the implementation of necessary measures to safeguard inmate victims and cooperating witnesses from retaliation by staff or other inmates. These measures encompass referral for emotional support via psychology services for inmates and access to the Employee Assistance Program (EAP) for staff. The four inmates interviewed, who reported abuse mentioned engaging in regular discussions with PCM, mental health staff, and JDI advocate after making their report. Additionally, there were no instances of retaliation identified in any of the 11 investigative files that necessitated additional monitoring. The facility reported there were no prisoners placed in involuntary segregation during the audit period. The auditor finds the facility compliant with the provisions of this standard.

115.67 (c) MDOC Prison Rape Elimination Act Manual and agency directives address the requirements of this provision. PD 03.03.140 requires the department to take appropriate measures to protect that individual against retaliation, including 90 calendar day retaliation monitoring if deemed necessary. All monitoring shall be documented on the PREA Retaliation Monitoring form. During the onsite inspection of the facility, the auditor examined 11 sexual abuse investigative files that required

	<p>monitoring. These files contained periodic checks every two weeks carried out by the Prison Counselor, which involved evaluations for negative performance reviews and housing arrangements possibly signaling retaliation. No incidents requiring additional monitoring due to evidence of retaliation were found. Furthermore, there were no staff witnesses who warranted monitoring in the 12 months leading up to the audit. The auditor finds the facility compliant with the provisions of this standard.</p> <p>115.67 (d) MDOC Prison Rape Elimination Act Manual and agency directives address the requirements of this provision. PD 03.03.140 requires the department to take appropriate measures to protect that individual against retaliation, including 90 calendar day retaliation monitoring if deemed necessary. All monitoring shall be documented on the PREA Retaliation Monitoring form. During the onsite inspection of the facility, the auditor examined 11 sexual abuse investigative files. These files contained periodic checks every two weeks carried out by the PCM or Prison counselor, which involved evaluations for negative performance reviews and housing arrangements possibly signaling retaliation. No incidents demanding additional monitoring due to evidence of retaliation were found. Furthermore, there were no staff witnesses who warranted monitoring in the 12 months leading up to the audit. The auditor finds the facility compliant with the provisions of this standard.</p> <p>115.67 (e) MDOC Prison Rape Elimination Act Manual and agency directives address the requirements of this provision. PD 03.03.140 requires the department to take appropriate measures to protect that individual against retaliation, including 90 calendar day retaliation monitoring if deemed necessary. All monitoring shall be documented on the PREA Retaliation Monitoring form. However, if the initial monitoring indicates a continuing need, periodic status checks occur. The auditor concluded that the standard language "any other individual" would encompass all individuals under the jurisdiction of the agency. The warden assured that identical measures would be implemented to safeguard all individuals against retaliation. The auditor finds the facility compliant with this standard provision.</p> <p>115.67 (f) The auditor is not required to audit this provision.</p>
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115.68	Post-allegation protective custody
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>Documents:</p> <p>MDOC Prison Rape Elimination Act Manual April 2017</p> <p>PD 04.05.120 Segregation Standards & Attachment B</p> <p>Interviews:</p>

	<p>Warden</p> <p>Specialized staff</p> <p>Targeted Inmates</p> <p>Findings:</p> <p>115.68 (a) MDOC Prison Rape Elimination Act Manual and agency directives address the requirements of this provision. The reviewed directives and manual state that Prisoners at high risk for sexual victimization or who are alleged to have suffered sexual abuse shall not be placed in involuntary temporary segregation unless an assessment of all available alternatives is completed and a determination has been made that no less restrictive means of separation from likely abusers exists. If the review cannot be conducted immediately, the prisoner may be held in temporary segregation for up to 24 hours while the review is completed. If no less restrictive means of separating a prisoner from likely abusers exists, the prisoner shall be assigned to temporary segregation only until an alternative means of separation from likely abusers can be arranged and should not exceed 30 calendar days pending investigation unless extenuating circumstances exist. If the prisoner is held in temporary segregation for more than 30 calendar days, the facility shall afford the prisoner a review to determine whether there is a continuing need for separation. The facility shall clearly document the basis for the facility’s concern for the prisoner’s safety and the reason why no less restrictive means of separation can be arranged. Prisoners placed in temporary segregation for this purpose shall have access to programs, privileges, education, and work opportunities to the extent possible. If the facility restricts access to these opportunities, the facility shall document: 1. The opportunities that have been limited; 2. The duration of the limitation; and 3. The reasons for such limitations. The day on which a prisoner is placed in temporary segregation is not counted in this time limit but the day on which the prisoner is released is counted. Prisoners being housed in temporary segregation longer than seven business days for the following reasons shall have their placement reviewed. The facility PAQ indicates that no prisoners who experienced sexual abuse were placed in involuntary segregation. The facility Warden confirmed that her staff would follow agency protocol when assigning a prisoner to segregation. During an interview with staff who supervise inmates in segregated housing, it was conveyed that prisoners in segregated housing have restricted access to programs and privileges. The staff member further stated that most prisoners assigned to segregated housing had requested protective custody. During the audit, no prisoners who had suffered sexual abuse were assigned to segregated housing, and no prisoners were placed in involuntary segregation during the audit period. The auditor finds the facility compliant with this provision of the standard.</p>
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115.71	Criminal and administrative agency investigations
	Auditor Overall Determination: Meets Standard

Auditor Discussion

Documentation Reviewed:

MDOC PREA April 2017

PD 03.03.140 Sexual Abuse and Sexual Harassment of Prisoners - PREA

PREA Administrator Memo

Basic Investigator Training Trainer Manual

Basic Investigator Training Participant Manual

Basic Investigator Training Slideshow

Basic Investigator Training Participant Attachments

Abuse Allegations Forwarded for Prosecution

Interviews:

PREA Compliance Manager

Specialized staff

Inmates who Reported Sexual Abuse

Onsite Review:

Sample Investigative Files

Findings:

115.71 (a) MDOC Prison Rape Elimination Act Manual and agency directives address the requirements of this provision. The reviewed directives and manual state where sexual abuse is alleged, an investigator shall be assigned who has received specialized investigator training as outlined in the Training section of this manual. The investigation shall be conducted promptly, thoroughly and objectively. Investigative Staff reported that all allegations of sexual abuse and sexual harassment are investigated immediately without delay, would include third party and anonymous reports. Anonymous reports would require additional investigative steps to protect the reporter's anonymity. During the onsite inspection, the auditor examined 24 investigations (11/SA and 13/SH) PREA-related investigations. The auditor found that these investigations were conducted promptly and thoroughly detailed. The auditor finds the facility compliant with standard provision.

115.71(b) MDOC Prison Rape Elimination Act Manual and agency directives address the requirements of this provision. The reviewed directives and manual require that sexual abuse investigators must have received special training pursuant to standard

115.34. The training was verified by the auditor under the 115.34 Specialized training: Investigations review. The auditor finds the facility compliant with standard provision.

115.71(c) MDOC Prison Rape Elimination Act Manual and agency directives address the requirements of this provision. The reviewed directives and manual state any allegation(s) that appear to be criminal shall be referred to the MSP or other appropriate law enforcement agency to be criminally investigated and referred for prosecution. According to the PREA Administrator, the MDOC investigators do not refer cases directly to the prosecutor's office for prosecution. Such responsibility lies solely with the law enforcement agency investigating the criminal aspects of a particular allegation. The MDOC can only provide documentation indicating a substantial allegation has been referred to the law enforcement agency which then bears the responsibility to refer criminal behavior for prosecution. The auditor finds the facility compliant with standard provision.

115.71(d) MDOC Prison Rape Elimination Act Manual and agency directives address the requirements of this provision. The reviewed directives and manual state all investigations shall be conducted promptly, thoroughly, and objectively in accordance with the Sexual Abuse/Sexual Harassment Investigations portion of the PREA Manual. Additionally, directives require investigators to interview alleged victims, suspected perpetrators and sufficient witnesses to establish facts. When the evidence appears to support criminal prosecution, the assigned inspector shall coordinate all investigative interviews with law enforcement to ensure that interviews conducted by the Department, if any, will not be an obstacle for subsequent criminal prosecution. The staff-on-prisoner investigations reviewed were determined to be unsubstantiated and were not referred to by the Michigan State Police (MSP) for criminal investigations. According to the PREA Administrator's memo, the Michigan State Police would be responsible for conducting compelled interviews, ensuring that Garrity protections are appropriately applied when necessary. The auditor finds the facility compliant with standard provision.

115.71(e) MDOC Prison Rape Elimination Act Manual and agency directives address the requirements of this provision. The reviewed directives and manual state states all investigations shall be conducted promptly, thoroughly, and objectively in accordance with the Sexual Abuse/Sexual Harassment Investigations portion of the PREA Manual. Additionally, directives require investigators to interview alleged victims, suspected perpetrators and sufficient witnesses to establish facts. When the evidence appears to support criminal prosecution, the assigned inspector shall coordinate all investigative interviews with law enforcement to ensure that interviews conducted by the Department, if any, will not be an obstacle for subsequent criminal prosecution. The agency does not require a prisoner who alleges sexual abuse to submit to a polygraph examination as a condition for proceeding with the investigation of such an allegation. The auditor asked investigative staff how the agency addresses allegations of sexual abuse involving inmates. Staff emphasized that truth-detection methods, such as polygraph examinations, are strictly prohibited in these investigations. They further assured the auditor that outcomes are based solely on the evidence collected and are not influenced by the victim's status as a

prisoner. Interviews conducted with inmates who reported sexual abuse also confirmed that polygraph examinations were neither requested nor required. The auditor finds the facility compliant with standard provision

115.71(f) MDOC Prison Rape Elimination Act Manual and agency directives address the requirements of this provision. The reviewed directives and manual state states all investigations shall be conducted promptly, thoroughly, and objectively in accordance with the Sexual Abuse/Sexual Harassment Investigations portion of the PREA Manual. Additionally, directives require investigators to interview alleged victims, suspected perpetrators and sufficient witnesses to establish facts. When the evidence appears to support criminal prosecution, the assigned inspector shall coordinate all investigative interviews with law enforcement to ensure that interviews conducted by the Department, if any, will not be an obstacle for subsequent criminal prosecution. The staff-on-prisoner investigations reviewed assessed whether staff actions or failures to act contributed to the abuse, including the evidence used to evaluate the credibility of all participants. Investigative staff reported that they assist outside investigators with sexual abuse investigations by providing documentation and arranging additional interviews with prisoners, perpetrators, and witnesses. Investigations conducted by the staff are thoroughly documented, clearly identifying whether staff actions or inactions contributed to the sexual abuse incidents. The auditor finds the facility compliant with standard provision.

115.71(g-h) MDOC Prison Rape Elimination Act Manual and agency directives address the requirements of this provision. The reviewed directives and manual state upon completion of the administrative investigation and in accordance with policy, the Department shall ensure that all Sufficient Evidence/Substantiated investigations that appear to be criminal are referred for prosecution. The assigned investigator shall remain informed about the progress of the criminal investigation and disposition. Documentation of such information shall be recorded in the Department investigative report, PREA investigation worksheet(s), pertinent computerized database entry(ies) and forwarded to the Office of Legal Affairs. According to the PREA Administrator, the MDOC does not refer cases directly to the prosecutor's office for prosecution. Such responsibility lies solely with the law enforcement agency investigating the criminal aspects of a particular allegation. The MDOC can only provide documentation indicating a substantial allegation has been referred to the law enforcement agency which then bears the responsibility to refer criminal behavior for prosecution. The auditor finds the facility compliant with standard provision.

115.71(i) MDOC Prison Rape Elimination Act Manual and agency directives address the requirements of this provision. The reviewed directives and manual state that all investigative reports relating to sexual abuse allegations shall be retained for as long as the alleged abuser is incarcerated or employed by the Department, plus five years. The auditor finds the facility compliant with standard provision.

115.71(j) MDOC Prison Rape Elimination Act Manual and agency directives address the requirements of this provision. The reviewed directives and manual state in all investigations of employee sexual abuse/sexual harassment, investigators shall personally interview the complainant, the alleged victim if not the complainant, the

	<p>alleged perpetrator, and sufficient witnesses to establish the facts. The investigation shall not be closed simply due to the resignation, transfer, or termination of the accused employee. Interviews with facility investigators revealed that they would consult with the Lead Investigator/Inspector to determine the next steps if a staff member or prisoner were no longer employed by the facility or in MDOC custody. The PCM confirmed that the investigation would proceed regardless of the prisoner's departure, and in such cases, the departure would be documented, and the investigation would continue to the best of their abilities. The auditor finds the facility compliant with standard provision.</p> <p>115.71(k) The auditor is not required to audit t 115.71</p> <p>115.71(l) MDOC Prison Rape Elimination Act Manual and agency directives address the requirements of this provision. The Agency PREA Coordinator interview response conveys the agency has a very good partnership with the MSP. Both departments run parallel investigations such as administrative and criminal. The MDOC with local law enforcement have presence here because of safety and security reasons apart from the MSP is our main source for the state of MI. Throughout the investigation the PREA Coordinator (PCM) from the institution states constant communication with the Trooper/Investigative Staff. The facility Warden, PCM and Investigative Staff all conveyed that the facility remained informed of all criminal investigations conducted by the MSP. The auditor finds the facility compliant with standard provision.</p>
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115.72	Evidentiary standard for administrative investigations
	<p>Auditor Overall Determination: Meets Standard</p> <p>Auditor Discussion</p> <p>Documents:</p> <p>MDOC PREA Manual</p> <p>Basic Investigator Training Participant Manual</p> <p>Basic Investigator Training Slideshow</p> <p>Basic Investigator Training Trainer Manual</p> <p>Investigative Documents</p> <p>Interviews:</p> <p>Investigative Staff</p> <p>Findings:</p> <p>115.72 (a) MDOC Prison Rape Elimination Act Manual and agency directives address the requirements of this provision. The reviewed directives and manual indicate a</p>

preponderance of evidence shall be the standard in determining whether allegations of sexual abuse or sexual harassment are substantiated. The Basic Investigator Training Manual confirms it directs investigators that a preponderance of the evidence is the standard in determining if an allegation is substantiated for administrative investigation. In an interview with the facility's Investigative Staff/Inspector, the auditor learned that the institution applies the preponderance of evidence standard for all sexual abuse and sexual harassment investigations. Upon reviewing the one administrative investigation during the onsite inspection, it was noted that the outcomes were consistent with the preponderance of evidence guidelines. The auditor finds the facility compliant with this standard provision.

115.73	Reporting to inmates
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>Documents:</p> <p>MDOC PREA Manual April 2017</p> <p>CAJ-1021 Prisoner Notification of Sexual Abuse and Sexual Harassment Investigative Findings and Action</p> <p>PD 03.03.140 Sexual Abuse and Sexual Harassment of Prisoners - PREA</p> <p>CAJ-1021 Prisoner Notification</p> <p>Investigations:</p> <p>Warden</p> <p>Investigative Staff</p> <p>Prisoners who Reported Sexual Abuse</p> <p>Findings:</p> <p>115.73 (a) MDOC Prison Rape Elimination Act Manual and agency directives address the requirements of this provision. The reviewed directives and manual indicate following investigation of an allegation a prisoner suffered sexual abuse in a facility, the appropriate Warden or Administrator shall ensure the victim is notified in writing as to whether the allegation has been Substantiated/Sufficient Evidence, Unsubstantiated/Insufficient Evidence or Unfounded/No Evidence. During the onsite inspection, the auditor's review of investigation files verified that all investigations resulted in appropriate outcomes. Investigative staff issued all required notifications to prisoners in compliance with this standard, with inmate signatures confirming receipt. Of the eleven investigations reviewed, two were determined to be unfounded</p>

and nine were unsubstantiated. The PCM further informed the auditor that outcomes are documented for all inmate sexual abuse and sexual harassment investigations, and inmates are duly notified with signatures obtained for verification. The auditor finds the facility compliant with standard provision.

115.73(b) The Oaks Correctional Facility conducts all administrative investigations of sexual abuse and sexual harassment allegations. The auditor finds the facility compliant with standard provision.

115.73(c) MDOC Prison Rape Elimination Act Manual and agency directives address the requirements of this provision. The reviewed directives and manual indicate following an allegation that a staff member committed sexual abuse against a prisoner, the facility conducting the investigation shall inform the prisoner, unless the investigation determines the allegation was Unfounded, utilizing a PREA Prisoner Notification of Sexual Abuse and Sexual Harassment Investigative Findings and Action Form (CAJ-1021) whenever: (1) Any disciplinary action is taken. However, details of the discipline including the specific charges and sanctions shall not be provided; (2) The staff member is no longer posted within the prisoner's unit; (3) The staff member is no longer employed at the facility; (4) The Department learns the staff member has been indicted on a charge related to sexual abuse within the facility; or (5) The Department learns that the staff member has been convicted on a charge related to sexual abuse within the facility. The auditor's review of the investigation files during the onsite inspection the auditor was able to determine that all investigations had appropriate outcomes. The six staff-on-prisoners sexual abuse investigative outcomes were deemed unfounded or unsubstantiated. The PCM informed the auditor that investigative outcomes are provided for all inmate sexual abuse and sexual harassment investigations, and inmates are duly notified of these outcomes and signatures were obtained for verification. The auditor finds the facility compliant with standard provision.

115.73(d) MDOC Prison Rape Elimination Act Manual and agency directives address the requirements of this provision. The reviewed directives and manual indicate following allegations that a prisoner was sexually abused by another prisoner, the Department shall subsequently inform the alleged victim utilizing a PREA Prisoner Notification of Sexual Abuse and Sexual Harassment Investigative Findings and Action Form (CAJ-1021) whenever: (1) The Department learns the alleged abuser has been indicted on a charge related to sexual abuse within the facility; or (2) The Department learns that the alleged abuser has been convicted on a charge related to sexual abuse within the facility. The PCM informed the auditor that investigative outcomes are provided for all inmate sexual abuse and sexual harassment investigations, and inmates are duly notified of these outcomes and signatures were obtained for verification. The auditor finds the facility compliant with standard provision.

115.73(e-f) MDOC Prison Rape Elimination Act Manual and agency directives address the requirements of this provision. The reviewed directives and manual indicate following allegations that a prisoner was sexually abused by another prisoner, the Department shall subsequently inform the alleged victim utilizing a PREA Prisoner Notification of Sexual Abuse and Sexual Harassment Investigative Findings and Action Form (CAJ-1021) whenever: (1) The Department learns the alleged abuser has been

	<p>indicted on a charge related to sexual abuse within the facility; or (2) The Department learns that the alleged abuser has been convicted on a charge related to sexual abuse within the facility. All such notifications shall be documented using the appropriate form. If notification is unable to be provided, the attempts shall be documented as well as the rationale for the inability to notify. A copy of the form shall be maintained for the PREA Audit. The Department's obligation to provide notification as outlined in this section shall terminate if the prisoner is paroled, discharged from his/her sentence, is vacated or the prisoner is pardoned. The PCM reported that all prisoner notifications are documented with the prisoner's signature and saved with the investigative file. The auditor reviewed 11 administrative investigation files that contained the CAJ-1021 Form with the prisoner's signatures. The auditor finds the facility compliant with standard provision.</p>
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115.76	Disciplinary sanctions for staff
	<p>Auditor Overall Determination: Meets Standard</p>
	<p>Auditor Discussion</p>
	<p>Documentation Review:</p> <p>MDOC PREA Manual April 2017.</p> <p>PD 05.01.140 Prisoner Placement and Transfer</p> <p>MDOC Employee Handbook</p> <p>PD 02.03.100 Employee Discipline & Attachment A.pdf</p> <p>PD 03.03.130 Humane Treatment and Living Conditions for Prisoners</p> <p>PD 03.03.140 Sexual Abuse and Sexual Harassment of Prisoners - PREA</p> <p>MCL 750.520c.-MI Penal Code</p> <p>Interviews:</p> <p>PREA Compliance Manager</p> <p>Targeted Staff</p> <p>Findings:</p> <p>115.76(a) MDOC Prison Rape Elimination Act Manual and agency directives address the requirements of this provision. The reviewed directives and manual state staff shall be subject to disciplinary sanctions up to and including discharge for violations of Department sexual abuse or sexual harassment policies and work rules in accordance with PD 02.03.100 "Employee Discipline" and the Employee Handbook. Discharge shall be the presumptive disciplinary sanction for staff who engage in</p>

sexual abuse of a prisoner. The training and directives lists the prohibited staff conduct regarding prisoner sexual abuse, sexual harassment and retaliation. Additionally, policy states An employee shall not be eligible for rehire with the Department, who: A. Is discharged for a violation of this rule. B. Resigns during an investigation for sexual abuse, sexual harassment, or other conduct prohibited by policies established pursuant to these topics. C. Fails to report a violation of Department policy or work rules in these areas. For additional information, refer to PD 03.03.130 "Humane Treatment and Living Conditions for Prisoners" and PD 03.03.140 "Prison Rape Elimination Act (PREA) and Prohibited Sexual Conduct Involving Prisoners." Employees are required to report any incidents of sexual abuse as defined above to a supervisor. Incidents must be reported whether witnessed by the employee or reported to the employee by an offender. Failure to report as required by this rule shall result in disciplinary action for violation of Work Rule #33 "Reporting Violations." Any violation of this work rule shall result in discharge and may lead to criminal prosecution. The PAQ indicates there were no staff from the facility who have been terminated (or resigned prior to termination) for violating agency sexual abuse or sexual harassment policies. The auditor finds the facility compliant with this standard provision.

115.76(b) MDOC Prison Rape Elimination Act Manual and agency directives address the requirements of this provision. The reviewed directives and manual state that an employee shall not be eligible for rehire with the Department, who: A. Is discharged for a violation of this rule. B. Resigns during an investigation for sexual abuse, sexual harassment, or other conduct prohibited by policies established pursuant to these topics. C. Fails to report a violation of Department policy or work rules in these areas. For additional information, refer to PD 03.03.130 "Humane Treatment and Living Conditions for Prisoners" and PD 03.03.140 "Prison Rape Elimination Act (PREA) and Prohibited Sexual Conduct Involving Prisoners." Employees are required to report any incidents of sexual abuse as defined above to a supervisor. Incidents must be reported whether witnessed by the employee or reported to the employee by an offender. Failure to report as required by this rule shall result in disciplinary action for violation of Work Rule #33 "Reporting Violations." Any violation of this work rule shall result in discharge and may lead to criminal prosecution. The PAQ indicates there were no staff from the facility who have violated agency sexual abuse or sexual harassment policies during the audit period. The auditor finds the facility compliant with this standard provision.

115.76(c) MDOC Prison Rape Elimination Act Manual and agency directives address the requirements of this provision. The reviewed directives and manual state discharge shall be the presumptive disciplinary sanction for staff who engage in sexual abuse of a prisoner. Directives indicate that an employee shall not be eligible for rehire with the Department, who: A. Is discharged for a violation of this rule. B. Resigns during an investigation for sexual abuse, sexual harassment, or other conduct prohibited by policies established pursuant to these topics. C. Fails to report a violation of Department policy or work rules in these areas. For additional information, refer to PD 03.03.130 "Humane Treatment and Living Conditions for Prisoners" and PD 03.03.140 "Prison Rape Elimination Act (PREA) and Prohibited

	<p>Sexual Conduct Involving Prisoners.” Employees are required to report any incidents of sexual abuse as defined above to a supervisor. Incidents must be reported whether witnessed by the employee or reported to the employee by an offender. Failure to report as required by this rule shall result in disciplinary action for violation of Work Rule #33 “Reporting Violations.” Any violation of this work rule shall result in discharge and may lead to criminal prosecution. The PAQ indicates there were no staff from the facility who have violated agency sexual abuse or sexual harassment policies during the audit period therefore the auditor did not review any records. The auditor finds the facility compliant with this standard provision.</p> <p>115.76(d) MDOC Prison Rape Elimination Act Manual and agency directives address the requirements of this provision. The reviewed directives and manual state all terminations for violations of agency sexual abuse or sexual harassment policies or work rules, or resignations by employees who would have been terminated if not for their resignation, shall be reported to law enforcement agencies, unless the activity was clearly not criminal and any relevant licensing bodies. The PAQ indicates there were no staff from the facility that have been reported to law enforcement or licensing boards following their termination (or resignation prior to termination) for violating agency sexual abuse or sexual harassment policies. The auditor finds the facility compliant with this standard provision.</p>
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115.77	Corrective action for contractors and volunteers
	<p>Auditor Overall Determination: Meets Standard</p> <hr/> <p>Auditor Discussion</p> <p>Documentation Review:</p> <p>MDOC PREA Manual April 2017.</p> <p>PD 05.01.140 Prisoner Placement and Transfer</p> <p>MDOC Employee Handbook</p> <p>PD 02.03.100 Employee Discipline & Attachment A.pdf</p> <p>PD 03.03.130 Humane Treatment and Living Conditions for Prisoners</p> <p>PD 03.03.140 Sexual Abuse and Sexual Harassment of Prisoners - PREA</p> <p>MCL 750.520c.-MI Penal Code</p> <p>Memo - Investigations of Contractual Employees</p> <p>Interviews:</p> <p>Warden</p>

	<p>Findings:</p> <p>115.77(a) MDOC Prison Rape Elimination Act Manual and agency directives address the requirements of this provision. The reviewed directives and manual state that any contractor or volunteer who engages in sexual abuse shall be prohibited from contact with prisoners and shall be reported to law enforcement agencies. Reporting such conduct to any other relevant licensing bodies shall take place as deemed appropriate and as required by statute. A contractor may also be subject to termination of the contract with the State. The facility shall take appropriate measures and shall consider whether to prohibit further contact with prisoners, in the case of any other violation of Department sexual abuse or sexual harassment policies by a contractor or volunteer. Reporting such conduct to other relevant licensing bodies shall take place as deemed appropriate and as required by statute. The PAQ indicates there were no contractors or volunteers reported to law enforcement for engaging in sexual abuse of inmates. The audit finds the facility compliant with this standard provision.</p> <p>115.77(b) MDOC Memorandum regarding Investigations of Contractual Employees state all allegations of employee misconduct, including misconduct involving contractual employees, must be entered into AIM; and an appropriate investigation conducted. The contracting agency may perform a separate investigation and remove the employee. Whether a contractual employee should remain at a particular facility will be determined by the Warden/Administrator at that facility/location and will vary depending on the severity of the alleged misconduct. If the alleged misconduct by the contractual employee rises to the level of criminal behavior, the information must be forwarded to the Michigan State Police. Appropriate notification shall be made in AIM. In an interview, the warden affirmed that if a contractor or volunteer is found to engage in sexual abuse with an inmate, they would be promptly removed from the facility and not allow inmate contact unit the completion of the investigation. The audit finds the facility compliant with this standard provision.</p>
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115.78	Disciplinary sanctions for inmates
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>Documents:</p> <p>MDOC PREA Manual April 2017</p> <p>PD 03.03.140 Sexual Abuse and Sexual Harassment of Prisoners - PREA</p> <p>PD 03.03.105 Prisoner Discipline & Attachment A & Attachment D</p> <p>PD 03.04.100 Health Services</p>

Investigative Reports

Interviews:

Warden

Medical & Mental Health

Findings:

115.78(a) MDOC Prison Rape Elimination Act Manual and agency directives address the requirements of this provision. The reviewed directives and manual state disciplinary sanctions shall be imposed against prisoners for rule violations in accordance with due process requirements. Prisoners are prohibited from having any sexual contact with another prisoner. A prisoner who willingly engages in such behavior is subject to discipline in accordance with PD 03.03.105 "Prisoner Discipline" and, as appropriate, reclassification to a higher security level, including segregation, in accordance with PD 05.01.130 "Prisoner Security Classification" and PD 04.05.120 "Segregation Standards." Additionally, directives require any allegation(s) that appear to be criminal shall be referred to the MSP or other appropriate law enforcement agency to be criminally investigated and referred for prosecution. The Department investigation shall be coordinated as necessary with the law enforcement agency investigating to ensure the Department's efforts will not be an obstacle for prosecution and to remain informed of the status of the investigation. However, the Department investigation shall proceed in accordance with PD 01.01.140 "Internal Affairs" regardless of whether the referral results in criminal prosecution. The PAQ indicates there were no administrative findings of inmate-on-inmate sexual abuse that occurred at the facility and zero criminal findings of guilt for inmate-on-inmate sexual abuse that occurred at the facility during the audit period. The auditor finds the facility compliant with this standard provision.

115.78(b-c) MDOC Prison Rape Elimination Act Manual and agency directives address the requirements of this provision. The reviewed directives and manual state the structure of the disciplinary process is one of progressive sanctions, with the maximum sanction reserved for only the most serious or persistent violators. Counseling shall be attempted to correct minor violations. A Misconduct Report (CSJ-228) may be written, however, when rule infractions require more formal resolution. If a Misconduct Report is written, it shall be prepared as soon as possible after the violation is observed or reported. In an interview, the warden conveyed all sanctions are proportionate to the nature of the circumstance of the abuses committed, the inmate disciplinary histories, and sanctions imposed for similar offenses by other inmates with similar histories and prisoners' mental disabilities is considered when determining sanctions. The PAQ indicates there were no administrative findings of inmate-on-inmate sexual abuse that occurred at the facility and zero criminal findings of guilt for inmate-on-inmate sexual abuse that occurred at the facility during the audit period. The auditor finds the facility compliant with this standard provision.

115.78(d) MDOC Prison Rape Elimination Act Manual and agency directives address

the requirements of this provision. The reviewed directives and manual state if the facility offers therapy, counseling or other interventions designed to address the underlying reasons or motivations for the abuse, the facility mental health care staff shall consider whether to require the offending prisoner to participate in such interventions as a condition of access to programming, etc. Additionally, directives require mental health services when a prisoner is a reported victim or perpetrator of sexual abuse that occurred while in an institutional setting in accordance with PD 03.03.140 "Sexual Abuse and Sexual Harassment of Prisoners - Prison Rape Elimination Act (PREA)." In an interview, mental health staff conveyed that victims and assailants involved in sexual abuse incidents are offered medical and mental health treatment. The auditor finds the facility compliant with this standard provision.

115.78(e) MDOC Prison Rape Elimination Act Manual and agency directives address the requirements of this provision. The reviewed directives and manual state in accordance with MCL 750.520c prisoners are unable to consent to sexual contact with MDOC employees, volunteers, or contractors. Therefore, a prisoner may be disciplined for sexual contact with MDOC employees, volunteers, or contractors only after it is determined the employee, volunteer or contractor did not consent to the contact. The PAQ indicates there were no administrative findings of inmate-on-inmate sexual abuse that occurred at the facility and zero criminal findings of guilt for inmate-on-inmate sexual abuse that occurred at the facility during the audit period. The auditor finds the facility compliant with this standard provision.

115.78(f) MDOC Prison Rape Elimination Act Manual and agency directives address the requirements of this provision. The reviewed directives and manual state for the purpose of prisoner disciplinary action, a report of sexual abuse made in good faith based upon a reasonable belief that the alleged conduct occurred shall not constitute falsely reporting an incident or lying even if an investigation does not establish evidence sufficient to substantiate the allegation. If a prisoner intentionally makes a false allegation of sexual abuse that is investigated and determined to be No Evidence/Unfounded, the prisoner may be disciplined in accordance with PD 03.02.130 "Prisoner/Parolee Grievances," and PD 03.03.105 "Prisoner Discipline." The auditor finds the facility compliant with this standard provision.

115.78(g) MDOC Prison Rape Elimination Act Manual and agency directives address the requirements of this provision. The reviewed directives and manual state prisoners are prohibited from having any sexual contact with another prisoner. A prisoner who voluntarily engages in sexual behavior is subject to discipline in accordance with PD 03.03.105 "Prisoner Discipline." In addition, directives state prisoners are prohibited from having any sexual contact with another prisoner. A prisoner who voluntarily engages in sexual behavior is subject to discipline in accordance with PD 03.03.105 "Prisoner Discipline." However, voluntary sexual contact does not fall under the requirement of PREA unless there is evidence to support that sexual contact is a result of coerced consent or protective pairing defined in this manual. The auditor finds the facility compliant with this standard provision.

115.81	Medical and mental health screenings; history of sexual abuse
	<p data-bbox="256 188 959 221">Auditor Overall Determination: Meets Standard</p> <hr/> <p data-bbox="256 266 544 300">Auditor Discussion</p> <hr/> <p data-bbox="256 344 639 378">Documentation Review:</p> <p data-bbox="256 412 1442 445">Michigan Department of Corrections Prison Rape Elimination Act Manual; April 2017</p> <p data-bbox="256 479 1262 512">PD 03.03.140 Sexual Abuse and Sexual Harassment of Prisoners -PREA</p> <p data-bbox="256 546 679 580">PD 03.04.100 Health Services</p> <p data-bbox="256 613 759 647">PD 03.04.125 Medical Emergencies</p> <p data-bbox="256 680 620 714">MDOC Hepatitis Brochure</p> <p data-bbox="256 748 544 781">MDOC HIV Brochure</p> <p data-bbox="256 815 783 848">PD 04.06.180 Mental Health Services</p> <p data-bbox="256 882 437 916">Interviews:</p> <p data-bbox="256 949 639 983">PREA Compliance Manager</p> <p data-bbox="256 1016 368 1050">Warden</p> <p data-bbox="256 1084 445 1117">Medical Staff</p> <p data-bbox="256 1151 759 1184">Prisoners who Report Sexual Abuse</p> <p data-bbox="256 1218 408 1252">Findings:</p> <p data-bbox="256 1285 1461 1879">115.83 (a) MDOC Prison Rape Elimination Act Manual and agency directives address the requirements of this provision. The reviewed directives and manual state the facility shall offer medical and mental health evaluation and, as appropriate, all treatment that is determined to be medically necessary and consistent with the community level of care, to prisoners who have been victimized by sexual abuse in any prison, jail, lockup or juvenile facility During interviews, medical and mental health staff confirmed that the facility provides 24-hour care, ensuring prisoners receive immediate treatment upon reporting. Ongoing care may include mental health services, doctor visits, and medication as needed. However, four inmates who reported sexual abuse interviewed during the onsite inspection stated they did not recall receiving any follow-up care from a doctor. The investigations reviewed reported by these inmates did not involve incidents of sexual contact. The auditor finds the facility compliant with this standard provision.</p> <p data-bbox="256 1912 1461 2080">115.83 (b) MDOC Prison Rape Elimination Act Manual and agency directives address the requirements of this provision. Four inmates who reported sexual abuse interviewed during the onsite inspection stated they did not recall receiving any follow-up care from a doctor. The investigations reviewed reported by these inmates</p>

did not involve incidents of sexual contact. Medical assessment records verified mental health services were offered and provided. The auditor was able to review the investigative files while onsite of the facility. The auditor finds the facility compliant with this standard provision.

115.83 (c) MDOC Prison Rape Elimination Act Manual and agency directives address the requirements of this provision. The reviewed directives and manual state that medical and mental health treatment shall be consistent with the community level of care. All medical and mental health staff are required to have the appropriate credentials and licensures. The facility utilizes a local hospital for forensic medical examinations. During interviews, medical staff confirmed that the facility provides 24-hour care, with prisoners receiving immediate treatment as soon as it is reported and mental health care as needed. They also confirmed that the services they provide are consistent or better than the community level of care. The auditor finds the facility compliant with this standard provision.

115.83 (d) This provision does not apply as the facility does not house female prisoners.

115.83 (e) This provision does not apply as the facility does not house female prisoners.

115.83 (f) MDOC Prison Rape Elimination Act Manual and agency directives address the requirements of this provision. The reviewed directives and manual state prisoner victims of sexual abuse while incarcerated shall be offered tests for sexually transmitted infections/diseases as deemed medically appropriate. During the onsite inspection, two inmates who reported sexual abuse stated they were not offered tests for sexually transmitted infections. A review of one prisoner's investigative records indicated that testing for sexually transmitted diseases was not necessary, as the abuse involved abusive sexual contact. The auditor finds the facility compliant with this standard provision.

115.83 (g) MDOC Prison Rape Elimination Act Manual and agency directives address the requirements of this provision. The reviewed directives and manual state treatment services shall be provided to the victim without financial cost regardless of whether the victim names the abuser or cooperates with any investigation arising out of the incident. Inmates who reported sexual abuse interviewed during the onsite inspection responded they did not pay for the medical care received. The auditor finds the facility compliant with this standard provision.

115.83 (h) MDOC Prison Rape Elimination Act Manual and agency directives address the requirements of this provision. The reviewed directives and manual state that all known prisoner-on-prisoner sexual abusers shall be referred for a mental health evaluation within 60 days of learning of the prisoner's sexual abuse behavior/history and offered treatment when deemed necessary by a QMHP. Additionally, mental health evaluation is provided for all known prisoners on prisoner abusers shall be attempted within 60 days of learning of the abuse and treatment will be offered when deemed appropriate. During the onsite inspection, the facility psychologist reported that inmates identified as perpetrators are provided access to mental health services

	when requested, consistent with policy requirements. The auditor finds the facility compliant with this standard provision.
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115.82	Access to emergency medical and mental health services
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>Documentation Review:</p> <p>Michigan Department of Corrections Prison Rape Elimination Act Manual; April 2017</p> <p>PD 03.03.140 Sexual Abuse and Sexual Harassment of Prisoners -PREA</p> <p>PD 03.04.100 Health Services</p> <p>PD 03.04.125 Medical Emergencies</p> <p>MDOC Hepatitis Brochure</p> <p>MDOC HIV Brochure</p> <p>Interviews:</p> <p>PREA Compliance Manager</p> <p>Warden</p> <p>Medical Staff</p> <p>Prisoners who Report Sexual Abuse</p> <p>Findings:</p> <p>115.82 (a) MDOC Prison Rape Elimination Act Manual and agency directives address the requirements of this provision. The reviewed directives and manual state the facility shall offer medical and mental health evaluation and, as appropriate, all treatment that is determined to be medically necessary and consistent with the community level of care, to prisoners who have been victimized by sexual abuse in any prison, jail, lockup or juvenile facility During interview, medical staff confirmed that the facility provides 24-hour care, with prisoners receiving immediate treatment as soon as it is reported. In cases requiring emergency care, prisoners are referred to and transported to the local hospital. Interviews with inmates that reported sexual abuse and sexual abuse investigations reviewed all verified inmates who were provided medical access following a report of sexual abuse. The auditor finds the facility compliant with this standard provision.</p> <p>115.82 (b) MDOC Prison Rape Elimination Act Manual and agency directives address</p>

the requirements of this provision. Interviews with inmates who reported sexual abuse during the onsite inspection indicated that medical and mental health services were provided, including follow-up care, treatment planning, and referrals for ongoing support. Documentation within investigative records confirmed that immediate medical attention was administered, with mental health services provided subsequent to the report. First responder staff reported that medical and mental health personnel are notified upon any allegation of sexual abuse. Review of investigative files verified that such notifications occurred and that treatment was rendered as determined appropriate by the medical or mental health practitioner. The auditor finds the facility compliant with this standard provision.

115.82 (c) MDOC Prison Rape Elimination Act Manual and agency directives address the requirements of this provision. The reviewed directives and manual state Prisoner victims of sexual abuse while incarcerated shall be offered information about and access to emergency contraception and sexually transmitted infections prophylaxis, in accordance with Department OP 03.04.100H "Health Care Management of Reported Sexual Assaults of Prisoners in CFA Facilities" as noted in the Ongoing Victim Services section of this manual. Medical staff confirmed that the facility informs prisoners and provides emergency contraception and prophylaxis for sexually transmitted infections, consistent with professionally accepted standards of care, when medically appropriate. Inmates who reported sexual abuse verified in interviews that medical staff offered them emergency contraception. A review of medical assessment documentation further confirmed referrals and offers of additional treatment. The auditor finds the facility compliant with this standard provision.

115.82 (d) MDOC Prison Rape Elimination Act Manual and agency directives address the requirements of this provision. The reviewed directives and manual state that treatment services must be provided to victims at no financial cost, regardless of whether they identify the abuser or cooperate with an investigation. Inmates receive treatment services free of charge when a forensic medical exam is conducted at a local hospital. Interviews with inmates confirmed that medical treatment was provided at no cost. The auditor was able to review the investigative files while onsite of the facility.

115.83	Ongoing medical and mental health care for sexual abuse victims and abusers
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>Documentation Review:</p> <p>Michigan Department of Corrections Prison Rape Elimination Act Manual; April 2017</p> <p>PD 03.03.140 Sexual Abuse and Sexual Harassment of Prisoners -PREA</p>

PD 03.04.100 Health Services

PD 03.04.125 Medical Emergencies

MDOC Hepatitis Brochure

MDOC HIV Brochure

PD 04.06.180 Mental Health Services

Interviews:

PREA Compliance Manager

Warden

Medical Staff

Prisoners who Report Sexual Abuse

Findings:

115.83 (a) MDOC Prison Rape Elimination Act Manual and agency directives address the requirements of this provision. The reviewed directives and manual state the facility shall offer medical and mental health evaluation and, as appropriate, all treatment that is determined to be medically necessary and consistent with the community level of care, to prisoners who have been victimized by sexual abuse in any prison, jail, lockup or juvenile facility. During interviews, medical and mental health staff confirmed that the facility provides 24-hour care, ensuring prisoners receive immediate treatment upon reporting. Ongoing care may include mental health services, doctor visits, and medication as needed. However, inmates who reported sexual abuse stated they did not recall receiving any follow-up care from a doctor. The investigations reviewed reported by these inmates did not involve incidents of sexual contact. The auditor finds the facility compliant with this standard provision.

115.83 (b) MDOC Prison Rape Elimination Act Manual and agency directives address the requirements of this provision. Inmates who reported sexual abuse interviewed during the onsite inspection stated they did not recall receiving any follow-up care from a doctor. The investigations reviewed reported by these inmates did not involve incidents of sexual contact. Medical assessment records verified mental health services were offered and provided. The auditor was able to review the investigative files while onsite of the facility. The auditor finds the facility compliant with this standard provision.

115.83 (c) MDOC Prison Rape Elimination Act Manual and agency directives address the requirements of this provision. The reviewed directives and manual state that medical and mental health treatment shall be consistent with the community level of care. All medical and mental health staff are required to have the appropriate credentials and licensures. The facility utilizes a local hospital for forensic medical examinations. During interviews, medical staff confirmed that the facility provides

24-hour care, with prisoners receiving immediate treatment as soon as it is reported and mental health care as needed. They also confirmed that the services they provide are consistent or better than the community level of care. The auditor finds the facility compliant with this standard provision.

115.83 (d) This provision does not apply as the facility does not house female prisoners.

115.83 (e) This provision does not apply as the facility does not house female prisoners.

115.83 (f) MDOC Prison Rape Elimination Act Manual and agency directives address the requirements of this provision. The reviewed directives and manual state prisoner victims of sexual abuse while incarcerated shall be offered tests for sexually transmitted infections/diseases as deemed medically appropriate. During the onsite inspection, inmates who reported sexual abuse stated they were not offered tests for sexually transmitted infections. A review of one prisoner’s medical record indicated that testing for sexually transmitted diseases was not necessary, as the abuse involved abusive sexual contact. The auditor finds the facility compliant with this standard provision.

115.83 (g) MDOC Prison Rape Elimination Act Manual and agency directives address the requirements of this provision. The reviewed directives and manual state treatment services shall be provided to the victim without financial cost regardless of whether the victim names the abuser or cooperates with any investigation arising out of the incident. Inmates who reported sexual abuse interviewed during the onsite inspection responded they did not pay for the medical care received. The auditor finds the facility compliant with this standard provision.

115.83 (h) MDOC Prison Rape Elimination Act Manual and agency directives address the requirements of this provision. The reviewed directives and manual state that all known prisoner-on-prisoner sexual abusers shall be referred for a mental health evaluation within 60 days of learning of the prisoner’s sexual abuse behavior/history and offered treatment when deemed necessary by a QMHP. Additionally, mental health evaluation is provided for all known prisoners on prisoner abusers shall be attempted within 60 days of learning of the abuse and treatment will be offered when deemed appropriate. A facility psychologist was interviewed during the onsite inspection. She conveyed that the prisoner perpetrators are offered mental health care when requested. The auditor finds the facility compliant with this standard provision.

115.86	Sexual abuse incident reviews
	Auditor Overall Determination: Meets Standard
	Auditor Discussion

Documentation Review:

Michigan Department of Corrections Prison Rape Elimination Act Manual; April 2017

CAJ-1025 Sexual Abuse Incident Review

PD 03.03.140 Sexual Abuse and Sexual Harassment of Prisoners - PREA

ECF OP 3.03.140

Interviews:

Agency Head Designee

PREA Coordinator

Warden

Targeted Staff

PREA Compliance Manager

Findings:

115.86 (a) MDOC Prison Rape Elimination Act Manual and agency directives address the requirements of this provision. The reviewed directives and manual state the PREA Coordinator shall coordinate a sexual abuse incident review at the conclusion of every sexual abuse investigation unless the allegation was determined to be No Evidence/Unfounded. Such review shall generally occur within 30 calendar days after the conclusion of the investigation. The review team shall include upper-level custody and administrative staff, with input from relevant supervisory staff, investigators, and medical or mental health practitioners or others as appropriate. During the onsite inspection, the auditor reviewed eleven sexual abuse administrative investigations, five prisoners-on-prisoners and six staff-on-inmate investigations. Of the eleven investigations only eight investigations required an incident review. Each investigative file included documented incident reviews using the Prison Rape Elimination Act (PREA) Sexual Abuse Incident Review (CAJ-1025) form. The auditor finds the facility compliant with this standard provision.

115.86 (b) MDOC Prison Rape Elimination Act Manual and agency directives address the requirements of this provision. The reviewed directives and manual state an incident-review meeting shall be conducted within 30 days of the completed investigation of sexual abuse, unless that investigation determined the allegation was unfounded. The meeting shall be documented using the Prison Rape Elimination Act (PREA) Sexual Abuse Incident Review (CAJ-1025). The auditor's review of the CAJ 1025 forms completed by the Incident Review Team confirmed that the review was conducted within 30 days of the final outcome of the investigation. The auditor finds the facility compliant with this standard provision

115.86 (c-d) MDOC Prison Rape Elimination Act Manual and agency directives address the requirements of this provision. The reviewed directives and manual state that the

review team shall upper-level custody and administrative staff, with input from relevant supervisors, investigators and medical and mental health practitioners. A review of the complete CAJ-1025 forms indicated that the appropriate staff were included in the incident review. During interview, the Warden confirmed that the facility has a sexual abuse incident review team, which includes the Deputy Warden, PREA Compliance Manager, Investigator, Healthcare Staff, Mental Health Staff, Lieutenant/Captain, and the first-line supervisor of the incident area. The auditor's review of the CAJ-1025 forms confirmed that these identified staff members were part of the review team. The auditor interviewed all members of the incident review team, who each described their responsibilities in reviewing investigations that require corrective actions, findings, or recommendations. The auditor finds the facility compliant with this standard provision.

115.86 (d) MDOC Prison Rape Elimination Act Manual and agency directives address the requirements of this provision. The reviewed directives and manual state that the facility PREA Coordinator shall coordinate a sexual abuse incident review at the conclusion of every sexual abuse investigation unless the allegation was determined to be No Evidence/Unfounded. Such review shall generally occur within 30 calendar days after the conclusion of the investigation. The review team shall include upper-level custody and administrative staff, with input from relevant supervisory staff, investigators, and medical or mental health practitioners or others as appropriate.

The review team shall: (1) Consider whether the allegation or investigation indicates a need to change policy or practice to prevent, detect or respond to sexual abuse; (2) 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 was motivated or otherwise caused by other group dynamics at the facility; (3) Examine the area in the facility where the incident allegedly occurred to assess whether physical barriers in the area may enable abuse; (4) Assess the adequacy of staffing levels in that area during different shifts; (5) Assess whether monitoring technology should be deployed or augmented to supplement supervision by staff; and (6) Prepare a report of its findings including but not necessarily limited to determinations made pursuant to (1) through (5) and any recommendations for improvement and submit such report to the Warden or Administrator with a courtesy copy to the Department's PREA Section within Central Office and facility PREA Coordinator. The review shall be documented using the PREA Sexual Abuse Incident Review form (CAJ-1025). The form shall be maintained for the PREA Audit. The Warden shall review and forward through the chain of command to the Deputy Director (CFA) or designee for consideration of recommendations for improvement. If the recommendations are not implemented, the rationale for not doing so shall be documented on the PREA Sexual Abuse Incident Review form. The auditor's review of the PREA Sexual Abuse Incident Review forms (CAJ-1025) indicated that all eight required items were reviewed by the team. The team is also permitted to provide comments on each component and make recommendations as necessary. The auditor finds the facility compliant with this standard provision.

115.86 (d) MDOC Prison Rape Elimination Act Manual and agency directives address the requirements of this provision. The reviewed directives and manual state the Warden shall review and forward through the chain of command to the Deputy

	<p>Director (CFA) or designee for consideration of recommendations for improvement. If the recommendations are not implemented, the rationale for not doing so shall be documented on the PREA Sexual Abuse Incident Review form. The interview with the warden revealed that he reviews all recommendations for approval or denial, documents his decisions, and forwards them to the Deputy Director (CFA) or designee for approval and implementation of improvements. The auditor found no recommendations for improvement in the eight investigations reviewed. The auditor finds the facility compliant with this standard provision.</p>
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115.87	Data collection
	<p>Auditor Overall Determination: Meets Standard</p> <hr/> <p>Auditor Discussion</p> <p>Documentation Review:</p> <p>Michigan Department of Corrections Prison Rape Elimination Act Manual; April 2017</p> <p>MDOC Data Website</p> <p>PREA Annual Reports 2018, 2019, 2020, 2022, 2023, 2024</p> <p>Survey of Sexual Victimization 2017, 2018, 2020</p> <p>Interviews:</p> <p>Agency Head Designee</p> <p>PREA Coordinator</p> <p>PREA Compliance Manager</p> <p>Findings:</p> <p>115.87 (a) MDOC Prison Rape Elimination Act Manual and agency directives address the requirements of this provision. The reviewed directives and manual state that each allegation of sexual abuse reported to have occurred within Department facilities shall be entered into the appropriate MDOC computerized database. The Department PREA Manager gathers data on each reported incident to aggregate an annual incident report. The report will include, at a minimum, the data necessary to complete the annual Department of Justice Survey on Sexual Violence. The Department is required to provide all data from the previous calendar year to the U.S. Department of Justice upon request, no later than June 30. Additionally, the PREA Manager is responsible for requesting data on each reported incident from any private facility contracted for the confinement of offenders, when applicable. The auditor’s review of the agency website confirmed that SSV data is available from 2013 to the present. The PREA Annual Reports, which contain the collected data, are</p>

published on the website for public access. The auditor finds the facility compliant with this standard provision.

115.87 (b) MDOC Prison Rape Elimination Act Manual and agency directives address the requirements of this provision. The reviewed directives and manual state that each allegation of sexual abuse reported to have occurred within Department facilities shall be entered into the appropriate MDOC computerized database. Additionally, it indicates that the Department PREA Manager gathers data on each reported incident to aggregate an annual incident report. The report will include, at least, the data necessary to complete the SSV. The directives also outline the definitions used to collect data at each facility. The agency submits its data annually to the DOJ via the SSV. The auditor's review of the agency website confirmed that SSV data is available from 2014 to the present. The PREA Annual Reports, which include the collected data, are published on the website for public access. The auditor finds the facility compliant with this standard provision.

115.87 (c-d) MDOC Prison Rape Elimination Act Manual and agency directives address the requirements of this provision. The reviewed directives and manual states that each allegation of sexual abuse reported to have occurred within Department facilities shall be entered into the appropriate MDOC computerized database. Additionally, it indicates that the Department PREA Manager gathers data on each reported incident to aggregate an annual incident report. The report will include, at least, the data necessary to complete the SSV. The directives also outline the definitions used to collect data at each facility. The agency submits its data annually to the DOJ via the SSV. The auditor's review of the agency website confirmed that SSV data is available from 2014 to the present. The PREA Annual Reports, which include the collected data, are published on the website for public access. The auditor finds the facility compliant with this standard provision.

115.87 (d) MDOC Prison Rape Elimination Act Manual and agency directives address the requirements of this provision. The reviewed directives and manual states that each allegation of sexual abuse reported to have occurred within Department facilities shall be entered into the appropriate MDOC computerized database. Additionally, it indicates that the Department PREA Manager gathers data on each reported incident to aggregate an annual incident report. The auditor finds the facility compliant with this standard provision.

115.87 (e) MDOC Prison Rape Elimination Act Manual and agency directives address the requirements of this provision. The reviewed directives and manual states that the agency obtains incident-based and aggregated data from every private facility with which it contracts for the confinement of its prisoner. The auditor's review of the PREA Annual Report indicates that the agency includes data on sexual abuse and sexual harassment concerning all prisoners under MDOC custody. The auditor finds the facility compliant with this standard provision.

115.87 (f) MDOC Prison Rape Elimination Act Manual and agency directives address the requirements of this provision. The reviewed directives and manual states the Department PREA Manager gathers data on each reported incident to aggregate an annual incident report. The report will include, at a minimum, the data necessary to

	<p>complete the annual Department of Justice Survey on Sexual Violence. The Department shall provide all data to the U.S. Department of Justice from the previous calendar year upon request no later than June 30. The auditor finds the facility compliant with this standard provision.</p>
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115.88	Data review for corrective action
	<p>Auditor Overall Determination: Meets Standard</p> <hr/> <p>Auditor Discussion</p> <p>Documentation Review:</p> <p>Michigan Department of Corrections Prison Rape Elimination Act Manual; April 2017</p> <p>MDOC Data Website</p> <p>PREA Annual Reports 2018, 2019, 2020, 2022, 2023, 2024</p> <p>Interviews:</p> <p>Agency Head Designee</p> <p>PREA Coordinator</p> <p>PREA Compliance Manager</p> <p>Findings:</p> <p>115.88 (a) MDOC Prison Rape Elimination Act Manual and agency directives address the requirements of this provision. The reviewed directives and manual state that the Department shall ensure that all sexual abuse and sexual harassment data collected is securely retained. The PC confirmed that the agency aggregates sexual abuse data and that it is securely retained. He stated that the data is retained through the retention process on the platform it was collected and that each platform is secure with password access. The auditor finds the facility compliant with this standard provision.</p> <p>115.88 (b) MDOC Prison Rape Elimination Act Manual and agency directives address the requirements of this provision. The reviewed directives and manual state that the agency’s 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 progress. A review of the PREA Annual Report indicates that the 2022 report contains information on the background of PREA, Department accomplishments, PREA audits, corrective action, reporting and investigative data. The report contains a comparison of data collected from the previous three years. The report was reviewed and approved by the PREA Manager and the Agency Head. The auditor finds the facility compliant with this standard provision.</p>

	<p>115.88 (c-d) MDOC Prison Rape Elimination Act Manual and agency directives address the requirements of this provision. The reviewed directives and manual states, only with the Director’s approval will be placed on the MDOC website. Prior to placing it on the website, information that would present a clear and present threat to the safety and security of any facility that would jeopardize any litigation or contain confidential information shall be redacted. If information is redacted, an explanation of the nature of the material redacted will be included. The auditor’s review of the Annual Reports confirmed that they were thoroughly reviewed and approved by both the PREA Manager and the Agency Head. The Agency Head Designee response confirmed that the PREA Coordinator is responsible for completing the annual report, which is then reviewed and approved by the Agency Head. Additionally, a review of the website confirmed that both current and past Annual Reports are available to the public online. The auditor finds the facility compliant with this standard provision.</p> <p>115.88 (d) MDOC Prison Rape Elimination Act Manual and agency directives address the requirements of this provision. The reviewed directives and manual state that only with the Director’s approval will be placed on the MDOC website. Prior to placing it on the website, information that would present a clear and present threat to the safety and security of any facility that would jeopardize any litigation or contain confidential information shall be redacted. If information is redacted, an explanation of the nature of the material redacted will be included. The auditor finds the facility compliant with this standard provision.</p>
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115.89	Data storage, publication, and destruction
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>Documentation Review:</p> <p>Michigan Department of Corrections Prison Rape Elimination Act Manual; April 2017</p> <p>MDOC Data Website</p> <p>PREA Annual Reports</p> <p>Interviews:</p> <p>PREA Coordinator</p> <p>Specialized Staff</p> <p>Findings:</p> <p>115.89 (a) MDOC Prison Rape Elimination Act Manual and agency directives address the requirements of this provision. The reviewed directives and manual state that the Department shall ensure that all sexual abuse and sexual harassment data collected</p>

is securely retained. The PC confirmed that the agency aggregates sexual abuse data and that it is securely retained. He stated that the data is retained through the retention process on the platform it was collected and that each platform is secure with password access. During onsite interviews, medical and mental health staff, investigators, and prison counselors all confirmed that prisoner records are securely stored and access is restricted or limited based on staff credentials. The auditor finds the facility compliant with this standard provision.

115.89 (b) MDOC Prison Rape Elimination Act Manual and agency directives address the requirements of this provision. The reviewed directives and manual state that the Department shall make all aggregated sexual abuse data as outlined in the data collection section of this manual readily available to the public at least annually through its website. A review of the website confirmed that the most current MDOC Annual Report as well as previous PREA Annual Reports (aggregated data) are available to the public online. The auditor identified no person identifiers within the reports. The auditor finds the facility compliant with this standard provision.

115.89 (c) The agency does not include any identifiable information or sensitive information on the Annual Report and as such does not require any information to be redacted. The auditor reviewed prior PREA Annual Reports and confirmed that no personal identifiers were publicly available. The auditor finds the facility compliant with this standard provision.

115.89 (d) MDOC Prison Rape Elimination Act Manual and agency directives address the requirements of this provision. The reviewed directives and manual state that the Department shall maintain sexual abuse data collected pursuant to the data collection section of this manual for at least ten years after the date of the initial collection. A review of the agency’s website confirmed that data is available from 2014 to present. The auditor finds the facility compliant with this standard provision.

https://www.michigan.gov/search#q=survey%20of%20sexual%20victimization&f-miweb_site_agency_name=Department%20of%20Corrections

115.401	Frequency and scope of audits
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	Documentation Review: Agency Policies and Procedures Inmate Records Staff Records

Interviews:

PREA Compliance Manager

Warden

Specialized Staff

Random Staff

Medical/Mental Health Staff

Targeted/Random Inmates

Observations:

Entire Facility

Findings:

115.401(a) This is the Oaks Correctional Facility's fourth PREA Audit. During the prior three-year audit period, the Michigan Department of Correction ensured that each facility operated was audited once. The auditor finds the facility compliant with this standard provision.

115.401(b) The facility is part of the Michigan Department of Correction. The Oaks CF is being audited in the first year of the current three-year audit cycle and as such is compliant with the current three-year audit cycle. A review of the agency audit schedule confirms that the agency has scheduled all MDOC facilities to be audited during the three-year audit cycle, with one third being audited each. The auditor finds the facility compliant with this standard provision.

115.401 (h) During the onsite inspection, the auditor was allowed to inspect all sections of the facility (Main building, Inmate Housing Building, Medical Building, Education, Food Service, Industry). The auditor was able to conduct informal and formal interviews with prisoners, agency staff, as well as contract staff. The auditor finds the facility compliant with this standard provision.

115.401 (i) During the onsite inspection, the auditor was provided with the necessary documents requested for review to determine the appropriateness of PREA Standard compliance. The auditor finds the facility compliant with this standard provision.

115.401 (m) During the onsite inspection, the auditor and assistant requested to formally interview 40 inmates. A private area was provided to conduct individual interviews with inmates without interruption. The auditor finds the facility compliant with this standard provision.

115.401 (n) The facility posted the required audit notice and provided photos of various sections to the auditor prior to the audit. The audit notices were observed during the onsite inspection, in various high traffic areas throughout the facility. The auditor received no inmates, staff, volunteer or contractor correspondence letters

	<p>prior to the audit. The auditor did, however, receive correspondence from an inmate family member. The auditor finds the facility compliant with this standard provision.</p>
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115.403	Audit contents and findings
	<p>Auditor Overall Determination: Meets Standard</p>
	<p>Auditor Discussion</p>
	<p>115.403 (f): A review of the agency website confirmed that all prior PREA reports are available on the agency website. It should be noted that from March 2020 through August 2022 the agency did not conduct audits due to COVID-19. https://www.michigan.gov/corrections/public-information/statistics-and-reports/prea</p>

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

	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
115.52 (d)	Exhaustion of administrative remedies	
	Does the agency issue a final agency decision on the merits of any portion of a grievance alleging sexual abuse within 90 days of the initial filing of the grievance? (Computation of the 90-day time period does not include time consumed by inmates in preparing any administrative appeal.) (N/A if agency is exempt from this standard.)	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
115.52 (e)	Exhaustion of administrative remedies	
	Are third parties, including fellow inmates, staff members, family members, attorneys, and outside advocates, permitted to assist inmates in filing requests for administrative remedies relating to allegations of sexual abuse? (N/A if agency is exempt from this standard.)	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
115.52 (f)	Exhaustion of administrative remedies	

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

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

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

115.63 (c)	Reporting to other confinement facilities	
	Does the agency document that it has provided such notification?	yes
115.63 (d)	Reporting to other confinement facilities	
	Does the facility head or agency office that receives such notification ensure that the allegation is investigated in accordance with these standards?	yes
115.64 (a)	Staff first responder duties	
	Upon learning of an allegation that an inmate was sexually abused, is the first security staff member to respond to the report required to: Separate the alleged victim and abuser?	yes
	Upon learning of an allegation that an inmate was sexually abused, is the first security staff member to respond to the report required to: Preserve and protect any crime scene until appropriate steps can be taken to collect any evidence?	yes
	Upon learning of an allegation that an inmate was sexually abused, is the first security staff member to respond to the report required to: Request that the alleged victim not take any actions that could destroy physical evidence, including, as appropriate, washing, brushing teeth, changing clothes, urinating, defecating, smoking, drinking, or eating, if the abuse occurred within a time period that still allows for the collection of physical evidence?	yes
	Upon learning of an allegation that an inmate was sexually abused, is the first security staff member to respond to the report required to: Ensure that the alleged abuser does not take any actions that could destroy physical evidence, including, as appropriate, washing, brushing teeth, changing clothes, urinating, defecating, smoking, drinking, or eating, if the abuse occurred within a time period that still allows for the collection of physical evidence?	yes
115.64 (b)	Staff first responder duties	
	If the first staff responder is not a security staff member, is the responder required to request that the alleged victim not take any actions that could destroy physical evidence, and then notify security staff?	yes
115.65 (a)	Coordinated response	
	Has the facility developed a written institutional plan to coordinate actions among staff first responders, medical and mental health practitioners, investigators, and facility leadership taken in	no

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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