

PREA Facility Audit Report: Final

Name of Facility: New Jersey State Prison

Facility Type: Prison / Jail

Date Interim Report Submitted: NA

Date Final Report Submitted: 05/13/2023

Auditor Certification	
The contents of this report are accurate to the best of my knowledge.	<input type="checkbox"/>
No conflict of interest exists with respect to my ability to conduct an audit of the agency under review.	<input type="checkbox"/>
I have not included in the final report any personally identifiable information (PII) about any inmate/resident/detainee or staff member, except where the names of administrative personnel are specifically requested in the report template.	<input type="checkbox"/>
Auditor Full Name as Signed: Darren Bryant	Date of Signature: 05/13/ 2023

AUDITOR INFORMATION	
Auditor name:	Bryant, Darren
Email:	dbryant357@msn.com
Start Date of On-Site Audit:	03/27/2023
End Date of On-Site Audit:	03/29/2023

FACILITY INFORMATION	
Facility name:	New Jersey State Prison
Facility physical address:	600 Cass Street, Trenton, New Jersey - 08611
Facility mailing address:	

Primary Contact	
Name:	Garyn Nathan
Email Address:	Garyn.Nathan@doc.nj.gov
Telephone Number:	609-292-9700 x4604

Warden/Jail Administrator/Sheriff/Director	
Name:	Bruce Davis
Email Address:	Bruce.Davis@doc.nj.gov
Telephone Number:	609-292-9700 x4601

Facility PREA Compliance Manager	
Name:	Garyn Nathan
Email Address:	Garyn.Nathan@doc.nj.gov
Telephone Number:	O: 609-292-2700 - 4604

Facility Health Service Administrator On-site	
Name:	Ihuoma Nwachukwu
Email Address:	Nwachuih@ubhc.rutgers.edu
Telephone Number:	609-292-2700 x 4455

Facility Characteristics	
Designed facility capacity:	1519
Current population of facility:	1321
Average daily population for the past 12 months:	1338
Has the facility been over capacity at any point in the past 12 months?	No

Which population(s) does the facility hold?	Males
Age range of population:	20-84 years
Facility security levels/inmate custody levels:	Maximum, Medium
Does the facility hold youthful inmates?	No
Number of staff currently employed at the facility who may have contact with inmates:	815
Number of individual contractors who have contact with inmates, currently authorized to enter the facility:	22
Number of volunteers who have contact with inmates, currently authorized to enter the facility:	12

AGENCY INFORMATION

Name of agency:	New Jersey Department of Corrections
Governing authority or parent agency (if applicable):	
Physical Address:	Whittlesey Road, PO Box 863, Trenton, New Jersey - 08625
Mailing Address:	
Telephone number:	6092924036

Agency Chief Executive Officer Information:

Name:	Victoria L. Kuhn, Esq.
Email Address:	Victoria.Kuhn@doc.nj.gov
Telephone Number:	609-292-4036-5656

Agency-Wide PREA Coordinator Information

Name:	Pamela Sooy	Email Address:	pamela.sooy@doc.nj.gov
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Facility AUDIT FINDINGS

Summary of Audit Findings

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

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

Number of standards exceeded:

3	<ul style="list-style-type: none"> • 115.11 - Zero tolerance of sexual abuse and sexual harassment; PREA coordinator • 115.33 - Inmate education • 115.86 - Sexual abuse incident reviews
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Number of standards met:

42

Number of standards not met:

0

POST-AUDIT REPORTING INFORMATION

GENERAL AUDIT INFORMATION

On-site Audit Dates

1. Start date of the onsite portion of the audit:	2023-03-27
2. End date of the onsite portion of the audit:	2023-03-29

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:	Women Space, INC. Robert Wood Johnson University Hospital

AUDITED FACILITY INFORMATION

14. Designated facility capacity:	1519
15. Average daily population for the past 12 months:	1338
16. Number of inmate/resident/detainee housing units:	31
17. Does the facility ever hold youthful inmates or youthful/juvenile detainees?	<input type="radio"/> Yes <input checked="" type="radio"/> No <input type="radio"/> Not Applicable for the facility type audited (i.e., Community Confinement Facility or Juvenile Facility)

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

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

36. Enter the total number of inmates/residents/detainees in the facility as of the first day of onsite portion of the audit:	1329
38. Enter the total number of inmates/residents/detainees with a physical disability in the facility as of the first day of the onsite portion of the audit:	36
39. Enter the total number of inmates/residents/detainees with a cognitive or functional disability (including intellectual disability, psychiatric disability, or speech disability) in the facility as of the first day of the onsite portion of the audit:	57
40. Enter the total number of inmates/residents/detainees who are Blind or have low vision (visually impaired) in the facility as of the first day of the onsite portion of the audit:	0
41. Enter the total number of inmates/residents/detainees who are Deaf or hard-of-hearing in the facility as of the first day of the onsite portion of the audit:	22
42. Enter the total number of inmates/residents/detainees who are Limited English Proficient (LEP) in the facility as of the first day of the onsite portion of the audit:	5
43. Enter the total number of inmates/residents/detainees who identify as lesbian, gay, or bisexual in the facility as of the first day of the onsite portion of the audit:	2

<p>44. Enter the total number of inmates/residents/detainees who identify as transgender or intersex in the facility as of the first day of the onsite portion of the audit:</p>	<p>7</p>
<p>45. Enter the total number of inmates/residents/detainees who reported sexual abuse in the facility as of the first day of the onsite portion of the audit:</p>	<p>2</p>
<p>46. Enter the total number of inmates/residents/detainees who disclosed prior sexual victimization during risk screening in the facility as of the first day of the onsite portion of the audit:</p>	<p>1</p>
<p>47. Enter the total number of inmates/residents/detainees who were ever placed in segregated housing/isolation for risk of sexual victimization in the facility as of the first day of the onsite portion of the audit:</p>	<p>0</p>
<p>48. Provide any additional comments regarding the population characteristics of inmates/residents/detainees in the facility as of the first day of the onsite portion of the audit (e.g., groups not tracked, issues with identifying certain populations):</p>	<p>No text provided.</p>
<p>Staff, Volunteers, and Contractors Population Characteristics on Day One of the Onsite Portion of the Audit</p>	
<p>49. Enter the total number of STAFF, including both full- and part-time staff, employed by the facility as of the first day of the onsite portion of the audit:</p>	<p>291</p>
<p>50. Enter the total number of VOLUNTEERS assigned to the facility as of the first day of the onsite portion of the audit who have contact with inmates/residents/detainees:</p>	<p>0</p>

<p>51. Enter the total number of CONTRACTORS assigned to the facility as of the first day of the onsite portion of the audit who have contact with inmates/residents/detainees:</p>	<p>3</p>
<p>52. Provide any additional comments regarding the population characteristics of staff, volunteers, and contractors who were in the facility as of the first day of the onsite portion of the audit:</p>	<p>No text provided.</p>
<p>INTERVIEWS</p>	
<p>Inmate/Resident/Detainee Interviews</p>	
<p>Random Inmate/Resident/Detainee Interviews</p>	
<p>53. Enter the total number of RANDOM INMATES/RESIDENTS/DETAINEES who were interviewed:</p>	<p>22</p>
<p>54. Select which characteristics you considered when you selected RANDOM INMATE/RESIDENT/DETAINEE interviewees: (select all that apply)</p>	<p> <input checked="" type="checkbox"/> Age <input checked="" type="checkbox"/> Race <input checked="" type="checkbox"/> Ethnicity (e.g., Hispanic, Non-Hispanic) <input checked="" type="checkbox"/> Length of time in the facility <input checked="" type="checkbox"/> Housing assignment <input type="checkbox"/> Gender <input type="checkbox"/> Other <input type="checkbox"/> None </p>
<p>55. How did you ensure your sample of RANDOM INMATE/RESIDENT/DETAINEE interviewees was geographically diverse?</p>	<p>I utilized the housing roster. I conducted the interviews in each housing unit.</p>
<p>56. Were you able to conduct the minimum number of random inmate/resident/detainee interviews?</p>	<p> <input checked="" type="radio"/> Yes <input type="radio"/> No </p>

57. Provide any additional comments regarding selecting or interviewing random inmates/residents/detainees (e.g., any populations you oversampled, barriers to completing interviews, barriers to ensuring representation):	No text provided.
Targeted Inmate/Resident/Detainee Interviews	
58. Enter the total number of TARGETED INMATES/RESIDENTS/DETAINEES who were interviewed:	20
<p>As stated in the PREA Auditor Handbook, the breakdown of targeted interviews is intended to guide auditors in interviewing the appropriate cross-section of inmates/residents/detainees who are the most vulnerable to sexual abuse and sexual harassment. When completing questions regarding targeted inmate/resident/detainee interviews below, remember that an interview with one inmate/resident/detainee may satisfy multiple targeted interview requirements. These questions are asking about the number of interviews conducted using the targeted inmate/resident/detainee protocols. For example, if an auditor interviews an inmate who has a physical disability, is being held in segregated housing due to risk of sexual victimization, and disclosed prior sexual victimization, that interview would be included in the totals for each of those questions. Therefore, in most cases, the sum of all the following responses to the targeted inmate/resident/detainee interview categories will exceed the total number of targeted inmates/residents/detainees who were interviewed. If a particular targeted population is not applicable in the audited facility, enter "0".</p>	
60. Enter the total number of interviews conducted with inmates/residents/detainees with a physical disability using the "Disabled and Limited English Proficient Inmates" protocol:	9
61. Enter the total number of interviews conducted with inmates/residents/detainees with a cognitive or functional disability (including intellectual disability, psychiatric disability, or speech disability) using the "Disabled and Limited English Proficient Inmates" protocol:	1
62. Enter the total number of interviews conducted with inmates/residents/detainees who are Blind or have low vision (i.e., visually impaired) using the "Disabled and Limited English Proficient Inmates" protocol:	1

63. Enter the total number of interviews conducted with inmates/residents/detainees who are Deaf or hard-of-hearing using the "Disabled and Limited English Proficient Inmates" protocol:	1
64. Enter the total number of interviews conducted with inmates/residents/detainees who are Limited English Proficient (LEP) using the "Disabled and Limited English Proficient Inmates" protocol:	4
65. Enter the total number of interviews conducted with inmates/residents/detainees who identify as lesbian, gay, or bisexual using the "Transgender and Intersex Inmates; Gay, Lesbian, and Bisexual Inmates" protocol:	2
66. Enter the total number of interviews conducted with inmates/residents/detainees who identify as transgender or intersex using the "Transgender and Intersex Inmates; Gay, Lesbian, and Bisexual Inmates" protocol:	4
67. Enter the total number of interviews conducted with inmates/residents/detainees who reported sexual abuse in this facility using the "Inmates who Reported a Sexual Abuse" protocol:	4
68. Enter the total number of interviews conducted with inmates/residents/detainees who disclosed prior sexual victimization during risk screening using the "Inmates who Disclosed Sexual Victimization during Risk Screening" protocol:	3

<p>69. Enter the total number of interviews conducted with inmates/residents/detainees who are or were ever placed in segregated housing/isolation for risk of sexual victimization using the "Inmates Placed in Segregated Housing (for Risk of Sexual Victimization/Who Allege to have Suffered Sexual Abuse)" protocol:</p>	<p>0</p>
<p>a. Select why you were unable to conduct at least the minimum required number of targeted inmates/residents/detainees in this category:</p>	<p><input checked="" type="checkbox"/> Facility said there were "none here" during the onsite portion of the audit and/or the facility was unable to provide a list of these inmates/residents/detainees.</p> <p><input type="checkbox"/> The inmates/residents/detainees in this targeted category declined to be interviewed.</p>
<p>b. Discuss your corroboration strategies to determine if this population exists in the audited facility (e.g., based on information obtained from the PAQ; documentation reviewed onsite; and discussions with staff and other inmates/residents/detainees).</p>	<p>I interviewed that Facility PREA Compliance Manager, Agency Wide PREA Coordinator, and investigators. I read and reviewed the PAQ. I interviewed an inmate that made an allegation about involuntary segregated housing.</p>
<p>70. Provide any additional comments regarding selecting or interviewing targeted inmates/residents/detainees (e.g., any populations you oversampled, barriers to completing interviews):</p>	<p>No text provided.</p>
<p>Staff, Volunteer, and Contractor Interviews</p>	
<p>Random Staff Interviews</p>	
<p>71. Enter the total number of RANDOM STAFF who were interviewed:</p>	<p>22</p>

<p>72. Select which characteristics you considered when you selected RANDOM STAFF interviewees: (select all that apply)</p>	<p><input checked="" type="checkbox"/> Length of tenure in the facility</p> <p><input checked="" type="checkbox"/> Shift assignment</p> <p><input checked="" type="checkbox"/> Work assignment</p> <p><input checked="" type="checkbox"/> Rank (or equivalent)</p> <p><input type="checkbox"/> Other (e.g., gender, race, ethnicity, languages spoken)</p> <p><input type="checkbox"/> None</p>
<p>73. Were you able to conduct the minimum number of RANDOM STAFF interviews?</p>	<p><input checked="" type="radio"/> Yes</p> <p><input type="radio"/> No</p>
<p>74. Provide any additional comments regarding selecting or interviewing random staff (e.g., any populations you oversampled, barriers to completing interviews, barriers to ensuring representation):</p>	<p>No text provided.</p>
<p>Specialized Staff, Volunteers, and Contractor Interviews</p>	
<p>Staff in some facilities may be responsible for more than one of the specialized staff duties. Therefore, more than one interview protocol may apply to an interview with a single staff member and that information would satisfy multiple specialized staff interview requirements.</p>	
<p>75. Enter the total number of staff in a SPECIALIZED STAFF role who were interviewed (excluding volunteers and contractors):</p>	<p>20</p>
<p>76. Were you able to interview the Agency Head?</p>	<p><input checked="" type="radio"/> Yes</p> <p><input type="radio"/> No</p>
<p>77. Were you able to interview the Warden/Facility Director/Superintendent or their designee?</p>	<p><input checked="" type="radio"/> Yes</p> <p><input type="radio"/> No</p>

78. Were you able to interview the PREA Coordinator?	<input checked="" type="radio"/> Yes <input type="radio"/> No
79. 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)

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

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

	<input type="checkbox"/> Other
81. Did you interview VOLUNTEERS who may have contact with inmates/residents/detainees in this facility?	<input checked="" type="radio"/> Yes <input type="radio"/> No
a. Enter the total number of VOLUNTEERS who were interviewed:	4
b. Select which specialized VOLUNTEER role(s) were interviewed as part of this audit from the list below: (select all that apply)	<input type="checkbox"/> Education/programming <input type="checkbox"/> Medical/dental <input type="checkbox"/> Mental health/counseling <input checked="" type="checkbox"/> Religious <input type="checkbox"/> Other
82. Did you interview CONTRACTORS who may have contact with inmates/residents/detainees in this facility?	<input checked="" type="radio"/> Yes <input type="radio"/> No
a. Enter the total number of CONTRACTORS who were interviewed:	2
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
83. 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.

84. 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:	
85. Observations of all facility practices in accordance with the site review component of the audit instrument (e.g., signage, supervision practices, cross-gender viewing and searches)?	<input checked="" type="radio"/> Yes <input type="radio"/> No
86. Tests of all critical functions in the facility in accordance with the site review component of the audit instrument (e.g., risk screening process, access to outside emotional support services, interpretation services)?	<input checked="" type="radio"/> Yes <input type="radio"/> No
87. Informal conversations with inmates/residents/detainees during the site review (encouraged, not required)?	<input type="radio"/> Yes <input checked="" type="radio"/> No
88. Informal conversations with staff during the site review (encouraged, not required)?	<input checked="" type="radio"/> Yes <input type="radio"/> No

<p>89. Provide any additional comments regarding the site review (e.g., access to areas in the facility, observations, tests of critical functions, or informal conversations).</p>	<p>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>90. In addition to the proof documentation selected by the agency or facility and provided to you, did you also conduct an auditor-selected sampling of documentation?</p>	<p><input checked="" type="radio"/> Yes <input type="radio"/> No</p>
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<p>91. Provide any additional comments regarding selecting additional documentation (e.g., any documentation you oversampled, barriers to selecting additional documentation, etc.).</p>	<p>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.

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

	# of sexual abuse allegations	# of criminal investigations	# of administrative investigations	# of allegations that had both criminal and administrative investigations
Inmate-on-inmate sexual abuse	13	13	0	13
Staff-on-inmate sexual abuse	30	30	0	30
Total	43	43	0	43

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

	# of sexual harassment allegations	# of criminal investigations	# of administrative investigations	# of allegations that had both criminal and administrative investigations
Inmate-on-inmate sexual harassment	21	0	21	0
Staff-on-inmate sexual harassment	52	0	52	0
Total	73	0	73	0

Sexual Abuse and Sexual Harassment Investigation Outcomes

Sexual Abuse Investigation Outcomes

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

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

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

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

	Ongoing	Unfounded	Unsubstantiated	Substantiated
Inmate-on-inmate sexual abuse	5	0	13	0
Staff-on-inmate sexual abuse	0	4	26	0
Total	5	4	39	0

Sexual Harassment Investigation Outcomes

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

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

	Ongoing	Referred for Prosecution	Indicted/ Court Case Filed	Convicted/ Adjudicated	Acquitted
Inmate-on-inmate sexual harassment	21	0	0	0	0
Staff-on-inmate sexual harassment	52	0	0	0	0
Total	73	0	0	0	0

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

	Ongoing	Unfounded	Unsubstantiated	Substantiated
Inmate-on-inmate sexual harassment	0	0	21	0
Staff-on-inmate sexual harassment	0	0	52	0
Total	0	0	73	0

Sexual Abuse and Sexual Harassment Investigation Files Selected for Review

Sexual Abuse Investigation Files Selected for Review

98. Enter the total number of SEXUAL ABUSE investigation files reviewed/ sampled:	26
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<p>99. Did your selection of SEXUAL ABUSE investigation files include a cross-section of criminal and/or administrative investigations by findings/outcomes?</p>	<p><input checked="" type="radio"/> Yes</p> <p><input type="radio"/> No</p> <p><input type="radio"/> NA (NA if you were unable to review any sexual abuse investigation files)</p>
<p>Inmate-on-inmate sexual abuse investigation files</p>	
<p>100. Enter the total number of INMATE-ON-INMATE SEXUAL ABUSE investigation files reviewed/sampled:</p>	<p>4</p>
<p>101. Did your sample of INMATE-ON-INMATE SEXUAL ABUSE investigation files include criminal investigations?</p>	<p><input checked="" type="radio"/> Yes</p> <p><input type="radio"/> No</p> <p><input type="radio"/> NA (NA if you were unable to review any inmate-on-inmate sexual abuse investigation files)</p>
<p>102. Did your sample of INMATE-ON-INMATE SEXUAL ABUSE investigation files include administrative investigations?</p>	<p><input checked="" type="radio"/> Yes</p> <p><input type="radio"/> No</p> <p><input type="radio"/> NA (NA if you were unable to review any inmate-on-inmate sexual abuse investigation files)</p>
<p>Staff-on-inmate sexual abuse investigation files</p>	
<p>103. Enter the total number of STAFF-ON-INMATE SEXUAL ABUSE investigation files reviewed/sampled:</p>	<p>22</p>
<p>104. Did your sample of STAFF-ON-INMATE SEXUAL ABUSE investigation files include criminal investigations?</p>	<p><input checked="" type="radio"/> Yes</p> <p><input type="radio"/> No</p> <p><input type="radio"/> NA (NA if you were unable to review any staff-on-inmate sexual abuse investigation files)</p>

<p>105. Did your sample of STAFF-ON-INMATE SEXUAL ABUSE investigation files include administrative investigations?</p>	<p><input checked="" type="radio"/> Yes</p> <p><input type="radio"/> No</p> <p><input type="radio"/> NA (NA if you were unable to review any staff-on-inmate sexual abuse investigation files)</p>
<p>Sexual Harassment Investigation Files Selected for Review</p>	
<p>106. Enter the total number of SEXUAL HARASSMENT investigation files reviewed/sampled:</p>	<p>17</p>
<p>107. Did your selection of SEXUAL HARASSMENT investigation files include a cross-section of criminal and/or administrative investigations by findings/outcomes?</p>	<p><input type="radio"/> Yes</p> <p><input checked="" type="radio"/> No</p> <p><input type="radio"/> NA (NA if you were unable to review any sexual harassment investigation files)</p>
<p>Inmate-on-inmate sexual harassment investigation files</p>	
<p>108. Enter the total number of INMATE-ON-INMATE SEXUAL HARASSMENT investigation files reviewed/sampled:</p>	<p>6</p>
<p>109. Did your sample of INMATE-ON-INMATE SEXUAL HARASSMENT files include criminal investigations?</p>	<p><input checked="" type="radio"/> Yes</p> <p><input type="radio"/> No</p> <p><input type="radio"/> NA (NA if you were unable to review any inmate-on-inmate sexual harassment investigation files)</p>
<p>110. Did your sample of INMATE-ON-INMATE SEXUAL HARASSMENT investigation files include administrative investigations?</p>	<p><input checked="" type="radio"/> Yes</p> <p><input type="radio"/> No</p> <p><input type="radio"/> NA (NA if you were unable to review any inmate-on-inmate sexual harassment investigation files)</p>

Staff-on-inmate sexual harassment investigation files	
111. Enter the total number of STAFF-ON-INMATE SEXUAL HARASSMENT investigation files reviewed/sampled:	11
112. Did your sample of STAFF-ON-INMATE SEXUAL HARASSMENT investigation files include criminal 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)
113. 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)
114. 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	
115. Did you receive assistance from any DOJ-CERTIFIED PREA AUDITORS at any point during this audit? REMEMBER: the audit includes all activities from the pre-onsite through the post-onsite phases to the submission of the final report. Make sure you respond accordingly.	<input type="radio"/> Yes <input checked="" type="radio"/> No

Non-certified Support Staff

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

<p>121. Who paid you to conduct this audit?</p>	<p><input type="radio"/> The audited facility or its parent agency</p> <p><input type="radio"/> My state/territory or county government employer (if you audit as part of a consortium or circular auditing arrangement, select this option)</p> <p><input checked="" type="radio"/> A third-party auditing entity (e.g., accreditation body, consulting firm)</p> <p><input type="radio"/> Other</p>
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<p>Identify the name of the third-party auditing entity</p>	<p>Corrections Management Communication Group</p>
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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: Exceeds Standard
	Auditor Discussion
	<p>The facility exceeds this standard. The standard is addressed in the noted policies and procedures:</p> <ul style="list-style-type: none"> • IMM.001.004 Zero Tolerance of Sexual Assault • PCS.011.000 Office of Community Programs Zero Tolerance • PCS.011.008 Prevention, Detection and Response of Sexual Abuse and Harassment <p>The above was also confirmed by staff and inmate interviews. All were aware of the Zero tolerance policy. Inmates received training upon arrival to the facility. Staff has been trained and is trained annually during their in-service training. The department has an agency wide coordinator, and her sole responsibility is PREA. She coordinates with 7 others institutional PREA Managers. The auditor interviewed the Agency PREA Wide Coordinator. The PREA Coordinator was very knowledgeable about the PREA requirements and worked very hard trying to meet all PREA requirements. Agency</p>

	<p>Wide PREA Coordinator indicated that she has more than enough time to perform her PREA duties statewide. She has been in this position for 5 months and reports to the Commissioner of Corrections.</p> <p>The auditor interviewed the Facility PREA Compliance Manager. He indicated that he has more than enough time to perform her PREA duties. He has been in this position about 2 years and reports directly to the Facility Administrator. The auditor interviewed staff, and all acknowledged he is the point of contact for PREA.</p> <p>Zero-tolerance posters are displayed throughout every area of the institution. Inmates are informed orally about the zero-tolerance policy and the PREA program during in-processing and are required to view a video during additional admission and orientation presentations. The video is offered in English and in Spanish. Additional program information is contained in the Orientation Handbook, Inmate Education Handout, and postings distributed throughout the facility (observed during the tour). All written documents are available in English and Spanish. Additional interpretive services are available for inmates who do not speak or read English. Both institution staff and inmates are provided with a wealth of opportunities to become aware of PREA policies and procedures.</p> <p>The NJ DOC has a Sexual Assault Advisory Council. The purpose of the council is to review incidents of sexual abuse/sexual harassment and affirm the housing assignment, treatment and programming of inmates identified as transgender/intersex. Additionally, on a case-by case basis, the Sexual Assault Advisory Council will review a transgender/intersex inmate's request for housing that is based on gender identity.</p> <p>The auditor observed both organizational charts facility and State. The facility organizational chart shows the PREA Manager reports to the Facility Administrator. The State chart shows the PREA Coordinator reports only to the Commissioner of Corrections.</p> <p>All employees receive initial training and annual training, as well as updates, throughout the year. The institution exceeds the standards with all the programs they have implemented to ensure that inmates and staff understand its position on zero-tolerance for sexual abuse/sexual harassment. Compliance was determined by the review of pamphlets, orientation power point presentations and posters, as well as interviews with staff and inmates, including inmates with disabilities or who were identified as being LEP.</p>
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115.12	Contracting with other entities for the confinement of inmates
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	A review of the uploaded documentation confirmed the agency requires contracts

	<p>with other entities. The contractor is expected to adopt and comply with the PREA standards. All agency contractual agreements include the language requiring all contractors to adopt and comply with the PREA standards. The agency has a contract monitoring system to ensure that the contractor is complying with the PREA standards. New Jersey State Prison met the requirements of Standard 115.12. Evidence relied upon to make auditor determination:</p> <ul style="list-style-type: none"> • Pre-Audit Questionnaire • Interview with the PREA Coordinator and Facility PREA Manager • PCS.000.000 (Division of Programs and Community Services Vision, Mission, Goals, Objectives and Organizational Structure) <p>Those contracted facilities are audited internally by New Jersey Department of Corrections PREA Audit Team quarterly.</p>
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115.13	Supervision and monitoring
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>New Jersey State Prison meets the standard. The facility policy requires upper- level and intermediate level managers each of them to conduct regular and random unannounced rounds to identify and deter staff and inmate sexual misconduct. This auditor interviewed supervisors from each shift and Majors. All of them indicated that their rounds are documented by staff in the housing logbook, but the supervisors are also required to document in the Supervisory Logbook on post. This was verified by this auditor and their times were staggered.</p> <p>The auditor reviewed logbook documentation and learned unannounced rounds were conducted by upper-level and intermediate-level custody management staff. Random unannounced rounds were examined (January 2022, April 2022, June 2022, December 2022, and January 2023) by the Auditor. The examination confirmed that New Jersey State Prison conducted unannounced rounds on every shift and the unannounced rounds were conducted by a member of intermediate-level or upper-level management. Likewise, the facility has a procedure in place that allows correction managers to enter the facility without staff having an opportunity to alert other staff. The Assistant Facility Administrator confirmed during her interview that deviations from the approved staffing plan would be documented. The Auditor confirmed that New Jersey State Prison documented and justified all deviations from the established staffing plan for reasons such as:</p> <ul style="list-style-type: none"> • Unscheduled medical appointments • Constant suicide watch • Emergency maintenance

- An emergency inmate transfer
- A state of emergency

An interview conducted with both Majors confirmed that they instructed their supervisors to immediately schedule overtime. The auditor discussed annual reviews of the staffing plan with the facility PREA Compliance Manager. He confirmed that, he considers current staffing levels and camera placements during their review. The auditor was provided the staffing review conducted in 2022 and 2023.

Auditor reviewed the following policies and documentation:

- CUS 001.CRP.01 (Camera Review Procedures);
- CUS.001.011 (Searches of Inmates in Facility); and
- IMM 001.004 (Zero of Tolerance Sexual Assault) address the requirements of PREA standard 115.13.
- Facility Logbook
- New Jersey State Prison PREA Audit Questionnaire (PAQ)

These policies require frequent monitoring of the staffing plan, frequent reporting on the effects of staffing on PREA supervision objectives, and regular facility rounds to assess sexual abuse vulnerabilities caused by staffing issues. In addition, the same policies require that New Jersey State Prison have a written staffing plan that provides for adequate levels of staffing and, where applicable, video monitoring, to protect inmates against sexual abuse. The Assistant Facility Administrator indicated that during staffing analysis and the development and review of the facility's staffing plan, they would consider generally accepted detention and correctional practices; the need for additional video monitoring; any judicial findings of inadequacy; the facility's physical plant (including "blind spots" or areas where staff or inmates may be isolated); and the prevalence of substantiated and unsubstantiated incidents of sexual abuse. The Assistant Facility Administrator confirmed that in the past 12 months, 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.

The auditor learned from interviewing the PREA Manager and Chief of Security that 53 additional cameras were approved and ordered for New Jersey State Prison.

Auditor interviewed the following staff members:

- Facility PREA Manager
- Assistant Facility Administrator
- Two Major (Chief of Security)
- Agency wide PREA Coordinator

115.14	Youthful inmates
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>The facility doesn't house youthful offenders. The auditor learned this by the following evidence:</p> <ul style="list-style-type: none"> • Pre-Audit Questionnaire • New Jersey Revised Statutes Title 2A - Administration of Civil and Criminal Justice Section 2A:4A-261 • Daily population reports • Interviews with the Assistant Facility Administrator, Facility PREA Compliance Manager and Agency PREA Coordinator.

115.15	Limits to cross-gender viewing and searches
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>The New Jersey Department of Corrections has several policies:</p> <ul style="list-style-type: none"> • CUS.001.011, Searches of Inmates in Facilities • CUS.001.SEA.001, Searches Confidential, and • PCS.001, Transgender, Intersex, Non-Binary Inmates) <p>The above policies prohibit visual body searches and cavity searches by the opposite gender. A review of the search logs confirmed no cross gender visual body searches or cavity searches were performed.</p> <p>I learned during security staff and medical interviews and the Pre- Audit Questionnaire; Six Transgender inmates was housed at this facility during the audit cycle of 2022 & 2023. A transgender sex is determined by medical staff after reviewing medical records, discussions with the inmate, and a broader medical examination. An interview was conducted with this inmate. This inmate verified opportunities of showering privately away from other inmates. A review of the Training Logs and lesson plan confirmed that staff receive training on conducting proper pat searches, inappropriate relationship with inmates, and PREA, during their annual In-service training.</p> <p>Auditor interviewed random and targeted inmates. All interviewed inmates confirmed that all opposite gender staff announce their presence before entering the male living units. Staff sampled (random and specialized) indicated that all opposite gender staff</p>

	<p>make announcement when entering a unit.</p> <p>A review of logbook documentation, and inmate interviews confirmed that female staff announce their presence, while entering the housing units. I observed several female staff announce their presence in the housing unit, while touring the housing units. The agency and Northern State Prison have an “announce” policy and procedures requiring staff of the opposite sex to announce their presence or otherwise notify the inmates, when entering an inmate housing unit. Auditor observed, during the tour of the housing unit inmates are permitted to shower, perform bodily functions and change clothes privately.</p> <p>Based on the review of the above policies, search logs, staff training logs, and interviews, New Jersey State Prison met standard 115.15.</p>
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115.16	Inmates with disabilities and inmates who are limited English proficient
	<p>Auditor Overall Determination: Meets Standard</p>
	<p>Auditor Discussion</p> <p>The auditor verified a staff translator list was available. The language line is available for use by staff when a staff translator is not available. There are posters in English and Spanish on all housing bulletin boards. Policy prohibits the use of inmate interpreters except in emergency situations or the inmate's safety would be compromised. Staff interviews supported that inmates would not be relied on as translators.</p> <p>New Jersey State Prison take appropriate steps to ensure inmates with disabilities, to include inmates who are Limited English Proficient (LEP), have an opportunity to participate in and benefit from the facility's efforts to prevent, detect and respond to sexual abuse/sexual harassment. PREA handouts, bulletin board postings and the inmate handbook are in both English and Spanish. The above-mentioned documents were submitted to and reviewed by the auditor. The Auditor interviewed four (4) Limited English Proficient (LEP) inmates and each LEP inmate confirmed through an interpreter that they were provided PREA related information and orientation in a language they understood. It should be mentioned that the interpreter was utilized from the Language Line.</p> <p>SUP.004.001, Limited English Proficient (LEP) Language Assistance Bilingual Staff and Use of the Language Line mandates the New Jersey State Prison will take reasonable steps to provide meaningful access to LEP inmates with programs and activities at all facilities.</p> <p>The Assistant Facility Administrator indicated that during intake, facility would ensure a bi-lingual staff was working. The facility provides a language line service to meet the need of LEP inmates. The agency provides PREA related videos with closed</p>

captions for hearing impaired inmates assigned to the facility. The Assistant Facility Administrator confirmed that the facility does not use inmate interpreters, inmate readers or other types of inmate assistants in the performance of first responder duties or during the investigation of an inmate's allegations. Interviews with first responders, investigators, medical and mental health staff, and the Assistant Facility Administrator confirmed their awareness of the prohibition of using inmate interpreters for any PREA investigative purpose.

PCS.001.DFH.01, Deaf/Hard of Hearing Inmates, requires that inmates who are deaf or hard of hearing be entitled to a level of service equivalent to that provided to other inmates. The facility has several methods of providing these services based on the inmate's needs, to include sign language or TTY machines. An interview with a hard of hearing inmate revealed that he was provided a card that identifies his disability and can be used to alert staff of his disability. Telephone communication devices for the deaf, are also available.

Auditor reviewed and read the following policies:

- PCS.001.DFH.01 (Deaf/Hard of Hearing Inmates)
- IMM.002.003 Americans with Disabilities Act and New Jersey Law Against Discrimination Reasonable Accommodations for Inmates
- ADM.008.LEP.01 Hearings Held on Limited English Proficiency (LEP) Inmates
- SUP.004.001 Limited English Proficient (LEP) Language Assistance: Bilingual Staff and Use of the Language Line

IMM.002.003, Americans with Disabilities Act (ADA), and New Jersey Law against Discrimination indicates that the New Jersey Department of Corrections will provide reasonable accommodations to any inmate with an ADA defined disability. The NJ DOC shall ensure that inmates with disabilities will have equal opportunity to participate in or benefit from the Department of Corrections' efforts to prevent, detect and respond to sexual abuse and sexual harassment, in accordance with the standards of the Federal Prison Rape Elimination Act of 2003.

The review of documentation and staff and inmate interviews support a finding that the facility is in compliance with this standard.

115.17	Hiring and promotion decisions
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	The auditor reviewed policies and determined prior to hiring of new employees who may have contact with inmates, the agency investigators perform criminal background records check, consistent with Federal, State, and local law, makes its

best effort to contact all prior institutional employers for information on substantiated allegations of sexual abuse or any resignation during a pending of an allegation of sexual abuse. The above policy applies to new employees, contract vendors, and volunteers. A random sample of employee files, and an interview with Human Resource Staff, it was confirmed the agency performs criminal background checks on all new hire employees.

Auditor reviewed the following policies and documentation:

- ADM.006.007 (ADM.006.007, Pre-Employment Background Checks and Issuance of ID Cards
- PSM.001.001 Reporting of Summons, Arrests, etc. of NJDOC Staff
- PSM.001.011 Staff Selection and Promotions
- PSM.SSP.003 Panel Interviews
- Employee files New Hire/ Promoted

The above New Jersey Department of Corrections policies support the requirement that criminal background records check be conducted at least every five years of current employees.

Auditor interviewed the following staff members:

- Assistant Facility Administrator
- Facility PREA Compliance Manager
- Human Resource Manager
- Investigator

An interview with the Assistant Facility Administrator and Human Resource Manager. Both confirmed New Jersey State Prison hiring practices were in line with the agency's policies. Both representatives confirmed that the agency attempts to contact prior employers for information on substantiated allegations of sexual abuse or resignations which occurred during a pending investigation of sexual abuse. Human Resource Manager also confirmed that the agency provides 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. New Jersey Department of Corrections notifies appropriate licensing/certifying agencies, when professional personnel are terminated for substantiated allegations of sexual abuse or sexual harassment.

Based on the above policies and interviews with the Assistant Facility Administrator, Facility PREA Compliance Manager, Human Resource Manager, and Investigator confirmed compliance with Standard 115.17.

	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>The auditor toured all housing and Kitchen areas with Assistant Facility Administrator and Major. Auditor learned 53 additional cameras and monitors was purchased and approved for installation throughout the facility. The placement of these additional cameras will enhance the agency's ability to protect inmates from sexual abuse, while they're working in the Kitchen and other areas. The auditor viewed all cameras throughout the facility. None of the cameras violate inmates' privacy in performing bodily functions.</p> <p>Based on the above interviews, reviewing the camera policy, this facility meets the standard.</p>

115.21	Evidence protocol and forensic medical examinations
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>In accordance with the review of the below policies, it was determined that this agency has policy and procedures in place that enables the Inspector General Office the responsibility of investigating any sexual criminal or administrative investigations. This agency follows a uniform evidence protocol that maximizes the potential for obtaining usable physical evidence for administrative proceedings and criminal prosecutions. The above information was also confirmed by interviewing three investigators.</p> <p>Auditor reviewed and read the following policies:</p> <ul style="list-style-type: none"> • ADM.SID.014 Sexual Assault/Sexual Offenses Procedures • ADM.SID.035 Investigation Procedures Confidential • MED.MLI.007 Sexual Assault • MED.MHS.002.001 Emergency Mental Health Services • MED.MLI.005 Forensic Specimen Collection <p>The New Jersey Department of Corrections assigns the responsibility of conducting investigations to the Special Investigative Division (SID). New Jersey State Prison has assigned agency investigators who are responsible for investigating allegations of administrative and criminal sexual abuse/sexual harassment that occur in the facility. NJDOC maintains an investigative department which follows the uniform evidence protocol and maximizes the potential for obtaining usable physical evidence for administrative proceedings and criminal prosecutorial requirements for investigating allegations of sexual abuse. The Special Investigations Division (SID) has a responsive plan that includes reporting to the facility, arranging for transportation of</p>

	<p>the inmate, notifying the prosecutor’s SART and beginning the initial on-site investigation.</p> <p>The agency has a Mutual of Understanding with Womanspace, Inc. to provide victim advocate services to inmates of sexual abuse. All inmates of sexual abuse will receive free medical and mental health. The auditor confirmed this by interviewing the Mental Health Manager.</p> <p>The facility doesn't have a Sexual Assault Nurse Examiners (SANE) nor Sexual Assault Forensic Examiner (SAFE) Nurse at the facility. The facility will transport any sexually abused inmate to the local hospital for access to SAFE or SANE trained medical staff if the need arises. Auditor confirmed this information by interviewing the Nursing Manager and reading the following policies MED. MLI.007, MED. MLI.005. The hospital representative also indicated the hospital works with Womanspace, Inc., a victim advocacy group, to respond to persons, including inmates, regarding sexual assault.</p> <p>Compliance with this standard was confirmed by interviews with the Assistant SID Director, Investigators, Medical Director, Mental Health Supervisor, Womanspace, Inc. staff and staff at Robert Wood Johnson University Hospital.</p>
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115.22	Policies to ensure referrals of allegations for investigations
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>ADM.006.011, Investigations by the Special Investigations Division, outline the division’s responsibility to investigate violations of the laws of the United States and the State of New Jersey. The investigators have received specialized training on how to conduct a thorough investigation, using the most current techniques and equipment possible. There are ten investigators in the NJ DOC and one at the institution. SID conducts the criminal investigations for the institution. There were seven allegations of sexual abuse during the auditing period. The documentation related to the investigations was contained in the SID files and was reviewed by the auditor. The facility utilizes an IPCM Information Tracking Log to ensure all required steps of the investigation are completed and are timely. The tracking log is maintained by the SID.</p> <p>The information contained in the log includes the date of the allegation, name of the victim/perpetrator, segregation placement/reviews, initial two-day after-action review, full protocol, investigation outcome/date, date inmate notified of outcome and retaliation monitoring. Interviews with the Facility PREA Compliance Manager, Assistant SID Director and investigators, as well as an examination of supporting documentation, confirm the facility’s compliance with this standard.</p>

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115.31	Employee training
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>The auditor reviewed the following policies:</p> <ul style="list-style-type: none"> • ADM.010.004 Standards of Professional Conduct: Staff/ Inmate Over Familiarity • 10.19 Prison Rape Elimination Act • IMM.001.004 Zero Tolerance Policy: Prison Sexual Assault <p>Staff training files were examined by the Auditor. All training files reviewed reflected that the staff received the appropriate training. Interviews with random and specialized staff, all confirmed that they understood the agency’s current sexual abuse and sexual harassment policies and procedures.</p> <p>Agency policy ADM.010.004 Standards of Professional Conduct: Staff/ Inmate Over Familiarity and IMM.001.004 Zero Tolerance Policy: Prison Sexual Assault Random collectively addresses Standard 115.31. The agency trains all employees on the below following who may have contact with inmates:</p> <ul style="list-style-type: none"> • Zero-tolerance policy for sexual abuse and sexual harassment. • How to fulfill their responsibilities under agency sexual abuse and sexual harassment prevention, detection, reporting, and response policies and procedures. • Inmates’ right to be free from sexual abuse and sexual harassment, 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. • How to communicate effectively and professionally with inmates, including lesbian, gay, bisexual, transgender, intersex, or gender nonconforming inmates. • How to comply with relevant laws related to mandatory reporting of sexual abuse to outside authorities. <p>Auditor interviewed the following staff members:</p> <ul style="list-style-type: none"> • Facility PREA Compliance Manager • Random Staff

- Specialized Staff
- Facility Trainer

The above interviews, employee training files and policies confirms compliance with 115. 31.

115.32 Volunteer and contractor training

Auditor Overall Determination: Meets Standard

Auditor Discussion

Auditor reviewed the following policy and documentation:

- PCS.001.003 Volunteer Service Program
- NJDOC Volunteer Rules & Responsibilities
- NJDOC Staff Responsibilities
- PREA Audit Questionnaire
- Volunteer & Contractors Training Forms / Acknowledgement of receipt of training
- Application for clearance

The volunteer and contractor training form must show the auditor read and understood the training, after their training they must sign the form. They auditor reviewed some of the training forms, and it showed each volunteer and contractor has completed the read and sign acknowledgement form indicating they read their responsibilities and understood. A review of the training records and interviews with contractors and volunteers confirm they received the training. They were questioned about their responsibilities, and all confirmed they understand the zero tolerance and reporting procedures.

PCS.001.003 Volunteer Service Program addresses the agency requirements for Standard 115.32. The Auditor confirmed by interview and review of documentation that volunteers and contractors who have contact with inmates have been trained on their responsibilities under the agency’s policies and procedures regarding sexual abuse and sexual harassment prevention and detection. The curriculum the agency utilized for training provide the level and type of training that is based on the services they provide and level of contact they have with inmates. The curriculum also covers the agency’s zero tolerance policy regarding sexual abuse and sexual harassment and informed how to report such incidents.

Auditor interviewed the following individuals:

- Three Volunteers
- Two Contractors

	<ul style="list-style-type: none"> • Facility Trainer • Facility PREA Compliance Manager <p>Based on the above evidence New Jersey State Prison met the requirements of standard 115.32. Evidence relied upon to make auditor determination:</p> <ul style="list-style-type: none"> • Pre-Audit Questionnaire • Interview Facility PREA Compliance Manager • Acknowledgment of receipt of training • Application for clearance • NJDOC volunteer rules and responsibilities • PCS.001.003 Volunteer Service Program • Interview with contractors (Medical) • Interview with volunteers (Chaplains) • Facility Trainer
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115.33	Inmate education
	Auditor Overall Determination: Exceeds Standard
	Auditor Discussion
	<p>Auditor reviewed the following policies and documentation:</p> <ul style="list-style-type: none"> • IMM.004 Zero Tolerance Prison Sexual Assault • PCS.001.008 Prevention, Detection, and Response of Sexual Abuse and Harassment • SUP.004.001 Limited English Proficient (LEP) Language Assistance • PREA Signage • Inmate Handbook <p>In accordance with the review of policies IMM.004 Zero Tolerance Prison Sexual Assault, PCS.001.008 Prevention, Detection, and Response of Sexual Abuse and Harassment, SUP.004.001, it was determined that New Jersey State Prison has policies in place to ensure inmates with limited English, deaf, visually impaired, and inmates with limited reading skills receive staff assistance and equipment to understand the PREA Educational materials.</p> <p>Auditor observed PREA Inmate Informational Handouts in both English and Spanish during the facility tour of intake. Auditor observed an inmate going through the PREA orientation and he was provided the PREA handbook. All interviewed inmates confirmed that they received their PREA Orientation during the first day of arrival. Inmates receive information during the intake process, including a pamphlet and inmate handbook, printed in</p>

English and Spanish. A staff member goes over the pamphlet and inmate handbook on the first day of an inmate's arrival at the facility. A staff member conducts an additional education program for inmates, to include information on the PREA within 30 days of their arrival at the facility. The program provides definitions of sexually abusive behavior and sexual harassment, prevention strategies and reporting modalities. Inmates also view a comprehensive orientation video that explains the facility's zero-tolerance policy and covers the inmate's right to be free from sexual abuse, sexual harassment and retaliation. The inmates have access to a television channel dedicated to PREA training. The auditor reviewed policies, inmate handbook, Orientation materials and interviewed intake staff. Inmates complete the acknowledgement form indicating they have reviewed the PREA information.

NJ DOC provides inmates with comprehensive and ongoing education on the PREA and zero-tolerance of inmate sexual abuse and sexual harassment through the following:

- In-person orientation at reception
- In-person orientation at assigned housing facility
- PREA video presentation at reception and assigned housing facility.
- Continuous PREA video presentation on inmate closed-circuit TV channel
- PREA handbooks
- JPay PREA content
- PREA section of facility handbook
- PREA posters displayed throughout NJ DOC facilities.
- In-person PREA presentations as scheduled
- Tier Rep meetings
- PREA Reference handouts at annual classification reviews
- PREA Reference handouts in visit areas
- PREA Reference handouts in law libraries

Inmates also receive written updates of PREA/zero-tolerance information, at least annually.

The Assistant Superintendent / Facility PREA Compliance Manager during his interview confirmed that in addition to providing PREA related education during the intake process, New Jersey State Prison ensures that key information is continuously and readily available or visible to inmates through posters, inmate handbooks and informal PREA conversations. The Auditor observed PREA related education throughout the facility on posters printed in Spanish and English.

All inmates sampled (random and targeted) 100% confirmed to the Auditor that they understood their rights and provided the Auditor with multiple ways to report sexual abuse and sexual harassment.

Auditor interviewed the following:

- Targeted Inmates

	<ul style="list-style-type: none"> • Random Inmates • Intake Staff • Assistant Superintendent / Facility PREA Compliance Manager • Facility Social Worker / Translator <p>New Jersey State Prison met the requirements of Standard 115.33.</p>
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115.34	Specialized training: Investigations
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>This auditor interviewed two investigators, reviewed their training records and reviewed policy ADM.006.000, it was determined that the investigators do receive Specialized Investigative Training annually. This Specialized training was in addition to the mandatory training requirements for sexual assault investigations. The SID investigators receive in- service training that specifically relates to sexual assaults within the confinement setting. The receive training on interviewing sexual abuse victims, appropriate application of Miranda and Garrity warnings, sexual abuse evidence collection in confinement settings, and the criteria and evidence required to substantiate a case for prosecution referral.</p> <p>New Jersey State Prison utilizes investigators to investigate all PREA allegations. If any allegation is determined to be criminal in nature, investigators will refer the case for prosecution. Any administrative cases will be referred to the facility administrators after investigation. The facility will take immediate disciplinary action up to include termination and loss of certification.</p> <p>New Jersey State Prison met the requirements of Standard 115.34</p>

115.35	Specialized training: Medical and mental health care
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>Auditor interviewed the following staff members:</p> <ul style="list-style-type: none"> • Medical Staff / Mental Health • Facility PREA Manager • Facility PREA Compliance Manager <p>This auditor interviewed Nursing Supervisor about medical staff receiving PREA</p>

Training. This auditor reviewed their Training files and learned they received PREA Training. Auditor questioned the Nursing Supervisor about conducting Forensic exams on sexually abuse victims. Nursing Supervisor explained, New Jersey State Prison medical staff does not conduct forensic medical exams. Nursing Supervisor further explained, any inmate that experienced sexual abuse will be transported to the hospital for examination.

The auditor contacted the local hospital and spoke with an emergency room nurse. She informed me that her Nurses are trained to conduct Forensic examination.

This auditor interviewed Mental Health Supervisor about PREA Training. Mental Health Supervisor informed this auditor that he receives PREA Training yearly. This auditor confirmed this information by reviewing his Training records. Mental Health Supervisor does the sexual screening and counseling for New Jersey State Prison.

Auditor reviewed the following policies and documentation:

- Med.002.004 Mental Health Services Staff
- Prison Rape Elimination Act (Rutgers Health)
- IMM.001.004 Zero Tolerance Policy: Prison Sexual Assault

The New Jersey Department of Corrections policy on training medical and mental health staff is outlined. Both medical and mental health have received their training. NJDOC maintains documentation that medical and mental health practitioners have received the training referenced in this standard and it was verified through upload in section 115.35 (c)-1.

New Jersey State Prison met the requirements of Standard 115.35. Based on the following evidence:

- Pre-Audit Questionnaire
- IMM.001.004 Zero Tolerance Policy: Prison Sexual Assault
- MED.002.004 Mental Health Services Staff
- Power Point Presentation on “Addressing Sexual Abuse and Harassment of Inmates – Medical and Mental Health Staff Training 2022”
- The review of Rutgers University Correctional Healthcare Curriculum
- Curriculum for Addressing Sexual Abuse & Harassment of Inmates, Medical & Mental Health Staff Training 2022
- Interviews with Medical and Mental Health Staff
- Interview with the Assistant Superintendent / Facility PREA Compliance Manager

115.41	Screening for risk of victimization and abusiveness
	<p data-bbox="256 188 959 224">Auditor Overall Determination: Meets Standard</p> <hr/> <p data-bbox="256 264 544 300">Auditor Discussion</p> <p data-bbox="256 340 568 376">The auditor reviewed:</p> <ul data-bbox="331 443 1251 725" style="list-style-type: none"> • PCS.001.008 PREA Compliance • PCS.001. TGI.01 Transgender Intersex and Non-Binary Inmates • MED. 001.012 Medical Health Care Services • MED. IMA.005 Intra-system Transfers • CLS.002.INT.01 Classification Intake Procedures • CLS. 002.001 Classification Intake Process • MED.MHS.002.010 Counseling Services- Sexual Assault <p data-bbox="256 766 1469 927">It was determined policies were in place to ensure all inmates are assessed during an intake screening and upon transfer to another facility for their risk of being sexually abused by other inmates or sexually abusive toward other inmates. Inmates arriving at New Jersey State Prison are screened within 24- 72 hours of arrival.</p> <p data-bbox="256 967 1453 1084">IMM.001.004, PCS.001.PREA.EMS, Level 3 IMP on Multi-dimensional Sexual Victimization and Abusiveness Risk Assessment Checklist and the Electronic Medical Record (EMR) Module on PREA Monitoring address the requirements of the Standard.</p> <p data-bbox="256 1124 1469 1532">The procedures require the use of a screening instrument (reviewed by auditor) to determine proper housing, bed assignment, work assignment, education and other program assignments, with the goal of keeping inmates at high risk of being sexually abused/sexually harassed separate from those inmates who are at high risk of being sexually abusive. CLS.002.INT.001 mandates that staff shall be assigned to complete the Classification Intake Checklist and thoroughly review all of the inmate's classification material and reports to ensure that all court/legal, sentence calculation, alerts (i.e., Category I, Non-Citizen, STG, PREA, etc.), objective classification scoring, custody level, parole/release, sex offender information and category status is accurately recorded.</p> <p data-bbox="256 1572 1469 2069">CLS.005.001, Review of Inmates by Classification and Review Committees, requires that a classification or other specialized committee review the classification based on additional information. MED.IMA.001 mandates that a comprehensive health appraisal of each new inmate admitted, to include medical history, physical examination, identification of any inmate who is determined to be LEP and the languages they speak. This is to be completed within seventy-two (72) hours after admission to a reception facility. All inmates are assessed by healthcare staff for their risk of sexual victimization at intake at every facility and upon interagency transfer. This assessment can be updated due to a request, referral or incident of sexual abuse or sexual harassment or if any new information relative to sexual victimization risk is obtained. Information from the Risk Assessment is used by custody and classification staff to ensure that potential victims and potential perpetrators are housed</p>

	<p>separately. Within the first 30 days of arrival, the classification staff members meet with the inmate to discuss short-term and long-term program goals and to review their first month at the facility and all new information that has developed or was received, to ensure an appropriate treatment program.</p> <p>During the meeting, inmates are asked if they have any concerns for their safety and a review of documents relative to any victim/predator behavior is conducted. The facility has developed a rescreening form that provides documentation that facility staff discussed additional information received at the facility or facility safety issues with the inmate. The inmate is required to sign the form, documenting issues discussed during the review team meeting. In addition, Case Managers meet with inmates on a regular basis and the classification committee will reconvene based on a Case Manager or mental/medical concern and a reassessment of victimization or predator behavior will be conducted.</p> <p>Housing and program assignments are made on a case-by-case basis and inmates are not placed in housing units based solely on their sexual identification or status. Interviews with classification committee staff, Facility PREA Compliance Manager, and a random review of risk screening assessments support the finding that the facility is in compliance with this standard.</p>
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115.42	Use of screening information
	<p>Auditor Overall Determination: Meets Standard</p> <p>Auditor Discussion</p> <p>Auditor reviewed the following policies and documentation:</p> <ul style="list-style-type: none"> • PCS.001.TGI.01 Gender Identity Housing • PCS.001.008 Prevention, Detection, and Response of Sexual Abuse and Harassment • MED.IMA.001 Health Appraisals • MED.IMA.005 Intra system Transfer • CLS.002 INT.01 Classification • MED.MHS.002.010 Counseling for Victims of Sexual Assault <p>All inmates are screen within 72 hours of arrival to New Jersey State Prison. The information from the screening is used to inform housing, bed, work, education, and program assignments with the goal of keeping separate those inmates at high risk of being sexually victimized from those at high of being sexually abusive.</p> <p>During the interviews with staff responsible for screening, and the PREA Compliance Manager, it was confirmed information collected during the risk screening process is reviewed, and assessed with Classification, security, and medical / mental health staff. The information received is used to assist in the determination of housing, bed,</p>

work, education, and program assignments.

Inmates identified by medical as Transgender, or intersex is noted on their Health Screen. Policy requires transgender and intersex inmates to be assessed biannually. The facility will provide transgender and intersex inmates an opportunity to shower separately from other inmates. Based on the auditor's observations, during the on-site tour, New Jersey State Prison does not have dedicated housing units for transgender offenders. There was one transgender case in the inmate population identified during the on-site audit. New Jersey Department of Corrections policy and staff interviews revealed New Jersey State Prison determines housing and programming assignments for transgender or intersex inmates on a case-by-case basis and careful consideration is given to all assignments, to include whether a placement would ensure the inmate's health and safety and whether the placement would present management or security problems.

Auditor interviewed the following individuals:

- Facility PREA Compliance Manager
- Case Management / Classification
- Targeted Inmates

Interviews with staff, targeted inmates, and an examination of classification documents confirm New Jersey State Prison is compliant with the requirements mandated in Standard 115.42

115.43	Protective Custody
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	Auditor Overall Determination: Meets Standard
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	Auditor Discussion
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Inmates placed in Administrative Confinement on Protective status have the same privileges and programs as general population inmates. Segregation housing is used as a last resort. If the inmate is placed in administrative confinement pending investigation, the abuser will be relocated at another Correctional facility and keep separates are entered into the inmate's file.

ADM.019.TCC.01 Temporary Close Custody, CUS-104 Authorization for Temporary Close Custody, ADM.019.002 Restrictive Housing, ADM.019.PCS.01 Protective Custody Status, New Jersey Administrative Code 10A:5-5.1 Assignment to Prehearing Protective Custody or Admission to a Protective Custody Unit, New Jersey Administrative Code 10A:5-7.1, and Placement in temporary close custody status collectively address the requirements of Standard 115.43. The New Jersey Department of Corrections (NJ DOC) mandates that housing units designated as "Close Custody Units" to be maintained in designated correctional facilities.

NJDOC Policy, ADM.019.002, provides uniform guidelines for placement of inmates into a Restrictive Housing Unit. Restrictive Housing is a form of housing for inmates whose continued presence in the general population would pose a serious threat to life, property, self, staff or other inmates, or to the security or orderly operation of a correctional facility. Restrictive housing also includes the removal of an inmate from the general population for personal protection or as a punitive sanction for the commission of an infraction(s). According to the Facility PREA Compliance Manager, restrictive housing is designed to support a safe and productive environment for facility staff and inmates assigned to general population as well as to create a path for inmates assigned to the units to successfully transition to a less restrictive setting. The NJDOC has housing units, designated types of “Restrictive Housing”, such as: Temporary Close Custody.

A Temporary Close Custody status by definition means the non-punitive removal of an inmate from general population or other assigned housing, with restriction to the inmate’s cell or to a close custody unit for a period not to exceed 72 hours, for special observation (other than a healthcare need) or investigation, unless information or evidence warrants an extension beyond 72 hours.

The Facility PREA Compliance Manager and investigator interviewed during the onsite portion of the audit indicated that NJDOC has a policy that also allows involuntary segregated housing placement when a PREA allegation is received that requires victims be separated from perpetrators after all alternative means of separation have been assessed and no alternative means of separation are available (i.e., cell assignment/housing unit assignment change, intra-institutional transfer). More, the same SID investigator indicated that placement in TCC is not default placement for inmates making an allegation of sexual abuse.

New Jersey State Prison met the requirements of Standard 115.43.

115.51	Inmate reporting
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>IMM.001.004 mandates many ways for inmates to report allegations of sexual abuse or sexual harassment. Inmates who have been victimized or who have knowledge of sexual abuse or sexual harassment can immediately report an incident of sexual abuse/sexual harassment directly to any custody or civilian staff member. Additional methods of reporting sexual abuse/sexual harassment are the New Jersey Department of Corrections Inmate Remedy System, NJ Office of the Corrections Ombudsman. Inmates may use the free confidential telephone hotline, complete the “Office of the Corrections Ombudsman Request for Assistance form” or send written correspondence to the New Jersey Office of the Corrections Ombudsman. Correspondence may be sent via interoffice mail with no postage required. Inmates</p>

	<p>may make a report to the Special Investigations Division or the Institutional PREA Compliance Manager. At the New Jersey State Prison, inmates have access to JPay Kiosks and can place a call to the SID on the Inmate Telephone System.</p> <p>The Auditor examined procedures for reporting sexual abuse or sexual harassment in the inmate handbook, on the agency’s website and observed during the facility tour. New Jersey State Prison and victim advocacy information easily visible in each common area. In addition, inmates are provided PREA brochures during the intake process. PREA posters were also displayed in English and Spanish throughout the facility. NJDOC also provides reporting access through the Correction Ombudsman Office.</p> <p>Third party reporting (family, friends, etc.), on behalf of an inmate, may be accomplished by contacting the NJ DOC SID (609-826-5617) or by contacting the NJ Office of the Corrections Ombudsman to report an incident of sexual abuse/sexual harassment. Staff members promptly accept and document all verbal, written, anonymous, private and third-party reports of alleged abuse/sexual harassment.</p> <p>This auditor interviewed staff about reporting sexual abuse or harassment in private. Staff confirmed they could report sexual abuse or harassment of an inmate by emailing the PREA Officer, speaking with the Chain of command, or calling the Inspector General's office. After the interview with inmates and staff, it was confirmed they have been trained in reporting procedures.</p> <p>Compliance was determined by the review of multiple postings throughout the facility on how to report sexual abuse or sexual harassment and interviews with inmates, staff and SID supervisors. The auditor also tested several phone numbers available to report allegations of sexual abuse or sexual harassment to verify their use. Staff members promptly accept and document all verbal, written, anonymous, private and third-party reports of alleged abuse/sexual harassment.</p>
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115.52	Exhaustion of administrative remedies
	<p>Auditor Overall Determination: Meets Standard</p> <p>Auditor Discussion</p> <p>This agency has policies and procedures in place to answer and investigate inmate grievances concerning sexual abuse, or harassment allegations. The auditor interviewed the Facility PREA Compliance Manager and Coordinator about time limits on sexual abuse grievances, it was confirmed by talking with them, no time limits for grievances on sexual abuse.</p> <p>The following policies IMM.002.001 Inmate Remedy System, IMM.002 IRS.001 Inmate Remedy System, and IMM.002.JPG.01 Inmate Electronic Communication System covers sexual abuse.</p>

IMM.002.001, Inmate Remedy System, mandates that inmates be provided a departmentally approved procedure for resolution of grievances. To accomplish this, the NJ DOC has implemented a multi-level Inmate Remedy System. This process is designed to allow all inmates access to appropriate correctional facility administrators to obtain information and to review potential resolution of grievances. All allegations of sexual abuse/sexual harassment, when received by staff, will immediately be referred for investigation. Inmates are not required to use an informal grievance process and procedures to submit a grievance alleging sexual abuse/sexual harassment. Inmates can submit a grievance without submitting the report to the staff(s) member who is the subject of the complaint. Policy states that there is no time frame for filing a grievance relating to sexual abuse/sexual harassment.

Policy also addresses the filing of an emergency grievance. If an inmate files the emergency grievance and believes he is under a substantial risk of imminent sexual abuse, an expedited response is required to be provided within 48 hours. If an inmate reasonably believes the issue is sensitive and the inmate's safety or well-being would be placed in danger, or if the remedy became known at the institution, the inmate may submit the remedy directly to SID. There is no prohibition that limits third parties, including fellow inmates, staff members, family members, attorneys and outside victim advocates in assisting inmates in filing requests for grievances relating to allegations of sexual abuse or filing such requests on behalf of inmates. Inmates may also utilize the JPay system for filing grievances. JPay grievances will be responded to within 30 days, unless the Administrative Remedy Coordinator determines that the grievance is urgent, in which case, inmates will be responded to within 5 workdays.

An Inmate Remedy filed that alleges sexual abuse is immediately forwarded to SID and to the facility Administrator. Random and specialized staff (100%) affirmed their understanding that a third-party report can be filed as a remedy on behalf of another inmate when there is an allegation of sexual abuse. Grievances filed alleging sexual abuse/sexual harassment would result in the immediate opening of a formal investigation. Additionally, the policies do not require an inmate to use any informal grievance process before filing an allegation involving sexual abuse/sexual harassment. NJDOC policy requires that a decision on the merits of any portion of a grievance alleging sexual abuse be made within 90 days of the filing.

There were five grievances filed involving PREA related issues during the past 12 months. A review of the files indicated that the grievances were handled within the requirements of the standard. There were no grievances alleging sexual abuse/sexual harassment that involved an extension due to the final decision not being reached within 90 days. Additionally, there were no grievances alleging sexual abuse filed by inmates in which the inmate declined third-party assistance. Inmates are held accountable for manipulative behavior and false allegations. Disciplinary action would generally be taken if a grievance was filed in bad faith. Compliance was determined by the review of policies and grievance logs, as well as interviews with the Grievance Coordinator, Random Staff, and Facility PREA Compliance Manager.

115.53	Inmate access to outside confidential support services
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>IMM.001.004, IMM.002.IRS.001, PCS.001.PREA.OMB and a Memorandum of Understanding (MOU) between New Jersey State Prison and Womanspace, Inc. Victim Crisis Center address the requirements of this standard. An interview with a Womanspace, Inc. representative confirmed the center shall 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, victim advocacy or rape crisis organizations, and, for persons detained solely for civil Immigration purposes, immigrant services agencies. The facility shall enable reasonable communication between inmates and these organizations and agencies, in as confidential a manner as possible. The facility shall 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. Compliance with this standard was confirmed by interviews with the Womanspace, Inc. representative and staff at Robert Wood Johnson University Hospital.</p> <p>The facility informs inmates prior to giving them access, of the extent to which such communications will be monitored and 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. The above information is published in the inmate handbook, and they're reminded during orientation. This information was confirmed by staff, and inmate interviews. This auditor reviewed the inmate handbook and located the above information.</p> <p>The facility does not house detainees solely for civil immigration purposes. New Jersey Department of Corrections policy establishes that inmates who are committed to the custody of the department will have access to external sexual abuse emotional support services. Access is provided even if they do not wish to make a report of sexual abuse. Services are based on the county where the inmate is housed and includes at a minimum, written access to emotional support services via correspondence. Where telephone hotline services are available, services can be accessed via the inmate telephone system by dialing *PREA#. Inmates are advised that PREA external emotional support services are confidential.</p> <p>A review of the "MOU" and confirmation of services, in addition to on-site interviews with staff and inmates, confirm the facility's compliance with Standard 115.53. Compliance with this standard was also confirmed by interviews with the Womanspace, Inc. representative and staff at Robert Wood Johnson University Hospital.</p>

115.54	Third-party reporting
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>Policies IMM.001.004, and PCS.001.PREA.OMB address the requirements of this standard. Family members or other third-party individuals on behalf of an inmate may report sexual abuse/sexual harassment. A third party can file an inmate remedy form on behalf of an inmate when there is an allegation of sexual assault. Policy also establishes guidelines for handling contacts received in the Office of the Corrections Ombudsman that pertain to allegations of sexual abuse, sexual assault, or harassment. It is the policy of the Office of the Corrections Ombudsman to serve as an available resource to inmates in custody of the New Jersey Department of Corrections to report incidents of sexual abuse, assault, harassment or retaliation. The Office of the Corrections Ombudsman, upon receiving such information, shall immediately forward inmate reports of sexual abuse or sexual harassment to agency officials, allowing the inmate to remain anonymous upon request.</p> <p>This agency has developed several methods to receive third party reports of sexual abuse and sexual harassment. Third party reporting is available by New Jersey Department of Corrections Web, Tips line, grievances, and Ombudsmen's Office.</p> <p>During the on-site audit, the auditor observed informational postings regarding third party reporting. Additionally, interviews with random staff and inmates confirmed that they have a sufficient understanding that anonymous and third-party reporting procedures are acceptable sexual abuse/sexual harassment reporting practices at NSP. This auditor also interviewed the PREA Manager, PREA Coordinator, and SID Investigator. A review of the webpage confirmed the above information, and the facility's compliance with Standard 115.54.</p>

115.61	Staff and agency reporting duties
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>The auditor interviewed random staff, contractors, volunteers, and medical staff. All staff members confirmed their obligations to immediately report sexual abuse or harassment of an inmate so an investigation can be initiated, and the victim immediately protected against his abuser.</p> <p>The auditor reviewed the policies and determined it addresses the requirement of standard 115.61 IMM.001.004 Zero Tolerance Policy</p>

- PCS.001.VOL.001 Volunteer Services
- PCS.001.008 PREA Compliance
- IMM.001.004 Zero Tolerance Prison Sexual Assault

The above policies cover reporting of retaliation against inmates and staff who reported an incident of sexual abuse or harassment, or report immediately and according to agency policy any knowledge, suspicion, or information regarding any staff neglect or violation of responsibilities that may have contributed to an incident of sexual abuse or sexual harassment or retaliation. IMM.001.004 requires all staff to immediately report to his or her supervisor any knowledge, suspicion or information regarding inmate sexual abuse, sexual harassment, retaliation against an inmate or staff member for reporting an incident of sexual abuse, or any staff neglect or violation of responsibilities that contributed to an incident of sexual abuse or sexual harassment or retaliation. An employee, contractor or volunteer who fails to report an allegation, or coerces or threatens another person to submit inaccurate, incomplete or untruthful information with the intent to alter a report, may face disciplinary charges, up to and including dismissal, even on a first offense.

Apart from reporting to designated supervisors or officials, staff shall not reveal information related to a sexual abuse report to anyone, other than to the extent necessary to make treatment, investigatory and other security and management decisions.

All New Jersey State Prison employees, contractors and volunteers receive PREA-specific training on a biennial and annual basis. This training is focused on key issues regarding staff sexual misconduct and the prevention of prison sexual abuse including the reporting of incidents, as well as the first responder responsibilities. Staff members are subject to disciplinary sanctions, up to and including termination for violating agency sexual abuse, sexual misconduct and sexual harassment policies, and for failing to report such conduct.

PCS.001.VOL.001 requires all volunteers to comply with the NJ DOC's zero-tolerance policy on sexual abuse and sexual harassment. All volunteers are required to immediately report any knowledge, suspicion or information regarding an incident of sexual abuse or sexual harassment that occurred in the facility; retaliation against inmates or staff who reported such an incident; and any staff neglect or violation of responsibilities that may have contributed to an incident or retaliation. Any volunteer who engages in sexual abuse/sexual harassment shall be prohibited from contact with inmates and shall be reported to law enforcement agencies, if such action constitutes a crime, and to relevant licensing bodies.

New Jersey State Prison does not house youthful inmates therefore 115.61 (d) does not apply to this facility.

Medical and mental health practitioners interviewed during the audit confirmed they are required to inform inmates the limitations of confidentiality, at the initiation of services. An employee, contractor or volunteer who fails to report an allegation, or coerces or threatens another person to submit inaccurate, incomplete or untruthful

	<p>information with the intent to alter a report, may face disciplinary charges, up to and including dismissal, even on a first offense. All interviewed staff (random and specialized) reported receiving annual training on their responsibility to prevent, respond, and report all allegations of sexual abuse and sexual harassment in accordance with the Prison Rape Elimination Act (PREA). Interviews with staff (random and specialized) supported compliance with Standard 115.61.</p>
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115.62	Agency protection duties
	Auditor Overall Determination: Meets Standard
	<p>Auditor Discussion</p> <p>This agency has a policy (IMM.001.004) and procedures in place to protect inmates from sexual abuse. Interviews conducted with Assistant Facility Administrator, PREA Manager, and random sample of staff confirmed upon becoming aware that an inmate is subject to a substantial risk of imminent sexual abuse, each case is evaluated by the Assistant Facility Administrator and the Facility PREA Compliance Manager.</p> <p>IMM.001.004 addresses the mandates of this standard. Upon receipt of a PREA report or allegation, first-responding staff must immediately take reasonable steps to separate the victim from the alleged assailant to ensure the safety of all parties. Interviewed staff members were aware of their duties and responsibilities when they become aware or suspect an inmate is being or has been sexually abused or sexually harassed. All staff indicated they would act immediately to protect the victim, to include separating the victim/predator, securing the scene to protect possible evidence, preventing the destruction of potential evidence and contacting their supervisor or Shift Lieutenant and medical staff. In the past 12 months, there was no instance in which institution staff determined that an inmate was subject to a substantial risk of imminent sexual abuse. Interviews with staff and an examination of support documentation confirm the facility’s compliance with the Standard.</p>

115.63	Reporting to other confinement facilities
	Auditor Overall Determination: Meets Standard
	<p>Auditor Discussion</p> <p>PCS.001.008 PREA Compliance, and IMM.001 .004 Zero Tolerance Prison Sexual Assault addresses the requirements of the standard. The Institution PREA Compliance Manager must accept reports that an inmate was sexually abused while incarcerated at another facility. The Facility PREA Compliance Manager will advise the facility</p>

	<p>administrator and serve as the administrator’s designee in notifying the head of the facility/agency where the alleged abuse occurred, no later than 72 hours after receiving the allegation. Established procedures require the Facility PREA Compliance Manager to immediately notify the Chief Executive Officer of the other confinement facility, in writing, of the nature of the sexual abuse allegation. There were no reports of allegations of sexual abuse or sexual harassment that occurred at another facility during the last 12 months.</p> <p>Interviews with the Administrator and Facility PREA Manager confirm their understanding of the notification and documentation requirements of this standard. There were no reports received of sexual abuse, while confined at another facility.</p> <p>Based on the above evidence New Jersey State Prison met the requirements of Standard 115.63.</p>
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115.64 Staff first responder duties	
	<p>Auditor Overall Determination: Meets Standard</p>
	<p>Auditor Discussion</p> <p>ADM.SID.035 Investigation Procedures, and CUS.001.CSM.01 Crime Scene Management, address the requirements of the standard. Staff members who receive an initial report of sexual assault or sexual harassment must separate the victim from the alleged assailant to protect the victim and prevent further violence. First-responding staff must immediately take reasonable steps to ensure the safety of all parties, secure the potential crime scene and ensure that the victim receives prompt medical and psychological assistance from the appropriate healthcare provider, as appropriate, to his or her needs and the circumstances of the alleged offense.</p> <p>All inmates who make any allegation of sexual abuse, sexual harassment or staff sexual misconduct are referred to medical and/or mental health for an examination and/or evaluation, along with an updated risk assessment.</p> <p>This auditor reviewed training records of certified and non-certified staff. The files' confirmed staff is trained as First Responders. Random staff interviews confirm both security and non-security knew what to do upon learning an inmate was sexually abused to include separating the alleged victim and abuser, how to preserve the crime scene, and what actions inmates should not take in order not to destroy physical evidence.</p> <p>Staff indicated they would separate the inmates, secure the scene, prevent the destruction of any evidence and contact the Shift Lieutenant and medical staff. The Lieutenant would continue to protect the victim and notify medical and mental health staff, Special Investigative Division (SID) and administrative/executive staff. In the past 12 months, there were 67 allegations that an inmate was abused. In each incident, the first responder separated the victim and the abuser, secured the scene</p>

	<p>and contacted medical staff and SID staff. Special Investigative Division Internal Management Procedures outline the steps for first responders and institution and SID staff and to follow to ensure the protection of inmates, protection of the crime scene and the conduction of the investigations. Of these sexual abuse allegations, six were reported to non-security staff. In all cases the non-security staff immediately notified correctional staff. The facility fulfilled all requirements related to first responder's duties, after receiving an allegation of sexual abuse. Compliance was determined through the review of the investigation files and interviews with the SID staff, medical staff, Clinical Psychologist, lieutenants, correctional staff and six Non security staff members relative to first responder's duties.</p> <p>Based on the above interviews and policies New Jersey State Prison met the standard 115.64</p>
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115.65	Coordinated response
	<p>Auditor Overall Determination: Meets Standard</p> <p>Auditor Discussion</p> <p>This facility has an institutional plan, which outlines what is to take place in response to an incident of sexual abuse among first responders, medical, and mental health practitioners, inspectors, and facility leadership. This auditor interviewed specialized staff and confirmed they were knowledgeable about their individual and collaborative responsibilities.</p> <p>The auditor read and reviewed the plan signed by the Facility Administrator. It describes first responders' response and responsibilities.</p> <p>Policies MED.ML1.007(Sexual Assault), and ADM.SID.035 (Investigation Procedures) address the requirements of this standard. New Jersey Department of Corrections mandates that the following medical and health care services be available in all Operational Units housing inmates and in compliance with any existing PREA standard. Each policy outlines specific instructions for security, healthcare, and investigative staff relative to post sexual abuse protocols such as:</p> <ul style="list-style-type: none"> • Twenty-four (24) hours per day, 7 days per week emergency medical, dental and mental health care. • A physician will be available twenty-four hours a day, seven days a week for consultation. On call physician's schedules with pager/telephone numbers and pertinent names and telephone numbers of local emergency medical services to be used will be accessible to the medical staff. • NJDOC also mandates that the healthcare staff shall follow the institution's written plan for responding to allegations of sexual assault of inmates. The assaulted inmate will be transported to an Emergency Department properly equipped to assess (i.e., SANE Nurse), treat, and provide required prophylaxis,

	<p>contraceptives, pregnancy termination counseling and gathering of forensic evidence. Healthcare staff shall not be involved in the management or treatment of sexual assault cases unless it is necessary to stabilize the inmate before the transfer to the appropriate community facility. Such care may include the control of bleeding or stabilizing of other injuries incurred, but most frequently would involve emotional support and understanding.</p> <p>The county’s prosecution staff have developed and implemented a Sexual Assault Response Team. In cases of inmate sexual assault, the team would also include the SID team member, Facility Director, Facility PREA Compliance Manager, County SART, a Womanspace, Inc. representative, a SANE, and facility medical and mental health staff. There is always a SID team member and a prosecution team member on call to respond to facilities for allegations sexual assault cases.</p> <p>Compliance was determined through the review of policies and investigative files; interviews with the SID, correctional staff, victim advocate; SANE from Robert Wood Johnson University Hospital, case managers and the Facility PREA Compliance Manager.</p>
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115.66	Preservation of ability to protect inmates from contact with abusers
	Auditor Overall Determination: Meets Standard
	<p>Auditor Discussion</p> <p>All new and renewed contracts are identified as PREA covered contracts when appropriate. These contracts will include the following language to ensure compliance with the National PREA Standards.</p> <p>The most current Collective Bargaining Agreement, dated October 2019, does not limit the agency 's ability to remove alleged staff accused of sexual abuse from contact with any inmates pending the outcome of an investigation, and discipline, or termination.</p> <p>Policy IMM.001.004 Zero Tolerance Policy: Prison Sexual Assault supports the removal of staff alleged to have committed sexual abuse pending the outcome of the investigative process. Collective bargaining Agreements between the NJDOC and at least seven employee unions were reviewed:</p> <ul style="list-style-type: none"> • Agreement State of New Jersey and Local Union 30 International Brotherhood of Electrical Workers (IBEW), AFL-CIO State Government Managers’ Unit. • Operations, Maintenance and Services and Crafts Unit and Inspection and Security Unit

	<ul style="list-style-type: none"> • IMM.001.004 Zero Tolerance Policy: Prison Sexual Assault • New Jersey Law Enforcement Commanding Officers Association and State of New Jersey Memorandum of Agreement • State of New Jersey Governor’s Office of Employee Relations (GOER) and New Jersey Law Enforcement Supervisors Association (NJLESA) Tentative Agreement • New Jersey Superior Officers Law Enforcement Association and State of New Jersey Memorandum of Agreement • New Jersey State Policeman’s Benevolent Association Law Enforcement Unit Local No. 105, and State of New Jersey Memorandum of Agreement • New Jersey Investigators Association Affiliated with the New Jersey State Fraternal Order of Police Lodge 174 <p>The Administrator’s designee (Assistant Facility Administrator) and Facility PREA Compliance Manager were interviewed and verified information provided in the Pre-Audit Questionnaire. There were no incidents requiring protection for inmates from staff during the last 12 months.</p> <p>Compliance was confirmed through review of the Collective Bargaining Agreements and interviews with administrative staff from New Jersey State Prison.</p>
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115.67	Agency protection against retaliation
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>IMM.001.004 and PCS.001.PREA.EMS address the requirements of the Standard. The Facility PREA Compliance Manager where the inmate resides shall monitor inmate disciplinary reports, performance reviews and reassignments for staff to determine if there is any suggestion of possible retaliation. Any evidence of possible retaliation must be referred to the SID for investigation and the Agency Wide PREA Coordinator must be advised of same. The Facility PREA Compliance Manager shall continue such monitoring beyond 90 days, if the initial monitoring indicates a continuing need. The policy prohibits any type of retaliation against any staff or inmate who reports sexual abuse or sexual harassment or cooperates in related investigations.</p> <p>This auditor reviewed the following policies:</p> <ul style="list-style-type: none"> • PCS.001.008 PREA Compliance • IMM.001.004 Zero Tolerance Policy <p>The above policies discuss retaliation, and protection for staff and inmates that report sexual abuse or cooperate during the investigation. Both policies clearly protect inmates and staff who report sexual abuse or harassment.</p>

	<p>During the interview with Facility PREA Compliance Manager, he indicates he follows up on all 30, 60 and 90-day reviews to ensure policy is being enforced and conducts periodic status checks on the frequency of incident reports, housing reassignments and negative performance reviews/staff job reassignments. In the event of possible retaliation, the Facility PREA Compliance Manager indicated he would monitor the situation indefinitely. One inmate that had gone through incident monitoring were interviewed. The inmate indicated he had met with the Facility PREA Compliance Manager and with their Case Manager to discuss retaliation monitoring. He indicated he continues to talk at least weekly with his Case Manager about his allegation of sexual abuse.</p> <p>All New Jersey Assistant Facility Administrators receive training annually on monitoring inmates and staff for retaliation. All interviewed staff knew who was responsible for monitoring them against retaliation.</p> <p>Compliance with this standard was determined by a review of established policy and supporting documentation and inmate and staff interviews.</p>
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115.68	Post-allegation protective custody
	<p>Auditor Overall Determination: Meets Standard</p> <p>Auditor Discussion</p> <p>The agency has a policy prohibiting the placement of inmates who alleged sexual abuse 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. This auditor interviewed the Assistant Facility Administrator, Major, Shift Supervisors, and some Random line staff all indicted compliance with their policy and this standard.</p> <p>This auditor reviewed the following policies:</p> <ul style="list-style-type: none"> • PCS.001.008 PREA Compliance • ADM.019.003 Close Custody • ADM.019.003 IHU Investigative Housing Unit • ADM.019.003 TAH Temporary Administrative Housing • ADM.019.003 PCS Protective Custody Status <p>The above policies confirmed that procedures were in place to use Segregated Housing to protect inmates from sexual abuse. The first review happens within 72 hours, and every 14 days afterwards.</p> <p>ADM.019.TCC.01, New Jersey Administrative Code 10A.5-7.1, and CUS-104 (Authorization for Temporary Close Custody) address the requirements of Standard 115.43. The New Jersey Department of Corrections mandates that housing units</p>

designated as “Close Custody Units” be maintained in certain correctional facilities, where appropriate. Whenever it becomes necessary to administratively limit an inmate’s activities and contacts with others on a short-term basis, for increased observation or pending the completion of an investigation, the inmate shall be placed into Temporary Close

Custody (TCC) status to provide for the safety and security of staff, inmates and the institutions, when circumstances suggest potential harm to the inmate, or the inmate is engaged in, or planning to be engaged in, a serious violation of correctional facility rules or regulations, for a period not to exceed 72 hours, unless emergent reasons exist, and proper review and authorization is given. New Jersey Department of Corrections policy allows for placement in temporary close custody status placement when a PREA allegation is received that requires victims be separated from perpetrators after all alternative means of separation have been assessed and no alternative means of separation are available (i.e., cell assignment/housing unit assignment change, intra-institutional transfer). Such assessment will occur within 24 hours of the allegation.

Placement in TCC status as a result of a PREA allegation is not automatic. Such placement will be considered on a case-by- case basis taking into account factors that include but are not limited to the nature and severity of the PREA prohibited act, medical, mental health, disciplinary and investigatory considerations, an inmate victim’s access to property, services and privileges that are afforded to general population inmates, and any circumstances that would pose a threat to the safety, security and orderly running of the correctional facility. If it is determined that an inmate requires placement in TCC status as a result of a PREA allegation, the reasons for the placement shall be documented.

The Assistant Facility Administrator and SID each confirmed that the facility will only restrict an inmate to a room as a last measure to keep an inmate who alleges sexual abuse safe and then only until an alternative means for keeping the inmate safe can be arranged. The policy requires an assessment within 24 hours if these measures are imposed. A review of inmate placement forms indicated that in the last 12 months the number of inmates at risk of sexual victimization who were held in involuntary segregated housing for one to 24 hours awaiting completion of assessment was none. Zero inmates remained in segregation for thirty days.

The auditor determined New Jersey State Prison met the requirements of Standard 115.68.

115.71	Criminal and administrative agency investigations
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	All allegations of sexual abuse or sexual harassment are investigated by the Inspector

General's Office. They're trained to conduct criminal and administrative investigations. All investigators for the Office of Inspector General received training on PREA. They received specialized training for investigating sex crimes in a correctional facility.

Auditor reviewed the following policies:

- IMM.001.004
- ADM.006.011
- SID.IMP#14
- SID.IMP#35

The above policies collectively address the requirements of Standard 115.71. SID is the division within the Office of the Commissioner whose duties include, but are not limited to, ensuring that possible violations of the laws of the State of New Jersey, as well as violations of the New Jersey Administrative Code (10A), the NJ Criminal Code Title 2C, the Prison Rape Elimination Act (PREA) of 2003 and NJDOC policies and procedures by inmates, employees and individuals who visit NJDOC correctional facilities are investigated. New Jersey Department of Corrections conducts its own investigations into allegations of sexual abuse and sexual harassment, it does so promptly, thoroughly, and objectively. Additionally, SID serve as the NJDOC liaison to all other law enforcement agencies, conduct cooperative investigations in conjunction with federal, state, county and municipal law enforcement agencies.

There were 121 allegations of sexual abuse/sexual harassment investigated during the last 12 months. The auditor reviewed 43 PREA cases reported at New Jersey State Prison, forty- three (43) of those cases alleged sexual abuse, thirteen (13) of those cases were inmate on inmate, thirty (30) of those cases were staff on inmate, seventy- three (73) alleged sexual harassment, 21 of those cases which was inmate on inmate. Fifty- two (52) of those cases alleged staff involvement. The investigative files were reviewed with the SID and SID supervisor who conduct the administrative investigations. They were referred for investigation within three workdays of the incidents. They're one five (5) cases still pending, some of those cases are waiting to be reviewed by the Prosecuting Attorney for criminal prosecution or case closing.

The auditor interviewed three investigators about the investigative process into sexual abuse. They detailed the investigative process to the auditor. The investigators will gather and preserve evidence, they will review the video monitoring system for any video evidence showing signs of abuse, they will review the reports and speak with the victim and abuser, and they will try and locate any witnesses. After the gathering of all evidence, documentation and video surveillance, the evidence will be forwarded to the Prosecuting Attorney's Office for prosecution.

The auditor reviewed policies, SID cases, and interviewed investigators. It was determined policies and procedures were in place for criminal and administrative investigations. Auditor further determined New Jersey State Prison met standard 115.71.

115.72	Evidentiary standard for administrative investigations
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>The auditor interviewed the IG Investigator and confirmed the agency imposes no standard higher than a preponderance of the evidence in determining whether allegations of sexual abuse or sexual harassment substantiated. A review of investigative files revealed interviews are conducted with the alleged victim, suspected perpetrator and potential witnesses.</p> <p>The assigned investigators for New Jersey State Prison investigative office retains all written reports. Interviews revealed the departure of perpetrators or victims from employment or confinement at the facility does not provide a basis for terminating the investigation.</p> <p>The auditor confirmed the above by reading policy ADM.006.011 Investigations by The Special Investigations Unit, reviewing Training files and interviewing the IG investigator.</p>

115.73	Reporting to inmates
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>The auditor reviewed policies IMM.001.004 Zero Tolerance Prison Sexual Assault and PCS.001.008 PREA Compliance, it was determined procedures were in place to inform the inmate about the out of the investigation. IMM.001.004 and PCS.001.PREA.ICM address the requirements of the Standard. Policy mandates inmates in the custody of the NJ DOC who make an allegation of prohibited sexual conduct under the PREA be subsequently notified of the investigative outcome, following a PREA investigation for cases that are determined substantiated or unsubstantiated. This also was confirmed by interviewing an inmate that alleged sexual abuse. The inmate confirmed, he was informed about the end results of the investigations by the Facility PREA Manager.</p> <p>A review of investigative files reveals that, in all closed full protocol cases, inmates were informed of the decision related to their allegation. New Jersey State Prison met the requirements of Standard 115.73.</p>

115.76	Disciplinary sanctions for staff
	Auditor Overall Determination: Meets Standard
	Auditor Discussion

	<p>IMM.001.004, IMM.001.PSA.001, and E3-HRB 84-17 are broad guiding principles regarding PREA related staff disciplinary actions. The Human Resource Bulletin 84-17 Disciplinary Action Policy predates PREA and does not directly address definitive disciplinary sanctions for PREA violations. The “bulletin” does, however, outlines broad ranges of sanctions depending on the severity of charges relating to all aspects of employment. Specifically, the “bulletin” addresses supervisory sexual harassment collectively address Standard 115.76.</p> <p>The agency policies indicate staff shall be subject to disciplinary sanctions up to and including termination for violating agency sexual abuse, sexual misconduct, and sexual harassment policies and for failing to report. The New Jersey Department of Corrections will fully investigate and aggressively prosecute those who are involved in such conduct if, in fact, a crime has been committed. Any staff who is terminated for a violation of the zero-tolerance prison sexual assault policy shall be reported to law enforcement agencies, unless the activity was clearly not criminal, and to any relevant licensing bodies. An employee, contractor or volunteer who fails to report an allegation, or coerces or threatens another person to submit inaccurate, incomplete or untruthful information with the intent to alter a report, may face disciplinary charges, up to and including dismissal, even on a first offense. The failure to participate in an investigation would be grounds for terminating employment.</p> <p>All employees are subject to administrative disciplinary sanctions for violating agency sexual abuse/sexual harassment policies. The Collective Bargaining Agreements with the NJDOC allows for disciplinary sanctions against staff, including termination, for the sexual abuse/sexual harassment of an inmate. All terminations for violations of agency sexual abuse/sexual harassment policies, or resignations by staff in lieu of termination, may be reported to criminal investigators and to any relevant professional, certifying, or licensing agencies, unless the activity was clearly not criminal. The Auditor interviewed the Assistant Administrator, she confirmed that a presumptive disciplinary sanction for staff who engages in sexual abuse will be termination. There have been no reported cases of inmates engaging in sexual activity with staff in the past 12 months and no staff members were disciplined or terminated for violation of agency policy. This was confirmed by an interview with the Facility Administrator.</p> <p>New Jersey State Prison met the requirements of Standard 115.76.</p>
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115.77	Corrective action for contractors and volunteers
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	The following policies IMM.001.004, and IMM.001.PSA.001 collectively address the requirements of Standard 115.77. Any contractor or volunteer who engages in sexual abuse/sexual harassment would be prohibited from contact with inmates and would

	<p>be reported to law enforcement agencies, unless the activity was clearly not criminal, and to relevant licensing bodies. A contractor or volunteer who fails to report an allegation, or coerces or threatens another person to submit inaccurate, incomplete or untruthful information with the intent to alter a report, may face disciplinary charges, up to and including dismissal, even on a first offense. In the case of any other violation of agency sexual abuse or sexual harassment policies by a contractor or volunteer, the facility would take appropriate remedial measures and consider whether to prohibit further contact with inmates.</p> <p>Policy states that any contractor or volunteer engaging in sexual abuse of inmates will be subject to referral to local law enforcement. The policy further requires that the contractor or volunteer is prohibited from having contact with inmates. The Assistant Facility Administrator confirmed during the interview that during the past 12 months, zero (0) contractors have been reported to law enforcement.</p> <p>New Jersey State Prison met the requirements of Standard 115.77</p>
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115.78	Disciplinary sanctions for inmates
	<p>Auditor Overall Determination: Meets Standard</p>
	<p>Auditor Discussion</p> <p>The auditor reviewed NJAC 10A 4-12-2 Inmate Discipline Zero Tolerance and NJAC 4-12-3 Zero Tolerance Disciplinary Sanctions, it was determined policies and procedures were in place to deal with inmates guilty of sexual abuse or harassment. The inmates that report sexual abuse or harassment will not be discipline as long as they made it in good faith. Inmates can be punished if they falsely report an incident of sexual abuse. If mental disabilities or mental illness is a factor, the facility considers the offer of therapy, counseling or other interventions designed to address and correct underlying reasons or motivations for the abuse.</p> <p>The auditor reviewed the Inmate's Handbook, it clearly prohibits inmates from engaging in sexual acts whether it's consensual or non-consensual. The auditor interviewed PREA Manager and learned no inmate received disciplinary sanctions for falsely reporting sexual abuse. Auditor interviewed SID investigator and confirmed that there were no administrative or criminal findings of guilt for inmate on-inmate sexual abuse in the past 12 months.</p> <p>Policy ADM.008.000 Inmate Disciplinary Hearing Program: Mission, Goals and Objectives states that inmates may receive disciplinary sanctions following an administrative finding or a criminal investigation that an inmate engaged in inmate-on inmate sexual abuse and sanctions shall be commensurate with the nature and circumstances of the sexual abuse, the inmate's disciplinary history, and the</p>

	<p>sanctions imposed for comparable offenses by other inmates with similar histories. The disciplinary process considers whether an inmate’s mental disabilities or mental illness contributed to the inmate’s behavior when determining what type of sanction, if any, should be imposed. The New Jersey State Prison considers the offer of therapy, counseling, or other interventions designed to address and correct underlying reasons or motivations for the abuse.</p> <p>New Jersey State Prison met the requirements of Standard 115.78.</p>
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115.81	Medical and mental health screenings; history of sexual abuse
	<p>Auditor Overall Determination: Meets Standard</p> <p>Auditor Discussion</p> <p>Inmates answering yes to the SRI assessment or medical assessment about being sexually abused or perpetrated sexually abuse are offered follow up counseling with Mental Health within 14 days of screening. This questionnaire is conducted by medical and mental health when the inmate arrives from another facility. That information is secured and only given to staff with a need-to-know basis. The facility obtains informed consent from inmates before reporting information about prior sexual victimization that did not occur in an institutional setting. To ensure the guidelines are met the facility follows a PREA Monitoring Multidimensional Sexual Victimization and Abusiveness Risk Assessment Checklist.</p> <p>The auditor interviewed three inmates that reported sexual victimization before being incarcerated. All three inmates confirmed that they were seen by Medical and Mental Health. Those inmates were offered additional treatment services free of charge and given the Victim Advocates number.</p> <p>The auditor reviewed policies Med. IMA.001 Health Appraisals, Med. MHS.001.002 MHS Reception Evaluation and reviewed the SRI Questionnaire sheet, it was determined procedures were in place for inmates to receive treatment for prior victimizations before confinement. MED.MHS.001.002 addresses the requirement of the Standard. A clinical interview, which will be documented on the Mental Health Clinical Intake Form, should be in compliance with current PREA standards for screening for risk of sexual victimization and abusiveness and include the recommendations for PREA status, when appropriate. The PREA standards are reflected in the EMR encounters for nursing, provider and psychological intake and ongoing PREA monitoring.</p> <p>The auditor conducted an interview with Mental Health Supervisor, Medical Supervisor, and PREA Manager. All three verified the above information.</p> <p>The institution does not house inmates under the age of 18. All information is handled confidentially and interviews with intake screening staff support a finding of compliance with this standard. Compliance was also confirmed by a review of policies and intake screening documents, as well as interviews with facility Clinical</p>

	Psychologists and three inmates who self-identified as having experienced prior victimization during intake.
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115.82	Access to emergency medical and mental health services
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>The auditor reviewed MED.MLI.007 (Sexual Assault) interviewed Nursing Supervisor, and a Mental Health Supervisor, it was confirmed that inmates sexually abused, while in prison receive free Medical and Mental Health treatment. There is no charge per policy for medical services for PREA related incidents. Medical staff will follow the sexual battery protocol as outlined in DC4-638M Form. A refusal must be signed should the inmate refuse treatment. Both Medical and mental health providers confirmed that the nature and scope of rendered services are determined according to their professional judgment. Auditor interviewed PREA Manager and confirmed that inmate victim will be afforded a forensic examination at no cost to the victim.</p> <p>MRD.MLI.007 and MED.IMHC.010 Co-Pay collectively address the requirements of Standard 115.82. The New Jersey Department of Corrections (NJDOC) mandates that medical and health care services be available in all Operational Units housing inmates and in compliance with any existing PREA standard. Policy excludes co-pays for emergency services. It is recommended however, that the governing policy specifically excludes emergency treatment due to sexual abuse, to victims at no financial cost. NJDOC policy requires 24 hours per day, 7 days per week emergency medical, and mental health care. A physician will be available twenty-four hours a day, seven days a week for consultation. On-call physician's schedules with pager/ telephone numbers and pertinent names and telephone numbers of local emergency medical services to be used will be accessible to the medical staff. NJDOC also requires accurate, timely reporting, investigation and notification of appropriate staff and family of all critical illnesses, injuries or deaths. Emergency cardiopulmonary resuscitation (CPR) will be available from trained custody and healthcare staff. Properly trained custody and healthcare staff will carry out emergency medical transfer procedures. Interviews with specialized staff during the onsite portion of the audit confirmed inmate victims of sexual abuse are 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.</p> <p>The New Jersey Department of Corrections also mandates that the healthcare staff shall follow the institution's written plan for responding to allegations of sexual assault of inmates. The assaulted inmate will be transported to an Emergency Department properly equipped to assess (i.e., SANE Nurse), treat, and provide required prophylaxis, contraceptives, pregnancy termination counseling and gathering of forensic evidence. Healthcare staff shall not be involved in the</p>

	<p>management or treatment of sexual assault cases unless it is necessary to stabilize the inmate before the transfer to the appropriate community facility. Such care may include the control of bleeding or stabilizing of other injuries incurred, but most frequently would involve emotional support and understanding. First Responders interviewed confirmed their responsibility to immediately notify the appropriate medical and mental health practitioners in the event of an allegation of sexual abuse.</p> <p>Based on the above New Jersey State Prison met the requirements of Standard 115.82.</p>
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115.83	Ongoing medical and mental health care for sexual abuse victims and abusers
	<p>Auditor Overall Determination: Meets Standard</p> <hr/> <p>Auditor Discussion</p> <p>The auditor interviewed Medical and Mental Health Supervisors. Both of them confirmed ongoing Medical and Mental Health care is provided to sexual abuse victims and abusers who have been victimized by sexual abuse in any prison, jail. The evaluations and treatment of victims includes, follow-up services, treatment plans, and referrals for continued care following their transfer to, other facilities, or their release from custody. The care is provided at no cost for PREA related incidents. The facility has staffed its medical and mental health departments and offers sexual abuse victims with medical and mental health services consistent with the standard of care available in the community.</p> <p>The auditor reviewed the following policies:</p> <ul style="list-style-type: none"> • PCS. 001.PREA.001 Sexual Assault • PCS.001.PREA.ICM (Institutional Prison Rape Elimination Act (PREA) Compliance Manager) • MED.MHS.002.010 Counseling Services for Victims of Sexual Assault <p>MED.MHS.002.010 addresses the requirements of the Standard. In accordance with PREA standards, mental health staff will conduct an evaluation of all known inmate abusers within 60 days of learning of such abuse history and offer treatment when deemed appropriate.</p> <p>As confirmed by a review of policies, the facility may offer medical and mental health evaluation and, as appropriate, treatment to all inmates who have been victimized by sexual abuse. The evaluation and treatment of such victims include follow-up services. The facility would arrange for referrals for continued care following their transfer to or placement in other facilities or after their release from custody. The facility has staffed its medical and mental health departments and offers sexual abuse victims medical and mental health services consistent with the standard of</p>

	<p>care available in the community.</p> <p>It was determined policies and procedures were in place to provide ongoing Medical and Mental Health care for sexual victims and abusers.</p> <p>New Jersey State Prison met the requirements of Standard 115.83.</p>
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115.86	Sexual abuse incident reviews
	Auditor Overall Determination: Exceeds Standard
	Auditor Discussion
	<p>The auditor interviewed the Facility Administrator, Assistant Superintendent, Major, Classification Supervisor, and the PREA Coordinator, it was confirmed all incidents of sexual abuse are reviewed by the Sexual Incident Review Team. This team conducts a review of the incident within 30 days. This team will review the investigation file, speak with line staff, and medical / mental health for input. Their findings and recommendations will be forwarded to the Facility Administrator. The Facility Administrator reviews this information and starts the implementation process of the findings. The report is then forwarded to the Central Office.</p> <p>Auditor confirmed from the Facility PREA Manager, the sexual assault incident review team includes upper-level management officials and allows for input from supervisors, investigators and medical or mental health practitioners. The review team at a facility level is comprised of upper-level management officials, to include the Facility PREA Compliance Manager, Assistant Administrator, SID, the Health Services Administrator and the Assistant Administrator. The incident is then forwarded to Central Office to be reviewed by another incident review team. This second team consist of an Agency Attorney, Agency Wide PREA Coordinator, Chief of Special Investigation Division, and Deputy Commissioner. This Agency Wide Review team reviews the information and add their recommendations. Both review teams consider whether the incident was motivated by race, gender identity, status, perceived status or gang affiliation. The team also decided as to whether additional monitoring technology should be added to enhance staff supervision.</p> <p>The auditor reviewed the below policies:</p> <ul style="list-style-type: none"> • PCS. 001.PREA.001 Sexual Assault/Prison Rape Elimination Act (PREA) Advisory Council • PCS.001.PREA.ICM Institutional Prison Rape Elimination Act (PREA) Compliance Manager • IMM.0001.004 Zero Tolerance Prison Sexual Assault <p>A copy of the signed review committee form is maintained by the Institution PREA Compliance Manager and placed in Folder 115.86 on the DOCNet I drive. Auditor</p>

	<p>reviewed 12 Sexual Abuse Incident Review Facility Investigation Summaries; It was determined policy and procedures were in place to conduct Incident Reviews of PREA / Sexual abuse incidents within 30 days of incident.</p> <p>Auditor interviewed the following staff members:</p> <ul style="list-style-type: none"> • Agency PREA Coordinator • Facility PREA Compliance Manager • Incident Review Team Member • Warden <p>New Jersey State Prison met standard 115.81.</p>
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115.87	Data collection
	<p>Auditor Overall Determination: Meets Standard</p> <hr/> <p>Auditor Discussion</p> <p>The auditor reviewed PCS. 001.PREA.001, it was confirmed a policy was in place to collect yearly data of PREA related incidents for the Department of Justice. The data is collected from the PREA E- Management System. Every incident of sexual abuse is reported using the PREA E- Management reporting system. The data is collected by the Facility PREA Manager and sent to the Agency wide PREA Coordinator. This facility data is reviewed and forwarded to the Department of Justice for publications no later than June 30.</p> <p>The above information was confirmed through an interview with the Facility PREA Manager, Statewide PREA Coordinator.</p> <p>New Jersey State Prison met the requirements of Standard 115.87.</p>

115.88	Data review for corrective action
	<p>Auditor Overall Determination: Meets Standard</p> <hr/> <p>Auditor Discussion</p> <p>Policy PCS. 001.PREA.001 addresses the requirements of Standard 115.88. The New Jersey Department of Corrections institution reviews and assesses all sexual abuse/ sexual harassment data at least annually to improve the effectiveness of its sexual abuse prevention, detection and response policies, to identify any trends, or problematic areas and to take corrective action, if needed. NJDOC utilizes a</p>

	<p>standardized instrument with definitions to collect accurate, uniform data for every allegation of sexual assault. During a previous interview with the PREA Coordinator she indicated that NJDOC data is 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. The instrument includes the data necessary to answer all questions from the most recent version of the Survey of Sexual Violence conducted by the Department of Justice. A review of several annual report revealed that annual reports 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. NJDOC’s annual reports are approved by the agency head and made readily available to the public through its website.</p> <p>Auditor verified the above information by interviewing the Facility PREA Compliance Manager and Agency Wide PREA Coordinator.</p> <p>New Jersey State Prison met the requirements of Standard 115.88. Compliance with this standard was determined by a review of policy/documentation and staff interviews.</p>
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115.89	Data storage, publication, and destruction
	<p>Auditor Overall Determination: Meets Standard</p> <p>Auditor Discussion</p> <p>The auditor reviewed PCS.001.008 PREA Compliance, it was determined policy was in place for the secure data storage, publication, and destruction. This was confirmed by interviewing the Agency Wide PREA Coordinator, and Facility PREA Compliance Manager.</p> <p>The department ensures that incident based, and aggregate data are securely retained. The departmental policy requires that aggregated sexual abuse data from facilities under its direct control and private facilities with which it contracts be made readily available to the public at least annually through its website. The agency will remove all personal identifiers before making the sexual abuse publicly. The Department maintains sexual abuse data collected following state statute. The up-to-date survey information is submitted and verified by the PREA Coordinator. In addition to keeping paper documents according to retention schedule a retention folder is located on the computer.</p> <p>The review of the agency Sexual Assault Prevention Program Annual Reports confirms the above practice.</p> <p>New Jersey State Prison met the requirements of Standard 115.89. Compliance with this standard was determined by a review of policy, supporting documentation and the NJ DOC website, as well as staff interviews.</p>

115.401	Frequency and scope of audits
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>This is the third PREA audit of this facility. The previous PREA audit was in July 2019. The previous audit documentation was made available for auditor review as needed. Any documentation that was pertinent to the audit was made available to the auditor. During the tour of the facility, the upcoming audit notices was posted throughout the facility. The facility provided electronic verification of the PREA notices being posted within the required timelines.</p> <p>The facility provided inmates with information about the PREA audit at least six weeks prior to the site visit and demonstrated based on their base and clinical files that PREA has been a continued practice. Auditor received mail from two inmates. Both inmates were interviewed separately and in private.</p> <p>All interviews with staff and inmates were conducted in a private setting, except for the Limited English. The Agency has followed the PREA Standards since the early 2000's.</p> <p>New Jersey State Prison met the requirements of Standard 115.401.</p>

115.403	Audit contents and findings
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>The agency places completed audit reports on the agency website as required by the standard. It has provided these documents since 2016 and continued to post them within 2 weeks of the documents being provided to them by the auditor. The public has access to reporting mechanisms and NJ DOC PREA trends data via the NJ DOC website.</p> <p>Auditor verified the above information by viewing the website and interviewing the Facility PREA Compliance Manager and Agency Wide PREA Coordinator.</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.)	yes
115.18 (b)	Upgrades to facilities and technologies	

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

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

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

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

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

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

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

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

	screening instrument?	
115.41 (d)	Screening for risk of victimization and abusiveness	
	Does the intake screening consider, at a minimum, the following criteria to assess inmates for risk of sexual victimization: (1) Whether the inmate has a mental, physical, or developmental disability?	yes
	Does the intake screening consider, at a minimum, the following criteria to assess inmates for risk of sexual victimization: (2) The age of the inmate?	yes
	Does the intake screening consider, at a minimum, the following criteria to assess inmates for risk of sexual victimization: (3) The physical build of the inmate?	yes
	Does the intake screening consider, at a minimum, the following criteria to assess inmates for risk of sexual victimization: (4) Whether the inmate has previously been incarcerated?	yes
	Does the intake screening consider, at a minimum, the following criteria to assess inmates for risk of sexual victimization: (5) Whether the inmate's criminal history is exclusively nonviolent?	yes
	Does the intake screening consider, at a minimum, the following criteria to assess inmates for risk of sexual victimization: (6) Whether the inmate has prior convictions for sex offenses against an adult or child?	yes
	Does the intake screening consider, at a minimum, the following criteria to assess inmates for risk of sexual victimization: (7) Whether the inmate is or is perceived to be gay, lesbian, bisexual, transgender, intersex, or gender nonconforming (the facility affirmatively asks the inmate about his/her sexual orientation and gender identity AND makes a subjective determination based on the screener's perception whether the inmate is gender non-conforming or otherwise may be perceived to be LGBTI)?	yes
	Does the intake screening consider, at a minimum, the following criteria to assess inmates for risk of sexual victimization: (8) Whether the inmate has previously experienced sexual victimization?	yes
	Does the intake screening consider, at a minimum, the following criteria to assess inmates for risk of sexual victimization: (9) The inmate's own perception of vulnerability?	yes
	Does the intake screening consider, at a minimum, the following criteria to assess inmates for risk of sexual victimization: (10)	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.)	yes
	Does the agency always refrain from requiring an inmate to use any informal grievance process, or to otherwise attempt to resolve with staff, an alleged incident of sexual abuse? (N/A if agency is exempt from this standard.)	yes
115.52 (c)	Exhaustion of administrative remedies	
	Does the agency ensure that: An inmate who alleges sexual abuse may submit a grievance without submitting it to a staff member who is the subject of the complaint? (N/A if agency is exempt from	yes

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

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

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

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

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

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

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

	of sexual abuse and sexual harassment, does it do so promptly, thoroughly, and objectively? (N/A if the agency/facility is not responsible for conducting any form of criminal OR administrative sexual abuse investigations. See 115.21(a).)	
	Does the agency conduct such investigations for all allegations, including third party and anonymous reports? (N/A if the agency/facility is not responsible for conducting any form of criminal OR administrative sexual abuse investigations. See 115.21(a).)	yes
115.71 (b)	Criminal and administrative agency investigations	
	Where sexual abuse is alleged, does the agency use investigators who have received specialized training in sexual abuse investigations as required by 115.34?	yes
115.71 (c)	Criminal and administrative agency investigations	
	Do investigators gather and preserve direct and circumstantial evidence, including any available physical and DNA evidence and any available electronic monitoring data?	yes
	Do investigators interview alleged victims, suspected perpetrators, and witnesses?	yes
	Do investigators review prior reports and complaints of sexual abuse involving the suspected perpetrator?	yes
115.71 (d)	Criminal and administrative agency investigations	
	When the quality of evidence appears to support criminal prosecution, does the agency conduct compelled interviews only after consulting with prosecutors as to whether compelled interviews may be an obstacle for subsequent criminal prosecution?	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.)	na
115.73 (c)	Reporting to inmates	
	Following an inmate's allegation that a staff member has committed sexual abuse against the resident, unless the agency has determined that the allegation is unfounded, or unless the inmate has been released from custody, does the agency subsequently inform the resident whenever: The staff member is no longer posted within the inmate's unit?	yes
	Following an inmate's allegation that a staff member has committed sexual abuse against the resident, unless the agency has determined that the allegation is unfounded, or unless the resident has been released from custody, does the agency subsequently inform the resident whenever: The staff member is no longer employed at the facility?	yes
	Following an inmate's allegation that a staff member has committed sexual abuse against the resident, unless the agency has determined that the allegation is unfounded, or unless the resident has been released from custody, does the agency subsequently inform the resident whenever: The agency learns that the staff member has been indicted on a charge related to sexual abuse in the facility?	yes
	Following an inmate's allegation that a staff member has committed sexual abuse against the resident, unless the agency has determined that the allegation is unfounded, or unless the resident has been released from custody, does the agency subsequently inform the resident whenever: The agency learns that the staff member has been convicted on a charge related to sexual abuse within the facility?	yes
115.73 (d)	Reporting to inmates	
	Following an inmate's allegation that he or she has been sexually abused by another inmate, does the agency subsequently inform the alleged victim whenever: The agency learns that the alleged abuser has been indicted on a charge related to sexual abuse within the facility?	yes
	Following an inmate's allegation that he or she has been sexually	yes

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

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

	evidence sufficient to substantiate the allegation?	
115.78 (g)	Disciplinary sanctions for inmates	
	If the agency prohibits all sexual activity between inmates, does the agency always refrain from considering non-coercive sexual activity between inmates to be sexual abuse? (N/A if the agency does not prohibit all sexual activity between inmates.)	yes
115.81 (a)	Medical and mental health screenings; history of sexual abuse	
	If the screening pursuant to § 115.41 indicates that a prison inmate has experienced prior sexual victimization, whether it occurred in an institutional setting or in the community, do staff ensure that the inmate is offered a follow-up meeting with a medical or mental health practitioner within 14 days of the intake screening? (N/A if the facility is not a prison).	yes
115.81 (b)	Medical and mental health screenings; history of sexual abuse	
	If the screening pursuant to § 115.41 indicates that a prison inmate has previously perpetrated sexual abuse, whether it occurred in an institutional setting or in the community, do staff ensure that the inmate is offered a follow-up meeting with a mental health practitioner within 14 days of the intake screening? (N/A if the facility is not a prison.)	yes
115.81 (c)	Medical and mental health screenings; history of sexual abuse	
	If the screening pursuant to § 115.41 indicates that a jail inmate has experienced prior sexual victimization, whether it occurred in an institutional setting or in the community, do staff ensure that the inmate is offered a follow-up meeting with a medical or mental health practitioner within 14 days of the intake screening? (N/A if the facility is not a jail).	yes
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.)	no
	If this is the second year of the current audit cycle, did the agency ensure that at least one-third of each facility type operated by the agency, or by a private organization on behalf of the agency, was audited during the first year of the current audit cycle? (N/A if this is not the second year of the current audit cycle.)	yes
	If this is the third year of the current audit cycle, did the agency ensure that at least two-thirds of each facility type operated by the agency, or by a private organization on behalf of the agency, were audited during the first two years of the current audit cycle? (N/A if this is not the third year of the current audit cycle.)	yes
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