

PREA Facility Audit Report: Final

Name of Facility: Hughes Unit

Facility Type: Prison / Jail

Date Interim Report Submitted: 12/27/2024

Date Final Report Submitted: 07/08/2025

Auditor Certification	
The contents of this report are accurate to the best of my knowledge.	<input type="checkbox"/>
No conflict of interest exists with respect to my ability to conduct an audit of the agency under review.	<input type="checkbox"/>
I have not included in the final report any personally identifiable information (PII) about any inmate/resident/detainee or staff member, except where the names of administrative personnel are specifically requested in the report template.	<input type="checkbox"/>
Auditor Full Name as Signed: Matthew Taylor	Date of Signature: 07/08/2025

AUDITOR INFORMATION	
Auditor name:	Taylor, Matthew
Email:	matthew@preaauditing.com
Start Date of On-Site Audit:	11/12/2024
End Date of On-Site Audit:	11/14/2024

FACILITY INFORMATION	
Facility name:	Hughes Unit
Facility physical address:	3201 Farm to Market Road 929, Gatesville, Texas - 76528
Facility mailing address:	2 Financial Plaza Suite 105, Huntsville, Texas - 77320

Primary Contact

Name:	Brenda German
Email Address:	Brenda.German@tdcj.texas.gov
Telephone Number:	9364373439

Warden/Jail Administrator/Sheriff/Director	
Name:	Gene Miller
Email Address:	Gene.Miller@tdcj.texas.gov
Telephone Number:	254-865-6663

Facility PREA Compliance Manager	
Name:	Ardala Johnson
Email Address:	ardala.johnson@tdcj.texas.gov
Telephone Number:	254-865-6663 x3240

Facility Health Service Administrator On-site	
Name:	Timothy Matz
Email Address:	tjmatz@utmb.edu
Telephone Number:	254-865-6663x3333

Facility Characteristics	
Designed facility capacity:	2984
Current population of facility:	2895
Average daily population for the past 12 months:	2943
Has the facility been over capacity at any point in the past 12 months?	No
What is the facility's population designation?	Mens/boys

In the past 12 months, which population(s) has the facility held? Select all that apply (Nonbinary describes a person who does not identify exclusively as a boy/man or a girl/woman. Some people also use this term to describe their gender expression. For definitions of “intersex” and “transgender,” please see https://www.prearesourcecenter.org/standard/115-5)	
Age range of population:	18-76
Facility security levels/inmate custody levels:	G1 - G5, Restrictive Housing, Safe Keeping, Mental Health
Does the facility hold youthful inmates?	No
Number of staff currently employed at the facility who may have contact with inmates:	434
Number of individual contractors who have contact with inmates, currently authorized to enter the facility:	100
Number of volunteers who have contact with inmates, currently authorized to enter the facility:	311

AGENCY INFORMATION

Name of agency:	Texas Department of Criminal Justice
Governing authority or parent agency (if applicable):	
Physical Address:	861 Interstate 45, Huntsville, Texas - 77320
Mailing Address:	PO Box 99, Huntsville, Texas - 77340
Telephone number:	8005350283

Agency Chief Executive Officer Information:

Name:	Bryan Collier
Email Address:	bryan.collier@tdcj.texas.gov
Telephone Number:	936-437-2101

Agency-Wide PREA Coordinator Information			
Name:	Cassandra McGilbra	Email Address:	cassandra.mcgilbra@tdcj.texas.gov

Facility AUDIT FINDINGS	
Summary of Audit Findings	
<p>The OAS automatically populates the number and list of Standards exceeded, the number of Standards met, and the number and list of Standards not met.</p> <p>Auditor Note: In general, no standards should be found to be "Not Applicable" or "NA." A compliance determination must be made for each standard. In rare instances where an auditor determines that a standard is not applicable, the auditor should select "Meets Standard" and include a comprehensive discussion as to why the standard is not applicable to the facility being audited.</p>	
Number of standards exceeded:	
2	<ul style="list-style-type: none"> • 115.21 - Evidence protocol and forensic medical examinations • 115.31 - Employee training
Number of standards met:	
43	
Number of standards not met:	
0	

POST-AUDIT REPORTING INFORMATION

GENERAL AUDIT INFORMATION

On-site Audit Dates

1. Start date of the onsite portion of the audit:	2024-11-12
2. End date of the onsite portion of the audit:	2024-11-14

Outreach

10. Did you attempt to communicate with community-based organization(s) or victim advocates who provide services to this facility and/or who may have insight into relevant conditions in the facility?	<input checked="" type="radio"/> Yes <input type="radio"/> No
a. Identify the community-based organization(s) or victim advocates with whom you communicated:	The auditor corresponded with Just Detention International and Trans Pride Initiative.

AUDITED FACILITY INFORMATION

14. Designated facility capacity:	2984
15. Average daily population for the past 12 months:	2943
16. Number of inmate/resident/detainee housing units:	25
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

18. Enter the total number of inmates/residents/detainees in the facility as of the first day of onsite portion of the audit:	2896
19. 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:	3
20. 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:	0
21. 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:	5
22. 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:	8
23. 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:	62
24. 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:	180

<p>25. 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>50</p>
<p>26. 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>54</p>
<p>27. 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>82</p>
<p>28. 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>29. 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>30. 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>396</p>
<p>31. 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>290</p>

<p>32. 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>67</p>
<p>33. 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>34. Enter the total number of RANDOM INMATES/RESIDENTS/DETAINEES who were interviewed:</p>	<p>25</p>
<p>35. 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>36. How did you ensure your sample of RANDOM INMATE/RESIDENT/DETAINEE interviewees was geographically diverse?</p>	<p>The auditor received a copy of the facility roster which broke down the population by age, race, ethnicity, length of time in the facility and custody level. This information allowed the auditor to accurately select a random representation of the offender population from the facility.</p>

37. Were you able to conduct the minimum number of random inmate/resident/detainee interviews?	<input checked="" type="radio"/> Yes <input type="radio"/> No
38. 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	
39. Enter the total number of TARGETED INMATES/RESIDENTS/DETAINEES who were interviewed:	33
<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>	
40. Enter the total number of interviews conducted with inmates/residents/detainees with a physical disability using the "Disabled and Limited English Proficient Inmates" protocol:	4
41. 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

<p>42. Enter the total number of interviews conducted with inmates/residents/detainees who are Blind or have low vision (i.e., visually impaired) using the "Disabled and Limited English Proficient Inmates" protocol:</p>	<p>4</p>
<p>43. Enter the total number of interviews conducted with inmates/residents/detainees who are Deaf or hard-of-hearing using the "Disabled and Limited English Proficient Inmates" protocol:</p>	<p>5</p>
<p>44. Enter the total number of interviews conducted with inmates/residents/detainees who are Limited English Proficient (LEP) using the "Disabled and Limited English Proficient Inmates" protocol:</p>	<p>1</p>
<p>45. Enter the total number of interviews conducted with inmates/residents/detainees who identify as lesbian, gay, or bisexual using the "Transgender and Intersex Inmates; Gay, Lesbian, and Bisexual Inmates" protocol:</p>	<p>4</p>
<p>46. Enter the total number of interviews conducted with inmates/residents/detainees who identify as transgender or intersex using the "Transgender and Intersex Inmates; Gay, Lesbian, and Bisexual Inmates" protocol:</p>	<p>8</p>
<p>47. Enter the total number of interviews conducted with inmates/residents/detainees who reported sexual abuse in this facility using the "Inmates who Reported a Sexual Abuse" protocol:</p>	<p>2</p>
<p>48. Enter the total number of interviews conducted with inmates/residents/detainees who disclosed prior sexual victimization during risk screening using the "Inmates who Disclosed Sexual Victimization during Risk Screening" protocol:</p>	<p>4</p>

<p>49. 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>49. 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>49. 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>The facility reported there were no inmates that were placed in segregated housing for risk of sexual victimization during the onsite portion of the audit. The auditor was able to confirm this information through review of offender rosters, observations during site review process and interviews conducted with staff at the facility.</p>
<p>50. Provide any additional comments regarding selecting or interviewing targeted inmates/residents/detainees (e.g., any populations you oversampled, barriers to completing interviews):</p>	<p>The audit team intentionally oversampled interviews with transgender/intersex population at the facility based on the amount that were identified at the facility and information learned during the audit process.</p>
<p>Staff, Volunteer, and Contractor Interviews</p>	
<p>Random Staff Interviews</p>	
<p>51. Enter the total number of RANDOM STAFF who were interviewed:</p>	<p>13</p>

<p>52. Select which characteristics you considered when you selected RANDOM STAFF interviewees: (select all that apply)</p>	<p><input type="checkbox"/> Length of tenure in the facility</p> <p><input type="checkbox"/> Shift assignment</p> <p><input type="checkbox"/> Work assignment</p> <p><input 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>If "Other," describe:</p>	<p>The audit team interviewed both male and female staff to get a good representation of the overall staffing</p>
<p>53. 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>54. 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>55. Enter the total number of staff in a SPECIALIZED STAFF role who were interviewed (excluding volunteers and contractors):</p>	<p>17</p>
<p>56. Were you able to interview the Agency Head?</p>	<p><input checked="" type="radio"/> Yes</p> <p><input type="radio"/> No</p>

57. Were you able to interview the Warden/Facility Director/Superintendent or their designee?	<input checked="" type="radio"/> Yes <input type="radio"/> No
58. Were you able to interview the PREA Coordinator?	<input checked="" type="radio"/> Yes <input type="radio"/> No
59. 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)

60. 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
61. Did you interview VOLUNTEERS who may have contact with inmates/residents/detainees in this facility?	<input checked="" type="radio"/> Yes <input type="radio"/> No
61. Enter the total number of VOLUNTEERS who were interviewed:	1
61. 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
62. Did you interview CONTRACTORS who may have contact with inmates/residents/detainees in this facility?	<input checked="" type="radio"/> Yes <input type="radio"/> No
62. Enter the total number of CONTRACTORS who were interviewed:	3
62. 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 checked="" type="checkbox"/> Other
63. 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.

64. 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:	
65. 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
66. 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
67. Informal conversations with inmates/residents/detainees during the site review (encouraged, not required)?	<input checked="" type="radio"/> Yes <input type="radio"/> No
68. Informal conversations with staff during the site review (encouraged, not required)?	<input checked="" type="radio"/> Yes <input type="radio"/> No

<p>69. 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>70. 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>71. 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.

72. 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	44	30	44	30
Staff-on-inmate sexual abuse	9	2	9	2
Total	53	32	53	32

73. 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	14	0	14	0
Staff-on-inmate sexual harassment	1	0	1	0
Total	15	0	15	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.

74. 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	14	0	0	0	0
Staff-on-inmate sexual abuse	0	0	0	0	0
Total	14	0	0	0	0

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

	Ongoing	Unfounded	Unsubstantiated	Substantiated
Inmate-on-inmate sexual abuse	0	2	42	0
Staff-on-inmate sexual abuse	0	1	8	0
Total	0	3	50	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.

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

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

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

	Ongoing	Unfounded	Unsubstantiated	Substantiated
Inmate-on-inmate sexual harassment	0	2	12	0
Staff-on-inmate sexual harassment	0	0	1	0
Total	0	2	13	0

Sexual Abuse and Sexual Harassment Investigation Files Selected for Review

Sexual Abuse Investigation Files Selected for Review

78. Enter the total number of SEXUAL ABUSE investigation files reviewed/ sampled:	9
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<p>79. 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>80. Enter the total number of INMATE-ON-INMATE SEXUAL ABUSE investigation files reviewed/sampled:</p>	<p>5</p>
<p>81. 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>82. 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>83. Enter the total number of STAFF-ON-INMATE SEXUAL ABUSE investigation files reviewed/sampled:</p>	<p>4</p>
<p>84. 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>85. 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>86. Enter the total number of SEXUAL HARASSMENT investigation files reviewed/sampled:</p>	<p>2</p>
<p>87. Did your selection of SEXUAL HARASSMENT investigation files include a cross-section of criminal and/or administrative investigations by findings/outcomes?</p>	<p><input checked="" type="radio"/> Yes</p> <p><input type="radio"/> No</p> <p><input type="radio"/> NA (NA if you were unable to review any sexual harassment investigation files)</p>
<p>Inmate-on-inmate sexual harassment investigation files</p>	
<p>88. Enter the total number of INMATE-ON-INMATE SEXUAL HARASSMENT investigation files reviewed/sampled:</p>	<p>1</p>
<p>89. Did your sample of INMATE-ON-INMATE SEXUAL HARASSMENT files include criminal investigations?</p>	<p><input type="radio"/> Yes</p> <p><input checked="" type="radio"/> No</p> <p><input type="radio"/> NA (NA if you were unable to review any inmate-on-inmate sexual harassment investigation files)</p>
<p>90. 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	
91. Enter the total number of STAFF-ON-INMATE SEXUAL HARASSMENT investigation files reviewed/sampled:	1
92. Did your sample of STAFF-ON-INMATE SEXUAL HARASSMENT investigation files include criminal investigations?	<input type="radio"/> Yes <input checked="" type="radio"/> No <input type="radio"/> NA (NA if you were unable to review any staff-on-inmate sexual harassment investigation files)
93. 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)
94. 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	
95. 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>96. Did you receive assistance from any NON-CERTIFIED SUPPORT STAFF at any point during this audit? REMEMBER: the audit includes all activities from the pre-onsite through the post-onsite phases to the submission of the final report. Make sure you respond accordingly.</p>	<p><input checked="" type="radio"/> Yes</p> <p><input type="radio"/> No</p>
<p>96. Enter the TOTAL NUMBER OF NON-CERTIFIED SUPPORT who provided assistance at any point during this audit:</p>	<p>1</p>
AUDITING ARRANGEMENTS AND COMPENSATION	
<p>97. Who paid you to conduct this audit?</p>	<p><input type="radio"/> The audited facility or its parent agency</p> <p><input type="radio"/> My state/territory or county government employer (if you audit as part of a consortium or circular auditing arrangement, select this option)</p> <p><input checked="" type="radio"/> A third-party auditing entity (e.g., accreditation body, consulting firm)</p> <p><input type="radio"/> Other</p>
<p>Identify the name of the third-party auditing entity</p>	<p>Corrections Consulting Services</p>

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

115.11	Zero tolerance of sexual abuse and sexual harassment; PREA coordinator
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>115.11</p> <p>Document Review:</p> <ul style="list-style-type: none"> · Texas Department of Criminal Justice Executive Directive Safe Prisons Program ED-03.03 · Texas Department of Criminal Justice Safe Prisons/PREA Plan · Texas Department of Criminal Justice Prison Rape Elimination Act Ombudsman Policy Statement BP-2.09 · Hughes Unit Organizational Chart · Texas Department of Criminal Justice Unit Safe Prisons/PREA Manager PO-07.150 · PREA Ombudsman Organizational Chart

	<p>Interviews:</p> <ul style="list-style-type: none"> · Interview with agency PREA coordinator (ombudsman) · Interview with facility PREA compliance manager <p>Findings by Provision:</p> <p>115.11 (a)</p> <p>The Texas Department of Criminal Justice has a written policy, The Safe Prisons/PREA Plan, mandating zero tolerance toward all forms of sexual abuse and sexual harassment in facilities it operates directly or under contract. This is also illustrated in The Texas Department of Criminal Justice Executive Directive Safe Prisons Program.</p> <p>The Texas Department of Criminal Justice Safe Prisons/PREA Plan outlines how it will implement the agency's approach to preventing, detecting, and responding to sexual abuse and sexual harassment. The policy includes definitions of prohibited behaviors regarding sexual abuse and sexual harassment. The policy includes sanctions for those found to have participated in prohibited behaviors. The policy includes a description of agency strategies and responses to reduce and prevent sexual abuse and sexual harassment of inmates.</p> <p>115.11 (b)</p> <p>The Texas Department of Criminal Justice designates an upper-level, agency-wide PREA coordinator with sufficient time and authority to develop, implement, and oversee agency efforts to comply with the PREA standards in all of its facilities. The position of the PREA coordinator is titled the PREA ombudsman who works under the Texas Board of Criminal Justice. This was evidenced by the provided organization chart and an interview with the agency's PREA ombudsman.</p> <p>115.11 (c)</p> <p>The Hughes Unit has designated a PREA compliance manager as illustrated in the unit organizational chart. The PREA compliance manager has sufficient time and authority to coordinate the facility's efforts to comply with the PREA standards as demonstrated by the interview with the facility PREA Compliance Manager.</p> <p>Based upon information contained in the PAQ, policies, procedures and interviews conducted, the facility is substantially compliant with this standard.</p>
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115.12	Contracting with other entities for the confinement of inmates
	Auditor Overall Determination: Meets Standard

	<p>Auditor Discussion</p> <p>It should be noted that an agency level audit was conducted by another DOJ certified auditor in October 2024 prior to onsite portion of the PREA audit of the Murray Unit. A full compliance report was issued by the auditor on 11/21/2024, prior to the completion of this audit report and used as part of this auditor's triangulation of information to determine compliance. This included interviews with agency leadership, specialty staff interviews and required policies and procedures as outlined in the provision. Therefore, this auditor used the findings of the agency level audit to determine compliance.</p> <p>Based upon information contained in the PAQ, policies, procedures, site review and interviews conducted, the facility is substantially compliant with this standard.</p>
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115.13	Supervision and monitoring
	<p>Auditor Overall Determination: Meets Standard</p> <p>Auditor Discussion</p> <p>115.13</p> <p>Document Review:</p> <ul style="list-style-type: none"> · Texas Department of Criminal Justice Security Surveillance Systems 07.02 · Texas Department of Criminal Justice Security Staffing Plan AD-1152 · Texas Department of Criminal Justice Security Operations Procedures Manual / Turnout Roster Management 08.01 · Texas Department of Criminal Justice Security Operations Annual Review of Turnout Rosters Procedures 08.06 · Texas Department of Criminal Justice Safe Prisons/PREA Plan · Texas Department of Criminal Justice Hughes Unit Staffing Plan · Multiple Hughes Unit Participation Statements and Annual Staffing Plan Reviews · Texas Department of Criminal Justice PO-07.003 · Texas Department of Criminal Justice PO-07.002 · Texas Department of Criminal Justice PO-07.004 · Texas Department of Criminal Justice PO-07.005 · Example Shift Rosters

Interviews:

- Interview with facility warden
- Interview with the facility PREA compliance manager
- Interviews with random staff
- Interviews with random offenders
- Interview with the PREA coordinator

Site Review Observations:

- The auditor observed the number of staff, contractors, and volunteers present (including security and non-security staff) and staffing patterns during every shift.
- The auditor observed staff line of sight and assess whether there are blind spots.
- The auditor observed areas where persons confined in the facility are not allowed to determine whether movement in and out of that space is monitored.
- The auditor observed the level of supervision and frequency of cell checks in housing areas where confined persons are double-celled, in dormitories, or in holding pens with more than one person.
- The auditor observed indirect supervision practices, including camera placement.

Findings by Provision:

115.13 (a)

The Texas Department of Criminal Justice requires each facility it operates to develop, document, and make its best efforts to comply on a regular basis with a staffing plan that provides for adequate levels of staffing and, where applicable, video monitoring, to protect offenders against abuse. The auditor reviewed the provided staffing development plan process, the Hughes Unit Staffing Plan and interviews were conducted with the warden and PREA compliance manager.

115.13 (a)1 - 3

During the site review process the auditor observed substantial safety and security inconsistencies. In housing units that consisted of one-and two-man cells, the auditor visually observed inmates unlocking their cell doors, exiting their assigned cells and entering other inmate's cells, without the knowledge or approval of security staff.

This observation constitutes a significant problem with the safety of staff, contractors, volunteers and the offender population.

During informal and formal conversations with security staff at the facility, it was widely known that in these housing units, offenders had the ability to open their doors and that some of the locking mechanisms on cells could be easily compromised with a small piece of metal or plastic.

During informal and formal conversations with the offender population, concerns over doors malfunctioning and offenders having the ability to enter other cells to have sex with other offenders was repeatedly voiced and captured by the audit team.

The auditor received no less than 18 letters from offenders at the facility and a 3rd party reporting concerns over safety, uncontrolled sexual relationships and lack of staffing at the facility. Letters were received during the pre-onsite phase and post-onsite phase of the audit process.

The auditor also received correspondence from local and national rape crisis organizations, both of which reported receiving concerns over staffing and overall sexual safety at the facility.

During the onsite phase of the audit the auditor observed supervision practices of staff in housing units to assess the adequacy and consistency of security checks. The lack of staff in and around cell areas was very obvious during the site review process. Additionally, the auditor observed many offender cells that had papers covering their windows, creating a space that was virtually impossible for security staff to carry out effective security checks. The auditor did not observe a single staff member address offender compliance within their cells during the site review process. The auditor questioned the assistant warden on why staff were not addressing offenders about covering their windows and was told that if they tell the offenders to take the stuff down, they will just put the coverings back up after security staff leave.

Corrective Action Required:

Within 180 days of this report, the facility will:

1. Evaluate, assess and identify cell doors throughout the facility that can be defeated by the offender population, that allow exit and entrance without security staff. Agency and facility leadership will need to formulate a plan of action to address this significant security and safety concern. The plan to address these locking mechanism concerns should be shared with the auditor when a plan has been established.
2. Staff from the Texas Department of Criminal Justice PREA Ombudsman's Office and facility administration will need to be intimately involved in the locking mechanism correction process. When a solution is in place, staff from these offices will need to assess the effectiveness, interview line staff for feedback and provide the auditor with their findings. This can only be accomplished with staff actively visiting the facility with a "hands on" approach to the assessment and solution.
3. Line staff and supervision staff need to be retrained on effective supervision practices as outlined in various Texas Department of Criminal policies and procedures. Special attention should be paid to offender cell compliance, addressing blind spots that offenders have created by covering their windows. Staff who work regularly at the facility will participate in refresher training which will be provided to the auditor in the form of a training curriculum and staff training completion records.

4. Facility leadership in collaboration with the PREA coordinator will reassess the staffing plan to determine if adjustments are needed to the plan to address staffing levels at the unit and identify if additional resources are needed to ensure the safety of staff and offenders at the facility. The facility will provide the auditor with the staffing plan review that includes any adjustments or recommendations for change.

Corrective Action Taken:

1. New facility leadership immediately started the process of identifying and addressing offender doors that could be defeated by the population and work orders were submitted and completed. Staff were given clear direction to submit work orders for doors that were observed as compromised and offenders that were observed actively defeating door locking mechanisms were disciplined swiftly. Plans were formulated by facility leadership to correct door locking mechanism failures and expedite submitted work orders.

2. The Texas Department of Criminal Justice PREA Ombudsman's Office was immediately and intimately involved in the locking mechanism correction process. Regular unannounced inspections of the facility were carried and documented on a monthly basis with tour observations and recommendations for improvement. As part of the inspection process, observations of staffing patterns and line staff visibility was assessed.

3. The facility instituted immediate retraining of staff on multiple aspects of effective supervision of the offender population, to include basic supervision practices and aspects of basic PREA training. Staff refresher training was documented in turnout training rosters, illustrating staff attendance and acknowledgment of training received. Training occurred at the facility over the course of several months and included staff that regularly worked at the facility. The auditor was also provided examples of staff disciplined at the facility that were observed not complying with agency and facility policies and procedures related to basic safety and security procedures.

4. The facility reviewed and assessed the current staffing plan to determine if additional and adequate resources were necessary to address current safety concerns related to door malfunctions and failures to address covering and obscuring windows and doors.

115.13 (b)

Each time the staffing plan is not complied with, the facility documents and justifies all deviations from the staffing plan. This was evidenced by the provided shift rosters, interview with the Warden, site review observations and informal interviews with staff and offenders.

115.13 (c)

At least once every year the facility, in collaboration with the PREA Coordinator, reviews the staffing plan to see whether adjustments are needed to: (a) the staffing

	<p>plan, (b) the deployment of monitoring technology, or (c) the allocation of facility/ agency resources to commit to the staffing plan to ensure compliance with the staffing plan.</p> <p>During the pre-audit process this auditor reviewed multiple Hughes Unit Annual Staffing Plans Reviews and multiple Participation Statements.</p> <p>The auditor also conducted an interview with the facility warden who confirmed compliance with this provision.</p> <p>115.13 (d)</p> <p>The Texas Department of Criminal Justice requires intermediate-level or higher-level staff conduct unannounced rounds to identify and deter staff sexual abuse and sexual harassment. The Texas Department of Criminal Justice Safe Prisons/PREA Plan provides guidance to all of its facilities.</p> <p>The Hughes Unit provided post orders for its intermediate-level and higher-level supervisors illustrating the requirement of unannounced rounds on all shifts and the prohibition from alerting staff members.</p> <p>The auditor conducted interviews with intermediate-level and higher-level facility staff confirming compliance with this provision.</p> <p>The Hughes Unit provided documentation of completed unannounced rounds for all shifts at the facility confirming compliance with this provision.</p> <p>Based upon information contained in the PAQ, policies, procedures, site review and interviews conducted, the facility is substantially compliant with this standard.</p>
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115.14	Youthful inmates
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>115.14</p> <p>Document Review:</p> <ul style="list-style-type: none"> · Texas Department of Criminal Justice Youthful Inmate Statement of Fact · Current Offender Rosters <p>Site Review Observations:</p> <ul style="list-style-type: none"> · The auditor observed the entire facility and found no evidence of youthful offenders housed at the facility.

	<p>Findings by Provision:</p> <p>115.14 (a) (b) (c)</p> <p>The Hughes Unit does not house youthful offenders at the facility. This was confirmed through offender rosters, informal interviews with staff and an informal interview with the PREA Compliance Manager.</p> <p>Based upon information contained in the PAQ, policies, procedures, site review and interviews conducted, the facility is substantially compliant with this standard.</p>
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115.15	Limits to cross-gender viewing and searches
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>115.15</p> <p>Document Review:</p> <ul style="list-style-type: none"> · Texas Department of Criminal Justice Safe Prisons/PREA Plan · Texas Department of Criminal Justice Administrative Directive Searches AD-03.22 · Texas Department of Criminal Justice 115.15 Statement of Fact · Texas Department of Criminal Justice Post Order Examples · Texas Department of Criminal Justice In-Service Training Program Training Blocks <p>Interviews:</p> <ul style="list-style-type: none"> · Interviews with random staff · Interviews with transgender/intersex offenders · Interviews with random staff · Interviews with random offenders <p>Site Review Observations:</p> <ul style="list-style-type: none"> · The auditor observed areas used to conduct strip searches, visual body cavity searches, and pat-down searches and assess whether opposite-gender staff (i.e., non-medical personnel) can watch the conduct of a strip search or visual body cavity search (absent exigent circumstances). · The auditor observed all areas where confined persons may be in a state of undress, such as showering, using the toilet, and/or changing their clothes.

- The auditor observed if any nonmedical staff of the opposite gender are able to view confined persons in a state of undress, including from different angles and via mirror placement.
- The auditor observed electronic surveillance monitoring areas such as control rooms or other spaces where staff monitor live or recorded video feeds of confined persons (e.g., via camera feed) and determine if:
 - o Opposite-gender staff are assigned to monitor video surveillance (recorded or live) (e.g., male staff viewing female confined persons).
 - o The video monitoring technology allows for point, tilt, zoom (PTZ) capabilities which could allow staff to see confined persons in a state of undress.
 - o The facility uses any type of software (e.g., pixelation or blurring) or other mechanisms (e.g., post-its, tape) to obscure cross-gender viewing of confined persons in a state of undress.
- The auditor observed the method(s) used to alert individuals confined in the facility that an opposite-gender staff person has entered a housing unit/area where they are likely to be in a state of undress.
- The auditor observed whether the alert method(s) is sufficient to alert persons confined in the facility that an opposite-gender staff person will be entering the housing unit and allow them to cover-up and determine whether:
 - o The alert is loud enough for all of the confined persons in the housing unit/area to hear.
 - o The time between the alert and the staff person's arrival provides enough time for confined persons to cover up before the staff enter the area.
 - o The alert is provided in such a manner that confined persons with disabilities (e.g., persons who are Deaf or hard of hearing, Blind or have low vision, or those who are cognitively or functionally disabled (including intellectual, psychiatric, or speech disabilities)) are also properly alerted to staff of the opposite-gender in the housing unit.

Findings by Provision:

115.15 (a)

The Hughes Unit does not conduct cross-gender strip searches or cross-gender visual body cavity searches (meaning a search of the anal or genital opening) except in exigent circumstances or when performed by medical practitioners. Agency policies on searches and the Safe Prisons/PREA Plan prohibit this practice absent of exigent circumstances.

During the site review process, the auditor confirmed through observations that staff of the opposite gender were not conducting cross-gender strip searches or visual body cavity searches.

The auditor conducted informal interviews with offenders at the facility which further confirmed compliance with this provision.

115.15 (b)

The facility does not permit cross-gender pat-down searches of female offenders, absent exigent circumstances.

The auditor reviewed agency search policy which illustrated compliance with this provision.

During the site review process the auditor confirmed through observation that the facility incarcerated male offenders only.

115.15 (c)

The facility documents all cross-gender strip searches and cross-gender visual body cavity searches, and documents all cross-gender pat-down searches of female offenders.

The auditor reviewed agency search policy and visually confirmed there were no female offenders housed at this facility which illustrated compliance with this provision.

115.15 (d)

The facility has implemented policies and procedures that enable offenders to shower, perform bodily functions, and change clothing without non-medical 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 (this includes viewing via video camera).

The auditor reviewed agency search policy and examples of facility post orders which prohibited cross-gender viewing and illustrated compliance with this provision.

The audit team conducted interviews with at least 25 random offenders throughout the facility. Overwhelmingly, offenders confirmed that they were able to shower and perform bodily functions without staff of opposite gender viewing them in a state of undress.

The audit team conducted interviews with at least 12 random staff throughout the facility. All staff interviewed stated that they felt that offenders had as much privacy as could be afforded in the style of facility that Hughes Unit was created.

During the site review process this auditor concluded that offenders were provided sufficient privacy while showering and performing bodily but that there were concerns related to 3 separate areas that needed to be addressed by the facility.

115.15 (d) 1 -2

During the onsite portion of the audit and site review process, this auditor became

aware that the facility was currently in the process of updating their video monitoring technology throughout the facility. As a result of this upgrade process new cameras were being installed and with the software change it became apparent during this auditor's video monitoring review process that visual blockers had not been changed in the software. This auditor was able to review live and recorded camera coverage of areas in the dorm style housing units of offenders actively using the bathrooms and showers. This immediately provided a potential cross-gender viewing avenue for female staff. It is very unusual for security cameras to be placed in and immediately above shower and restroom areas and without software visual blockers installed the likelihood of this happening is exponentially higher.

During the onsite review process this auditor observed an offender single-person bathroom area in building #7, which was considered a mental health watch area. The camera was placed immediately above the bathroom area. Upon review of the facility monitoring technology, the auditor was able to see immediately into the restroom and the camera position could easily present a potential cross-gender viewing scenario for any female staff reviewing live or recorded footage.

During the onsite portion of the audit and site review process, this auditor observed 2 specific areas that were dedicated offender strip areas. The strip areas designated for kitchen workers and the area referred to as A/B turnout were areas of concern when observed by the auditor. These areas have no physical barriers in place to prevent potential cross-gender viewing and a review of monitoring technology also indicated that there was no software visual blocker in place either. This presents 2 potential cross-gender viewing scenarios from female staff walking in and around these areas and from a monitoring technology standpoint as well.

Corrective Action Required:

Within 180 days of this report, the facility will:

1. Update the facility monitoring software to provide visual blockers in the areas previously mentioned to provide privacy to offenders while using the showers and/or restrooms. The facility will provide a statement of fact to the auditor attesting that these software changes have been made and screenshots of the impacted areas will be sent to the auditor illustrating the required changes.
2. The facility will either install physical barriers in the strip areas previously mentioned or provide software visual blockers in areas where offenders are being stripped. The facility will provide a statement of fact that the aforementioned changes have been implemented and pictures and/or screenshots will be provided to the auditor for assessment of compliance.

Corrective Action Taken:

The facility provided the auditor with examples of camera photos that displayed appropriate visual blockers over bathrooms in the areas identified during the onsite portion of the audit. All photos provided illustrated that inmates could use urinals and all other bathroom areas with privacy, eliminating the possibility of female staff

seeing male offenders in a state of undress.

The facility also provided photos of strip areas identified during the onsite portion of the audit illustrating the use of physical visual barriers that staff utilize during strip searches. With the use of the physical visual barriers, staff can conduct strip searches of offenders but video monitoring in the area will not be able to view and capture offenders in a state of undress preventing potential opposite gender viewing by female staff.

115.15 (e)

Texas Department of Criminal Justice search policy prohibits searching or physically examining a transgender or intersex offender for the sole purpose of determining the offender's genital status. If the offender's genital status is unknown, it may be determined during conversations with the offender, 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.

The audit team conducted interviews with at least 12 random staff throughout the facility who confirmed they were prohibited from searching transgender intersex offender for the sole purpose of determining the offender's genital status.

The audit conducted interviews with transgender/intersex offenders at the facility. Overwhelmingly these individuals reported that they had not been searched in this manner solely to determine their genital status.

115.15 (f)

The Texas Department of Criminal Justice Safe Prisons/ PREA Plan dictates that the agency shall train security staff in how to conduct cross-gender pat-down searches, and searches of transgender and intersex offenders, in a professional and respectful manner, and in the least intrusive manner possible, consistent with security needs.

The auditor conducted a review of the provided training curricula given to staff at varying levels within the agency. Based on the training curricula provided and methods the facility uses to track staff training compliance, the facility is in compliance with this provision.

The audit team conducted at least 12 interviews with random staff throughout the facility, all of which confirming they has received the required training under this provision.

Based upon information contained in the PAQ, policies, procedures, site review and interviews conducted, the facility is substantially compliant with this standard.

115.16

Inmates with disabilities and inmates who are limited English proficient

Auditor Overall Determination: Meets Standard

Auditor Discussion

115.16

Document Review:

- Texas Department of Criminal Justice Safe Prisons/PREA Plan
- Texas Department of Criminal Justice Intake Procedures 6.05
- Texas Department of Criminal Justice Intake Procedures / Initial Orientation 1.10
- Texas Department of Criminal Justice Health Services Liaison Facility Types List
- Texas Department of Criminal Justice Offenders with Special Needs G.51.1
- Texas Department of Criminal Justice Referral of Offenders to the Developmental Disabilities Program A-08.3
- Texas Department of Criminal Justice Certified American Sign Language Interpreter Services G-51.5
- Limited English Proficient Inmate Rosters

Interviews:

- Interviews with inmate with disabilities or who are limited English proficient
- Interviews with random staff
- Interview with the agency head

Site Review Observations:

- The auditor tested the facility's process for securing interpretation services on-demand.
- The auditor determined if persons confined in the facility must self-identify (e.g., enter pin, provide name/ID number) to access interpretation services. This is important to understand related to anonymous reporting or confidential access to emotional support services.
- The auditor assessed the availability of interpretation services (e.g., ability to access immediate interpretation services).
- The auditor assessed the accessibility of interpretation services (i.e., available to all persons confined in the facility who need an interpreter, including persons confined in restricted housing).
- The auditor the location of interpretation services (e.g., are services provided in a

location that provides some privacy for the persons confined in the facility?).

Findings by Provision:

115.16 (a)

The Texas Department of Criminal Justice Safe Prisons/PREA Plan takes appropriate steps to ensure that offenders with disabilities (including, for example, offenders who are deaf or hard of hearing, those who are blind or have low vision, or those who have intellectual, psychiatric, or speech 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. Such steps shall include, when necessary to ensure effective communication with offenders who are deaf or hard of hearing, providing access to interpreters who can interpret effectively, accurately, and impartially, both receptively and expressively, using any necessary specialized vocabulary. In addition, the agency shall ensure that written materials are provided in formats or through methods that ensure effective communication with offenders with disabilities, including offenders who have intellectual disabilities, limited reading skills, or who are blind or have low vision. An agency is not required to take actions that it can demonstrate would result in a fundamental alteration in the nature of a service, program, or activity, or in undue financial and administrative burdens, as those terms are used in regulations promulgated under title II of the Americans with Disabilities Act, 28 CFR 35.164.

The auditor reviewed policies on facility intake procedures initial orientation, special needs offenders, referrals to offenders with developmental disabilities and sign language interpretation services offered by the facility.

The audit team interviewed offenders who were considered limited English proficient. Overwhelmingly offenders indicated they were provided information in a language that they could understand and they were aware of available interpretation services.

During the site review process the auditor visually observed PREA signage in every housing unit that was available in Spanish, the second most commonly spoken language at the facility. The auditor was also able to test the on-demand access to telephone interpretation services which worked perfectly.

115.16 (b)

The Texas department of Criminal Justice Safe Prisons/PREA plan dictates that the agency shall 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 offenders who are limited English proficient, including steps to provide interpreters who can interpret effectively, accurately, and impartially, both receptively and expressively, using any necessary specialized vocabulary.

The auditor reviewed additional policies and documentation of print policy formats, interpreter guides and braille versions of educational materials available to offenders who are considered limited English proficient and/or visually disabled.

	<p>115.16 (c)</p> <p>The Texas Department of Criminal Justice Safe Prisons/PREA Plan prohibits use of offender interpreters, offender readers, or other types of offender assistants except in limited circumstances where an extended delay in obtaining an effective interpreter could compromise the offender's safety, the performance of first-response duties under §115.64, or the investigation of the offender's allegations.</p> <p>The audit team conducted interviews with at least 12 random staff throughout the facility. Staff indicated they would not use offender interpreters or readers absent of exigent circumstances that would lead to an extended delay in obtaining an effective interpreter.</p> <p>Based upon information contained in the PAQ, policies, procedures, site review and interviews conducted, the facility is substantially compliant with this standard.</p>
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115.17	Hiring and promotion decisions
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>115.17</p> <p>It should be noted that an agency level audit was conducted by another DOJ certified auditor in October 2024 prior to onsite portion of the PREA audit of the Murray Unit. A full compliance report was issued by the auditor on 11/21/2024, prior to the completion of this audit report and used as part of this auditor's triangulation of information to determine compliance. This included interviews with agency leadership, specialty staff interviews and required policies and procedures as outlined in the provision. Therefore, this auditor used the findings of the agency level audit to determine compliance.</p> <p>Based upon information contained in the PAQ, policies, procedures, site review and interviews conducted, the facility is substantially compliant with this standard.</p>

115.18	Upgrades to facilities and technologies
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	115.17

	<p>It should be noted that an agency level audit was conducted by another DOJ certified auditor in October 2024 prior to onsite portion of the PREA audit of the Murray Unit. A full compliance report was issued by the auditor on 11/21/2024, prior to the completion of this audit report and used as part of this auditor's triangulation of information to determine compliance. This included interviews with agency leadership, specialty staff interviews and required policies and procedures as outlined in the provision. Therefore, this auditor used the findings of the agency level audit to determine compliance.</p> <p>Based upon information contained in the PAQ, policies, procedures, site review and interviews conducted, the facility is substantially compliant with this standard.</p>
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115.21	Evidence protocol and forensic medical examinations
	Auditor Overall Determination: Exceeds Standard
	<p>Auditor Discussion</p> <p>115.21</p> <p>Document Review:</p> <ul style="list-style-type: none"> · Texas Department of Criminal Justice Safe Prisons/PREA Plan · Texas Department of Criminal Justice Evidence Handling AD-16.03 · Texas Department of Criminal Justice Offender Sexual Assault Investigations 7.13 · Texas Department of Criminal Justice Sexual Assault/Sexual Abuse G-57.1 · Texas Department of Criminal Justice Medical Notes Examples · Texas Department of Criminal Justice Memorandum of Understanding with Families in Crisis Inc. · Texas Department of Criminal Justice Inter-Office Communication/Offender Victim Representatives · Texas Department of Criminal Justice Offender Victim Representative Safe Prisons/PREA Operations Manual 02.02 · Texas Department of Criminal Justice Inspector General Policy Statement BP-01.07 <p>Interviews:</p> <ul style="list-style-type: none"> · Interviews with random staff · Interview with the facility PREA compliance manager

- Interviews with offenders who reported sexual abuse

Findings by Provision:

115.21 (a)

The Texas Department of Criminal Justice Safe Prisons/PREA Plan and Evidence Handling policy outlines how the agency follows a uniform evidence protocol that maximizes the potential for obtaining usable physical evidence for administrative proceedings and criminal prosecutions.

The PAQ reported that criminal investigations are conducted by the Office of the Inspector General.

The audit team interviewed at least 12 random staff throughout the facility all of which were able to articulate the how the facility obtains useable physical evidence and were aware of what the agency's coordinated response plan was to incidents of sexual abuse and sexual harassment.

115.21 (b)

The Texas Department of Criminal Justice Offender Sexual Assault Investigations Policy has developed a protocol appropriate for youth where applicable, and, 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.

115.21 (c)

The Texas Department of Criminal Justice policies on Offender Sexual Assault Investigations and Sexual Assault/Sexual Abuse dictates that 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. Such examinations shall be performed by Sexual Assault Forensic Examiners (SAFEs) or Sexual Assault Nurse Examiners (SANEs) where possible. If SAFEs or SANEs cannot be made available, the examination can be performed by other qualified medical practitioners. The agency shall document its efforts to provide SAFEs or SANEs.

The auditor also reviewed the provided medical notes which illustrated instances where offenders were provided SAFE/SANE exams when medically appropriate.

According to the information provided in the PAQ, the facility provided 12 SAFE/SANE exams to offenders in the past 12 months.

115.21 (d)

The Texas Department of Criminal Justice Safe Prisons/PREA Plan dictates that the agency attempts to make available to the victim a victim advocate from a rape crisis center. If a rape crisis center is not available to provide victim advocate services, the agency makes available to provide these services a qualified staff member from a community-based organization, or a qualified agency staff member. Agencies shall

document efforts to secure services from rape crisis centers.

The auditor reviewed the provided MOU with Families in Crisis Inc., which does provide a victim advocate to the facility in instances of sexual abuse incidents.

The facility also trains staff at the facility to act in the role of victim advocate in instances where assistance cannot be obtained from Families in Crisis Inc. The facility also provided the training materials provided to staff members further illustrating compliance with the provision.

The auditor interviewed the facility PREA compliance manager who confirmed the relationship with Families in Crisis Inc. and training to staff members who also act in the as victim advocate in instances of sexual abuse requiring a forensic medical exam.

115.21 (e)

The Texas Department of Criminal Justice Safe Prisons/PREA Operational Manual for Offender Victim Representatives requires that, if requested by the victim, the victim advocate, qualified agency staff member, or qualified community-based organization staff member shall accompany and support the victim through the forensic medical examination process and investigatory interviews and shall provide emotional support, crisis intervention, information, and referrals.

The auditor interviewed the PREA compliance manager who confirmed that victim advocacy was provided by her and that there were several other staff at the facility trained to provide this type of advocacy.

115.21 (f)

The Texas Department of Criminal Justice Inspector General Policy Statement and OIG Sexual Assault Investigations policy outline the requirement to follow all the provisions as previously outlined in this standard.

Based upon information contained in the PAQ, policies, procedures, site review and interviews conducted, the facility substantially exceeds the requirement of the standard.

115.22	Policies to ensure referrals of allegations for investigations
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	115.22

Document Review:

- Texas Department of Criminal Justice Safe Prisons/PREA Plan
- Texas Department of Criminal Justice Reporting Incidents/Crimes to the Office of the Inspector General AD-16.20
- Criminal and Administrative Investigations
- Texas Department of Criminal Justice Inspector General Policy Statement BP-01.07
- Texas Department of Criminal Justice Operations of the Emergency Action Center and Reporting Procedures for Serious or Unusual Incidents AD-02.15

Interviews:

- Interview with OIG investigative staff
- Interview that was conducted with the agency head

Findings by Provision:

115.22 (a)

The Texas Department of Criminal Justice Safe Prisons/PREA Plan, Sexual Abuse Response and Investigation and Reporting Incidents/Crimes to the Office of the Inspector General policies ensure that an administrative or criminal investigation is completed for all allegations of sexual abuse and sexual harassment (including offender-on-offender sexual abuse and staff sexual misconduct).

The facility reported in the PAQ that over the past 12 months, they have received 68 allegations of sexual abuse and sexual harassment and that allegations were investigated either criminally or administratively.

115.22 (b) (c)

The Texas Department of Criminal Justice Inspector General Policy Statement BP-01.07 and Operations of the Emergency Action Center and Reporting Procedures for Serious or Unusual Incidents 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. Additionally, TDCJ publishes this information to the agency external website.

The auditor interviewed and criminal investigator under the OIG. The investigator confirmed all criminal investigations are referred to the OIG who has the legal authority to investigate those offenses.

The auditor confirmed through a review of the Texas Department of Criminal Justice website that these policies are publicly available.

	Based upon information contained in the PAQ, policies, procedures, site review and interviews conducted, the facility is substantially compliant with this standard.
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115.31	Employee training
	Auditor Overall Determination: Exceeds Standard
	<p>Auditor Discussion</p> <p>115.31</p> <p>Document Review:</p> <ul style="list-style-type: none"> · Texas Department of Criminal Justice On-The-Job Training Program SM-02.25 · Texas Department of Criminal Justice Training and Staff Development PD-97 · Texas Department of Criminal Justice Safe Prison/PREA Plan · Texas Department of Criminal Justice Correctional Awareness /Staff Survivor Training · Texas Department of Criminal Justice Sexual Misconduct with Offenders PD-29 · Texas Department of Criminal Justice Safe Prisons/PREA Program Pre-Service Training · Texas Department of Criminal Justice Safe Prisons/PREA Program In-Service Supervisor Training · Texas Department of Criminal Justice Safe Prisons Gender Specific Training · Texas Department of Criminal Justice Safe Prisons/PREA Plan Unit Safe Prisons /PREA Program Awareness Training 06.01 <p>Interviews:</p> <ul style="list-style-type: none"> · Interviews with random staff <p>Other Observations:</p> <ul style="list-style-type: none"> · Staff training examples <p>Findings by Provision:</p> <p>115.31 (a)</p>

The Texas Department of Criminal Justice trains all employees who may have contact with offenders on:

1. Its zero-tolerance policy for sexual abuse and sexual harassment.
2. How to fulfill their responsibilities under agency sexual abuse and sexual harassment prevention, detection, reporting, and response policies and procedures.
3. Offenders' rights to be free from sexual abuse and sexual harassment.
4. The right of offenders and employees to be free from retaliation for reporting sexual abuse and sexual harassment.
5. The dynamics of sexual abuse and sexual harassment in confinement.
6. The common reactions of sexual abuse and sexual harassment victims.
7. How to detect and respond to signs of threatened and actual sexual abuse.
8. How to avoid inappropriate relationships with offenders.
9. How to communicate effectively and professionally with offenders, including lesbian, gay, bisexual, transgender, intersex, or gender nonconforming offenders.
10. How to comply with relevant laws related to mandatory reporting of sexual abuse to outside authorities

The audit team interviewed at least 12 random staff throughout the facility, all of which confirming they received training as outlined in items 1 through 10 of this provision.

The auditor also reviewed training records of staff and training modules provided by the facility illustrating compliance with all the requirements of this provision in its entirety.

115.31 (b)

The Texas Department of Criminal Justice training is tailored to the gender of the offenders at the employee's facility. All employees receive additional training if they are reassigned from a facility that houses only female offenders, or vice versa. The auditor reviewed the Safe Prisons PREA training modules, the On-the-Job Training Program which illustrated policy compliance with this provision.

115.31 (c)

The Texas Department of Criminal Justice provides 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. In years in which an employee does not receive refresher training, the agency shall provide refresher information on current sexual abuse and sexual harassment policies. This was evidenced by information contained in the Safe Prisons/PREA Program Awareness

	<p>training.</p> <p>The facility also reported in the PAQ that employees are required to take refresher training minimally on an annual basis.</p> <p>115.31 (d)</p> <p>The Texas Department of Criminal Justice through employee signature or electronic verification, that employees understand the training they have received. This was illustrated through examples of employee training records provided by the facility.</p> <p>Based upon information contained in the PAQ, policies, procedures, site review and interviews conducted, the facility substantially exceeds the requirements of this standard.</p>
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115.32	Volunteer and contractor training
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>115.32</p> <p>Document Review:</p> <ul style="list-style-type: none"> · Texas Department of Criminal Justice Safe Prisons Sexual Assault Training Module · Texas Department of Criminal Justice Training for Medical and Mental Health Staff · Texas Department of Criminal Justice Handbook for Volunteers · Texas Department of Criminal Justice Volunteer Services Training Program / Volunteer Training · Texas Department of Criminal Justice Safe Prisons/PREA Plan Video Script · Texas Department of Criminal Justice Safe Prisons/PREA Plan Windham Annual Security Training · Texas Department of Criminal Justice Sexual Misconduct with Offenders PD-29 <p>Interviews:</p> <ul style="list-style-type: none"> · Interviews with volunteers/contractors who have contact with offenders <p>Site Review Observations:</p> <ul style="list-style-type: none"> · Training records of volunteers and contractors who have contact with offenders <p>Findings by Provision:</p>

115.32 (a)

The Texas Department of Criminal Justice ensures that all volunteers and contractors who have contact with offenders have been trained on their responsibilities under the agency's sexual abuse and sexual harassment prevention, detection, and response policies and procedures. This was evidenced by the training policies and, volunteer handbook and provided training modules required of all volunteers and contractors.

The audit team interviewed 1 volunteer and 2 contractors at the facility. All individuals interviewed acknowledged that they are required and have successfully completed training on their responsibilities under the agency's sexual abuse and sexual harassment policies.

The auditor also reviewed training records of volunteers, contractors and training modules provided by the facility illustrating compliance with all the requirements of this provision in its entirety.

The facility provided in the PAQ that there were a total of 409 volunteers and contractors, who may have contact with offenders, who have been trained in agency's policies and procedures regarding sexual abuse and sexual harassment prevention, detection, and response.

115.32 (b)

The Texas Department of Criminal Justice ensure the level and type of training provided to volunteers and contractors is based on the services they provide and level of contact they have with offenders, but all volunteers and contractors who have contact with offenders are notified of the agency's zero-tolerance policy regarding sexual abuse and sexual harassment and informed how to report such incidents.

The audit team interviewed 1 volunteer and 2 contractors at the facility. All individuals interviewed acknowledged that they are required and have successfully completed training on their responsibilities under the agency's sexual abuse and sexual harassment policies.

115.32 (c)

The Texas Department of Criminal Justice maintains documentation confirming that volunteers and contractors understand the training they have received.

	<p>The auditor reviewed training records of volunteers and contractors illustrating they understand the training they have received.</p> <p>Based upon information contained in the PAQ, policies, procedures, site review and interviews conducted, the facility is substantially compliant with the requirements of this standard.</p>
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115.33	Inmate education
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>115.33</p> <p>Document Review:</p> <ul style="list-style-type: none"> · Texas Department of Criminal Justice Safe Prisons/PREA Plan · Texas Department of Criminal Justice Unit Classification Procedure Orientation Procedures 5.00 · Texas Department of Criminal Justice Intake Procedures Initial Orientation 1.10 · Texas Department of Criminal Justice Safe Prisons/PREA Operations Manual Offender Sexual Abuse Awareness Training 06.02 · Texas Department of Criminal Justice Ferguson Unit Safe Prisons/PREA Information Packet · Texas Department of Criminal Justice Requests for Offender Inter-Facility Transfers AD-03.74 · Texas Department of Criminal Justice Quick Reference Guide to Access an Interpreter · Texas Department of Criminal Justice Qualified Spanish Interpreter Guidelines SM-05.50 · Texas Department of Criminal Justice Certified American Sign Language Interpreter Services G-51.5 · Texas Department of Criminal Justice Offenders with Special Needs G.51.1 · Texas Department of Criminal Justice Referrals of Offenders to the Developmental Disabilities Program A-08.3

- Documentation of offender participation in education sessions

Interviews:

- Interviews with intake staff
- Interviews with random offenders

Site Review Observations

- The auditor confirmed who is responsible for conducting the intake process.
- The auditor tested how the facility provides the necessary PREA information to all confined persons, regardless of ability and language, including whether written information, if applicable, is clear and provided at an appropriate reading-level and is accessible for all persons confined in the facility, including those who are limited English proficient. The facility provides interpreters, when needed, to assist Deaf and non-English speaking persons confined in the facility. Staff are prepared to read written information out loud, if applicable, to make accommodations for persons confined in the facility when necessary. Mental health staff or other skilled educators/ staff are involved in providing the required information to confined persons with cognitive or functional disabilities.
- The auditor tested the facility's process for securing interpretation services on-demand via Language Line.
- The auditor determined that comprehensive PREA education is provided by both video and in-person. The auditor observed a live comprehensive PREA education session.
- The auditor assessed that the education provided included the required information as outlined in the Standards.
- The auditor assessed how the facility made the comprehensive education accessible to all persons confined in the facility (i.e., confined persons who are Deaf or hard-of-hearing, Blind or have low vision, cognitively or functionally disabled, limited English proficient, non-English speaking, and/or have limited reading skills).
- The auditor observed whether signage throughout the facility can be easily read/ accessed by persons in the facility, specifically; signage language is clear and easy to understand. Signage specific to services, such as emotional support services, civil immigration, and external reporting, should include language that clearly details what services are available and for what purposes.
- The auditor observed signage was provided in English and translated into Spanish. The signage text size, formatting, and physical placement accommodates most readers, including those of average height, low vision/visually impaired, or those physically disabled/in a wheelchair.
- The auditor observed that other PREA signage was posted in areas where staff and persons confined in the facility are able to read and retain the information being

provided.

Findings by Provision:

115.33 (a)

The Texas Department of Criminal Justice ensures offenders receive information at time of intake about the zero-tolerance policy and how to report incidents or suspicions of sexual abuse or sexual harassment. The Safe Prisons/PREA Plan and Unit Orientation Procedures policies illustrate compliance with this requirement.

The PAQ reported that in the past 12 months, the facility has admitted 2174 offenders.

The auditor interviewed intake staff at the facility who articulated the PREA education process for offenders arriving to the facility. They also explained the process of educating those offenders who transfer in from other facilities.

115.33 (b)

The Texas Department of Criminal Justice requires that within 30 days of intake, the agency shall provide comprehensive education to offenders either in person or through video regarding their rights to be free from sexual abuse and sexual harassment and to be free from retaliation for reporting such incidents, and regarding agency policies and procedures for responding to such incidents.

The PAQ reported over the past 12 months there were 1863 offenders, whose length of stay in the facility was for 30 days or more, received comprehensive education on their rights to be free from both sexual abuse and sexual harassment and retaliation for reporting such incidents and on agency policies and procedures for responding to such incidents within 30 days of intake.

The auditor interviewed intake staff who articulated the process used by the facility to ensure offenders received the required comprehensive PREA education and that the education was delivered within 30 days.

115.33 (c)

The Texas Department of Criminal Justice requires that offenders who are transferred from one facility to another be educated regarding their rights to be free from both sexual abuse and sexual harassment and retaliation for reporting such incidents and on agency policies and procedures for responding to such incidents, to the extent that the policies and procedures of the new facility differ from those of the previous facility. This is illustrated in the Safe Prisons/PREA plan.

The auditor interviewed intake staff who articulated the facility's process of making certain offenders that are transferred from other facilities obtain the required PREA educational material.

115.33 (d)

	<p>The Texas Department of Criminal Justice provides offender education in formats accessible to all offenders, including those who are limited English proficient, deaf, visually impaired, otherwise disabled, as well as to offenders who have limited reading skills. The facility provided written guidance for staff to obtain on-demand interpretation services as well as training materials given to those offenders considered limited English proficient or otherwise disabled. The Safe Prisons/PREA Plan policy provides written guidance to staff on providing services to this offender population.</p> <p>115.33 (e)</p> <p>The Texas Department of Criminal Justice maintains documentation of offender participation in these education sessions.</p> <p>115.33 (f)</p> <p>The Texas Department of Criminal Justice ensures that key information about the agency's PREA policies is continuously and readily available or visible through posters, offender handbooks, or other written formats.</p> <p>Based upon information contained in the PAQ, policies, procedures, site review and interviews conducted, the facility is substantially compliant with the requirements of this standard.</p>
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115.34	<p>Specialized training: Investigations</p> <p>Auditor Overall Determination: Meets Standard</p> <p>Auditor Discussion</p> <p>115.34</p> <p>Document Review:</p> <ul style="list-style-type: none"> · Texas Department of Criminal Justice Safe Prisons/PREA Plan · Texas Department of Criminal Justice Training and Staff Development PD-97 · Texas Department of Criminal Justice Conducting a Thorough Investigation · Investigator training records · Texas Department of Criminal Justice AD-16.0 · Hughes Unit Investigator Training Screens
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	<p>Interviews:</p> <ul style="list-style-type: none"> · Interviews with investigative staff <p>Findings by Provision:</p> <p>115.34 (a)</p> <p>The Texas Department of Criminal Justice requires investigators are trained in conducting sexual abuse investigations in confinement settings. This requirement is illustrated in the Safe Prisons/PREA Plan and the Training and Staff Development policies.</p> <p>The auditor interviewed 2 investigators during the onsite portion of the audit. Interviews consisted of 1 administrative investigator, 1 criminal investigator. All investigators interviewed confirmed they had received specialized training on investigating sexual abuse in confinement setting. All investigators were able to specifically articulate what the specialized training consisted of.</p> <p>115.34 (b)</p> <p>The Texas Department of Criminal Justice provided specialized training includes techniques for interviewing sexual abuse victims, proper use of Miranda and Garrity warnings, sexual abuse evidence collection in confinement settings, and the criteria and evidence required to substantiate a case for administrative action or prosecution referral.</p> <p>115.34 (c)</p> <p>The Texas Department of Criminal Justice maintains documentation that agency investigators have completed the required specialized training in conducting sexual abuse investigations.</p> <p>The PAQ reported there were a total of 13 investigators currently employed by the agency who have completed the required training.</p> <p>Based upon information contained in the PAQ, policies, procedures, site review and interviews conducted, the facility is substantially compliant with the requirements of this standard.</p>
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115.35	Specialized training: Medical and mental health care
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	115.35

Document Review:

- Texas Department of Criminal Justice Safe Prisons/PREA Plan
- Texas Department of Criminal Justice Orientation Training for Health Services Staff C-25.1
- Texas Department of Criminal Justice Continuing Education/Staff Development C-19.1
- Texas Department of Criminal Justice Training and Staff Development PD97
- Medical and mental health training records

Interviews:

- Interviews with medical and mental health staff

Findings by Provision:

115.35 (a)

The Texas Department of Criminal Justice requires all full- and part-time medical and mental health care practitioners who work regularly in its facilities have been trained in: (1) How to detect and assess signs of sexual abuse and sexual harassment; (2) How to preserve physical evidence of sexual abuse; (3) How to respond effectively and professionally to victims of sexual abuse and sexual harassment; and (4) How and to whom to report allegations or suspicions of sexual abuse and sexual harassment. This is illustrated in the Safe Prisons/PREA Plan, Orientation Training for Health Services Staff policies and Training and Staff Development policies.

The PAQ reported there were a total of 91 medical and mental health care practitioners who work regularly at this facility who received the training required by agency policy.

The PAQ also reported that 100 percent of all medical and mental health care practitioners who work regularly at this facility have received the training required by agency policy.

The auditor interviewed a medical and mental health practitioner during the onsite portion of the audit. Both individuals interviewed indicated they received specialized training as required under this provision.

115.35 (b)

The Hughes Unit does not employ any medical staff at the facility that conduct forensic medical examinations. The facility reported that if there was a need to conduct such examinations, they would be completed at a hospital.

115.35 (c)

The Texas Department of Criminal Justice maintains documentation that medical and

	<p>mental health practitioners have received the training referenced in this standard either from the agency or elsewhere. Compliance with this provision was illustrated in the provided PREA specialized training acknowledgments.</p> <p>115.35 (d)</p> <p>The Texas Department of Criminal Justice requires medical and mental health care practitioners receive the training mandated for employees under § 115.31 or for contractors and volunteers under § 115.32, depending upon the practitioner's status at the agency.</p> <p>This was evidenced by medical and mental health care practitioners training records that were previously reviewed under standards 115.31 and 15.32.</p> <p>Based upon information contained in the PAQ, policies, procedures, site review and interviews conducted, the facility is substantially compliant with the requirements of this standard.</p>
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115.41	Screening for risk of victimization and abusiveness
	<p>Auditor Overall Determination: Meets Standard</p>
	<p>Auditor Discussion</p> <p>115.41</p> <p>Document Review:</p> <ul style="list-style-type: none"> · Texas Department of Criminal Justice Safe Prisons/PREA Plan · Texas Department of Criminal Justice Safe Prisons/PREA Plan Operations Manual Offender Assessment for Risk of Victimization or Abusiveness 03.01 · Texas Department of Criminal Justice Safe Prisons/PREA Automated Network System Assessments User Guide · Texas Department of Criminal Justice Offender Assessment Screening Tool · Medical and mental health training records <p>Interviews:</p> <ul style="list-style-type: none"> · Interviews with risk screening staff · Interviews with random offenders · Interview with PREA coordinator · Interview with PREA compliance manager

Site Review Observations:

- The auditor attended live risk screenings of an offenders at the facility.
- The auditor confirmed the individuals responsible for conducting the risk screening process.
- The auditor assessed that the screening process occurred in a setting that ensured as much privacy as possible given the potentially sensitive information that could be discussed.
- The auditor assessed that screening staff ask screening questions in a manner that fostered comfort and elicited responses.
- The auditor tested the method of assessing offenders to make certain the screening staff use an instrument to collect information during the risk screening process. Screening staff affirmatively ask offenders in the facility about their sexual orientation and gender identity by directly inquiring if they identify as LGBTI. Screening staff use additional sources of information, outlined in the Standards, to complete the initial risk screening assessment. Completion of the risk screening instrument returns a subsequent “score” or determination of risk of being sexually abused or being sexually abusive.
- The auditor observed the physical storage area of any information/ documentation collected and maintained in hard copy pursuant to the PREA Standards (e.g., risk screening information, medical records, sexual abuse allegations).
- The auditor observed electronic safeguards of any information/documentation collected and maintained electronically pursuant to the PREA Standards.

Findings by Provision:

115.41 (a)

The Texas Department of Criminal Justice requires that all offenders be assessed during an intake screening and upon transfer to another facility for their risk of being sexually abused by other offenders or sexually abusive toward other offenders. This is illustrated in the Safe Prisons/PREA Plan policy.

The auditor interviewed a staff member responsible for the offender risk screening process who confirmed that all offenders coming to the facility regardless of their prior location, are screened risk of being abused or being abusive towards others.

The audit team interviewed a minimum of 40 offenders during the onsite portion of the audit. Overwhelmingly offenders reported they went through a risk screening process when they arrived at the facility. Most offenders reported the risk screening occurred the day they arrived at the facility.

115.41 (b)

The Texas Department of Criminal Justice requires that the initial intake screening takes place ordinarily within 72 hours of their arrival at the facility. This is illustrated in the PREA Safe Prison/PREA Plan.

The PAQ reported there were a total of 1125 offenders that entered the facility within the last 12 months and whose length of stay was more than 72 hours. The facility reported that 60.4 percent of 1125 offenders were screened within 72 hours of their arrival.

The auditor interviewed risk screening staff at the facility who confirmed that risk screening ordinarily occurs within 72 hours of entering the facility.

The audit team interviewed a minimum of 40 offenders during the onsite portion of the audit. Most offenders interviewed reported receiving a risk screening within 72 hours of enter the facility.

115.41 (c)

The Texas Department of Criminal Justice conducts a risk assessment using an objective screening instrument. The facility provided a copy of the objective screening instrument which complies with this provision.

115.41 (d)

The Texas Department of Criminal Justice risk screening process considers at a minimum, whether the offender has a mental, physical, or developmental disability; (2) The age of the offender; (3) the physical build of the offender; (4) whether the offender has previously been incarcerated; (5) whether the offender's criminal history is exclusively nonviolent; (6) whether the offender has prior convictions for sex offenses against an adult or child; (7) whether the offender is or is perceived to be gay, lesbian, bisexual, transgender, intersex, or gender nonconforming; (8) whether the offender has previously experienced sexual victimization; (9) The offender's own perception of vulnerability; and (10) whether the offender is detained solely for civil immigration purposes.

The auditor interviewed risk screening staff at the facility who confirmed the risk screening tool covers all the required questions under this provision. The risk screening staff shared the physical copy of the risk screening tool with the auditor for review during live risk screenings with offenders.

115.41 (e)

The Texas Department of Criminal Justice risk screening tool considers prior acts of sexual abuse, prior convictions for violent offenses, and history of prior institutional violence or sexual abuse, as known to the agency, in assessing offenders for risk of being sexually abusive.

115.41 (f)

The Texas Department of Criminal Justice requires that the facility reassess each

offender's risk of victimization or abusiveness within a set time period, not to exceed 30 days after the offender's arrival at the facility, based upon any additional, relevant information received by the facility since the intake screening. This requirement is illustrated in the Safe Prisons/PREA Plan and the Safe Prisons/PREA Plan Operations Manual Offender Assessment for Risk of Victimization or Abusiveness policies.

The auditor interviewed staff responsible for the risk screening who confirmed the required to reassess offenders within 30 days.

The audit team interviewed a minimum of 40 offenders during the onsite portion of the audit. Overwhelmingly, offenders reported they remembered receiving a follow-up interview with staff within 30 days of their arrival.

115.41 (g)

The Texas Department of Criminal Justice requires an offender's risk level shall be reassessed when warranted due to a referral, request, incident of sexual abuse, or receipt of additional information that bears on the offender's risk of sexual victimization or abusiveness. This requirement is illustrated in the Safe Prisons/PREA Plan and the Safe Prisons/PREA Plan Operations Manual Offender Assessment for Risk of Victimization or Abusiveness policies.

The auditor interviewed staff responsible for the risk screening process who confirmed compliance with requirements of this provision.

115.41 (h)

The Texas Department of Criminal Justice strictly prohibits disciplining offenders for refusing to answer (or for not disclosing complete information related to) questions regarding: (a) whether or not the offender has a mental, physical, or developmental disability; (b) whether or not the offender is or is perceived to be gay, lesbian, bisexual, transgender, intersex, or gender non-conforming; (c) whether or not the offender has previously experienced sexual victimization; and (d) the offender's own perception of vulnerability. This prohibition is illustrated in the Safe Prisons/PREA Operations Manual Offender Assessment for Risk of Victimization or Abusiveness policy.

The auditor interviewed staff responsible for the risk screening process who confirmed that offenders are never disciplined for failing to disclose or not providing complete information during the risk screening process.

115.41 (i)

The PREA coordinator was interviewed regarding who has access to sensitive information related to the risk screening process. The PREA coordinator indicated that they have implemented multiple safeguards to limit unauthorized access to information obtained during the risk screening process.

The auditor interviewed the facility PREA compliance manager who also confirmed that risk screening staff and facility leadership are the only individuals who are

	<p>authorized to utilize risk screening information to make informed safety decisions for offenders. All electronic records require password authorization to access.</p> <p>Based upon information contained in the PAQ, policies, procedures, site review and interviews conducted, the facility is substantially compliant with the requirements of this standard.</p>
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115.42	Use of screening information
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	<p>Auditor Overall Determination: Meets Standard</p>
	<p>Auditor Discussion</p>
	<p>115.42</p> <p>Document Review:</p> <ul style="list-style-type: none"> · Texas Department of Criminal Justice Safe Prisons/PREA Plan · Texas Department of Criminal Justice Safe Prisons/PREA Operations Manual Inmate Assessment for Risk of Victimization or Abusiveness 03.01 · Texas Department of Criminal Justice SPPANS Assessment User Guide · Texas Department of Criminal Justice Unit Classification Procedure Offender Housing Assignments 4.00 <p>Interviews:</p> <ul style="list-style-type: none"> · Interview with PREA compliance manager · Interviews with staff responsible for risk screening · Interviews with transgender offenders · Interviews with gay/bisexual offenders · Interview with the PREA coordinator <p>Findings by Provision:</p> <p>115.42 (a)</p> <p>The Texas Department of Criminal Justice uses information from the risk screening required by § 115.41 to inform housing, bed, work, education, and program assignments with the goal of keeping separate those offenders at high risk of being sexually victimized from those at high risk of being sexually abusive. This is illustrated in the Safe Prisons/PREA Plan and the Texas Department of Criminal Justice</p>

Safe Prisons/PREA Operations Manual Inmate Assessment for Risk of Victimization or Abusiveness.

The auditor interviewed the facility PREA compliance manager who explained the process the facility uses to separate those offenders at high risk of victimization from those offenders at high risk of being sexually abusive. Housing assignments, bed assignments, work assignments, education assignments and programs assignments are all part of the risk screening process.

The auditor interviewed a staff member responsible for the risk screening process who explained how the facility makes individualized determinations to ensure offender safety.

115.42 (b)

The Texas Department of Criminal Justice requires the agency to make individualized determinations about how to ensure the safety of each offender. This is illustrated the Safe Prisons/PREA Plan and in the Texas Department of Criminal Justice Safe Prisons/PREA Operations Manual Inmate Assessment for Risk of Victimization or Abusiveness.

The audit team interviewed transgender offenders during the onsite portion of the audit. The offenders reported that staff initially questioned them about safety concerns at the facility. This included concerns related to programming, work and education. The offenders also reported they were not placed in a housing area specifically for transgender or intersex offenders.

115.42 (c)

The Texas Department of Criminal Justice requires that when the facility is making housing and programming assignments, the facility shall consider on a case-by-case basis whether a placement of a transgender or intersex offender would present management or security problems. This is illustrated in the Safe Prisons/PREA Plan and in the Texas Department of Criminal Justice Unit Classification Procedure Offender Housing Assignments policies.

The auditor interviewed the facility PREA compliance manager. She reported the facility always considers whether a placement of a transgender or intersex offender will ensure the offender's health and safety and if that placement would present management or security problems.

115.42 (d)

The Texas Department of Criminal Justice requires that placement and programming assignments for each transgender or intersex offender shall be reassessed at least twice each year to review any threats to safety experienced by the offender. This requirement is outlined in the Safe Prisons/PREA Plan

115.42 (e)

The Texas Department of Criminal Justice mandates that a transgender or intersex

	<p>offender’s own views with respect to his or her own safety shall be given serious consideration. This requirement is illustrated in the Safe Prisons/PREA Plan.</p> <p>115.42 (f)</p> <p>The Texas Department of Criminal Justice allow transgender or intersex offenders the opportunity to shower separately from other offenders. This is illustrated in the Safe Prisons/PREA Plan.</p> <p>An interview was conducted with the facility PREA compliance manager. She reported that all transgender and intersex offenders are given the opportunity to shower separately from other offenders.</p> <p>115.42 (g)</p> <p>The Texas Department of Criminal Justice prohibits placing lesbian, gay, bisexual, transgender, or intersex offenders in dedicated facilities, units, or wings solely on the basis of such identification or status, unless such 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 such offenders. This is illustrated in the Safe Prisons/PREA Plan.</p> <p>Based upon information contained in the PAQ, policies, procedures, site review and interviews conducted, the facility is substantially compliant with the requirements of this standard.</p>
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115.43	Protective Custody
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>115.43</p> <p>Document Review:</p> <ul style="list-style-type: none"> · Texas Department of Criminal Justice Safe Prisons/PREA Plan · Texas Department of Criminal Justice Protective Safekeeping Plan · Involuntary Segregated Housing Explanations · Texas Department of Criminal Justice Restrictive Housing Plan <p>Interviews:</p>

- Interview with the facility warden
- Interviews with staff who supervise offenders in segregated housing

Findings by Provision:

115.43 (a)

The Texas Department of Criminal Justice prohibits the placement of offenders 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. This is illustrated in the Safe Prisons/PREA Plan.

The PAQ reported there were a total of zero offenders at risk of sexual victimization who were held in involuntary segregated housing in the past 12 months awaiting completion of assessment.

The auditor interviewed the facility warden who also confirmed that offenders are prohibited by policy to be placed in segregated housing because they have been identified at risk of sexual victimization. Offender are typically placed in protective safekeeping until an alternative housing assignment can be found.

115.43 (b)

The Texas Department of Criminal Justice requires that offenders placed in segregated housing for this purpose shall have access to programs, privileges, education, and work opportunities to the extent possible. If the facility restricts access to programs, privileges, education, or work opportunities, the facility shall document: (1) the opportunities that have been limited; (2) the duration of the limitation; and (3) the reasons for such limitations. These requirements are illustrated in the Safe Prisons/PREA Plan.

The auditor interviewed staff members that supervise offenders in segregated housing. Staff indicated that if an offender was placed in segregated housing for risk of victimization, they will still be afforded the same out of cell, work, education and programming opportunities as other offenders.

115.43 (c)

The PAQ reported that in the past 12 months the facility had 5 offenders at risk of sexual victimization that were assigned to segregated housing for longer than 30 days while awaiting alternative placement.

The auditor interviewed the facility warden who confirmed if offenders are placed in segregated housing they are only placed there until alternative means of separation from likely abusers can be arranged. Offenders are placed in a transient status for brief periods of time.

115.43 (e)

	<p>The Texas Department of Criminal Justice requires that every 30 days, the facility shall afford each such offender a review to determine whether there is a continuing need for separation from the general population. This is illustrated in the Texas Department of Criminal Justice Protective Safe Keeping Plan.</p> <p>Based upon information contained in the PAQ, policies, procedures, site review and interviews conducted, the facility is substantially compliant with the requirements of this standard.</p>
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115.51 Inmate reporting	
	Auditor Overall Determination: Meets Standard
	<p>Auditor Discussion</p> <p>115.51</p> <p>Document Review:</p> <ul style="list-style-type: none"> · Texas Department of Criminal Justice Safe Prisons/PREA Plan · Texas Department of Criminal Justice Safe Prisons/PREA Operations Manual 02.03 · Texas Department of Criminal Justice Executive Directive Prison Rape Elimination Act Complaints and Inquiries ED-02.10 · Texas Department of Criminal Justice Board Policy Prison Rape Elimination Act Ombudsman Policy Statement BP-02.09 · Texas Department of Criminal Justice Statement of Fact Related to 115.51 · Texas Department of Criminal Justice Executive Directive Sexual Misconduct with Inmates PD-29 · Texas Department of Criminal Justice Offender Orientation Handbook · Texas Board of Criminal Justice PREA Brochure · Texas Department of Criminal Justice Unit Safe Prisons/PREA Program Awareness Training <p>Interviews:</p> <ul style="list-style-type: none"> · Interviews with random staff · Interviews with random offenders

- Interview with the facility PREA compliance manager

Site Review Observations:

- The auditor observed signage throughout the facility can be easily read/accessed by persons in the facility. Specifically, signage related to services, such as emotional support services, civil immigration, and external reporting, should include language that clearly details what services are available and for what purposes. Signage is provided in English and Spanish. The signage text size, formatting, and physical placement accommodates most readers, including those of average height, low vision/visually impaired, or those physically disabled/in a wheelchair. The information provided by the signage is not obscured, unreadable by graffiti, or missing due to damage.
- The auditor observed whether the information on the signage is accurate and consistent throughout the facility.
- The auditor observed where signage is placed in the facility to assess whether the signage is accessible to staff and/or those confined in the facility and other persons who may need the information or services provided. Specifically, how to report sexual abuse and/or sexual harassment.
- The auditor tested all available procedures offenders have available to report instances of sexual abuse and sexual harassment, both verbally and in writing.
- The auditor assessed the accessibility of writing instruments for persons confined in the facility.
- The auditor observed how mail moves from confined persons to the mailroom and assessed whether placement of mail drop boxes/receptacles are located in areas accessible to all persons confined in the facility.
- The auditor assessed the security of written communication.
- The auditor tested a staff person to walk through the staff reporting method(s) provided by the facility.
- The auditor observed whether the staff reporting method is available, on demand, to all staff in the facility.
- The auditor assessed whether staff are required to report to their direct colleagues or their immediate supervisor.

Findings by Provision:

115.51 (a)

The Texas Department of Criminal Justice has established procedures allowing for multiple internal ways for offenders to report privately to agency officials about: (a) sexual abuse or sexual harassment; (b) retaliation by other offender or staff for reporting sexual abuse and sexual harassment; and (c) staff neglect or violation of

responsibilities that may have contributed to such incidents. These requirements are illustrated in the Safe Prisons/PREA plan and The Texas Department of Criminal Justice Safe Prisons/PREA Operations Manual.

The audit team interviewed minimally 12 random staff throughout the facility.

Overwhelmingly, staff were able to articulate the multiple methods that offenders at the facility have the ability to privately report incidents of sexual abuse and sexual harassment.

The audit team interviewed at least 40 offenders during the onsite portion of the audit. Almost all offenders interviewed were able to articulate several ways to report sexual abuse and sexual harassment to the facility or to the PREA ombudsman's office.

115.51 (b)

The Texas Department of Criminal Justice provides at least one way for offenders to report abuse or harassment to a public or private entity or office that is not part of the agency, and that is able to receive and immediately forward inmate reports of sexual abuse and sexual harassment to agency officials, allowing the offender to remain anonymous upon request. This requirement is illustrated in The Texas Department of Criminal Justice Executive Directive Prison Rape Elimination Act Complaints and Inquiries and The Texas Department of Criminal Justice Board Policy Prison Rape Elimination Act Ombudsman Policy Statement.

The auditor interviewed the facility PREA compliance manager who articulated the process offenders have to report incidents of sexual abuse and sexual harassment and remain anonymous upon request. The reporting mechanism is the PREA ombudsman's office, which is a separate entity within the State of Texas. She explained that this office had the ability to receive and immediately report allegations to the facility for investigation.

115.51 (c)

The Texas Department of Criminal Justice requires that staff shall accept reports made verbally, in writing, anonymously, and from third parties and shall promptly document any verbal reports. This is illustrated in The Texas Department of Criminal Justice Executive Directive Sexual Misconduct with Inmates policy.

The audit team interviewed minimally 12 random staff members, all of which reported that offenders can make reports either verbally, in writing or from third parties. Staff also conveyed that all verbal reports made by offenders must be documented and that this information must be documented immediately.

115.51 (d)

The Texas Department of Criminal Justice dictates that the agency has established procedures for staff to privately report sexual abuse and sexual harassment of offenders. This is illustrated in The Texas Department of Criminal Justice Executive Directive Sexual Misconduct with Inmates policy.

	<p>The PAQ reported that staff can privately report outside of their chain-of-command to the PREA ombudsman’s office.</p> <p>The audit team interviewed minimally 12 random staff throughout the facility. Most staff were aware that there was a private way to report allegations of sexual abuse and sexual harassment outside their chain-of-command but most reported they will still report incidents locally.</p> <p>Based upon information contained in the PAQ, policies, procedures, site review and interviews conducted, the facility is substantially compliant with the requirements of this standard.</p>
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115.52	Exhaustion of administrative remedies
	Auditor Overall Determination: Meets Standard
	<p>Auditor Discussion</p> <p>115.52</p> <p>Document Review:</p> <ul style="list-style-type: none"> · Texas Department of Criminal Justice Safe Prisons/PREA Plan · Texas Department of Criminal Justice Board Policy Inmate Grievances BP-03.77 · Texas Department of Criminal Justice Administrative Directive Management of Inmate Grievances AD-03.82 · Texas Department of Criminal Justice Third Party Grievances OGOM 9.00 · Texas Department of Criminal Justice Third Party Preliminary Investigation Form · Texas Department of Criminal Justice PREA Allegations IGOM 1.04 · Texas Department of Criminal Justice Disciplinary Rules and Procedures for Offenders · Texas Department of Criminal Justice Statement of Fact Dated 7/02/2024 <p>Interviews:</p> <ul style="list-style-type: none"> · Interviews with offenders who reported sexual abuse <p>Site Review Observations:</p> <ul style="list-style-type: none"> · The auditor observed signage throughout the facility can be easily read/accessed by persons in the facility. Specifically, signage related to services, such as emotional

support services, civil immigration, and external reporting, should include language that clearly details what services are available and for what purposes. Signage is provided in English and Spanish. The signage text size, formatting, and physical placement accommodates most readers, including those of average height, low vision/visually impaired, or those physically disabled/in a wheelchair. The information provided by the signage is not obscured, unreadable by graffiti, or missing due to damage.

- The auditor observed whether the information on the signage is accurate and consistent throughout the facility.
- The auditor observed where signage is placed in the facility to assess whether the signage is accessible to staff and/or those confined in the facility and other persons who may need the information or services provided. Specifically, how to report sexual abuse and/or sexual harassment.
- The auditor tested all available procedures offenders have available to report instances of sexual abuse and sexual harassment, both verbally and in writing.
- The auditor observed if the third-party reporting mechanism was posted in public areas of the facility that can be accessed by family members, friends, advocates, and attorneys.
- The auditor tested the third-party reporting mechanism by submitting a test report through the agency's external website.
- The auditor confirmed the method(s) to submit third-party reports is easily accessible and understandable and can be found in reasonably conspicuous and appropriate locations.
- The auditor confirmed that the third-party reporting method is not the general contact information for the facility, but is specific to reporting sexual abuse and sexual harassment in the facility.
- The auditor verified the facility has a process for receiving third-party reports.

Findings by Provision:

115.52 (a)

The Texas Department of Criminal Justice has an administrative procedure for dealing with offender grievances regarding sexual abuse. This is illustrated in the Safe Prisons/PREA Plan, The Texas Department of Criminal Justice Board Policy Inmate Grievances and The Texas Department of Criminal Justice Administrative Directive Management of Inmate Grievances policies.

115.52 (b)

The Texas Department of Criminal Justice does not impose a time limit on when an offender may submit a grievance regarding an allegation of sexual abuse. This is illustrated in the Safe Prisons/PREA Plan. Additionally, the agency does not require an

offender to use an informal grievance process, or otherwise to attempt to resolve with staff, an alleged incident of sexual abuse. This is also illustrated in the Safe Prisons/PREA Plan.

115.52 (c)

The Texas Department of Criminal Justice allows an offender to submit a grievance alleging sexual abuse without submitting it to the staff member who is the subject of the complaint. This requirement is illustrated in the Safe Prisons/PREA Plan.

115.52 (d)

The Texas Department of Criminal Justice requires that a decision on the merits of any grievance or portion of a grievance alleging sexual abuse be made within 90 days of the filing of the grievance. The agency also requires that the offender be notified in writing if there are any extensions and provide a date by which a decision will be made. These requirements are illustrated in Safe Prison/PREA Plan, The Texas Department of Criminal Justice Board Policy Inmate Grievances and The Texas Department of Criminal Justice Administrative Directive Management of Inmate Grievance policies.

The PAQ reported that in the last 12 months there was a total of 62 grievances filed by offenders alleging sexual abuse. Of those 62 grievances, all grievances reached a final decision within 90 days after being filed. There were no extensions filed by the facility because a decision was not reached within 90 days.

The audit team interviewed offenders during the onsite portion of the audit that reported sexual abuse at the facility. Overwhelmingly, offenders interviewed reported they were advised of the outcome of the investigation. There were no instances of offenders filing grievances that the outcome of their grievance was not provided to them in writing within 90 days.

115.52 (e)

The Texas Department of Criminal Justice permits third parties, including fellow offenders, staff members, family members, attorneys, and outside advocates, to assist offenders in filing requests for administrative remedies relating to allegations of sexual abuse and to file such requests on behalf of offenders. Additionally, it requires that if an offender declines to have third-party assistance in filing a grievance alleging sexual abuse, the agency documents the offender's decision to decline. These requirements are illustrated in the Safe Prisons/PREA Plan and The Texas Department of Criminal Justice Third Party Grievances policy.

The PAQ reported that in the last 12 months there was a total of 14 grievances filed by offenders in which the offender declined third-party assistance, containing documentation of the offender's decision to decline.

115.52 (f)

The Texas Department of Criminal Justice has established procedures for the filing of an emergency grievance alleging that an offender is subject to a substantial risk of

imminent sexual abuse. This is illustrated in the Safe Prisons/PREA Plan and in The Texas Department of Criminal Justice PREA Allegations policy. These policies require that after receiving an emergency grievance alleging an offender is subject to a substantial risk of imminent sexual abuse, the agency shall 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, shall provide an initial response within 48 hours, and shall issue a final agency decision within 5 calendar days. The initial response and final agency decision documents the agency's determination whether the offender is in substantial risk of imminent sexual abuse and the action taken in response to the emergency grievance.

The PAQ reported that over the past 12 months they have received a total of 5 emergency grievances alleging substantial risk of imminent sexual abuse and that all 5 of those grievances had an initial response within 48 hours.

115.52 (g)

The Texas Department of Criminal Justice dictates that the agency may discipline an offender for filing a grievance related to alleged sexual abuse only where the agency demonstrates that the offender filed the grievance in bad faith. This is illustrated in The Texas Department of Criminal Justice Disciplinary Rules and Procedures for Offenders policy.

The PAQ reported that in the last 12 months there was a total of zero offenders who filed grievances alleging sexual abuse that resulted in disciplinary action by the agency against the offender for having filed the grievance in bad faith.

Based upon information contained in the PAQ, policies, procedures, site review and interviews conducted, the facility is substantially compliant with the requirements of this standard.

115.53	Inmate access to outside confidential support services
	Auditor Overall Determination: Meets Standard
	<p>Auditor Discussion</p> <p>115.53</p> <p>Document Review:</p> <ul style="list-style-type: none"> · Texas Department of Criminal Justice Safe Prisons/PREA Plan · Texas Department of Criminal Justice Offender Orientation Handbook

- Texas Association Against Sexual Assault Rape Advocacy Centers Directory
- Texas Department of Criminal Justice Statement of Fact Related to 115.53
- Memorandum of Understanding Between the Texas Department of Criminal Justice and Families in Crisis Inc.

Interviews:

- Interviews with random offenders
- Interviews with offenders who reported sexual abuse

Site Review Observations:

- The auditor observed signage throughout the facility can be easily read/accessed by persons in the facility. Specifically, signage related to services, such as emotional support services, civil immigration, and external reporting, should include language that clearly details what services are available and for what purposes. Signage is provided in English and Spanish. The signage text size, formatting, and physical placement accommodates most readers, including those of average height, low vision/visually impaired, or those physically disabled/in a wheelchair. The information provided by the signage is not obscured, unreadable by graffiti, or missing due to damage.
- The auditor observed whether the information on the signage is accurate and consistent throughout the facility.
- The auditor observed where signage is placed in the facility to assess whether the signage is accessible to staff and/or those confined in the facility and other persons who may need the information or services provided. Specifically, how to report sexual abuse and/or sexual harassment.
- The auditor tested all available procedures offenders have available to report instances of sexual abuse and sexual harassment, both verbally and in writing.
- The auditor assessed whether all persons confined in the facility have regular access to phones to contact the outside emotional support service provider(s), including for persons confined in restricted housing, and have reasonable accommodations.
- The auditor assessed how the facility provides access to phones that are unmonitored or allow for privacy (e.g., medical or mental health unit) or otherwise provides a way for persons confined in the facility to correspond with outside emotional support services confidentially.
- The auditor assessed how offenders had access to outside emotional support via mail.

Findings by Provision:

115.53 (a)

The Texas Department of Criminal Justice requires the facility provide offenders with access to outside victim advocates for emotional support services related to sexual abuse by giving offenders mailing addresses and telephone numbers, including toll-free hotline numbers where available, of local, State, or national victim advocacy or rape crisis organizations. The facility enables reasonable communication between offenders and these organizations and agencies, in as confidential a manner as possible. These requirements are illustrated in the Safe Prisons/PREA Plan and information contained in The Texas Department of Criminal Justice Offender Orientation Handbook and Texas Association Against Sexual Assault Rape Advocacy Centers Directory.

The audit team interviewed a minimum of 40 offenders throughout the facility.

Offenders overwhelmingly reported knowledge of ongoing support for victims of sexual abuse that were offered by the facility, most of which reporting they observed this information on inmate bulletin boards throughout the facility.

115.53 (b)

The Texas Department of Criminal Justice informs offenders, prior to giving them access to outside support services, the extent to which such communications will be monitored. Additionally, the facility informs offenders, prior to giving them access to outside support services, of the mandatory reporting rules governing privacy, confidentiality, and/or privilege that apply to disclosures of sexual abuse made to outside victim advocates, including any limits to confidentiality under relevant federal, state, or local law. These requirements are illustrated in the Safe Prisons/PREA Plan, Texas Department of Criminal Justice Offender Orientation Handbook and The Texas Department of Criminal Justice Statement of Fact Related to 115.53.

The audit team interviewed at least 40 offenders throughout the facility. Offenders reported they observed signage throughout the facility related to access to ongoing confidential support services. Offenders reported that they are not really certain to what extent these services were provided in a confidential manner but all offenders reported they have received and have access to the offender orientation handbook.

115.53 (c)

The Texas Department of Criminal Justice Hughes Unit entered into memoranda of understanding with Families in Crisis Inc., that provides offenders with confidential emotional support services related to sexual abuse. The Texas Department of Criminal Justice maintains copies of the memorandum of understanding between the two entities.

Based upon information contained in the PAQ, policies, procedures, site review and interviews conducted, the facility is substantially compliant with the requirements of this standard.

115.54	Third-party reporting
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>115.54</p> <p>Document Review:</p> <ul style="list-style-type: none"> · Texas Department of Criminal Justice Safe Prisons/PREA Plan · Texas Department of Criminal Justice General Information Guide for Families of Offenders · Texas Department of Criminal Justice Offender Orientation Handbook · Texas Department of Criminal Justice Executive Directive 02.10 Prison Rape Elimination Act Complaints and Inquiries · Texas Department of Criminal Justice Prison Rape Elimination Act Ombudsman Policy Statement 02.09 <p>Site Review Observations:</p> <ul style="list-style-type: none"> · The auditor observed signage throughout the facility can be easily read/accessed by persons in the facility. Specifically, signage related to services, such as emotional support services, civil immigration, and external reporting, should include language that clearly details what services are available and for what purposes. Signage is provided in English and Spanish. The signage text size, formatting, and physical placement accommodates most readers, including those of average height, low vision/visually impaired, or those physically disabled/in a wheelchair. The information provided by the signage is not obscured, unreadable by graffiti, or missing due to damage. · The auditor observed whether the information on the signage is accurate and consistent throughout the facility. · The auditor observed where signage is placed in the facility to assess whether the signage is accessible to staff and/or those confined in the facility and other persons who may need the information or services provided. Specifically, how to report sexual abuse and/or sexual harassment. · The auditor tested all available procedures offenders have available to report instances of sexual abuse and sexual harassment, both verbally and in writing. · The auditor observed if the third-party reporting mechanism was posted in public areas of the facility that can be accessed by family members, friends, advocates, and attorneys. · The auditor tested the third-party reporting mechanism by submitting a test

	<p>report through the agency’s external website.</p> <ul style="list-style-type: none"> · The auditor confirmed the method(s) to submit third-party reports is easily accessible and understandable and can be found in reasonably conspicuous and appropriate locations. · The auditor confirmed that the third-party reporting method is not the general contact information for the facility, but is specific to reporting sexual abuse and sexual harassment in the facility. · The auditor verified the facility has a process for receiving third-party reports. <p>Findings by Provision:</p> <p>115.54 (a)</p> <p>The Texas Department of Criminal Justice has established a method to receive third-party reports of sexual abuse and sexual harassment and shall distribute publicly information on how to report sexual abuse and sexual harassment on behalf of an inmate. This is illustrated by the Safe Prisons/PREA Plan, The Texas Department of Criminal Justice General Information Guide for Families of Offenders and The Texas Department of Criminal Justice Offender Orientation Handbook.</p> <p>Based upon information contained in the PAQ, policies, procedures, site review and interviews conducted, the facility is substantially compliant with the requirements of this standard.</p>
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115.61	Staff and agency reporting duties
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>115.61</p> <p>Document Review:</p> <ul style="list-style-type: none"> · Texas Department of Criminal Justice Safe Prisons/PREA Plan · Texas Department of Criminal Justice Sexual Misconduct with Offenders PD-29 · Texas Department of Criminal Justice Safe Prisons/PREA Operations Manual Sexual Abuse Response and Investigation 05.01 · Texas Department of Criminal Justice Reporting Incidents Crimes to the Office of

the Inspector General AD-16.20

Interviews:

- Interview with the facility warden
- Interview with agency PREA coordinator
- Interviews with random staff
- Interviews with medical and mental health staff

Site Review Observations:

- The auditor tested staff by having them walk through the staff reporting method(s) provided by the facility.
- The auditor observed the staff reporting method was available, on demand, to all staff in the facility.
- The auditor assessed whether staff are required to report to their direct colleagues or their immediate supervisor.

Findings by Provision:

115.61 (a)

The Texas Department of Criminal Justice requires all staff to report immediately and according to agency policy any knowledge, suspicion, or information regarding an incident of sexual abuse or sexual harassment that occurred in a facility, whether or not it is part of the agency; retaliation against offenders or staff who reported such an incident; and any staff neglect or violation of responsibilities that may have contributed to an incident or retaliation. These requirements were illustrated in the Safe Prisons/PREA Plan and Texas Department of Criminal Justice Sexual Misconduct with Offenders policies.

The audit team interviewed at least 12 random staff throughout the facility during the onsite portion of the audit. All staff interviewed indicated they were aware and were required to report all instances of sexual abuse, sexual harassment or instances of retaliation to their chain-of-command.

115.61 (b)

The Texas Department of Criminal Justice, apart from reporting to designated supervisors or officials, prohibits staff 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. This is illustrated in Texas Department of Criminal Justice Safe Prisons/PREA Operations Manual Sexual Abuse Response and Investigation policy.

The audit team interviewed at least 12 random staff throughout the facility. All staff

articulated requirement to immediately report incidents of sexual abuse, sexual harassment and retaliation. They also explained the requirement to report to their immediate chain-of-command and the requirement to maintain confidentiality with PREA related incidents.

115.61 (c)

The Texas Department of Criminal Justice requires all medical and mental health practitioners be required to report sexual abuse and to inform offenders of the practitioner's duty to report, and the limitations of confidentiality, at the initiation of services. This requirement is illustrated in Correctional Managed Health Care Policy Manual Sexual Assault/Sexual Abuse policy.

The auditor interviewed a medical staff member during the onsite portion of the audit. The medical staff member acknowledged that they explain to offenders when they provide services, of their duty to report instances of sexual abuse and sexual harassment. The medical staff member the auditor interviewed explained that she was involved in an incident when an offender reported a sexual abuse to her directly. She articulated the full process of reporting the incident immediately to security supervision at the facility.

115.61 (d)

The Texas Department of Criminal Justice Hughes Unit does not house individuals under the age of 18 or those who are considered vulnerable adults.

115.61 (e)

The Texas Department of Criminal Justice requires all allegations of sexual abuse and sexual harassment, including third-party and anonymous reports, to the facility's designated investigators. This requirement is illustrated in the Safe Prisons/PREA Plan policy.

The auditor interviewed the facility warden. The warden articulated that all incidents of sexual abuse and sexual harassment are reported to facility investigators and investigators of the Office of Inspector General no matter the origin, with no exception.

Based upon information contained in the PAQ, policies, procedures, site review and interviews conducted, the facility is substantially compliant with the requirements of this standard.

115.62	Agency protection duties
	Auditor Overall Determination: Meets Standard

	<p>Auditor Discussion</p> <p>115.62</p> <p>Document Review:</p> <ul style="list-style-type: none"> · Texas Department of Criminal Justice Safe Prisons/PREA Plan <p>Interviews:</p> <ul style="list-style-type: none"> · Interview with facility warden · Interview with agency head · Interviews with random staff <p>Findings by Provision:</p> <p>115.62 (a)</p> <p>The Texas Department of Criminal Justice requires when the agency learns that an offender is subject to a substantial risk of imminent sexual abuse, it shall take immediate action to protect the offender. The requirement is illustrated in the Safe Prisons/PREA Plan policy.</p> <p>The PAQ reported there were a total of 5 times in the past 12 months that the facility determined that an offender was subject to a substantial risk of imminent sexual abuse.</p> <p>The PAQ also reported that if the facility became aware of the imminent sexual abuse, they would take immediate action to protect the offender.</p> <p>The auditor interviewed the facility warden who articulated the facility's response protocol once they become aware an offender may be in imminent danger of sexual abuse.</p> <p>The audit team interviewed at least 12 random staff throughout the facility. All staff articulated the facility's coordinated response plan to protect the offender and protect potential evidence.</p> <p>Based upon information contained in the PAQ, policies, procedures, site review and interviews conducted, the facility is substantially compliant with the requirements of this standard.</p>
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115.63	Reporting to other confinement facilities
	Auditor Overall Determination: Meets Standard
	Auditor Discussion

115.63

Document Review:

- Texas Department of Criminal Justice Safe Prisons/PREA Plan
- Texas Department of Criminal Justice Safe Prisons/PREA Operations Manual Reporting Allegations of Sexual Abuse to Other Confinement Facilities 04.01
- Texas Department of Criminal Justice Safe Prisons/PREA Operations Manual Receiving Allegations of Sexual Abuse from an Outside Agency 04.02
- Texas Department of Criminal Justice Statement of Fact Dated 8/16/2024

Interviews:

- Interview with the facility warden
- Interview with agency head

Findings by Provision:

115.63 (a)

The Texas Department of Criminal Justice requires that upon receiving an allegation that an offender was sexually abused while confined at another facility, the head of the facility that received the allegation shall notify the head of the facility or appropriate office of the agency where the alleged abuse occurred. This requirement is illustrated in the Safe Prisons/PREA Plan and Texas Department of Criminal Justice Safe Prisons/PREA Operations Manual Reporting Allegations of Sexual Abuse to Other Confinement Facilities 04.01 policies.

The PAQ reported that within the last 12 months the facility handled zero allegations where an offender alleged they were sexual abused while housed in another facility.

115.63 (b) (c)

The Texas Department of Criminal Justice requires that notifications to other facilities be provided as soon as possible, but no later than 72 hours after receiving the allegation and that the notification will be made in writing. This mandate is illustrated in the Texas Department of Criminal Justice Safe Prisons/PREA Operations Manual Reporting Allegations of Sexual Abuse to Other Confinement Facilities 04.01 policy.

115.63 (d)

The Texas Department of Criminal Justice requires facility head or agency office that received such notification ensure that the allegation is investigated in accordance with these standards. This is illustrated in the Safe Prisons/PREA plan policy.

The PAQ reported there were a total of 9 allegations of sexual abuse the facility received from other facilities within the last 12 months.

	<p>The auditor interviewed the facility warden who articulated the process the facility utilizes when they receive allegations of sexual abuse or sexual harassment from other facilities. He explained that the facility implements the same protocols and investigative process as with all PREA allegations.</p> <p>Based upon information contained in the PAQ, policies, procedures, site review and interviews conducted, the facility is substantially compliant with the requirements of this standard.</p>
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115.64 Staff first responder duties	
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>115.64</p> <p>Document Review:</p> <ul style="list-style-type: none"> · Texas Department of Criminal Justice Safe Prisons/PREA Plan · Texas Department of Criminal Justice Safe Prisons/PREA Operations Manual Sexual Abuse Response and Investigation 05.01 · Texas Department of Criminal Justice Administrative Directive Evidence Handling AD-16.03 <p>Interviews:</p> <ul style="list-style-type: none"> · Interviews random security staff · Interviews with offenders that reported sexual abuse <p>Findings by Provision:</p> <p>115.64 (a)</p> <p>The Texas Department of Criminal Justice requires that upon learning of an allegation that an offender was sexually abused, the first security staff member to respond to the report shall be required to: (1) separate the alleged victim and abuser; (2) preserve and protect any crime scene until appropriate steps can be taken to collect any evidence; (3) if the abuse occurred within a time period that still allows for the collection of physical evidence, 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; and (4) if</p>

the abuse occurred within a time period that still allows for the collection of physical evidence, ensure that the alleged abuser does not take any actions that could destroy physical evidence, including, as appropriate, washing, brushing teeth, changing clothes, urinating, defecating, smoking, drinking, or eating. These requirements are illustrated in Texas Department of Criminal Justice Safe Prisons/PREA Operations Manual Sexual Abuse Response and Investigation policy.

The PAQ reported that within the last 12 months the facility handled 53 allegations that an offender was sexually abused. Of those instances there were 53 times when the security staff member separated the alleged victim and the abuser.

The PAQ also reported within the last 12 months there were a total of 21 instances when a staff member was notified within a time period that still allowed for the collection of physical evidence.

The audit team interviewed at least 12 random staff throughout the facility who acted as first responders to an allegation of sexual abuse. Not all 12 staff members were immediate first responders but the audit team wanted to test all staff on their ability to articulate the facility's coordinated response to allegations of sexual abuse and sexual harassment. All staff interviewed were able to explain their duties and responsibilities when they are presented with allegations of sexual abuse in compliance with this provision.

The audit team interviewed offenders who reported sexual abuse in the facility. Offenders somewhat reported that staff at the facility took immediate action to protect the alleged victim from the alleged perpetrator, separate the individuals involved and preserve and protect any potential evidence. Some offenders indicated that staff would not take action when they saw 2 offenders kissing each other in the housing unit.

115.64 (b)

The Texas Department of Criminal Justice requires that if the first staff responder is not a security staff member, the responder shall be required to request that the alleged victim not take any actions that could destroy physical evidence, and then notify security staff. This requirement is illustrated in Texas Department of Criminal Justice Safe Prisons/PREA Operations Manual Sexual Abuse Response and Investigation policy.

The PAQ reported that over the last 12 months there have been 7 instances when a non-security staff member was the first responder to an allegation of sexual abuse.

The audit team interviewed at least 12 random staff throughout the facility who articulated the facility's coordinated response plan to instances of sexual abuse and sexual harassment. Staff interviewed were able to break down each step of the process in a manner that fully complied with all requirements under this provision.

Based upon information contained in the PAQ, policies, procedures, site review and interviews conducted, the facility is substantially compliant with the requirements of

	this standard.
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115.65	Coordinated response
	<p>Auditor Overall Determination: Meets Standard</p> <p>Auditor Discussion</p> <p>115.65</p> <p>Document Review:</p> <ul style="list-style-type: none"> · Texas Department of Criminal Justice Unit Specific Coordinated Response Plan <p>Interviews:</p> <ul style="list-style-type: none"> · Interview with the facility warden <p>Findings by Provision:</p> <p>115.65 (a)</p> <p>The Texas Department of Criminal Justice Murray Unit has a written institutional plan to coordinate actions taken in response to an incident of sexual abuse among staff first responders, medical and mental health practitioners, investigators, and facility leadership. This is illustrated by the Unit Specific Coordinated Response Plan provided by the facility.</p> <p>The auditor interviewed the facility warden. The warden explained in detail the facility’s coordinated response plan related to all allegations of sexual abuse and sexual harassment. He also explained the specific duties of all entities involved when an offender reports a PREA related incident.</p> <p>Based upon information contained in the PAQ, policies, procedures, site review and interviews conducted, the facility is substantially compliant with the requirements of this standard.</p>

115.66	Preservation of ability to protect inmates from contact with abusers
	Auditor Overall Determination: Meets Standard

	<p>Auditor Discussion</p> <p>It should be noted that an agency level audit was conducted by another DOJ certified auditor in October 2024 prior to onsite portion of the PREA audit of the Murray Unit. A full compliance report was issued by the auditor on 11/21/2024, prior to the completion of this audit report and used as part of this auditor's triangulation of information to determine compliance. This included interviews with agency leadership, specialty staff interviews and required policies and procedures as outlined in the provision. Therefore, this auditor used the findings of the agency level audit to determine compliance.</p> <p>Based upon information contained in the PAQ, policies, procedures, site review and interviews conducted, the facility is substantially compliant with this standard.</p>
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115.67	Agency protection against retaliation
	<p>Auditor Overall Determination: Meets Standard</p> <p>Auditor Discussion</p> <p>115.67</p> <p>Document Review:</p> <ul style="list-style-type: none"> · Texas Department of Criminal Justice Safe Prisons/PREA Plan · Texas Department of Criminal Justice Sexual Misconduct with Offenders PD-29 · Texas Department of Criminal Justice Safe Prisons/PREA Operations Manual 90-Day Monitoring for Retaliation · Review of Investigations that Included Retaliation Monitoring Examples <p>Interviews:</p> <ul style="list-style-type: none"> · Interview with the facility warden · Interview with agency head · Interviews with staff that monitor retaliation · Interviews of offenders who reported sexual abuse <p>Findings by Provision:</p> <p>115.67 (a)</p> <p>The Texas Department of Criminal Justice protects all offenders and staff who report sexual abuse or sexual harassment or cooperate with sexual abuse or sexual harassment investigations from retaliation by other offenders or staff, and shall</p>

designate which staff members or departments are charged with monitoring retaliation. This is illustrated in the Safe Prisons/PREA Plan, Texas Department of Criminal Justice Sexual Misconduct with Offenders and Texas Department of Criminal Justice Safe Prisons/PREA Operations Manual 90-Day Monitoring for Retaliation policies.

The PAQ reported that the Hughes Unit designates the warden, major and PREA compliance manager as the individuals responsible for monitoring retaliation.

115.67 (b) (d)

The Texas Department of Criminal Justice employs multiple protection measures, such as housing changes or transfers for offender victims or abusers, removal of alleged staff or inmate abusers from contact with victims, and emotional support services for offenders or staff who fear retaliation for reporting sexual abuse or sexual harassment or for cooperating with investigations.

The auditor interviewed the facility warden who reported that any type of retaliation against offenders or staff was strictly prohibited. The warden articulated the full retaliation process that is afforded for offenders in the facility, which included periodic check-ins with the offenders up until 90 days or longer if necessary unless the investigation was determined to be unfounded.

The auditor interviewed one of the staff members charged with retaliation monitoring. She fully articulated the process she utilizes to ensure retaliation against offenders is monitored and handled appropriately as required by policy. She stated she meets with offenders on a monthly basis for 90 days or longer if necessary.

The audit team interviewed offenders who reported sexual abuse in the facility. None of the offenders reported they had safety concerns or retaliation concerns related to their allegations of sexual abuse at the facility. Most offenders were able to articulate the retaliation review process utilized at the facility.

115.67 (c) (e)

The Texas Department of Criminal Justice for at least 90 days following a report of sexual abuse monitors the conduct and treatment of offenders or staff who reported the sexual abuse and of offenders who were reported to have suffered sexual abuse to see if there are changes that may suggest possible retaliation by offenders or staff, and shall act promptly to remedy any such retaliation. The Texas Department of Criminal Justice continues such monitoring beyond 90 days if the initial monitoring indicates a continuing need. This is illustrated in the Safe Prisons/PREA Plan and Texas Department of Criminal Justice Safe Prisons/PREA Operations Manual 90-Day Monitoring for Retaliation policies.

The PAQ reported that over the last 12 months there have been zero instances of retaliation reported by either offenders or staff.

The auditor interviewed the facility warden who reported that any instances of retaliation by either offender or staff would be swiftly investigated and handled

	<p>appropriately.</p> <p>Based upon information contained in the PAQ, policies, procedures, site review and interviews conducted, the facility is substantially compliant with the requirements of this standard.</p>
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115.68	Post-allegation protective custody
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>115.68</p> <p>Document Review:</p> <ul style="list-style-type: none"> · Texas Department of Criminal Justice Safe Prisons/PREA Plan · Texas Department of Criminal Justice Restrictive Housing Plan · Texas Department of Criminal Justice Protective Safekeeping Plan <p>Interviews:</p> <ul style="list-style-type: none"> · Interview with the facility warden · Interviews with staff that supervise offender is segregated housing · Interviews of offenders who reported sexual abuse <p>Findings by Provision:</p> <p>115.68 (a)</p> <p>The Texas Department of Criminal Justice prohibits the placement of offenders who allege to have suffered 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 is evidence by the Safe Prisons/PREA Plan, Texas Department of Criminal Justice Restrictive Housing Plan and Texas Department of Criminal Justice Protective Safekeeping Plan.</p> <p>The PAQ reported there were a total of zero offenders who allege to have suffered sexual abuse who were held in involuntary segregation in the past 12 months for 24 hours awaiting completion of assessment.</p> <p>The PAQ also reported there were a total of 5 offenders who allege to have suffered sexual abuse who were assigned to involuntary segregated housing in the past 12</p>

months for longer than 30 days while awaiting alternative placement.

The auditor interviewed the facility warden who confirmed that offenders are not placed in involuntary segregated housing in lieu of other housing areas. He reported that risk assessments are done with urgency to determine the likelihood of potential abuse. He articulated the use of transient status of offender while alternative placement is being determined. The warden further explained there were some but not many recent examples of offenders being placed in involuntary segregation for alleging sexual abuse because any offenders would have been in that environment for a very short period of time.

The auditor interviewed a staff member who supervise offenders in segregated housing. Both staff members explained that if an offender is placed in segregated housing for protection from sexual abuse or having alleged sexual abuse, they still have access to programs, privileges, education and work opportunities. They also confirmed that if offenders are placed in segregation, the length of time is very limited in that transient status. They confirmed that per policy, an offender would receive a placement review every 30 days if that circumstance were to exist.

The audit team interviewed offenders who reported sexual abuse in the facility. This was done to probe what actions the facility took after a report was made. The facility reported there were zero offenders placed in segregated housing for either making a report or identified as high risk. Generally, offenders interviewed reported they were not taken to segregated housing for an extended period of time and were afforded alternative placement if applicable to their situations.

Based upon information contained in the PAQ, policies, procedures, site review and interviews conducted, the facility is substantially compliant with the requirements of this standard.

115.71 Criminal and administrative agency investigations	
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	115.71 Document Review: <ul style="list-style-type: none">· Texas Department of Criminal Justice Safe Prisons/PREA Plan· Texas Department of Criminal Justice Administrative Directive Reporting Incidents/Crimes to the Office of the Inspector General AD-16.20· Texas Department of Criminal Justice Administrative Directive Operations of the Emergency Action Center and Reporting Procedures for the Serious or Unusual Incidents AD-02.15

- Criminal and Administrative Investigation Samples
- Texas Department of Criminal Justice Executive Directive Records Management ED-02.29
- Texas Department of Criminal Justice Records Retention Schedule
- Texas Bureau of Criminal Justice Office of the Inspector General Policy 7.13

Interviews:

- Interviews with investigative staff
- Interviews with offenders that reported sexual abuse

Site Review Observations:

- The auditor observed the physical storage area of any information/documentation collected and maintained in hard copy pursuant to the PREA Standards.
- The auditor observed electronic safeguards of any information/documentation collected and maintained electronically pursuant to the PREA Standards.

Findings by Provision:

115.71 (a)

The Texas Department of Criminal Justice requires when it conducts its own investigations into allegations of sexual abuse and sexual harassment, it shall do so promptly, thoroughly, and objectively for all allegations, including third-party and anonymous reports. These requirements are illustrated in Safe Prisons/PREA Plan, Texas Department of Criminal Justice Administrative Directive Reporting Incidents/ Crimes to the Office of the Inspector General and Texas Department of Criminal Justice Administrative Directive Operations of the Emergency Action Center and Reporting Procedures for the Serious or Unusual Incidents policies.

The auditor interviewed 2 investigative staff members during the onsite portion of the audit. Both investigative staff members reported that allegations of sexual abuse and sexual harassment are immediately initiated when reported. Investigative staff also articulated the process of handling third party or anonymous reports of sexual abuse and sexual harassment, which is not handled any differently than any other allegation related to PREA.

115.71 (b)

The Texas Department of Criminal Justice requires the agency shall use investigators who have received special training in sexual abuse investigations pursuant to § 115.34. This requirement is illustrated in the Safe Prisons/PREA plan.

The auditor interviewed 2 investigative staff members during the onsite portion of the

audit. Both investigators reported they had received specialized training on conducting investigations in confinement settings which included techniques for interviewing sexual abuse victims, proper use of Miranda and Garrity warnings, sexual abuse evidence collection in confinement settings and the criteria and evidence required to substantiate a case for administrative or prosecution referral.

115.71 (c)

The Texas Department of Criminal Justice requires that Investigators shall gather and preserve direct and circumstantial evidence, including any available physical and DNA evidence and any available electronic monitoring data; shall interview alleged victims, suspected perpetrators, and witnesses; and shall review prior complaints and reports of sexual abuse involving the suspected perpetrator. These requirements are illustrated in the Safe Prisons/PREA plan.

The auditor interviewed 2 investigative staff members during the onsite portion of the audit. Both investigators articulated how a criminal or administrative investigation is initiated. This included a prompt initiation to the process, conducting interviews, preserving evidence and creating a complete and comprehensive report of their findings.

115.71 (d)

The Texas Department of Criminal Justice requires when the quality of evidence appears to support criminal prosecution, the agency shall conduct compelled interviews only after consulting with prosecutors as to whether compelled interviews may be an obstacle for subsequent criminal prosecution. This requirement is illustrated in the Safe Prisons/PREA Plan.

115.71 (e)

The Texas Department of Criminal Justice requires that the credibility of an alleged victim, suspect, or witness shall be assessed on an individual basis and shall not be determined by the person's status as offender or staff. The agency shall not require an offender who alleges sexual abuse to submit to a polygraph examination or other truth-telling device as a condition for proceeding with the investigation of such an allegation. This requirement is illustrated in the Safe Prisons/PREA plan.

Interviews were conducted with 2 investigative staff during the onsite portions of the audit. All investigators spoke to the importance of completing credibility assessments for alleged victims and alleged perpetrators in an investigation. Both investigators stated they would never require an offender to submit to polygraph or truth-telling device as a condition of proceeding with an investigation.

The audit team interviewed offenders who reported sexual abuse at the facility. All offenders reported they were not required to submit to a polygraph or truth-telling device as a condition of proceeding with their investigation.

115.71 (f)

The Texas Department of Criminal Justice requires that administrative investigations: (1) include an effort to determine whether staff actions or failures to act contributed to the abuse; and (2) shall be documented in written reports that include a description of the physical and testimonial evidence, the reasoning behind credibility assessments, and investigative facts and findings. These requirements are illustrated in the Safe Prisons/PREA Plan.

The auditor interviewed 1 administrative investigator during the onsite portion of the audit. The investigator articulated the actions she took during her investigation to determine if staff actions or failures contributed to an abuse, that she documents all investigations in a report, which always includes a description of physical and testimonial evidence.

115.71 (g)

The Texas Department of Criminal Justice requires criminal investigations be documented in a written report that contains a thorough description of physical, testimonial, and documentary evidence and attaches copies of all documentary evidence where feasible. These requirements are outlined in the Safe Prisons/PREA Plan.

115.71 (h)

The Texas Department of Criminal Justice requires substantiated allegations of conduct that appears to be criminal shall be referred for prosecution. This requirement is outlined in the Safe Prisons/PREA Plan.

The PAQ reported that since the last PREA audit there has been 7 allegations of conduct that appeared to be criminal that was referred for prosecution.

115.71 (i)

The Texas Department of Criminal Justice requires that the agency retain all written reports referenced in paragraphs (f) and (g) of this section for as long as the alleged abuser is incarcerated or employed by the agency, plus five years. These requirements are illustrated in the Texas Department of Criminal Justice Executive Directive Records Management and the Texas Department of Criminal Justice Records Retention Schedule.

115.71 (j)

The Texas Department of Criminal Justice mandates that the departure of the alleged abuser or victim from the employment or control of the facility or agency shall not provide a basis for terminating an investigation. This is illustrated in the Safe Prisons/PREA Plan.

The auditor interviewed 2 investigative staff all of which confirmed they would be required to complete an investigation of sexual abuse regardless if a staff member terminated employment prior to the conclusion of the investigation.

	<p>115.71 (l)</p> <p>The Texas Department of Criminal Justice requires the facility staff to cooperate with outside investigators and shall endeavor to remain informed about the progress of the investigation. These requirements are outlined in the Safe Prisons/PREA Plan.</p> <p>Based upon information contained in the PAQ, policies, procedures, site review and interviews conducted, the facility is substantially compliant with the requirements of this standard.</p>
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115.72	Evidentiary standard for administrative investigations
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>115.72</p> <p>Document Review:</p> <ul style="list-style-type: none"> · Texas Department of Criminal Justice Safe Prisons/PREA Plan · Texas Department of Criminal Justice Safe Prisons/PREA Program Conducting a Thorough Investigation · Administrative investigations <p>Interviews:</p> <ul style="list-style-type: none"> · Interviews with investigative staff <p>Findings by Provision:</p> <p>115.72 (a)</p> <p>The Texas Department of Criminal Justice does impose a standard higher than a preponderance of the evidence in determining whether allegations of sexual abuse or sexual harassment are substantiated. This requirement is illustrated in the Safe Prisons/PREA Plan policy and in the Texas Department of Criminal Justice Safe Prisons/PREA Program Conducting a Thorough Investigation training program.</p> <p>The auditor interviewed 1 administrative investigator and 1 criminal investigator during the onsite portion of the audit. Both investigators were aware that preponderance of evidence was the standard in administrative investigations.</p> <p>Based upon information contained in the PAQ, policies, procedures, site review and</p>

	interviews conducted, the facility is substantially compliant with the requirements of this standard.
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115.73	Reporting to inmates
	<p>Auditor Overall Determination: Meets Standard</p> <p>Auditor Discussion</p> <p>115.73</p> <p>Document Review:</p> <ul style="list-style-type: none"> · Texas Department of Criminal Justice Safe Prisons/PREA Plan · Texas Department of Criminal Justice Safe Prisons/PREA Operations Manual Completing the Offender Protection Investigation Safe Prisons/PREA Operations Manual Reporting Sexual Abuse Criminal Case Status to Offenders · Texas Department of Criminal Justice Safe Prisons/PREA Operations Manual Completing the Staff-on-Offender Investigation · Texas Department of Criminal Justice Offender Notification Brochure · Texas Department of Criminal Justice List of Alleged Sexual Abuse Outcomes · Investigation Examples <p>Interviews:</p> <ul style="list-style-type: none"> · Interview with facility warden · Interviews with investigative staff · Interviews with offenders who reported sexual abuse <p>Findings by Provision:</p> <p>115.73 (a)</p> <p>The Texas Department of Criminal Justice requires following an investigation into an offender’s allegation that he or she suffered sexual abuse in an agency facility, the agency shall inform the offender as to whether the allegation has been determined to be substantiated, unsubstantiated, or unfounded. This requirement is outlined in the Safe Prisons/PREA Plan, Safe Prisons/PREA Operations Manual Completing the Offender Protection Investigation and Safe Prisons/PREA Operations Manual Reporting</p>

Sexual Abuse Criminal Case Status to Offenders.

The PAQ reported there were a total of 53 criminal and/or administrative investigations of alleged offender sexual abuse that were completed by the facility in the past 12 months.

The PAQ also reported that all 53 offenders were notified, verbally or in writing, of the results of the investigation.

The auditor interviewed the facility warden who reported the facility always notifies offenders of the outcome of their investigation.

The auditor interviewed 2 investigative staff during the onsite portion of the audit. Both investigators confirmed that offenders are always provided the outcome of a PREA investigation upon its conclusion.

The audit team interviewed offenders who reported sexual abuse at the facility. Offenders reported they were aware the facility is required to advise them of the outcome of a PREA investigation upon its completion.

115.73 (b)

The Texas Department of Criminal Justice Office of the Inspector General completes criminal investigations related to sexual abuse for the agency. The Office of the Inspector General provides information from the investigation to the facility in order to inform the offender of outcome. This is evidenced by the example OIG notice provided by the facility.

The PAQ reported there was a total of 17 investigations that was conducted by the Office of the Inspector General completed within the last 12 months. The facility was provided notice from the agency of the outcome of the investigation.

115.73 (c)

The Texas Department of Criminal Justice requires that following an offender's allegation that a staff member has committed sexual abuse against the offender, the agency shall subsequently inform the offender (unless the agency has determined that the allegation is unfounded) whenever: (1) The staff member is no longer posted within the offender's unit; (2) The staff member is no longer employed at the facility; (3) The agency learns that the staff member has been indicted on a charge related to sexual abuse within the facility; or (4) The agency learns that the staff member has been convicted on a charge related to sexual abuse within the facility. This is illustrated in the Safe Prisons/PREA Plan and Safe Prisons/PREA Operations Manual Completing the Staff-on-Offender Investigation policies.

The auditor conducted an interview with the facility warden who confirmed offenders are always provided notification of outcome of a PREA related investigation.

The audit team conducted interviews with offenders who reported sexual abuse at the facility. Offenders generally reported they were given written notice of the outcome

	<p>of their sexual abuse investigations and all the steps that are required under this provision.</p> <p>115.73 (d)</p> <p>The Texas Department of Criminal Justice requires that following an offender’s allegation that he or she has been sexually abused by another offender, the agency shall subsequently inform the alleged victim whenever: (1) The agency learns that the alleged abuser has been indicted on a charge related to sexual abuse within the facility; or (2) The agency learns that the alleged abuser has been convicted on a charge related to sexual abuse within the facility. This is illustrated in the Texas Department of Criminal Justice Safe Prisons/PREA Operations Manual Completing the Offender Protection Investigation Safe Prisons/PREA Operations Manual Reporting Sexual Abuse Criminal Case Status to Offenders policy.</p> <p>115.73 (e)</p> <p>The Texas Department of Criminal Justice requires all notifications or attempted notifications to offenders be documented. This is illustrated in the Safe Prisons PREA/ Plan policy and further illustrated by investigation outcome notifications provided by the facility.</p> <p>The PAQ reported there were a total of 75 notifications to offenders that were provided pursuant to this standard and that all notifications were documented.</p> <p>Based upon information contained in the PAQ, policies, procedures, site review and interviews conducted, the facility is substantially compliant with the requirements of this standard.</p>
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115.76	Disciplinary sanctions for staff
	<p>Auditor Overall Determination: Meets Standard</p> <hr/> <p>Auditor Discussion</p> <p>115.76</p> <p>Document Review:</p> <ul style="list-style-type: none"> · Texas Department of Criminal Justice Safe Prisons/PREA Plan · Texas Department of Criminal Justice Executive Directive General Rules of Conduct and Disciplinary Action Guidelines for Employees PD-22 · Texas Department of Criminal Justice Executive Directive Sexual Misconduct with

Inmates PD-29

Findings by Provision:

115.76 (a)

The Texas Department of Criminal Justice requires that staff shall be subject to disciplinary sanctions up to and including termination for violating agency sexual abuse or sexual harassment policies. This is illustrated in the Safe Prisons/PREA Plan and the Texas Department of Criminal Justice Executive Directive General Rules of Conduct and Disciplinary Action Guidelines for Employees.

115.76 (b)

The Texas Department of Criminal Justice dictates that termination shall be the presumptive disciplinary sanction for staff who have engaged in sexual abuse. This is evidenced by information contained in The Texas Department of Criminal Justice Executive Directive General Rules of Conduct and Disciplinary Action Guidelines for Employees.

The PAQ reported that in the past 12 months there has been zero staff members who has been terminated or resigned prior to termination for violating agency sexual abuse or sexual harassment policies.

115.76 (c)

The Texas Department of Criminal Justice requires that disciplinary sanctions for violations of agency policies relating to sexual abuse or sexual harassment (other than actually engaging in sexual abuse) shall be 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. This is illustrated in The Texas Department of Criminal Justice Executive Directive General Rules of Conduct and Disciplinary Action Guidelines for Employees.

The PAQ reported in the past twelve months there have been zero employees from the facility who have been disciplined, short of termination, for violation of agency sexual abuse or sexual harassment policies.

115.76 (d)

The Texas Department of Criminal Justice requires that 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, shall be reported to law enforcement agencies, unless the activity was clearly not criminal, and to any relevant licensing bodies. This is illustrated in The Texas Department of Criminal Justice Executive Directive Sexual Misconduct with Inmates.

The PAQ reported that in the past 12 months there has been zero staff members that have been reported to law enforcement or licensing boards following their termination (or resignation prior to termination) for violating agency sexual abuse or sexual

	<p>harassment policies.</p> <p>Based upon information contained in the PAQ, policies, procedures, site review and interviews conducted, the facility is substantially compliant with the requirements of this standard.</p>
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115.77 Corrective action for contractors and volunteers	
	<p>Auditor Overall Determination: Meets Standard</p>
	<p>Auditor Discussion</p> <p>115.77</p> <p>Document Review:</p> <ul style="list-style-type: none"> · Texas Department of Criminal Justice Safe Prisons/PREA Plan · Texas Department of Criminal Justice Executive Directive Sexual Misconduct with Inmates PD-29 · Texas Department of Criminal Justice General Rule of Conduct and Disciplinary Action Guidelines for Employees PD-22 <p>Interviews:</p> <ul style="list-style-type: none"> · Interview with facility warden <p>Findings by Provision:</p> <p>115.77 (a)</p> <p>The Texas Department of Criminal Justice requires that any contractor or volunteer who engages in sexual abuse is prohibited from contact with offenders and shall be reported to law enforcement agencies, unless the activity was clearly not criminal, and to relevant licensing bodies. This is illustrated in the Safe Prisons/PREA Plan in The Texas Department of Criminal Justice Executive Directive Sexual Misconduct with Inmates policy.</p> <p>The PAQ reported that in the past 12 months there have been zero contractors or volunteers have been reported to law enforcement agencies and relevant licensing bodies for engaging in sexual abuse of offenders.</p> <p>115.77 (b)</p> <p>The PAQ reported that the facility takes appropriate remedial measures, and</p>

	<p>considers whether to prohibit further contact with offenders, in the case of any other violation of agency sexual abuse or sexual harassment policies by a contractor or volunteer. The PAQ also reported the facility has had zero instances of this type of conduct from contractors or volunteers.</p> <p>The auditor interviewed the facility warden. The warden explained that a volunteer or contractor would not be permitted, at least temporarily, from entering the facility until the investigation is completed.</p> <p>Based upon information contained in the PAQ, policies, procedures, site review and interviews conducted, the facility is substantially compliant with the requirements of this standard.</p>
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115.78 Disciplinary sanctions for inmates	
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>115.78</p> <p>Document Review:</p> <ul style="list-style-type: none"> · Texas Department of Criminal Justice Safe Prisons/PREA Plan · Texas Department of Criminal Justice Executive Directive Offender Disciplinary Procedures ED-03.76 · Texas Department of Criminal Justice Disciplinary Rules and Procedures for Offenders English and Spanish · Criminal and Administrative Investigation Files <p>Interviews:</p> <ul style="list-style-type: none"> · Interview with facility warden · Interviews with medical/mental health staff <p>Findings by Provision:</p> <p>115.78 (a) (b) (c)</p> <p>The Texas Department of Criminal Justice dictates that offenders shall be subject to disciplinary sanctions pursuant to a formal disciplinary process following an administrative finding that the offender engaged in offender-on-offender sexual abuse</p>

or following a criminal finding of guilt for offender-on-offender sexual abuse. These requirements are illustrated in the Safe Prisons/PREA Plan and in The Texas Department of Criminal Justice Executive Directive Offender Disciplinary Procedures policy.

The PAQ reported that in the last 12 months there was a total of zero administrative findings of offender-on-offender sexual abuse that occurred at the facility.

The PAQ also reported that in the last 12 months there was a total of zero criminal finding of guilt for offender-on-offender sexual abuse that occurred at the facility.

The auditor interviewed the facility warden. The warden indicated that sanctions imposed on offenders are commensurate with the nature and circumstances of the abuse committed, the offender's disciplinary history, and the sanctions imposed for comparable offenses by other offenders with similar histories. The warden also articulated that the disciplinary process shall consider whether an offender's mental disabilities or mental illness contributed to his or her behavior when determining what type of sanction, if any, should be imposed.

115.78 (d)

The PAQ reported that the facility offers therapy, counseling, or other interventions designed to address and correct the underlying reasons or motivations for abuse. Additionally, the facility offers therapy, counseling, or other interventions designed to address and correct the underlying reasons or motivations for abuse, the facility considers whether to require the offender to participate in such interventions as a condition of access to programming or other benefits.

The auditor interviewed a medical/mental health staff member during the onsite portion of the audit. She confirmed the facility offers therapy, counseling and other interventions to offenders required under this provision. She also confirmed that offenders are not required to participate in these interventions as a condition of access to programming or other benefits.

115.78 (e)

The Texas Department of Criminal Justice dictates that the agency may discipline an offender for sexual contact with staff only upon a finding that the staff member did not consent to such contact. This is illustrated in Safe Prisons/PREA Plan.

115.78 (f)

The Texas Department of Criminal Justice prohibits disciplinary action for a report of sexual abuse made in good faith based upon a reasonable belief that the alleged conduct occurred, even if an investigation does not establish evidence sufficient to substantiate the allegation. This is illustrated in the Safe Prisons/PREA Plan.

115.78 (g)

The Texas Department of Criminal Justice prohibits all sexual activity between

	<p>offenders and may discipline offenders for such activity. An agency may not, however, deem such activity to constitute sexual abuse if it determines that the activity is not coerced. This is illustrated in The Texas Department of Criminal Justice Disciplinary Rules and Procedures for Offenders.</p> <p>Based upon information contained in the PAQ, policies, procedures, site review and interviews conducted, the facility is substantially compliant with the requirements of this standard.</p>
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115.81	Medical and mental health screenings; history of sexual abuse
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>115.81</p> <p>Document Review:</p> <ul style="list-style-type: none"> · Texas Department of Criminal Justice Safe Prisons/PREA Plan · Texas Department of Criminal Justice Correctional Managed Health Care Policy Manual Confidentiality and Release of Protected Health Information H-61.1 · Correctional Managed Health Care Policy Manual Mental Health Evaluation E-35.2 · Correctional Managed Health Care Policy Manual Mental Health Appraisal for Incoming Offenders E-35.1 · Correctional Managed Health Care Policy Manual Sexual Assault/Sexual Abuse G57.1 <p>Interviews:</p> <ul style="list-style-type: none"> · Interviews with offenders that disclosed sexual victimization at risk screening · Interviews with staff responsible for risk screening · Interviews with medical and mental health staff <p>Site Review Observations:</p> <ul style="list-style-type: none"> · The auditor observed the physical storage area of any information/ documentation collected and maintained in hard copy pursuant to the PREA Standards.

· The auditor observed electronic safeguards of any information/documentation collected and maintained electronically pursuant to the PREA Standards.

Findings by Provision:

115.81 (a) (c)

The Texas Department of Criminal Justice requires that if the screening pursuant to § 115.41 indicates that a prison offender has experienced prior sexual victimization, whether it occurred in an institutional setting or in the community, staff shall ensure that the offender is offered a follow-up meeting with a medical or mental health practitioner within 14 days of the intake screening. This requirement is illustrated in the Safe Prisons/PREA Plan and Texas Department of Criminal Justice Safe Prisons/PREA Operations Manual Inmate Assessment for Risk of Victimization or Abusiveness policy.

The PAQ reported that within the last 12 months 100 percent of offenders who disclosed prior victimization during screening were offered a follow-up meeting with a medical or mental health practitioner.

The audit team interviewed offenders who reported prior victimization during the risk screening process. Overwhelmingly offenders reported receiving a follow-up meeting with medical/mental health after their interview.

The auditor interviewed staff responsible for the risk screening process. Risk screening staff articulated to the auditor what the process was when risk screening offenders and if an offender disclosed prior sexual victimization, they were always referred to medical and mental health for a follow-up meeting.

115.81 (b)

The Texas Department of Criminal Justice requires that if the screening pursuant to § 115.41 indicates that an offender has previously perpetrated sexual abuse, whether it occurred in an institutional setting or in the community, staff shall ensure that the offender is offered a follow-up meeting with a mental health practitioner within 14 days of the intake screening. This requirement is illustrated in the Safe Prisons/PREA Plan and The Texas Department of Criminal Justice Safe Prisons/PREA Operations Manual Inmate Assessment for Risk of Victimization or Abusiveness policy.

115.81 (d)

The Texas Department of Criminal Justice requires that information related to sexual victimization or abusiveness that occurred in an institutional setting is strictly limited to informing security and management decisions, including treatment plans, housing, bed, work, education, and program assignments, or as otherwise required by federal, state, or local law. This is illustrated in the Safe Prisons/PREA Plan and The Texas Department of Criminal Justice Safe Prisons/PREA Operations Manual Inmate Assessment for Risk of Victimization or Abusiveness policy.

115.81 (e)

	<p>The Texas Department of Criminal Justice requires that medical and mental health practitioners shall obtain informed consent from offenders before reporting information about prior sexual victimization that did not occur in an institutional setting, unless the inmate is under the age of 18. This is illustrated in the Safe Prisons/PREA Plan.</p> <p>The auditor interviewed medical and mental health staff during the onsite portion of the audit. Interviews conducted illustrated compliance with the requirements of this provision.</p> <p>Based upon information contained in the PAQ, policies, procedures, site review and interviews conducted, the facility is substantially compliant with the requirements of this standard.</p>
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115.82	Access to emergency medical and mental health services
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>115.82</p> <p>Document Review:</p> <ul style="list-style-type: none"> · Texas Department of Criminal Justice Safe Prisons/PREA Plan · Texas Department of Criminal Justice Correctional Managed Health Care Policy Manual Sexual Assault/Sexual Abuse G-57.1 · Texas Department of Criminal Justice Medical and Mental Health Secondary Materials Examples <p>Interviews:</p> <ul style="list-style-type: none"> · Interviews with offenders that reported sexual abuse · Interviews with random staff throughout the facility · Interviews with medical and mental health staff <p>Findings by Provision:</p> <p>115.82 (a) (b)</p> <p>The Texas Department of Criminal Justice ensures that offender victims of sexual abuse receive timely, unimpeded access to emergency medical treatment and crisis</p>

intervention services, the nature and scope of which are determined by medical and mental health practitioners according to their professional judgment. This was evidenced by the medical and mental health secondary materials provided by the facility.

The auditor interviewed medical and mental health staff during the onsite portion of the audit. Individuals interviewed articulated that offenders receive unimpeded access to emergency medical treatment and crisis intervention as soon as they receive the referral or information from security personnel.

The audit team interviewed offenders who reported sexual abuse at the facility. Of the offenders interviewed most reported they were offered a follow-up meeting with medical and mental health staff almost immediately after the incident was reported.

115.82 (c)

The Texas Department of Criminal Justice ensures that offender victims of sexual abuse while incarcerated shall be 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. This is illustrated in the Safe Prisons/PREA Plan.

The audit team interviewed offenders who reported sexual abuse in the facility. Overwhelmingly offenders reported they were offered access to emergency access to sexual transmitted infections prophylaxis but that it was not required or necessary in all situations.

The auditor interviewed medical and mental health personnel during the onsite portion of the audit. Personnel reported compliance with this provision without hesitation.

115.82 (d)

The Texas Department of Criminal Justice mandates that treatment services are 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. This is illustrated in the Safe Prisons/PREA Plan and The Texas Department of Criminal Justice Correctional Managed Health Care Manual Sexual Assault/Sexual Abuse policy.

Based upon information contained in the PAQ, policies, procedures, site review and interviews conducted, the facility is substantially compliant with the requirements of this standard.

115.83	Ongoing medical and mental health care for sexual abuse victims and abusers
	Auditor Overall Determination: Meets Standard

Auditor Discussion

115.83

Document Review:

- Texas Department of Criminal Justice Safe Prisons/PREA Plan
- Texas Department of Criminal Justice Correctional Managed Health Care Policy Manual Continuity of Care E-44.1
- Texas Department of Criminal Justice Correctional Managed Health Care Policy Manual Sexual Assault/Sexual Abuse G-57.1
- Texas Department of Criminal Justice Medical and Mental Health Secondary Materials Examples

Interviews:

- Interviews with offenders that reported sexual abuse
- Interviews with medical and mental health staff

Findings by Provision:

115.83 (a)

The Texas Department of Criminal Justice requires that the facility offers medical and mental health evaluation and, as appropriate, treatment to all offenders who have been victimized by sexual abuse in any prison, jail, lockup, or juvenile facility. This requirement is illustrated in the Safe Prisons/PREA Plan, The Texas Department of Criminal Justice Correctional Managed Health Care Manual Continuity of Care and the Texas Department of Criminal Justice Correctional Managed Health Care Policy Manual Sexual Assault/Sexual Abuse policies.

115.83 (b) (c)

The Texas Department of Criminal Justice ensures the evaluation and treatment of such victims shall 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. Additionally, the facility provides such victims with medical and mental health services consistent with the community level of care.

The auditor interviewed medical and mental health personnel during the onsite portion of the audit that confirmed compliance with all the requirements of these provisions.

115.83 (d)

The Hughes Unit is an all-male facility and therefore this provision is not applicable to this facility.

115.83 (e)

The Hughes Unit is an all-male facility and therefore this provision is not applicable to this facility.

115.83 (f)

The Texas Department of Criminal Justice requires that offender victims of sexual abuse while incarcerated are offered tests for sexually transmitted infections as medically appropriate. This is illustrated in the Safe Prisons/PREA Plan and The Texas Department of Criminal Justice Correctional Managed Health Care Manual Sexual Assault/Sexual Abuse policy.

The audit team interviewed offenders who reported sexual abuse in the facility. Some of the offenders reported they were offered access to emergency access to sexual transmitted infections prophylaxis but that it was not required or necessary.

115.83 (g)

The Texas Department of Criminal Justice mandates that treatment services are 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. This is illustrated in the Safe Prisons/PREA Plan and The Texas Department of Criminal Justice Correctional Managed Health Care Manual Sexual Assault/Sexual Abuse policy.

The audit team interviewed offenders who reported sexual abuse at the facility. Most of offenders reported, if they were offered services, they were not required to pay for any treatment provided by either medical or mental health staff.

115.83 (h)

The Texas Department of Criminal Justice attempts to conduct a mental health evaluation of all known offender-on-offender abusers within 60 days of learning of such abuse history and offer treatment when deemed appropriate by mental health practitioners. This is illustrated in the Safe Prisons/PREA Plan.

The auditor interviewed medical and mental health personnel during the onsite portion of the audit. Personnel reported compliance with the requirement of this provision.

Based upon information contained in the PAQ, policies, procedures, site review and interviews conducted, the facility is substantially compliant with the requirements of this standard.

115.86 Sexual abuse incident reviews

Auditor Overall Determination: Meets Standard

Auditor Discussion

115.86

Document Review:

- Texas Department of Criminal Justice Safe Prisons/PREA Plan
- Texas Department of Criminal Justice Operations of the Emergency Action Center and Reporting Procedures for the Serious or Unusual Incidents AD-02.15
- Texas Department of Criminal Justice Safe Prisons/PREA Operations Manual 02.01
- Investigations of sexual abuse and sexual harassment
- Completed sexual abuse incident reviews

Interviews:

- Interview with facility warden
- Interview with facility PREA compliance manager
- Interviews with incident review team members

Findings by Provision:

115.86 (a)

The Texas Department of Criminal Justice ensures that all of its facilities 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. The Safe Prisons/ PREA Plan, Instructions for Reporting Alleged Sexual Abuse and Sexual Harassment and the Administrative Directive for Reporting Serious or Unusual Incidents are the policies and procedures all facilities follow for completing sexual abuse incident reviews.

The PAQ reported that in the past 12 months, the facility has completed 50 criminal and/or administrative investigations of sexual abuse, which excluded unfounded incidents.

115.86 (b)

The Texas Department of Criminal Justice requires that all sexual abuse incident reviews ordinarily occur within 30 days of the conclusion of the investigation.

The auditor reviewed a random sample of completed sexual abuse incident reviews which illustrated the facility's compliance with this provision.

The PAQ reported that in the past 12 months there were a total of 50 criminal and/or administrative investigations of alleged sexual abuse completed at the facility that were followed by a sexual abuse incident review within 30 days.

115.86 (c)

The Texas Department of Criminal Justice requires that the review team consists of upper-level management officials, with input from line supervisors, investigators, and medical or mental health practitioners. The Safe Prisons/PREA Operational Manual specifically outlines who the review team consists of.

The auditor interviewed the facility warden who confirmed that the facility has a sexual abuse incident review team and that the review team consisted of the appropriate members as outlined in this provision.

115.86 (d)

The Texas Department of Criminal Justice requires that the sexual abuse incident review team consider the following:

1. Consider whether the allegation or investigation indicates a need to change policy or practice to better prevent, detect, or respond to sexual abuse.
2. Consider whether the incident or allegation was motivated by race; ethnicity; gender identity; lesbian, gay, bisexual, transgender, or intersex identification, status, or perceived status; or gang affiliation; or was motivated or otherwise caused by other group dynamics at the facility.
3. Examine the area in the facility where the incident allegedly occurred to assess whether physical barriers in the area may enable abuse.
4. Assess the adequacy of staffing levels in that area during different shifts.
5. Assess whether monitoring technology should be deployed or augmented to supplement supervision by staff.
6. Prepare a report of its findings, including but not necessarily limited to determinations made pursuant to paragraphs (d)(1)-(d)(5) of this section, and any recommendations for improvement and submit such report to the facility head and PREA compliance manager.

The reviewed examples of sexual abuse incident reviews provided by the facility which illustrated compliance with the all the requirements of this provision.

The auditor interviewed the facility warden who explained a consistent process that is completed at the end of each criminal or administrative sexual abuse investigation.

The warden articulated in his response how the facility utilizes information they gather from the incident review to assist them in removing potential barriers and enhancements to video monitoring technology. The warden confirmed they complete a written electronic report of the team's findings at the conclusion of each sexual abuse investigation.

	<p>The auditor interviewed the facility PREA compliance manager. The compliance manager confirmed the facility conduct a sexual abuse incident review at the conclusion of each sexual abuse investigation. She confirmed the facility submits an electronic report which is reviewed by her and the facility warden on any recommendations for changes that may be needed by the facility to enhance sexual safety.</p> <p>The auditor interviewed a staff member who participated in the facility sexual abuse incident review team. The incident review team member articulated the sexual abuse incident review process and compliance with all the requirements under this provision.</p> <p>115.86 (e)</p> <p>The Texas Department of Criminal Justice requires that each of its facilities implement the recommendations for improvement, or shall document its reasons for not doing so as part of the sexual abuse incident review process.</p> <p>The auditor reviewed examples of sexual abuse incident reviews provided by the facility which illustrated compliance with this provision.</p> <p>Based upon information contained in the PAQ, policies, procedures, site review and interviews conducted, the facility is substantially compliant with the requirements of this standard.</p>
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115.87	Data collection
	<p>Auditor Overall Determination: Meets Standard</p> <p>Auditor Discussion</p> <p>It should be noted that an agency level audit was conducted by another DOJ certified auditor in October 2024 prior to onsite portion of the PREA audit of the Murray Unit. A full compliance report was issued by the auditor on 11/21/2024, prior to the completion of this audit report and used as part of this auditor's triangulation of information to determine compliance. This included interviews with agency leadership, specialty staff interviews and required policies and procedures as outlined in each provision. Therefore, this auditor used the findings of the agency level audit to determine compliance.</p> <p>Based upon information contained in the PAQ, policies, procedures, site review and interviews conducted, the facility is substantially compliant with this standard.</p>

115.88	Data review for corrective action
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	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>115.88</p> <p>It should be noted that an agency level audit was conducted by another DOJ certified auditor in October 2024 prior to onsite portion of the PREA audit of the Murray Unit. A full compliance report was issued by the auditor on 11/21/2024, prior to the completion of this audit report and used as part of this auditor's triangulation of information to determine compliance. This included interviews with agency leadership, specialty staff interviews and required policies and procedures as outlined in each provision. Therefore, this auditor used the findings of the agency level audit to determine compliance.</p> <p>Based upon information contained in the PAQ, policies, procedures, site review and interviews conducted, the facility is substantially compliant with this standard.</p>

115.89	Data storage, publication, and destruction
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>115.89</p> <p>It should be noted that an agency level audit was conducted by another DOJ certified auditor in October 2024 prior to onsite portion of the PREA audit of the Murray Unit. A full compliance report was issued by the auditor on 11/21/2024, prior to the completion of this audit report and used as part of this auditor's triangulation of information to determine compliance. This included interviews with agency leadership, specialty staff interviews and required policies and procedures as outlined in each provision. Therefore, this auditor used the findings of the agency level audit to determine compliance.</p> <p>Based upon information contained in the PAQ, policies, procedures, site review and interviews conducted, the facility is substantially compliant with this standard.</p>

115.401	Frequency and scope of audits
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	115.401

	<p>Findings by Provision:</p> <p>115.401 (a)</p> <p>The auditor confirmed that the agency ensured each of their facilities have been audited at least once during every three-year period.</p> <p>115.401 (b)</p> <p>The auditor ensured that at least one-third of all its facilities, either state run or privately operated has been audited over the past year.</p> <p>115.401 (h)</p> <p>The auditor had access to, and observed, all areas of the facility.</p> <p>115.401 (i)</p> <p>The auditor was permitted to request and receive copies of any relevant documents (including electronically stored information).</p> <p>115.401 (m)</p> <p>The auditor was permitted to conduct private interviews with offenders.</p> <p>115.401 (n)</p> <p>Offenders were permitted to send confidential information or correspondence to the auditor in the same manner as if they were communicating with legal counsel.</p> <p>The auditor verified the methods that offenders are afforded for sending confidential correspondence to the auditor through their legal mail process.</p> <p>The auditor verified with facility management that offenders were given at least 6 weeks advance notice of the audit. The auditor had the facility provide time stamped pictures as examples of when the audit notices were posted and that the accurate information was provided to the population of where to send the correspondences.</p> <p>As of the writing of this audit report, the auditor had received 18 letters from offenders incarcerated at the Hughes Unit.</p> <p>Based upon information contained in the PAQ, policies, procedures, site review and interviews conducted, the facility is substantially compliant with the requirements of this standard.</p>
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115.403	Audit contents and findings
	Auditor Overall Determination: Meets Standard

Auditor Discussion

115.403

It should be noted that an agency level audit was conducted by another DOJ certified auditor in October 2024 prior to onsite portion of the PREA audit of the Murray Unit. A full compliance report was issued by the auditor on 11/21/2024, prior to the completion of this audit report and used as part of this auditor's triangulation of information to determine compliance. This included interviews with agency leadership, specialty staff interviews and required policies and procedures as outlined in the provision. Therefore, this auditor used the findings of the agency level audit to determine compliance.

Based upon information contained in the PAQ, policies, procedures, site review and interviews conducted, the facility is substantially compliant with this standard.

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

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

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

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

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

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

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

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

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

	If the agency installed or updated a video monitoring system, electronic surveillance system, or other monitoring technology, did the agency consider how such technology may enhance the agency's ability to protect inmates from sexual abuse? (N/A if agency/facility has not installed or updated a video monitoring system, electronic surveillance system, or other monitoring technology since August 20, 2012, or since the last PREA audit, whichever is later.)	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.)	yes
	Has the agency documented its efforts to secure services from rape crisis centers?	yes
115.21 (e)	Evidence protocol and forensic medical examinations	
	As requested by the victim, does the victim advocate, qualified agency staff member, or qualified community-based organization staff member accompany and support the victim through the forensic medical examination process and investigatory interviews?	yes
	As requested by the victim, does this person provide emotional support, crisis intervention, information, and referrals?	yes
115.21 (f)	Evidence protocol and forensic medical examinations	
	If the agency itself is not responsible for investigating allegations of sexual abuse, has the agency requested that the investigating agency follow the requirements of paragraphs (a) through (e) of this section? (N/A if the agency/facility is responsible for conducting criminal AND administrative sexual abuse investigations.)	yes
115.21 (h)	Evidence protocol and forensic medical examinations	
	If the agency uses a qualified agency staff member or a qualified community-based staff member for the purposes of this section, has the individual been screened for appropriateness to serve in this role and received education concerning sexual assault and forensic examination issues in general? (N/A if agency always makes a victim advocate from a rape crisis center available to victims.)	yes
115.22 (a)	Policies to ensure referrals of allegations for investigations	

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

115.87 (a)	Data collection	
	Does the agency collect accurate, uniform data for every allegation of sexual abuse at facilities under its direct control using a standardized instrument and set of definitions?	yes
115.87 (b)	Data collection	
	Does the agency aggregate the incident-based sexual abuse data at least annually?	yes
115.87 (c)	Data collection	
	Does the incident-based data include, at a minimum, the data necessary to answer all questions from the most recent version of the Survey of Sexual Violence conducted by the Department of Justice?	yes
115.87 (d)	Data collection	
	Does the agency maintain, review, and collect data as needed from all available incident-based documents, including reports, investigation files, and sexual abuse incident reviews?	yes
115.87 (e)	Data collection	
	Does the agency also obtain incident-based and aggregated data from every private facility with which it contracts for the confinement of its inmates? (N/A if agency does not contract for the confinement of its inmates.)	yes
115.87 (f)	Data collection	
	Does the agency, upon request, provide all such data from the previous calendar year to the Department of Justice no later than June 30? (N/A if DOJ has not requested agency data.)	na
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.)	na
	If this is the third year of the current audit cycle, did the agency ensure that at least two-thirds of each facility type operated by the agency, or by a private organization on behalf of the agency, were audited during the first two years of the current audit cycle? (N/A if this is not the third year of the current audit cycle.)	yes
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