

PREA Facility Audit Report: Final

Name of Facility: Baskerville Correctional Center

Facility Type: Prison / Jail

Date Interim Report Submitted: NA

Date Final Report Submitted: 05/29/2024

Auditor Certification	
The contents of this report are accurate to the best of my knowledge.	☐
No conflict of interest exists with respect to my ability to conduct an audit of the agency under review.	☐
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.	☐
Auditor Full Name as Signed: Joy Catrett-Bell	Date of Signature: 05/29/2024

AUDITOR INFORMATION	
Auditor name:	Catrett-Bell, Joy
Email:	jcbell1111@gmail.com
Start Date of On-Site Audit:	05/21/2024
End Date of On-Site Audit:	05/23/2024

FACILITY INFORMATION	
Facility name:	Baskerville Correctional Center
Facility physical address:	4150 Hayes Mill Road , Baskerville, Virginia - 23915
Facility mailing address:	

Primary Contact

Name:	
Email Address:	
Telephone Number:	

Warden/Jail Administrator/Sheriff/Director	
Name:	Larry Edmonds
Email Address:	Larry.edmonds @vadoc.virginia.gov
Telephone Number:	(434) 233-3164

Facility PREA Compliance Manager	
Name:	Linda Walker
Email Address:	linda.walker@vadoc.virginia.gov
Telephone Number:	O: (434) 365-0069

Facility Health Service Administrator On-site	
Name:	Lisa Chumney
Email Address:	Lisa.Chumney@vadoc.virginia.gov
Telephone Number:	(434) 233-3167

Facility Characteristics	
Designed facility capacity:	481
Current population of facility:	428
Average daily population for the past 12 months:	430
Has the facility been over capacity at any point in the past 12 months?	No
Which population(s) does the facility hold?	Males

Age range of population:	19-77
Facility security levels/inmate custody levels:	Security Level 2
Does the facility hold youthful inmates?	No
Number of staff currently employed at the facility who may have contact with inmates:	175
Number of individual contractors who have contact with inmates, currently authorized to enter the facility:	10
Number of volunteers who have contact with inmates, currently authorized to enter the facility:	0

AGENCY INFORMATION

Name of agency:	Virginia Department of Corrections
Governing authority or parent agency (if applicable):	
Physical Address:	6900 Atmore Drive, Richmond, Virginia - 23225
Mailing Address:	P.O. Box 26963, Richmond, Virginia - 23261
Telephone number:	8046743000

Agency Chief Executive Officer Information:

Name:	Chadwick Dotson
Email Address:	Chadwick.Dotson@vadoc.virginia.gov
Telephone Number:	804-887-8080

Agency-Wide PREA Coordinator Information

Name:	Tammy Barbetto	Email Address:	tammy.barbetto@vadoc.virginia.gov
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Facility AUDIT FINDINGS

Summary of Audit Findings

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

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

Number of standards exceeded:

3

- 115.54 - Third-party reporting
- 115.89 - Data storage, publication, and destruction
- 115.401 - Frequency and scope of audits

Number of standards met:

42

Number of standards not met:

0

POST-AUDIT REPORTING INFORMATION

GENERAL AUDIT INFORMATION

On-site Audit Dates

1. Start date of the onsite portion of the audit:	2024-05-21
2. End date of the onsite portion of the audit:	2024-05-23

Outreach

10. Did you attempt to communicate with community-based organization(s) or victim advocates who provide services to this facility and/or who may have insight into relevant conditions in the facility?	☒ Yes ☐ No
a. Identify the community-based organization(s) or victim advocates with whom you communicated:	Action Alliance Organization

AUDITED FACILITY INFORMATION

14. Designated facility capacity:	445
15. Average daily population for the past 12 months:	430
16. Number of inmate/resident/detainee housing units:	3
17. Does the facility ever hold youthful inmates or youthful/juvenile detainees?	☐ Yes ☒ No ☐ Not Applicable for the facility type audited (i.e., Community Confinement Facility or Juvenile Facility)

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

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

36. Enter the total number of inmates/residents/detainees in the facility as of the first day of onsite portion of the audit:	443
38. Enter the total number of inmates/residents/detainees with a physical disability in the facility as of the first day of the onsite portion of the audit:	0
39. Enter the total number of inmates/residents/detainees with a cognitive or functional disability (including intellectual disability, psychiatric disability, or speech disability) in the facility as of the first day of the onsite portion of the audit:	1
40. Enter the total number of inmates/residents/detainees who are Blind or have low vision (visually impaired) in the facility as of the first day of the onsite portion of the audit:	0
41. Enter the total number of inmates/residents/detainees who are Deaf or hard-of-hearing in the facility as of the first day of the onsite portion of the audit:	1
42. Enter the total number of inmates/residents/detainees who are Limited English Proficient (LEP) in the facility as of the first day of the onsite portion of the audit:	6
43. Enter the total number of inmates/residents/detainees who identify as lesbian, gay, or bisexual in the facility as of the first day of the onsite portion of the audit:	2

44. Enter the total number of inmates/residents/detainees who identify as transgender or intersex in the facility as of the first day of the onsite portion of the audit:	0
45. Enter the total number of inmates/residents/detainees who reported sexual abuse in the facility as of the first day of the onsite portion of the audit:	0
46. Enter the total number of inmates/residents/detainees who disclosed prior sexual victimization during risk screening in the facility as of the first day of the onsite portion of the audit:	0
47. Enter the total number of inmates/residents/detainees who were ever placed in segregated housing/isolation for risk of sexual victimization in the facility as of the first day of the onsite portion of the audit:	0
48. Provide any additional comments regarding the population characteristics of inmates/residents/detainees in the facility as of the first day of the onsite portion of the audit (e.g., groups not tracked, issues with identifying certain populations):	The population of inmates meeting the criteria in certain categories were not present.
Staff, Volunteers, and Contractors Population Characteristics on Day One of the Onsite Portion of the Audit	
49. Enter the total number of STAFF, including both full- and part-time staff, employed by the facility as of the first day of the onsite portion of the audit:	175
50. Enter the total number of VOLUNTEERS assigned to the facility as of the first day of the onsite portion of the audit who have contact with inmates/residents/detainees:	0

51. Enter the total number of CONTRACTORS assigned to the facility as of the first day of the onsite portion of the audit who have contact with inmates/residents/detainees:	10
52. Provide any additional comments regarding the population characteristics of staff, volunteers, and contractors who were in the facility as of the first day of the onsite portion of the audit:	None
INTERVIEWS	
Inmate/Resident/Detainee Interviews	
Random Inmate/Resident/Detainee Interviews	
53. Enter the total number of RANDOM INMATES/RESIDENTS/DETAINEES who were interviewed:	23
54. Select which characteristics you considered when you selected RANDOM INMATE/RESIDENT/DETAINEE interviewees: (select all that apply)	☒ Age ☒ Race ☒ Ethnicity (e.g., Hispanic, Non-Hispanic) ☒ Length of time in the facility ☒ Housing assignment ☐ Gender ☐ Other ☐ None
55. How did you ensure your sample of RANDOM INMATE/RESIDENT/DETAINEE interviewees was geographically diverse?	Auditor reviewed roster and selected based upon the above factors.
56. Were you able to conduct the minimum number of random inmate/resident/detainee interviews?	☒ Yes ☐ No

57. Provide any additional comments regarding selecting or interviewing random inmates/residents/detainees (e.g., any populations you oversampled, barriers to completing interviews, barriers to ensuring representation):	The Auditor began conducting inmate interviews the first day of the on-site portion of the audit. Based upon the inmate population on day one of the audit (443), the PREA Auditor Handbook required that the auditor interview a minimum of (26) inmates, (13) random and (13) targeted. A total of (28) inmate interviews were conducted. All interviews with inmates occurred in a secure area to ensure privacy. Inmate interviews were conducted using the established DOJ interview protocols. If a randomly selected inmate had refused to be interviewed, an additional inmate from the same housing area would be selected in an attempt to get a cross section from the entire general population. There were no instances of refusal of selected inmates for interviews.
Targeted Inmate/Resident/Detainee Interviews	
58. Enter the total number of TARGETED INMATES/RESIDENTS/DETAINEES who were interviewed:	5
As stated in the PREA Auditor Handbook, the breakdown of targeted interviews is intended to guide auditors in interviewing the appropriate cross-section of inmates/residents/detainees who are the most vulnerable to sexual abuse and sexual harassment. When completing questions regarding targeted inmate/resident/detainee interviews below, remember that an interview with one inmate/resident/detainee may satisfy multiple targeted interview requirements. These questions are asking about the number of interviews conducted using the targeted inmate/resident/detainee protocols. For example, if an auditor interviews an inmate who has a physical disability, is being held in segregated housing due to risk of sexual victimization, and disclosed prior sexual victimization, that interview would be included in the totals for each of those questions. Therefore, in most cases, the sum of all the following responses to the targeted inmate/resident/detainee interview categories will exceed the total number of targeted inmates/residents/detainees who were interviewed. If a particular targeted population is not applicable in the audited facility, enter "0".	
60. Enter the total number of interviews conducted with inmates/residents/detainees with a physical disability using the "Disabled and Limited English Proficient Inmates" protocol:	0

a. Select why you were unable to conduct at least the minimum required number of targeted inmates/residents/detainees in this category:	☒ Facility said there were "none here" during the onsite portion of the audit and/or the facility was unable to provide a list of these inmates/residents/detainees. ☐ The inmates/residents/detainees in this targeted category declined to be interviewed.
b. Discuss your corroboration strategies to determine if this population exists in the audited facility (e.g., based on information obtained from the PAQ; documentation reviewed onsite; and discussions with staff and other inmates/residents/detainees).	There were no inmates who disclosed this information during the facility screening process.
61. Enter the total number of interviews conducted with inmates/residents/detainees with a cognitive or functional disability (including intellectual disability, psychiatric disability, or speech disability) using the "Disabled and Limited English Proficient Inmates" protocol:	1
62. Enter the total number of interviews conducted with inmates/residents/detainees who are Blind or have low vision (i.e., visually impaired) using the "Disabled and Limited English Proficient Inmates" protocol:	0
a. Select why you were unable to conduct at least the minimum required number of targeted inmates/residents/detainees in this category:	☒ Facility said there were "none here" during the onsite portion of the audit and/or the facility was unable to provide a list of these inmates/residents/detainees. ☐ The inmates/residents/detainees in this targeted category declined to be interviewed.

b. Discuss your corroboration strategies to determine if this population exists in the audited facility (e.g., based on information obtained from the PAQ; documentation reviewed onsite; and discussions with staff and other inmates/residents/detainees).	There were no inmates who disclosed this information during the facility screening process.
63. Enter the total number of interviews conducted with inmates/residents/detainees who are Deaf or hard-of-hearing using the "Disabled and Limited English Proficient Inmates" protocol:	0
a. Select why you were unable to conduct at least the minimum required number of targeted inmates/residents/detainees in this category:	☒ Facility said there were "none here" during the onsite portion of the audit and/or the facility was unable to provide a list of these inmates/residents/detainees. ☐ The inmates/residents/detainees in this targeted category declined to be interviewed.
b. Discuss your corroboration strategies to determine if this population exists in the audited facility (e.g., based on information obtained from the PAQ; documentation reviewed onsite; and discussions with staff and other inmates/residents/detainees).	There were no inmates who disclosed this information during the facility screening process.
64. Enter the total number of interviews conducted with inmates/residents/detainees who are Limited English Proficient (LEP) using the "Disabled and Limited English Proficient Inmates" protocol:	2
65. Enter the total number of interviews conducted with inmates/residents/detainees who identify as lesbian, gay, or bisexual using the "Transgender and Intersex Inmates; Gay, Lesbian, and Bisexual Inmates" protocol:	2

66. Enter the total number of interviews conducted with inmates/residents/detainees who identify as transgender or intersex using the "Transgender and Intersex Inmates; Gay, Lesbian, and Bisexual Inmates" protocol:	0
a. Select why you were unable to conduct at least the minimum required number of targeted inmates/residents/detainees in this category:	☒ Facility said there were "none here" during the onsite portion of the audit and/or the facility was unable to provide a list of these inmates/residents/detainees. ☐ The inmates/residents/detainees in this targeted category declined to be interviewed.
b. Discuss your corroboration strategies to determine if this population exists in the audited facility (e.g., based on information obtained from the PAQ; documentation reviewed onsite; and discussions with staff and other inmates/residents/detainees).	There were no inmates who disclosed this information during the facility screening process.
67. Enter the total number of interviews conducted with inmates/residents/detainees who reported sexual abuse in this facility using the "Inmates who Reported a Sexual Abuse" protocol:	0
a. Select why you were unable to conduct at least the minimum required number of targeted inmates/residents/detainees in this category:	☒ Facility said there were "none here" during the onsite portion of the audit and/or the facility was unable to provide a list of these inmates/residents/detainees. ☐ The inmates/residents/detainees in this targeted category declined to be interviewed.
b. Discuss your corroboration strategies to determine if this population exists in the audited facility (e.g., based on information obtained from the PAQ; documentation reviewed onsite; and discussions with staff and other inmates/residents/detainees).	There had been no cases or allegations made at the facility.

68. Enter the total number of interviews conducted with inmates/residents/detainees who disclosed prior sexual victimization during risk screening using the "Inmates who Disclosed Sexual Victimization during Risk Screening" protocol:	0
a. Select why you were unable to conduct at least the minimum required number of targeted inmates/residents/detainees in this category:	☒ Facility said there were "none here" during the onsite portion of the audit and/or the facility was unable to provide a list of these inmates/residents/detainees. ☐ The inmates/residents/detainees in this targeted category declined to be interviewed.
b. Discuss your corroboration strategies to determine if this population exists in the audited facility (e.g., based on information obtained from the PAQ; documentation reviewed onsite; and discussions with staff and other inmates/residents/detainees).	There were no inmates who disclosed this information during the facility screening process.
69. Enter the total number of interviews conducted with inmates/residents/detainees who are or were ever placed in segregated housing/isolation for risk of sexual victimization using the "Inmates Placed in Segregated Housing (for Risk of Sexual Victimization/Who Allege to have Suffered Sexual Abuse)" protocol:	0
a. Select why you were unable to conduct at least the minimum required number of targeted inmates/residents/detainees in this category:	☒ Facility said there were "none here" during the onsite portion of the audit and/or the facility was unable to provide a list of these inmates/residents/detainees. ☐ The inmates/residents/detainees in this targeted category declined to be interviewed.

b. Discuss your corroboration strategies to determine if this population exists in the audited facility (e.g., based on information obtained from the PAQ; documentation reviewed onsite; and discussions with staff and other inmates/residents/detainees).	There were no inmates who disclosed this information during the facility screening process.
70. Provide any additional comments regarding selecting or interviewing targeted inmates/residents/detainees (e.g., any populations you oversampled, barriers to completing interviews):	The population of inmates meeting the criteria in certain categories were not present.
Staff, Volunteer, and Contractor Interviews	
Random Staff Interviews	
71. Enter the total number of RANDOM STAFF who were interviewed:	12
72. Select which characteristics you considered when you selected RANDOM STAFF interviewees: (select all that apply)	☒ Length of tenure in the facility ☒ Shift assignment ☒ Work assignment ☒ Rank (or equivalent) ☐ Other (e.g., gender, race, ethnicity, languages spoken) ☐ None
73. Were you able to conduct the minimum number of RANDOM STAFF interviews?	☒ Yes ☐ No
74. Provide any additional comments regarding selecting or interviewing random staff (e.g., any populations you oversampled, barriers to completing interviews, barriers to ensuring representation):	Random staff were selected from all shift assignments. There were no barriers in completing interviews.

Specialized Staff, Volunteers, and Contractor Interviews

Staff in some facilities may be responsible for more than one of the specialized staff duties. Therefore, more than one interview protocol may apply to an interview with a single staff member and that information would satisfy multiple specialized staff interview requirements.

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

22

76. Were you able to interview the Agency Head?

☒ Yes

☐ No

77. Were you able to interview the Warden/Facility Director/Superintendent or their designee?

☒ Yes

☐ No

78. Were you able to interview the PREA Coordinator?

☒ Yes

☐ No

79. Were you able to interview the PREA Compliance Manager?

☒ Yes

☐ No

☐ NA (NA if the agency is a single facility agency or is otherwise not required to have a PREA Compliance Manager per the Standards)

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

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

	☐ Other
If "Other," provide additional specialized staff roles interviewed:	Mailroom, Mechanical services, Training Staff, ADA Coordinator, Review Team members, Chaplin
81. Did you interview VOLUNTEERS who may have contact with inmates/residents/detainees in this facility?	☐ Yes ☒ No
82. Did you interview CONTRACTORS who may have contact with inmates/residents/detainees in this facility?	☒ Yes ☐ No
a. Enter the total number of CONTRACTORS who were interviewed:	1
b. Select which specialized CONTRACTOR role(s) were interviewed as part of this audit from the list below: (select all that apply)	☐ Security/detention ☐ Education/programming ☐ Medical/dental ☐ Food service ☐ Maintenance/construction ☒ Other
83. Provide any additional comments regarding selecting or interviewing specialized staff.	Random staff were selected and there were no barriers in completing interviews.

SITE REVIEW AND DOCUMENTATION SAMPLING

Site Review

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

84. Did you have access to all areas of the facility?

☒ Yes

☐ No

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

85. Observations of all facility practices in accordance with the site review component of the audit instrument (e.g., signage, supervision practices, cross-gender viewing and searches)?

☒ Yes

☐ No

86. Tests of all critical functions in the facility in accordance with the site review component of the audit instrument (e.g., risk screening process, access to outside emotional support services, interpretation services)?

☒ Yes

☐ No

87. Informal conversations with inmates/residents/detainees during the site review (encouraged, not required)?

☒ Yes

☐ No

88. Informal conversations with staff during the site review (encouraged, not required)?

☒ Yes

☐ No

89. Provide any additional comments regarding the site review (e.g., access to areas in the facility, observations, tests of critical functions, or informal conversations).	The Auditor had full, unimpeded access to all areas of the facility. During the review of the physical plant, the Auditor observed the facility layout, staff supervision of inmates, security rounds, interaction between staff and inmates, shower and toilet areas for inmates, observation of availability of PREA information located adjacent to and in the inmate housing areas, observation of staff communication in inmate housing units, search procedures, and availability access of medical and mental health services. The Auditor observed and made note of the video monitoring system and camera placement throughout the facility, including reviewing the monitors in the control room.
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.	
90. In addition to the proof documentation selected by the agency or facility and provided to you, did you also conduct an auditor-selected sampling of documentation?	☒ Yes ☐ No

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

The Auditor conducted a document review of employee and inmate files and conducted spot checks of documents that were previously provided to the auditor with the PAQ, including logbooks and other institutional forms. The Auditor reviewed a random sampling of personnel files to determine compliance of standards on hiring, promotion and background check procedures for officers and contract staff. The Auditor reviewed the annual PREA training rosters maintained by the training staff and cross referenced the staff files with the training rosters to ensure training was verified. The training coordinator explained the process for relaying the mandated PREA information to new employees, as well as the procedure for annual refresher training. Reviewed inmate files to evaluate intake procedures, including screening, housing assignments, and verification of inmate PREA education. The Auditor requested additional supporting documentation that included training records, inmate medical records, inmate classification records, volunteer records, contractor records, and staff personnel files including PREA disclosure forms for hiring and promotions.

SEXUAL ABUSE AND SEXUAL HARASSMENT ALLEGATIONS AND INVESTIGATIONS IN THIS FACILITY

Sexual Abuse and Sexual Harassment Allegations and Investigations Overview

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

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

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

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

	# of sexual harassment allegations	# of criminal investigations	# of administrative investigations	# of allegations that had both criminal and administrative investigations
Inmate-on-inmate sexual harassment	0	0	0	0
Staff-on-inmate sexual harassment	5	0	5	0
Total	5	0	5	0

Sexual Abuse and Sexual Harassment Investigation Outcomes

Sexual Abuse Investigation Outcomes

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

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

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

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

	Ongoing	Unfounded	Unsubstantiated	Substantiated
Inmate-on-inmate sexual abuse	0	0	0	0
Staff-on-inmate sexual abuse	0	0	0	0
Total	0	0	0	0

Sexual Harassment Investigation Outcomes

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

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

	Ongoing	Referred for Prosecution	Indicted/ Court Case Filed	Convicted/ Adjudicated	Acquitted
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

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

	Ongoing	Unfounded	Unsubstantiated	Substantiated
Inmate-on-inmate sexual harassment	0	0	0	0
Staff-on-inmate sexual harassment	0	4	1	0
Total	0	4	1	0

Sexual Abuse and Sexual Harassment Investigation Files Selected for Review

Sexual Abuse Investigation Files Selected for Review

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

0

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

None were available for review due to no occurrences at the facility.

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

105. Did your sample of STAFF-ON-INMATE SEXUAL ABUSE investigation files include administrative investigations?	☐ Yes ☐ No ☒ NA (NA if you were unable to review any staff-on-inmate sexual abuse investigation files)
Sexual Harassment Investigation Files Selected for Review	
106. Enter the total number of SEXUAL HARASSMENT investigation files reviewed/sampled:	4
107. Did your selection of SEXUAL HARASSMENT investigation files include a cross-section of criminal and/or administrative investigations by findings/outcomes?	☒ Yes ☐ No ☐ NA (NA if you were unable to review any sexual harassment investigation files)
Inmate-on-inmate sexual harassment investigation files	
108. Enter the total number of INMATE-ON-INMATE SEXUAL HARASSMENT investigation files reviewed/sampled:	0
109. Did your sample of INMATE-ON-INMATE SEXUAL HARASSMENT files include criminal investigations?	☐ Yes ☐ No ☒ NA (NA if you were unable to review any inmate-on-inmate sexual harassment investigation files)
110. Did your sample of INMATE-ON-INMATE SEXUAL HARASSMENT investigation files include administrative investigations?	☐ Yes ☐ No ☒ NA (NA if you were unable to review any inmate-on-inmate sexual harassment investigation files)

Staff-on-inmate sexual harassment investigation files

111. Enter the total number of STAFF-ON-INMATE SEXUAL HARASSMENT investigation files reviewed/sampled:

4

112. Did your sample of STAFF-ON-INMATE SEXUAL HARASSMENT investigation files include criminal investigations?

☐ Yes

☒ No

☐ NA (NA if you were unable to review any staff-on-inmate sexual harassment investigation files)

113. Did your sample of STAFF-ON-INMATE SEXUAL HARASSMENT investigation files include administrative investigations?

☒ Yes

☐ No

☐ NA (NA if you were unable to review any staff-on-inmate sexual harassment investigation files)

114. Provide any additional comments regarding selecting and reviewing sexual abuse and sexual harassment investigation files.

None

SUPPORT STAFF INFORMATION**DOJ-certified PREA Auditors Support Staff**

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

☐ Yes

☒ No

Non-certified Support Staff

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

☒ Yes

☐ No

a. Enter the TOTAL NUMBER OF NON-CERTIFIED SUPPORT who provided assistance at any point during this audit:

1

AUDITING ARRANGEMENTS AND COMPENSATION

121. Who paid you to conduct this audit?

☐ The audited facility or its parent agency

☐ My state/territory or county government employer (if you audit as part of a consortium or circular auditing arrangement, select this option)

☒ A third-party auditing entity (e.g., accreditation body, consulting firm)

☐ Other

Identify the name of the third-party auditing entity

AB Management. LLC

Standards	
Auditor Overall Determination Definitions	
- 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	
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.	

115.11	Zero tolerance of sexual abuse and sexual harassment; PREA coordinator
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	Policy, Materials, Interviews and Other Evidence Reviewed: VADOC OP - 030.3 Monitoring and Assessment VADOC OP - 135.2 Rules of Conduct Governing Employees Relationships with Inmates Interoffice Memorandum VADOC Organizational Chart Organizational Chart Staff Interviews Inmate Interviews VADOC OP 030.3 serves to establish the facility's ZERO tolerance policy and outline the facility's approach to implementing the PREA standards. The PREA Manual

outlines the facility's approach to implementing the ZERO-tolerance policy and Operating Procedure 135.2 outlines the facility's approach to implementing practices covered by the facility policy and PREA manual. The PREA manual is a document that serves to unify the facility's approach to implementing the PREA standards that were previously covered by policies relative to such employee training, inmate work placement, health care, inmate housing, and programming.

The PREA Manual addresses relevant items associated in the daily activities in a correctional environment. PREA related items referenced include prevention, planning, training, placement screening, medical and mental health screenings, cross-gender viewing, searches of inmates, protective custody, protection from retaliation, disabled and LEP inmates, human resource processes, staffing plans, management initiatives, facility upgrades, contracting, collective bargaining, reporting sexual abuse and sexual harassment, inmate grievances, response procedures to reports of sexual abuse and harassment, medical and mental health services, victim advocates, confidential support services, investigations, disciplinary sanctions, sexual abuse incident reviews, data collection, data review and data storage.

The Department's Statewide PREA Coordinator oversees and coordinates the efforts of the VADOC to comply with Federal PREA standards including development and implementation of policy, staff training, and inmate education relevant to adherence to PREA standards. The Statewide PREA Coordinator is responsible for the collection of PREA data in preparation for each three-year cycle of audits required by the standards.

There are three Regional PREA/ADA Analysts that report directly to the Statewide PREA Coordinator. BACC is in the Central Region of the state. The PREA/ADA Analyst is knowledgeable about the facility and requirements of the Prison Rape Elimination Act. The PREA/ADA Analyst works closely with facility staff and acts as a liaison on PREA related matters. There is a PREA Compliance Manager for each facility that reports to the PREA Analyst for their respective region.

Each correctional facility has assigned a PREA Compliance Manager with sufficient time and authority to coordinate the facility's efforts to comply with the standards.

The PREA Compliance Manager is an upper-level staff member and is responsible for monitoring and aiding in the facility's PREA compliance of all institutional areas to include staff/inmate training, reporting, staffing plans, investigation of PREA allegations, operating procedures, and audit preparation.

Conclusion: The Auditor conducted a review of the facility's policies, procedures, organizational charts, memorandum, employee work profiles, and conducted interviews with staff and inmates. The Auditor determined the Virginia Department of Corrections has developed an appropriate ZERO-tolerance policy that includes prevention, detection, and response approaches relevant to allegations of sexual abuse and sexual harassment. The Auditor determined BACC meets the requirements of this standard.

115.12	Contracting with other entities for the confinement of inmates
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	Policy, Materials, Interviews and Other Evidence Reviewed: OP Policy - 038.3 Prison Rape Elimination Act VADOC OP Policy - 260.1 Procurement of Goods and Services Contracts Contract Renewals Quarterly Facility Site Visits Report Lawrenceville Correctional Center Audit Report Community Residential Programs The Virginia Department of Corrections contracts for confinement of its inmates with GEO Corrections & Detention, LLC. The GEO Group operates a private prison in Lawrenceville, Virginia. The prison is designed to hold up to 1,595 inmates for the Virginia Department of Corrections. The Auditor reviewed the most current PREA Audit report of the Lawrenceville Correctional Center. The contract included provisions for the GEO Group to adopt and comply with the Prison Rape Elimination and allows the VADOC to monitor GEO's compliance with PREA standards. The Regional PREA Analyst conducts quarterly site visits at the Lawrenceville Correctional Center to monitor compliance with PREA standards. The quarterly facility site visit report requires the analyst document findings related to each PREA standard. The facility policy requires confinement of inmates in any new contract or contract renewal include the entity's obligation to adopt and comply with Prison Rape Elimination Act standards. The VADOC policy requires contracts include a provision for contract monitoring to ensure the contractor is complying with the Prison Rape Elimination Act standards. There is a provision in the facility's VADOC policy that does not allow the DOC to enter into a contract with an entity that fails to comply with PREA standards except in emergency situations. In the event of an emergency, the facility is required to document all reasonable failed attempts to find a private facility or other entity in compliance with the PREA standards. BACC does not house inmates contracted by other entities or contract with other entities to house BACC inmates. Any contracts for confinement of DOC inmates are done at the agency level. Conclusion: Facility contracts and renewals for the confinement of VADOC inmates include the requirements of this standard and require monitoring by facility personnel. The Auditor determined the Agency/facility meets the requirements of the standard.

115.13	Supervision and monitoring
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	Materials, Interviews, Policies and Other Evidence Reviewed: VADOC OP - 401.2 Security Staffing Assignments VADOC OP - 401.3 Administrative Duty Coverage VADOC OP - 401.1 Development and Maintenance of Post Orders Annual Staffing Plan Observations Completed Pre-Audit Questionnaire (PAQ) Post Assignment Rosters Post Logbooks Warden Interview PREA PC Interview Intermediate or Higher-Level Staff Interview VADOC Statewide PREA Coordinator Interview VADOC policy states that by January 31st of each calendar year, each facility shall assess, determine, and document whether adjustments are needed to the staffing plan. The policy states the Warden shall identify critical posts during the implementation of each post assignment schedule and posts critical to the security of the institution must be staffed on each shift. The plan considers criteria required for standard and provides areas for narratives, recommendations, and appropriate signatures. The staffing plan review is documented on an Agency-wide standardized form and interviews with the Statewide PREA Coordinator, and Warden indicated the facility conducts a staffing plan review annually. The most recent BACC staffing plan was reviewed for approval by the Chief of Security, Associate Warden of Security, Associate Warden, BACC PREA Compliance Manager, and Warden in January 2024. The Staffing Plan was submitted to the Regional PREA Analyst for review and approval by the Statewide PREA Coordinator. The BACC staffing plan addresses standard requirements and interviews with the Warden verify the plan considers critical posts that are required to be covered on each shift. The Warden stated that critical posts are never vacated when inmates are in specified areas and posts are supervised by correctional staff. Additional security coverage is provided through security camera video monitoring and security staff are required to make security rounds in areas they have inmates assigned. The Warden

and Assistant Warden randomly review video footage to ensure proper supervision and unannounced rounds are being conducted on all shifts.

The BACC facility staffing plan is developed with operational staffing levels in mind and a daily staff schedule is reviewed by supervisory staff to ensure the facility is adequately staffed in accordance with the policy for critical and non-critical posts. The daily rosters identify positions, the staffing requirements for those positions, and reconciles staffing deployment in accordance with the position requirements outlined in the staffing plan. The Major manages the security staff post assignments roster and is responsible for submitting the quarterly Post Assignment Schedule each quarter to the Warden for approval.

The Auditor reviewed the BACC Post Audit report which is developed to ensure appropriate staffing levels are determined. The most recent post audit includes 175 full time staff and ensures there is sufficient security staffing to safely manage the inmate population. The facility accurately documents justifications for deviations from the staffing plan and most common reasons for deviations are short term disability, medical emergency leave, inmate medical transportation, 40-hour in-service/training, vacations, institutional lockdowns, and retirements. The Warden stated that management staff support all efforts to provide adequate staffing levels and make necessary adjustments to comply with the staffing plan requirements. The facility utilizes overtime and a draft procedure to fill any vacated critical post during a shift.

Daily security staff rosters requested for review by the Auditor reflected changes made on shifts and the reason for each change. Review of post assignment rosters identified that correctional staff were able to maintain compliance within the staffing plan requirements to include staff reassignment for various days and shifts while ensuring all critical posts were filled.

The PCM provided documents to verify that unannounced inspections are conducted in accordance with the PREA Inspection Worksheet, and the unannounced rounds are randomly conducted to identify and deter sexual abuse and sexual harassment at the facility. The security shift supervisor, unit managers, Warden, and other executive staff shall conduct and document random unannounced rounds. The unit logbook shall be annotated with Unannounced PREA Inspection/Security Check by staff when signing into the unit. Interviews with inmates verified female staff announce their presence on a regular basis when entering housing units.

The Auditor reviewed housing unit logbooks during the tour and observed documentation supporting supervisory staff's unannounced rounds on various shifts. Supervisory staff document their unannounced rounds as "Unannounced PREA Inspection and/or Unannounced PREA Inspection/Security Check" and confirmation of supervisory rounds were also provided during interviews with supervisory staff. Supervisory staff stated they alternate their rounds and do not have a set schedule or pattern when they conduct their rounds. Staff ensure the rounds are conducted in a manner that prevent staff and inmates from determining their anticipated arrival. Logbook entries confirmed various times in which unit rounds were conducted.

Conclusion:

	Based on the review of the staffing plan, quarterly post assignment schedules, post assignment rosters, interviews, and review of unannounced rounds, the Auditor determined BACC meets the mandate for the standard.
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115.14	Youthful inmates
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	Policy, Materials, Interviews and Other Evidence Reviewed: VADOC OP - 425.4 Management and Bed Assignments BACC Completed Pre-Audit Questionnaire (PAQ) BACC Memorandum Observations Interviews Warden PC Interview VADOC Statewide PREA Compliance Manager Interview Medical Staff Interview Classification Officer Interview VADOC Operating Policy 425.4 states Youthful inmates will not be placed in a housing unit in which the inmate will have sight, sound, or physical contact with any adult inmate through use of a shared dayroom or other common space, shower area, or sleeping quarters. VADOC policy always requires direct supervision by institutional staff when a youthful inmate and an adult inmate have sight, sound, or physical contact with one another. The agency assigns youthful inmates to a specialized unit to meet these requirements, unless the assignment would create a risk to the safe, secure, and orderly operation of the institution. Youthful inmates may be placed in a restrictive housing unit if exigent circumstances require such. The Auditor conducted formal interviews with staff and was informed that BACC does not house youthful inmates. The Auditor interviewed random and specialized staff who stated they had knowledge that a youthful inmate had been housed at the facility during this audit cycle. The Auditor asked staff if they had housed an inmate under the age of 18 who had been certified as an adult and staff were not aware of any inmate housed with that classification. The BACC does not house youthful inmates.

	Conclusion: The Auditor reviewed VADOC policies and procedures, interviewed staff, and made observations. The Auditor determined the facility meets all provisions of this standard.
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115.15	Limits to cross-gender viewing and searches
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	Policy, Materials, Interviews and Other Evidence Reviewed: OP 445.4 Screening and Searches Memos OP-401.2 Security Staffing Assignments OP-801.1 Facility Physical Plant OP-401.1 Development and Maintenance of Post Orders Logbooks OP-720.2 Medical Screening In Service Training BCO Search Procedure Training OP-350.2 Training and Development Staff Orientation Interviews Observations BACC certifies that security staff shall be trained on how to conduct cross-gender frisk searches, and searches of transgender and intersex inmates in a professional and respectful and in the least intrusive manner possible. These searches shall be consistent with security needs and should circumstances allow, staff should consult with the transgender or intersex inmate before conducting a search to determine the inmate's preference in the gender of the officer conducting the search. Routine strip searches or visual body cavity searches will occur in authorized areas and searches based on reasonable suspicion require the Warden's authorization. Interviews with staff did not indicate any cross-gender strip or cross-gender visual

body cavity searches of inmates, including any exigent circumstances, conducted by security or medical staff has been conducted at BACC in the past 12 months. The PAQ listed Zero cross-gender strip or cross-gender visual body cavity searches of inmates in the past 12 months and interviews with male inmates concluded they have not had any occurrences where they were subjected to cross-gender viewing by staff during a strip search or visual search.

Female correctional officers may search inmates of both genders; however, female security staff may conduct visual searches of male inmates upon being identified as transgender and/or intersex at the inmate's request if a Deviation form has been submitted. Strip searches are performed exclusively by staff of the same gender and the policy includes a provision for transgender or intersex inmates who may prefer to be searched by a specific gender if medical staff. The facility provides training on LGBTI Pat-Searches, Restraints, and Scanning Devices. Training topics, including definitions, were found to be consistent with the definitions contained in the standards.

The Pre-Audit Questionnaire noted that 100% of staff have received training and confirmation of Pre-service search training was provided. Additionally, random staff interviews indicated they received training during pre-service and annual in-service training sessions. The Auditor was provided training rosters identifying correctional staff's completion of the required Pat Search Training (BOC) during the post audit phase and training examples provided were from the BACC Search Training lesson plan. Interviews with staff and inmate population confirmed the male inmate population is pat searched by both male and female staff members. The BACC PC, intake staff, and classification staff indicated there have not been any inmates identified as transgender or intersex housed at BACC during the review period.

Opposite gender staff must announce themselves when entering the housing unit and this practice was observed during the tour. The Auditors conducted seventeen informal interviews with the inmate population. The inmates acknowledged that when a female staff member entered the male housing units, the opposite gender announcement was made clearly and loudly by the assigned housing unit officer or by staff entering. This practice was repeatedly observed during the Auditor's tour of housing units.

Observations during the tour of the institution confirmed procedures were developed in the structural physical plant planning that allow inmates to shower, change clothes, and use the toilet without being viewed by staff of the opposite gender. The Auditor conducted a tour of the facility and was granted access to all inmate housing units and other support areas. The Auditor observed inmate shower and restroom areas in the facility and confirmed the inmates could shower and use the restroom without staff of the opposite gender seeing them fully naked and showers would be made available to transgender and intersex inmates during facility counts while other inmates are restricted to their bed area. The Auditor reviewed shift assignments and discovered each shift was assigned both male and female staff.

If an inmate's status is unknown, it may be determined by conversation with the

	inmate, a review of available medical records, or as part of a broader medical examination conducted in private by a licensed medical professional. If there is uncertainty as to an inmate's gender, the supervisory officer shall use best judgment as to how the inmate presents, as male or female, and shall arrange for an officer of the same gender to be assigned to conduct the search. If the inmate being searched then objects based on gender, an officer of the inmates self-identified gender shall conduct the search. Staff interviewed reported the facility prohibits staff from searching or physically examining transgender or intersex inmates for the sole purpose of determining genital status. An interview with the Associate Warden and Statewide PREA Coordinator verified that applicable inmates identified as intersex or transgender, would have their file reviewed and they would be interviewed by the Gender Dysphoria, Transgender, Transsexual, Intersex, Gender Non-Conforming Accommodation Review Committee. Upon completion of the review, the meeting minutes are forwarded to the Central Office for further review and determination of inmates' status. Conclusion: Based on the review of policies, documents, confirmation of completed search training, interviews, and analysis, the Auditor determined the facility has demonstrated compliance with all the provisions of this standard.
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115.16	Inmates with disabilities and inmates who are limited English proficient
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	Policy, Materials, Interviews and Other Evidence Reviewed: Observations OP - 038.3 Prison Rape Elimination Inmate Handbook ZERO Tolerance Brochure Contract Purple Communications, Inc. Contract Homeland Language Svc. Contract Acknowledgement of Preventing Sexual Abuse and Sexual Assault Training Curriculum Training Records Interviews with Staff

	Interviews with Inmates The Auditor reviewed the facility's Zero-Tolerance Sexual Abuse and Sexual Harassment handbook for inmates which are distributed to the inmates upon arrival at the facility. The facility displays PREA posters written in English and Spanish throughout the facility and staff will assist with PREA information provided during Intake for inmates who are blind, have low vision or who have cognitive difficulties. The facility also provides an inmate handbook in braille for inmates who are blind or have limited vision. The facility utilizes a PREA video that is audible and closed captioned in English and Spanish. The facility maintains the PREA video in English and Spanish. Homeland Language Services is utilized as the facility's translation service provider to assist LEP inmates. The VADOC brochure, "Sexual Assault Awareness and Prevention" and PREA posters that are displayed throughout the facility are in both English and Spanish. The VADOC and BACC work to provide PREA information to inmates to ensure that all inmates are able to understand PREA and how they can report sexual abuse or sexual harassment. PREA materials for inmates are provided in both English and Spanish. The inmate handbook includes information pertaining to Reporting Sexual Abuse/ Harassment, Emotional Support, ZERO Tolerance, Inmate Rights, How to Get Help, and PREA definitions. Inmates who cannot read English or Spanish can benefit from the facility's PREA information using the language line service Homeland. When the facility cannot provide a staff interpreter, staff read the information to the contracted interpreter who translates the information to the inmate. The VADOC has a current contract with Purple Language Services to provide Sign Language services to hearing impaired inmates. Each inmate entering the facility is provided a written copy of the Zero-Tolerance for Sexual Abuse and Sexual Harassment pamphlet and provided PREA education within 10 days of arriving at the facility. Inmates are required to sign the Preventing Sexual Abuse and Assault Training acknowledgement form for verification of receipt of the inmate handbook and PREA education. Conclusion: The Auditor conducted a review of the facility's policies, procedures, Inmate Handbook, ZERO Tolerance for Sexual Abuse and Sexual Harassment handout, PREA educational video, interpretive services contracts, inmate records, training records, conducted interviews, and made observations to determine the facility meets the requirements of this standard.
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115.17	Hiring and promotion decisions
	Auditor Overall Determination: Meets Standard
	Auditor Discussion

Policy, Materials, Interviews and Other Evidence Reviewed:

VADOC OP 102.2 Recruitment, Selection and Appointment

VADOC OP 260.1 Procurement of Goods and Services

VADOC OP 135.1

Employee Records

Contractor Records

Background Investigation Questionnaire

Employment Application

Employee Self-Assessment Form

VADOC OP 102.3 Background Investigation Program

Interviews with Human Resource Staff

BACC Completed Pre-Audit Questionnaire (PAQ)

During the onsite visit, the Auditor randomly selected employee personnel files to review for PREA acknowledgement forms. The VADOC requires that all applicants who apply for any positions online, acknowledge and sign the application packet that contains three required PREA questions. If any of those questions are answered with a "yes," the system will automatically disqualify the application and the applicant is ineligible for employment until an investigation review can be conducted. The application also contains a statement that must be acknowledged by the applicant stating they understand that any false information provided to the agency could result in termination or prosecution. The local facility will conduct an initial background check on applicants that are chosen to advance through the hiring process. This background check is known as a VCIN check, which is the Virginia Commonwealth Information Network. If an applicant is selected for employment, their information is then sent to the background Investigative Unit at VADOC headquarters in Richmond for a more in-depth background check.

Reference checks are performed at this level of the process and if the applicant has worked at another correctional facility, the facility will be contacted. The institution's Human Resource office tracks the required background checks which are conducted at a minimum of every five years and are required as part of the promotion process. In addition, the applicant is also required to answer the (3) PREA questions regarding any PREA related allegations against them before they can be considered for promotion. These questions are required and documented for each employee during their annual performance review process. Contractors and volunteers are required to have background checks prior to contact with inmates at the facility. The Auditor concluded that BACC is performing appropriate practices to identify previous acts of sexual misconduct prior to hiring staff or enlisting the services of contractors, and before promoting staff members.

	Conclusion: The Auditor conducted a review of the facility's policies, procedures, employee records, contractor records, Background Investigation Report, Employment Application, Employee Self-Assessment, Criminal History Background check, interviewed staff, and contractors. The Auditor determined the facility meets the requirements of this standard.
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115.18	Upgrades to facilities and technologies
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	Policy, Materials, Interviews and Other Evidence Reviewed: VADOC OP - 801.1 Facility Construction, Renovation, and Physical Plant Maintenance Purchasing Records Institutional camera Interviews with Staff Agency Director interview Warden interview BACC PC interview MOU's The Auditor conducted interviews with the Warden and PREA Compliance Manager to verify their understanding of their responsibility to consider the effects of the design, acquisition, expansion, or modification to the facility. They stated modifications would factor in the facility's ability to protect inmates from sexual abuse when designing or acquiring any new facility and in planning any substantial expansion or modification. The Auditor reviewed documentation authorizing the update to the video monitoring system at the Baskerville Correctional Center which verified the facility added additional cameras and updated the infrastructure which increased its recording capabilities. The Auditor reviewed the camera diagram which included the placement of 64 cameras throughout the facility that included inmate housing units, blind spots, hallways, gymnasium, and other areas to enhance the facility's prevention, detection, and response to sexual abuse. Conclusion:

	The Auditor conducted a review of the facility's policies, procedures, purchasing documents, facility diagram, interviewed staff, and made observations to determine the facility meets the requirements of this standard.
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115.21	Evidence protocol and forensic medical examinations
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	Policy, Materials, Interviews and Other Evidence Reviewed: VADOC OP - 030.4, Special Investigations Unit VADOC OP - 720.7, Emergency Medical Equipment and Care VADOC OP - 038. 3 Prison Rape Elimination Act VADOC OP- 730.2, Mental Health Services: Screening, Assessment and Classification VADOC OP - 030.1, Evidence Collection and Preservation, Virginia Forensic Nurse Examiner Programs Forensic Nurse Examiner Contact List SIU Agent interview Virginia Sexual and Domestic Action Alliance Contract Review of PREA Investigative Files MOU Investigator interview The Auditor reviewed the facility's policies and procedures relevant to evidence protocol and the facility has included the elements of standard 115.21 in its policies and procedures. The Virginia Department of Corrections conducts administrative and criminal investigations of sexual abuse and sexual harassment. All allegations of sexual abuse and sexual harassment that appear criminal in nature are reported to the Special Investigations Unit (SIU) for investigation. BACC personnel are required to preserve any crime scene until the SIU Investigator arrives to collect or process physical evidence from the scene. The Auditor reviewed the facility's MOU with the Virginia Sexual and Domestic Violence Action Alliance (VSDVAA).

The Auditor conducted a telephone interview with a Victim Advocate with the Virginia Sexual and Domestic Violence Action Alliance and the representative confirmed the VSDVAA provides victim advocacy for inmate victims of sexual abuse and all protocol is adhered to. The advocate stated if requested, the advocate would also accompany the victim during investigatory interviews and emotional support services are provided on site or by telephone with inmates when requested. BACC has not used a staff member to perform the services for victims. The most recent revision was effective on 9/1/2023 and the agreement is effective for one year with renewable options. The agreement may be terminated by either party, without penalty, upon 60 days written notice to the other party. The agreement allows the VADOC the opportunity to add additional facilities as agreed upon by the parties.

The MOU is applicable to multiple VADOC facilities and provides a toll-free Hotline (statewide) for reporting sexual abuse or assault, to victims who desire an external method of reporting. They ensure confidentiality for all calls to the Statewide hotline as noted by the Action Alliance confidentiality and release information policies. If the victim agrees to the release of information, Action Alliance will immediately forward any report of sexual abuse or assault to the Regional PREA/ADA Analyst and maintain a record of calls from VADOC victims that include non-identifying demographic information, information about the violence, demographic information about perpetrator, and location of the sexual abuse or assault. They provide VADOC with information about victims of allegations referencing an assault with the permission of the victim. They provide confidential crisis intervention and emotional support services related to all sexual abuse or assault to the victims and accompaniment service through a trained victim advocate when inmate victims request the service. This may include participation of advocates at forensic exams, during investigations and may also include follow-up visits or communication (at facility, telephonic, or written) by the victim advocate.

Action Alliance victim advocates who provide accompaniment services to VADOC victims are required to complete PREA training on responsibilities to prevent, detect, monitor, and report allegations, and incidents of sexual abuse or sexual harassment of inmates. Action Alliance victim advocates providing accompaniment services to VADOC victims have been screened to ensure they do not have a history of perpetrating sexual violence. All staff and volunteers shall agree to have a criminal history record check completed through the Virginia Criminal Information Network prior to entrance into a VADOC facility and will be asked to disclose relationships to individuals who are employed by or in the custody of the VADOC.

The Auditor reviewed the Virginia Forensic Nurse Examiner Programs list by region and the BACC is in the Central Region. Forensic services are performed for BACC at the Virginia Commonwealth Medical Center. The Auditor conducted formal interviews with medical practitioners and asked if medical practitioners conduct forensic examinations at the facility and they stated they do not conduct forensic examinations at BACC. The Auditor was informed forensic examinations are conducted at the VCU by a certified SANE. The facility is utilizing appropriate evidence protocol to maximize the potential for usable physical evidence and makes victim advocates available to victims of sexual abuse.

	The Auditor interviewed investigators and verified that investigations are conducted both administratively and criminally. The case will be determined by the Special Investigations Unit (SIU) which is an internal affairs unit of the VADOC. If the case is a claim of sexual harassment or is not criminal in nature, the Institutional Investigators will investigate. Operating Procedure 038.3 states that an inmate will not be held financially responsible for any testing or medical services related to a PREA related case. Conclusion: The Auditor reviewed the VADOC policies, procedures, MOU's, and conducted interviews with staff, and Victim Advocates. The Auditor determined the facility meets the requirements of this standard.
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115.22	Policies to ensure referrals of allegations for investigations
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	Policy, Materials, Interviews and Other Evidence Reviewed: OP 030.4 Special Investigations Unit OP 038.3 Prison Rape Elimination Act Code of Virginia 53.1-10 Investigative Records Agency Website Interviews with Staff Inmate interviews Staff interviews at BACC indicated the VADOC has a Special Investigation Unit (SIU) with law enforcement authority to investigate crimes within VADOC facilities. Institutional Investigators initiate administrative or criminal investigations at the facility and when an allegation is received, the Warden of the facility, the Institutional investigator, and the PREA Compliance Manager are notified. If the allegation is criminal in nature, the SIU would also be notified, and staff would ensure the victim is protected while protocols are instituted. The Auditor conducted an interview with the facility's PREA Investigator who was able to explain the process once an allegation appears to be criminal in nature. The Investigator stated the SIU Investigator is notified immediately to conduct a criminal investigation and the referral is documented by the facility Investigator. If an allegation that happened at another facility is received, the institution reports these allegations to the respective facility and the Warden has certain protocol to follow.

	Review of operating procedures, case files, and staff interviews, verify compliance of this standard. BACC has (2) staff members who have received training to conduct administrative investigations in the facility and VADOC has nineteen (19) trained SIU Investigators. The SIU investigates criminal acts of sexual abuse that occur in any VADOC facility. The Auditor conducted an interview with a facility Investigator who explained their authority in conducting criminal investigations. They stated that SIU staff are certified law enforcement officers in the State of Virginia and have the legal authority to arrest and place criminal charges against individuals at the institution. If the SIU Investigator determines the act may not be prosecutable it is referred to the facility Investigator for an administrative investigation. If a case appears to be prosecutable, the SIU will consult with the Commonwealth's Attorney on prosecutorial efforts. The Auditor concluded that BACC appropriately refers criminal allegations of sexual abuse and sexual harassment to the SIU office who maintains the legal authority to conduct criminal investigations in the facility. The Auditor observed evidence that the facility would investigate all allegations of sexual abuse and sexual harassment. Conclusion: After reviewing facility policies, procedures, website, investigative records, interviewing staff and inmates, the Auditor determined the facility meets the requirements of this standard.
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115.31	Employee training
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	Policy, Materials, Interviews and Other Evidence Reviewed: VADOC OP - 102.6 Staff Orientation VADOC OP - 350.2 Training and Development BACC Completed Pre-Audit Questionnaire (PAQ) PREA Training Curriculum/Documents PREA Training Lesson Plans Trainer Outline Employee Training Records PREA/ADA Newsletters

	BACC PC interviews BACC Training Staff interviews Staff Interviews The Auditor reviewed the facility's PREA training curriculum utilized to train staff on comprehensive PREA related courses. The Trainer Outline curriculum is utilized to train current staff and new staff during their orientation at the training academy. The training provided during the basic academy is not tailored to any specific inmate gender and PREA classes require the participant to pass a test upon completion of the class. BACC provides PREA training to all staff annually and contractors are required to participate in (40) hours of in-service training which includes on-line PREA training The facility reported there are (175) staff currently employed that have contact with inmates. The Auditor reviewed BACC training records for the prior 12-month period to verify all staff had been provided annual PREA in-service training and signed (PREA) training acknowledgement form on file. The Auditor was provided copies of the facility's PREA curriculum, training logs, certificates of completion, and training acknowledgement forms. The PREA training curriculum meets requirements and random staff interviews indicate staff have received the training required. Random staff interviewed reported they complete PREA training annually during in-service training. Staff who may have been unable to attend for various reasons (i.e., injury, illness, schedule conflict) are required to complete the training upon their return to work and prior to the end of the fiscal year. To determine staff's knowledge and understanding of the PREA education received, the Auditor presented staff with a variety of scenarios during the interview process and staff were knowledgeable of their responsibility as a first responder and duty to report. The Auditor determined staff were knowledgeable and retained the information provided during the PREA training. An interview with a training facilitator confirmed that staff are shown the PREA video and attended a class session that include the following topics: VADOC ZERO-tolerance policy on sexual abuse and sexual harassment, definitions related to PREA, Inmates right to be free from sexual abuse and sexual harassment, retaliation, vulnerable populations, detecting sign of sexual abuse/harassment and the appropriate reporting response, how to avoid inappropriate relationships with inmates, effective professional communication with inmates, and reporting of PREA allegations to outside authorities. Conclusion: The Auditor concluded the facility has appropriately trained its staff and documented the training as required by this standard. The Auditor reviewed VADOC policy, procedures, training curriculum, attendance rosters, newsletters, conducted interviews, and determined the facility meets the requirements of this standard.
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	Auditor Overall Determination: Meets Standard Auditor Discussion Policy, Materials, Interviews and Other Evidence Reviewed: BACC Completed Pre-Audit Questionnaire (PAQ) VADOC OP 038.3, Prison Rape Elimination Act VADOC Volunteer Services Curriculum/PowerPoint Presentation PREA Training Records for Contractors PREA Training Documentation PREA Training Acknowledgement VADOC OP 350.2 Training and Development VADOC OP 102.6 Staff Orientation VADOC OP 027.1 Volunteer and Internship Programs Contractors Interviews According to facility operating procedures, all volunteers and contractors who may have contact with inmates are required to participate in PREA training. Contractors are required to receive the same level of training as a BACC staff member when they have contact with inmates in work and housing areas. Contractors are required to participate in PREA training before having any contact with inmates and required to participate in annual in-service training. Volunteers and contractors with less constant contact with inmates are required to participate in an initial one-time training which includes PREA training topics. PREA training acknowledgement for participation by volunteers and contractors shall be documented through signature sheets. VADOC policy states that part-time employees, volunteers, contract staff and other transferring employees who are permanently transferring from one location to another, shall receive PREA training as soon as possible. Training rosters and employee files were reviewed, and appropriate documentation was made available. The Auditor selected contractors' personnel files for review of PREA training documentation and training was verified. Contract workers confirmed they receive initial PREA training during pre-service and complete refresher PREA training annually through an on-line course and during the 16 hour in-service training. PREA training conducted during pre-service and annually is monitored for completion and documented by the BACC training staff. Conclusion: Based on the review of policies, training lesson plans, completion of training documentation, interviews, and analysis, the Auditor determined the facility has demonstrated compliance with all the provisions required and meets this standard.
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115.33	Inmate education
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	Policy, Materials, Interviews and Other Evidence Reviewed: VADOC OP - 038.3 Prison Rape Elimination Act BACC Plan for Providing Inmates with LEP Access to Programs and Activities ZERO Tolerance Brochure PREA Hotline Signs (English and Spanish) Preventing Sexual Abuse and Assault Training Acknowledgement Inmate Handbook BACC Inmate Orientation Acknowledgement Forms VADOC OP 810.1 Inmate Management Programs; Inmate Reception and Classification PC Interview Intake Staff who conduct Risk Screening Inmates Interviews The Auditor reviewed the inmate intake and risk assessment procedures utilized by staff at BACC. Staff immediately provide inmates during the intake process, a PREA brochure which provides PREA contact information and how to make a report at the facility. The inmates receive a more comprehensive training on PREA within the first few days during orientation training. Inmates are provided a multi-language video to watch and are afforded the opportunity to ask staff to address any questions. Once the inmates participate in this training, they are required to sign the "Preventing Sexual Abuse and Assault Training Acknowledgement" form, which is kept on file for review. PREA information is also included in the Inmate Orientation Handbook on, and the handbook explains the grievance process during a PREA allegation. During the onsite visit, inmates' files were selected for review and the Auditor verified the completed acknowledgement forms. VADOC policy states all inmates entering the VADOC system shall receive verbal and written information concerning sexual abuse within 24 hours of intake. Each facility shall take appropriate steps to ensure that inmates with disabilities have an equal opportunity to participate in or benefit from all aspects of the facility's efforts to prevent, detect, and respond to sexual abuse and sexual harassment. During the BACC risk screening conducted by intake staff, inmates are given a PREA brochure to review, advises the inmate of their right to be free from sexual abuse and sexual harassment, and various ways to report. Prior to inmates departing the

	private screening, they are asked if they understood the information provided to them in the PREA video and the Sexual Assault Awareness packet and the documentation is maintained by staff in the inmate's file. BACC provides PREA education in formats accessible to all inmates, including those who are limited English proficient, deaf, visually impaired, disabled, and who may have limited reading skills. Interpreter services are available and documented when utilized per policy. An assessment of the inmate is completed by the intake staff upon arrival at BACC to determine their ability to speak or understand English. Any inmate who cannot understand verbal instructions or if staff notice that an inmate's cognitive level is insufficient to understand what is being discussed, will have an interpreter provided as soon as possible. An LEP inmate interviewed, reported a staff member provided access to translation services for him during the intake process and informed him of various ways to report sexual abuse and/or sexual harassment and his right to free from such. He added he received a PREA pamphlet and Inmate Handbook in Spanish upon his arrival. He stated he has a clear understanding of how to report such allegations and have observed PREA posters throughout the facility that include the Spanish language. The remaining inmates stated their disabilities did not interfere with their ability to read, listen and/or comprehend the PREA information given to them during intake. The Auditor observed PREA information to be readily available to the inmate population throughout the facility. PREA signage containing hotline contact information and sexual abuse information was posted throughout the institution in both English and Spanish and inmates acknowledge being provided with copies of PREA pamphlet and the facility inmate handbook. Additionally, during formal and informal interviews with the inmate population, all acknowledged awareness of PREA education. The Auditor concluded the inmate population at the BACC has received educational information in the facility's ZERO-tolerance, how to report allegations, rights to be free from sexual abuse and harassment, retaliation, and the facility's policies and procedures on PREA. Conclusion: The Auditor reviewed the facility's policies, procedures, inmate records, Inmate Handbook, ZERO Tolerance Brochure, training outlines, interviewed staff and inmates to determine the facility meets the requirements of this standard.
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115.34 Specialized training: Investigations	
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	Policy, Materials, Interviews and Other Evidence Reviewed: VADOC OP -030.4 Special Investigative Unit

	BACC Completed Pre-Audit Questionnaire (PAQ) VADOC Policy - 350.2 Training and Development Training Curriculum Investigations Matrix Investigator PowerPoint Presentation Training Records Investigative Reports Interviews with Investigators The Auditor reviewed the facility's training curriculum utilized to train the SIU and BACC Investigators. The VADOC trains all Institutional Investigators and selects staff at facilities. BACC has (2) staff members who have received the specialized training and there are nineteen SIU staff who have been trained to conduct sexual abuse investigations in a confinement setting. The SIU investigators conduct all criminal investigations in addition to all administrative investigations where criminal charges could possibly be determined. The institution Investigators and the SIU assigned at BACC have completed the National Institution of Corrections training title "Conducting Sexual Abuse Investigations in a Confinement Setting" that certifies them to conduct investigations for alleged sexual abuse/harassment and their certifications were on file. This training course fulfills the standard requirements to conduct criminal and administrative investigations compliant with the Prison Rape Elimination Act standards. Training includes the definition, purpose, history of PREA, first responder duties, medical examinations, comprehensive investigations, evidence collection, interviewing the victim, suspect and witnesses, Miranda rights & Garrity rights, and managing false accusations. SIU Investigators are sworn law enforcement officers for the VADOC and have arresting authority. They consult with the Commonwealth Attorney's office to discuss sufficient evidence to prosecute a case and the VADOC requires all investigators receive specialized training. Training records reviewed revealed each investigator received the same training offered to all VADOC employees in addition to their specialized training. The Auditor conducted an interview with the assigned investigator at BACC and reviewed PREA case files. Conclusion: The Auditor conducted a review of policies, procedures, training curriculum, Investigation Matrix, Training Presentations, training records, investigative reports, and conducted interviews with facility investigators to determine the facility meets the requirements of this standard.
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	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	Policy, Materials, Interviews and Other Evidence Reviewed: VADOC OP- 701.1 Health Service Administration VADOC OP - 720.7 Emergency Medical Equipment and Care Staff Orientation Training and development Training Curriculum Completed BACC Pre-Audit Questionnaire Health Service Administrator Interviews Medical and Mental Health services are provided by VADOC employees at BACC. Interviews with the BACC Health Services Administrator confirmed medical staff and mental health staff are required to complete specialized training for medical and mental health. They are required to provide completion certifications of the specialized training and attend “PREA Medical and Mental Care Standards” training which is developed by the National PREA Resource Center. The Auditor verified each medical practitioner has been provided training regarding the requirements of this standard and the medical and mental health personnel are required to attend in-service training on an annual basis. The in-service includes a review of the facility's policies and procedures towards sexual abuse and sexual harassment and the National Institute of Corrections Specialized Medical Training. The specialized training includes detecting and assessing signs of sexual abuse and sexual harassment, preserving physical evidence, responding effectively and professionally to victims, and how to report allegations or suspicions of sexual abuse or harassment. The Auditor was informed by health services staff that they are required to report all knowledge, suspicions or information related to sexual abuse, unless the abuse occurred in a community setting. Staff informed the Auditor they have been trained on how to communicate with victims while treating or assessing the victim. Medical personnel at the BACC do not conduct forensic examinations and are performed by a Sexual Abuse Nurse Examiner at the designated local hospital. Conclusion: Based on the review of policies, training lesson plans, training records, interviews and analysis, the Auditor determined the facility has demonstrated compliance and meets all the provisions of this standard.

115.41	Screening for risk of victimization and abusiveness
	Auditor Overall Determination: Meets Standard Auditor Discussion Policy, Materials, Interviews and Other Evidence Reviewed: VADOC OP - 810.1 Inmate Reception and Classification VADOC OP - 730.2 Screening, Assessment and Classification VADOC OP - 810.2 Transferred Inmate Receiving and Orientation VADOC OP - 861.1 Inmate Discipline-Institutions Inmate Records Completed Pre-Audit Questionnaire Staff who conduct Risk Screening interviews Inmates' interviews During the initial intake process at BACC, all inmates arriving at the facility are asked PREA assessment questions from the facility PREA Intake Screening form. The assessment is conducted by a specialized staff member who has been trained in the use of the electronic VaCORIS software system during the inmates' initial arrival at BACC. Institutional staff conduct a second "PREA Reassessment" between day (14) and (21) after the inmate's initial screening and is conducted by the Case Management counselor. The Auditor conducted interviews with staff who can access the information obtained from the risk screening form utilized during the intake process and staff verified their access in the VACORIS was limited. Staff stated that most employees could not see the inmate's responses on the Screening Assessment and that only staff authorized to review the information could access it with a restricted username and password. The facility limits staff access in VaCORIS based upon their position at the facility and is limited only to those who perform housing, bed, work, education, and programming assignments. Correctional Officers can see an alert on the VaCORIS screen that identifies an inmate classified as HRSV or HRSA which helps to ensure officers will not make housing or work assignments that places the inmate at risk of victimization or abusiveness. The Auditor asked during interviews with inmates if they had been questioned about PREA within 72 hours of arriving at the facility. The inmates interviewed verified they had been assessed during the initial intake process and were asked the same questions during their annual assessment. Two inmates stated they had been incarcerated in the VADOC system and housed in multiple facilities. The inmates stated they were asked the same questions each time they were assigned to a different facility.

	The BACC does not conduct a reassessment of vulnerability and aggressiveness of an inmate prior to transfer of the inmate to another facility therefore it is the responsibility of the receiving VADOC facility. The Auditor determined that BACC inmates were reassessed for their risk of sexual victimization or of being sexually abused within 30 days after their arrival at the facility based upon any additional relevant information received since intake. Conclusion: Based on the Auditor review of the facility's policies, procedures, inmate records, and interviews, determined the facility meets the requirements of this standard.
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115.42	Use of screening information
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	Policy, Materials, Interviews and Other Evidence Reviewed: VADOC Policy - 038.3 Prison Rape Elimination Act VADOC Policy - 425.4 Management of Bed and Cell Assignment VADOC Policy - 810.2 Transferred Inmate Receiving and Orientation VADOC Policy - 841.2 Inmate Work Programs VADOC Policy - 810.1 Inmate Reception and Classification VADOC Policy - 830.5 Transfers, Institution Reassignments High Risk of Sexual Abusiveness Log High Risk of Sexual Victimization Log Inmate Records Completed Pre-Audit Questionnaire (PAQ) VADOC OP -920.4 Interstate Transfer of Supervision Inmates Interviews PC Interview Staff Interviews The Auditor reviewed inmate classification records and found there were no inmates who identified as transgender or intersex, none who identified as gender nonconforming. The classification records reveal facility staff made individualized

	considerations of HRSV/HRSA inmates when determining inmates' housing, bed, work, and other assignments to ensure each inmate was housed safely in the facility. The Auditor observed that classification staff utilize information obtained from the Risk Screening to assign facility housing, bed, work assignments, and ensure vulnerable inmates are protected. The counselor is responsible for information entered in the VaCORIS system, so inmates identified at risk of victimization are not placed in a work, program, or education assignment with those identified as potential abusers. The Auditor verified that counselors conduct the risk screening of all inmates during the intake process and will consider an inmate's own perceptions of their safety before making classification decisions. The screening tool includes sections for the counselor to document his/her own perceptions of the inmate. The Auditor reviewed the facility's High Risk of Sexual Victimization and High Risk of Sexual Abusiveness (HRSV/HRSA) Log which confirmed the facility is keeping those identified as HRSA separated from those identified as HRSV through normal housing assignments and the reviews are documented in the VACORIS electronic record. The Auditor toured all housing units in the facility and observed shower and restroom areas which have a partition that blocks view into the shower area. Inmates can shower, change clothes, and use the restroom without staff of the opposite gender seeing them fully naked. Transgender and intersex inmates, if housed at the facility, are allowed to shower separately from other inmates during the facility's count times or when the showers are closed to the general inmate population. During the audit review period, BACC housed only one inmate that was considered high risk of being sexually victimized (HRSV). The facility did not house any transgender or intersex inmates during the audit cycle and at the time of the audit, BACC was not under a consent decree, legal settlement, or legal judgment for the purpose of protecting lesbian, gay, bisexual, transgender or intersex inmates. Conclusion: The Auditor conducted a review of policies, procedures, inmate records, made observations, interviewed staff and inmates to determine the facility meets the requirements of this standard.
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115.43	Protective Custody
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	Policy, Materials, Interviews and Other Evidence Reviewed: VADOC OP - 425.4 Management of Bed and Cell Assignments VADOC OP - 810.1 Inmate Recreation and Classification

VADOC OP - 830.5 Transfers, Institutional Reassignments

VADOC OP - 810.2, Transferred Inmate Receiving an Orientation

Sexual Abuse/Sexual Harassment Available Alternatives Assessment

BACC Completed Pre-Audit Questionnaire (PAQ)

HRSA/HRSV Report

Staff who Conduct Risk Screening

Warden interview

The VADOC policy states that inmates at high risk for sexual victimization or who are alleged to have suffered sexual abuse shall not be placed in involuntary temporary segregation unless an assessment of all available alternatives is complete, and a determination has been made that no less restrictive means of separation from likely abusers exist. If the review cannot be conducted immediately, the inmate may be held in temporary segregation for up to 24 hours while the review is completed. If no less restrictive means of separation from the abuser or likely abusers exist, the inmate shall be assigned to temporary segregation in accordance with OP 425.4 "Segregation Standards" for a period not to ordinarily exceed 30 calendar days.

The Auditor made on-site observations and through documentation, that the facility has an electronic assessment bed management system in place to ensure that inmates at high risk of victimization are not housed with inmates at high risk of predatory behavior. The Auditor observed during the tour and through interviews with inmates, the facility takes adequate measures to ensure individualized safety needs are considered.

Review of pre-audit materials, facility reports, and interviews, indicated there were no instances of inmates being placed into involuntary segregation for risk of victimization. The Warden stated in an interview that segregation is not used to protect inmates at high risk of sexual victimization unless it is the only means of keeping an individual safe. Such placement is limited to a very short period (less than 24 hours), before the inmate can be reviewed by the security housing committee for appropriate housing within the facility or transferred to another correctional institution and BACC does not have a restrictive housing unit.

BACC ensures that inmates maintain access to recreation, educational programming, and religious programming to the extent they are administratively feasible and can be safely accessed. In the event a request is restricted, the facility is required to document the nature of the restrictions according to standard language and the facility has not placed any victims in involuntary segregation.

In accordance with facility policy, BACC does not place inmates who are at high risk for sexual victimization in restrictive housing unless alternatives have been considered and are not available. Facility policies are written in accordance with standard 115.43 and address all mandated stipulations. According to the PAQ, there

	have not been any instances of inmates at risk for sexual victimization being placed in restrictive housing for the purpose of separating them from potential abusers. Staff understand the VADOC policy and their responsibilities regarding this standard and stated they would conduct an immediate assessment and review of available housing alternatives prior to requesting placement of inmates in Special Management housing. Staff must assess and document all available alternatives prior to placing an inmate at high risk of sexual victimization or an inmate who has alleged sexual abuse or sexual harassment in involuntary segregated housing. Staff indicate that an inmate identified as high risk would be moved to another housing location and not placed in segregation unless it was a temporary placement to keep the inmate safe until the investigation was complete, or the inmate requested. The PREA Compliance Manager verified that no inmates during the audit period have been placed in restrictive housing involuntarily to separate them from potential abusers. Staff indicated that there was sufficient space and housing units to find a suitable place for an otherwise orderly inmate. The agency and BACC have a computerized assessment and bed management system in place to ensure that inmates at high risk of victimization are not housed with inmates at high risk of predatory behavior. Through document review and interviews with staff and inmates, the facility takes adequate measures to ensure individualized safety needs are considered. VADOC policy states that if inmates were placed in restrictive housing for involuntary protective purposes, they would be permitted programs and privileges, work, and educational programs to the extent possible. Further, the policy stipulates that such an involuntary housing assignment would not normally exceed 30 days and such a placement would be documented to include the justification for such placement. According to the policy, if an inmate is confined involuntarily under these circumstances, the facility shall review the continuing need for placement. BACC does not have a restrictive housing unit. During the on-site portion of the audit, the Auditor conducted informal discussions with both inmates and staff. Staff interviews verified there were no inmates who were involuntarily placed in restrictive housing status and transferred. Conclusion: The Auditor reviewed VADOC policies, procedures, Sexual Abuse/Sexual Harassment Available Alternatives Assessment form, Inmate Alert Report, made observations, and conducted interviews. The Auditor determined the facility has demonstrated compliance with all the provisions and meets this standard.
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115.51	Inmate reporting
	Auditor Overall Determination: Meets Standard
	Auditor Discussion

Policy, Materials, Interviews and Other Evidence Reviewed:

VADOC Policy - 038.1, Prison Rape Elimination Act

VADOC Policy - 801.6 Inmate and CCAP

VADOC Policy-803.3 Inmate Hotline

VADOC Policy - 866.1 Inmate Grievance Procedure

Inmate Handbook

Zero-Tolerance Brochure

Virginia Sexual and Domestic Violence Action Alliance Contract

Investigative Records

BACC Completed Pre-Audit Questionnaire (PAQ)

Staff interviews

Inmate interviews

The Virginia Department of Corrections VADOC policy states facilities must provide multiple internal ways for inmates to privately report sexual abuse and sexual harassment, retaliation by other inmates or staff for reporting sexual abuse and sexual harassment, and staff neglect or violation of responsibilities, may have contributed to such incidents. Inmates at the BACC have various ways to report PREA allegations which include telephone Hotline, #55, kiosk, verbally, Jpay, or through written communication. During interviews with both inmates and staff, it was clear that these options are well publicized, and the primary method of reporting conveyed by inmates, is to dial #55 on the inmate phone located in housing units. This reporting option prompts the caller to either leave a message or they have the option to speak with an advocate from the Action Alliance Group.

The inmate grievance procedure is one way in which inmates can privately report sexual abuse and sexual harassment, retaliation by other inmates, retaliation from staff for reporting sexual abuse and sexual harassment, and/or any staff neglect or violation of responsibilities that may have contributed to such incidents. Inmates are not required to resolve an incident of sexual abuse or sexual harassment with staff or submit the grievance to the staff member who is the subject of their sexual abuse or sexual harassment allegation. Grievances regarding sexual abuse or sexual harassment will not be referred to the staff member who is the subject of the grievance and the inmate will not be charged for filing a grievance regarding sexual abuse or sexual harassment unless it is determined that it was filed in bad faith.

The facility allows inmates to privately report sexual abuse to a private entity that is not part of the facility through written communications, third party, or phone service. The private entity can immediately forward allegations of sexual abuse and sexual harassment to the facility for investigation and the entity allows inmates to remain

	anonymous upon their request. The facility provides this reporting avenue to inmates through a contract with the Virginia Sexual and Domestic Violence Action Alliance. The VADOC allow staff to accept all reports of sexual abuse and sexual harassment made verbally, in writing, anonymously and from third parties. The facility requires staff to promptly document verbal reports on an internal Incident Report with PREA noted in the description field. The facility also requires staff to accept any report of sexual abuse and sexual harassment made as an informal complaint, request form, or through the inmate grievance procedure. Staff are required to immediately report any knowledge, suspicion, or information regarding an incident of sexual abuse or sexual harassment to the facility Warden and facility PREA Compliance Manager. The Auditor discussed disciplining an inmate who has submitted an emergency grievance alleging sexual abuse in bad faith and staff stated they must have evidence the inmate submitted an allegation in bad faith. The Auditor was informed the facility must obtain approval from the State-Wide PREA Manager or Regional PREA/ADA Analyst prior to initiating a disciplinary charge on an inmate for this type of infraction. The PM informed the Auditor that they review details of the allegation and investigative findings to ensure there is sufficient evidence to prove the inmate submitted the allegation in bad faith and if deemed a bad faith allegation, the Statewide PREA Coordinator will authorize the disciplinary charge. BACC has not had any disciplinary actions against an inmate for false allegations. Conclusion: The Auditor reviewed the facility's policies, procedures, Inmate Handbook, grievances, investigative records, and conducted interviews to determine the facility meets the requirements of this standard.
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115.52	Exhaustion of administrative remedies
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	Policy, Materials, Interviews and Other Evidence Reviewed: BACC Completed Pre-Audit Questionnaire (PAQ) Inmate Handbook Grievances Investigative PREA Reports Completed BACC Pre-Audit Questionnaire

VADOC OP 866.1 Inmate Grievance Process

VADOCOP 038.3 Prison Rape Elimination Act

Observations

Institution Investigator interview

PC interview

Inmate interviews

Auditor interviews with inmates identified they are aware of the grievance process and that they are authorized to utilize the process to report a PREA allegation to include an emergency grievance that would be immediately investigated. The grievance procedures are outlined in the inmate rules and regulations handbook and grievance forms can be obtained from the housing unit officers and unit team. Grievance boxes were observed accessible to the inmate population and the receptacles are checked daily.

All allegations of sexual abuse/sexual harassment when received by staff, will immediately be referred for investigation. Inmates are authorized to utilize the Administrative Remedy system to report allegations of sexual abuse or sexual harassment. Inmates are not required to use an informal grievance process and procedures also allow an inmate to submit a grievance alleging sexual abuse/sexual harassment without submitting it to the staff member who is the subject of the complaint. Additionally, policy also prohibits the investigation of the allegation by either staff alleged to be involved in the incident or any staff who may be under their supervision. VADOC has declared a no time frame limit for filing a grievance relating to sexual abuse or sexual harassment.

VADOC policy also addresses the filing of emergency administrative remedy requests and the process. If an inmate files the emergency grievance with the institution and believes he is under a substantial risk of imminent sexual abuse, an expedited response is required. There is no prohibition that limits third parties, including fellow inmates, staff members, family members, attorneys, and outside victim advocates in assisting inmates in filing grievances relating to allegations of sexual abuse or filing such requests on behalf of inmates. The facility requires as a condition of processing, the requestor and the alleged victim agree to have the request filed on their behalf and requires the alleged victim to personally pursue any subsequent steps in the process. If the inmate declines to have the request processed on their behalf, the facility is required to document the decision.

The facility's policy allows inmates to consider the expiration of a time limit at any stage of the process as a denial and qualifies the grievance for appeal to the next level of review. There were no grievances filed involving PREA related issues during the past 12 months at BACC and no grievances alleging sexual abuse that involved an extension due to the final decision not being reached within 90 days. Additionally, there were no grievances alleging sexual abuse filed by inmates in which the inmate

	declined third-party assistance. Inmates are held accountable for manipulative behavior and false allegations. The Auditor conducted interviews with inmates, and they were aware the facility accepts allegations of sexual abuse through the grievance mechanism, and they could file a grievance to report sexual abuse anonymously. None of the inmates interviewed by the Auditor had filed a grievance alleging an imminent risk of sexual abuse or an allegation of sexual abuse. Conclusion: Based on the review of policies, investigations, and interviews, the Auditor determined the facility has demonstrated compliance with all the provisions and meets this standard.
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115.53	Inmate access to outside confidential support services
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	Policy, Materials, Interviews and Other Evidence Reviewed: VADOC Policy - 038.3 Prison Rape Elimination Act Zero-Tolerance Brochure Virginia Sexual and Domestic Violence Action Alliance Contract Inmate Handbook Staff Interviews Investigator Interviews Inmate Interviews VADOC Operating Procedure 038.3 states the DOC maintains a Memorandum of Understanding (MOU) with a community service provider who can provide inmates with access to free confidential emotional support services related to sexual abuse. A copy of this agreement is available from the PREA coordinator. Upon Inmates arrival at BACC, each inmate receives an inmate handbook that informs them on how to contact confidential support services through the VSDV Action Alliance and each inmate signs a Preventing Sexual Abuse and Assault Training Acknowledgement form after being provided the written information and comprehensive education within fourteen days of intake.

	The Auditor determined the agency and facility work collaboratively to establish relationships with outside support services. The Auditor reviewed the facility's Memorandum of Understanding with the Virginia Sexual and Domestic Violence Action Alliance (VSDVAA) which stipulates they agree to provide a Hotline with contact information, Social Services, and Victim advocates which also includes participation in forensic exams, investigations and may also include follow-up visits or communications. These services included referral to survivor outreach services and provide limited immediate emotional support services. Information for inmates to contact VSDVAA was visible and available in the inmate housing units. The VADOC had established a MOU with VSDVAA to institute a statewide crisis sexual abuse support line for inmate survivors of sexual abuse and sexual harassment housed within the VADOC system. VSDVAA collaborates with local Rape crisis centers, with the goal of building the capacity of Virginia service providers and ensuring that referrals made to VADOC inmates are as effective as possible. The Auditor observed how the facility advertises the availability of these resources on inmate bulletin boards within the housing units, ensuring that the inmate population is informed of the various programs and availability. Inmates are made aware of how communications are monitored, and which lines of communication are not monitored for confidentiality purposes. Signs posted on the inmate housing units for VSDVAA included captions explaining that the calls may be anonymous and will be confidential. Policy requires that inmates and staff are allowed to report sexual abuse or harassment confidentially and requires that medical and mental health personnel inform inmates of their limits of confidentiality. Interviews with health service staff verified they are aware of their obligations to inform the inmates of the limits of confidentiality of medical staff. The Auditors reviewed documentation that verified this is being conveyed to the inmates. There are also posters located throughout the medical areas with the contact information provided. Inmates are informed of the social services during intake and BACC provides inmates with information regarding confidential support services through means of the PREA Brochure they receive during orientation. Mailroom staff interviewed stated that outgoing mail is not opened or searched and there are no restrictions on inmates sending mail to external reporting entities, outside emotional support services, and legal mail. Conclusion: Based on policy review, interviews, and correspondence review, the Auditor determined the facility meets the requirements of this standard.
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115.54	Third-party reporting
	Auditor Overall Determination: Exceeds Standard

Auditor Discussion

Policy, Materials, Interviews and Other Evidence Reviewed:

VADOC Policy - 038.3 Prison Elimination Act

Facility Website

Third Party Reporting Form

VADOC OP 866.1 Inmate Management Programs

Inmate Handbook

Investigative Records

Facility Posters

Staff Interviews

Inmates Interviews

VADOC Operating Procedure 038.3 states; The facility has three methods established and published for reporting sexual abuse. The first is a confidential reporting hotline with a toll-free number, 1-855-602-7001, a "Third Party Reporting Form" which can be found on the Agency website in English and Spanish, and an email address for reporting, PREAGrievance@vadoc.virginia.gov. This information can be found at [https://vadoc.virginia.gov/inmate-resources/prison-rape-eliminationa act](https://vadoc.virginia.gov/inmate-resources/prison-rape-eliminationa%20act). Contact information on how to report sexual abuse and sexual harassment on behalf of an inmate is provided on the VADOC public web site. The policy requires the agency/facility establish 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. The VADOC public website (www.vadoc.virginia.gov) contains information on how to report sexual abuse and sexual harassment.

All allegations of sexual abuse and sexual harassment (including those from third-party and anonymous sources) are reported directly to designated facility investigators. The Virginia Department of Corrections has established a VADOC Policy to accept third-party reports of sexual abuse and sexual harassment. The VADOC Policy contains contact information on how to report sexual abuse and sexual harassment on behalf of an inmate and is provided on the DOC public web site.

The Auditor reviewed the facility's Inmate Handbook which is provided during the intake process at BACC. It includes a section titled, "Prison Rape Elimination Act." This section of the handbook includes information informing inmates that they can report sexual abuse and sexual harassment by calling the confidential reporting hotline (telephone number provided #55) and anyone on the inmates' behalf can report. The brochure informs inmates they may ask a family member or friend to report an allegation for them. The Auditor reviewed the facility's website which includes a link

	to the facility's Prison Rape Elimination Act information. Conclusion: Compliance was determined by the Auditor through observations, inmate handouts, VADOC web site, and interviews. The Auditor determined the facility exceeds the requirements of this standard.
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115.61	Staff and agency reporting duties
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	Policy, Materials, Interviews and Other Evidence Reviewed: VADOC OP 030.4 Special Investigative Unit VADOC OP 038.1 Reporting Serious or Unusual Incidents VADOC OP 038.3 Prison Rape Elimination Act VADOC OP 720.2 Medical Screenings, Classification, and Levels of Care VADOC OP 801.6 Inmate Services Investigative Records Training Curriculum Training Records Interviews Staff Inmate interviews VADOC OP 720.2 requires confidentiality of all information of sexual abuse or harassment beyond what is required to be shared as a part of the reporting, treatment, or investigation. Policy indicates that reasonable steps shall be taken to ensure the confidentiality of information obtained during the risk assessment process and from reports of conduct prohibited by this policy and any resulting investigations. Persons interviewed as part of an investigation shall be specifically warned not to discuss the investigation with others. Staff that intentionally compromise this confidentiality shall be subject to discipline in accordance with policy. This does not prevent staff from discussing such matters with their attorneys or in accordance with this or any other policy directive, Civil Service Commission rules and regulations, or applicable collective bargaining unit agreements. This also does not prevent inmates from discussing such matters with their attorneys, to seek treatment, or to ensure their own safety. The PREA Compliance Manager shall share with the Warden and his/her supervisors, allegations of conduct prohibited by this policy which are received.

	BACC policy requires that all staff report sexual abuse and sexual harassment immediately to a supervisor or other staff member of a higher rank. Once the abuse is reported, staff are instructed and required by policy not to discuss the situation/ allegation with anyone unless those staff are investigating, making security decisions, or providing services to the inmate victim. During the interviews, the Auditor determined staff understood their responsibility to report any suspicions they have regarding sexual abuse or sexual harassment of an inmate. The Auditor reviewed the facility training curriculum for staff, volunteers and contractors which included training they received on reporting of sexual abuse and sexual harassment allegations. Staff members are required to read the facility's PREA policies and sign receipt of attendance on an annual basis. The Auditor verified through training record review of staff and contractors' files, they had received training and reviewed the policies on how to report serious or unusual information related to PREA allegations. Per the PREA manual, only acceptable disclosures are relative to investigative, treatment, security, and management decisions. Staff understand the need to keep the information limited to those that need to know in order to preserve the integrity of the investigation. Staff interviewed stated details related to either inmate allegations or staff allegations should remain confidential, and they would only discuss details with supervisors and investigators. The PREA Compliance Manager and investigator verified that all investigative files are maintained with limited access to personnel. The policy states that staff, volunteers, and contractors must immediately report to their supervisor, or the OIC, any knowledge or suspicion of sexual abuse or sexual harassment and if applicable, an incident report will be submitted. Apart from reporting to designated supervisors or officials, staff must not relay any information related to a sexual abuse report to anyone other than to the extent necessary as specified in operating procedures. Policy requires that all medical and mental health personnel inform inmates of the mandatory reporting requirements and limits of confidentiality to victims of sexual abuse. Facility policy requires medical and mental health staff report any knowledge of sexual abuse within an institutional setting and are required to disclose their duties to report. Additionally, the medical providers were able to discuss the limits to confidentiality they have and how they provide that information to inmates at the beginning of any medical session with that individual. Conclusion: The Auditor determined through review of policies and interviews with PREA compliance coordinator, medical, mental health practitioners, and investigator, that the facility meets the provisions for the standard.
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Auditor Overall Determination: Meets Standard
Auditor Discussion
Policy, Materials, Interviews and Other Evidence Reviewed: Operating Procedure 038.1 (Reporting Serious or Unusual Incidents) Operating Procedure 830.6 (Inmate Keep Separate Management) Operating Procedure 730.2 (Mental Health Services: Screening, Assessment and Classification) Internal Incident Reports Investigative Records Staff interviews Inmate interviews VADOC Operating Procedure is written in compliance with standard 115.62 and requires whenever there is a report of sexual abuse or harassment, the victim should be immediately protected. The Auditor reviewed the BACC policy which states that when an inmate is subject to substantial risk of imminent sexual abuse or is the alleged victim of sexual abuse, the facility shall take immediate action to protect the inmate by ensuring no contact between the alleged abuser and the alleged victim. Such actions can include housing changes, temporary segregation, reassignment, and transfers that must be documented, including the time between report and when the action was taken. Staff interviewed by the Auditor were able to answer questions regarding immediate actions required if made aware of an inmate at imminent risk of sexual abuse. Executive staff interviewed by the Auditor were knowledgeable of the options they have available to protect inmates if these circumstances were to arise at their facility. These options included relocating the inmate to a different housing unit at the facility or transferring the inmate to another facility. These decisions would be determined on a case-by-case basis and with the best interest of the inmate in mind. The Warden is required to review the incidents within 48 hours to ensure appropriate measures have been taken to protect potential victims. The facility requires medical and mental health staff to immediately consult with the Warden or designee and recommend housing interventions or other immediate action to protect an inmate when it is determined the inmate is subject to a substantial risk. If during an assessment, medical staff determine that an inmate is at risk of imminent sexual abuse or is considered at risk sexual victimization, they will collaborate closely with the Warden and Unit Manager to provide alternative housing placement. The BACC PAQ states there have been no determinations made that an inmate was at substantial risk of imminent sexual abuse.

	Conclusion: The Auditor reviewed agency policy, procedures, investigative records, conducted interviews with staff and inmates, made observations and determined BACC meets the requirements of this standard.
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115.63	Reporting to other confinement facilities
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	Policy, Materials, Interviews and Other Evidence Reviewed: Operating Procedure 030.4 Special Investigative Unit Operating Procedure 038.3 Prison Rape Elimination Act) Memo referencing: Sexual Abuse Allegations from Prior Facility Interviews Investigators Case manager interview Warden Interview The VADOC's policy is written in accordance with PREA standard 115.63 and requires if the Warden or his/her designee receives an allegation regarding an incident of sexual abuse that occurred at another facility, he/she must make notification within 72 hours to the prior facility. The standard states that if an inmate alleges, they were sexually abused while confined at a different facility, including, but not limited to county jails, state prison, federal prison, or substance abuse program facility, staff shall forward the allegation to the Warden or Administrator at the inmate's current facility. Whether or not the inmate indicates the allegation was investigated, the Warden or Administrator shall provide email notification immediately, but no later than 72 hours, to the Warden of the other facility where the incident was alleged to have occurred. This includes any allegation received regarding sexual abuse and sexual harassment at a county jail, state, or federal prison, VADOC facility, or a juvenile detention facility. If any documents related to the allegation are available, they must be scanned and emailed to the Statewide PREA Coordinator for review. The Auditor conducted interviews with BACC staff and asked what actions they would take if an inmate alleged to have been sexually abused while confined at another

	facility. Each staff member stated they would immediately report the allegation to their supervisor and submit an Incident Report including the details of the allegation as reported to them. The Auditor asked facility supervisors what their actions would be after receiving such information and was informed the agency investigator would immediately be notified. BACC reported not receiving any notifications from an inmate alleging sexual abuse while incarcerated at another facility that needed to be reported. The Warden and PREA Compliance Manager stated that if they receive such a notice, they will immediately report the allegation to the Warden or Administrator of the other facility and document. The Warden stated that if an allegation that an inmate alleges suffering sexual abuse at another facility is received, they would place a telephone call followed by an email to Warden at the facility mentioned to complete the notification process. The Warden stated they would ensure the BACC facility investigator is notified, and an investigation would immediately be conducted. Conclusion: Compliance with this standard was verified by reviewing policy, and interviews with investigators, PREA Compliance Manager, and Warden. The Auditor determined that BACC meets the requirements for this standard.
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115.64 Staff first responder duties	
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	Policy, Materials, Interviews and Other Evidence Reviewed: Operating Procedure 030.4 Special Investigative Unit Operating Procedure 038.3 Prison Rape Elimination Act Operating Procedure 075.1 Emergency Operations Plan First Responder Duties Sexual Assault Response Checklist Investigative Reports Completed Pre-Audit Report (PAQ) Interviews with Security First Responders Interviews with Non-Security First Responders

PREA Response Plan

The Auditor conducted interviews with supervisory staff to determine what their role would be following a report of sexual assault. The supervisors stated that they would ensure the alleged victim and alleged abuser were removed from the area where the incident occurred and kept separately in the facility. The area of the incident would be secured, and a staff would ensure no one entered the area and disturbed the evidence. The alleged victim would be taken to the medical department for treatment of any emergent needs and transported to the local hospital for a forensic exam if needed. Staff interviewed who have functioned as first responders stated they were aware of their responsibility regarding their duties. A review of the investigation files supported that staff acted appropriately when responding to allegation of sexual abuse by taking the appropriate steps to separate the alleged victim from alleged abuser, preserve the crime scene, protect evidence, and report. The requirements of the first security staff member to respond to the report of sexual abuse are outlined in BACC Assault Response Checklist and in BACC Coordinated Response Plan.

VADOC OP requires that if the First responder is not a security staff member, they immediately notify a security staff member. The Auditor conducted interviews with non-security personnel and asked what actions they would take following an alleged sexual abuse reported to them. Staff stated they would ensure the victim remains with them and would immediately inform an officer or supervisor. Medical personnel interviewed stated they would first ensure a victim's emergency medical needs are met and would request the victim not to use the restroom, shower, or take any other actions which could destroy evidence. Medical staff informed the Auditor they would immediately notify a supervisor if they were the first person to be notified of an alleged sexual abuse and the victim would be transported off-site for a forensic exam, if needed.

The Auditor reviewed the facility's training records and verified that sexual abuse training had been conducted and training was documented. The training records of staff, contractors, and volunteers verified they had received training to appropriately respond to incidents of sexual abuse. The Auditor conducted interviews with non-security first responders and medical staff referencing training facilitated by the facility in response to incidents of sexual abuse. Non security staff understood their responsibility to protect the inmate and preserve the evidence. Medical staff stated they would attempt to preserve any evidence while treating the victim and present physical evidence to the investigator. The Auditor determined the facility has trained its staff in their responsibilities as a first responder to an incident of sexual abuse. Staff interviewed as part of this onsite audit visit were all knowledgeable in their responsibilities as a first responder to an allegation of sexual abuse or sexual harassment.

Conclusion:

The Auditor reviewed facility policies, procedures, Coordinated Response Plan, Sexual Assault Response Checklist, investigative reports, interviewed staff, and determined the facility meets the requirements of this standard.

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115.65	Coordinated response
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	Materials, Interviews, Policies and Other Evidence Reviewed: VADOC OP 075.1 Emergency Operations Plan VADOC Sexual Abuse Response Check List BACC Coordinated Response Plan BACC MOU VADOC OP 038.3 Prison Rape Elimination Act Interviews with Staff and Inmates The VADOC requires each facility develop a written plan (Coordinated Response 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. A Sexual Assault Response Checklist has been created which supplements facility Coordinated Response Plans and outlines staff duties in response to a sexual assault incident. BACC has both plans, and the BACC Coordinated Response Plan includes actions required of the following personnel: 1. Staff, Volunteer, and Contractor Responsibilities 2. First Responder (Security/Non-Security) 3. Watch Commander 4. Medical Response 5. Investigator 6. Mental Health 7. PREA Compliance Manager 6. Administrative Response The Auditor conducted formal interviews with staff listed in the facility's Coordinated Response Plan and asked questions related to their specific duties in response to a sexual abuse incident. Each person interviewed was knowledgeable regarding their specific duties as required in the plan. The Auditor determined the facility has

	prepared its staff to take appropriate actions in response to sexual abuse. The Auditor found facility staff and contractors have been appropriately trained in their responsibilities to respond to an allegation of sexual abuse. The Auditor verified that all facility personnel and contractors had received the training. The Auditor determined the facility maintains an appropriate response plan that coordinates the actions of personnel following an incident of sexual abuse and trained its personnel to follow the plan. The most recent plan was approved and signed by the BACC Warden on February 27, 2024. Conclusion: The Auditor determined the facility maintains an appropriate response plan that coordinates the actions of personnel following an incident of sexual abuse and trained its personnel to follow the plan. Based on a review of the facility's policies, procedures, Coordinated Response Plan, Sexual Assault Response Checklist, training records, and interviews, the Auditor determined that BACC meets the requirements of this standard.
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115.66	Preservation of ability to protect inmates from contact with abusers
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	Policy, Materials, Interviews and Other Evidence Reviewed: Code of Virginia Memorandum Investigative Records Disciplinary Documentation Interviews with Staff Analysis/Reasoning: Code of Virginia Interviews with Staff Virginia Code 40.1-57.2 stipulates, "No state, county, municipal, or like governmental officer, agent or governing body is vested with or possesses any authority to recognize any labor union or other employee association as a bargaining agent of any public officers or employees, or to collectively bargain or enter into any collective bargaining contract with any such union or association or its agents with respect to any matter relating to them or their employment or service."

	The Virginia Department of Corrections has not entered into any agreement that limits the facility's ability to remove alleged staff sexual abusers from contact with inmates pending the outcome of an investigation or of a determination of whether and to what extent discipline is warranted. There were no allegations of sexual abuse against a staff member alleged during the previous 12 months at the BACC. Interviews with staff reveal they do not participate in or members of any organization or facility responsible for collective bargaining on their behalf. Conclusion: The Auditor concluded the VADOC has not entered into any collective bargaining agreement that would restrict its ability to remove staff sexual abusers from contact with inmates. The Auditor determined the facility meets the requirements of this standard.
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115.67	Agency protection against retaliation
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	Policy, Materials, Interviews and Other Evidence Reviewed: VADOC OP 038.3 Prison Rape Elimination Act Completed BACC Pre-Audit Questionnaire VADOC OP 135.2 Rules of Conduct Governing Employee Relationships with Inmates Internal Incident Reports Investigative Records Retaliation Monitoring Log Interviews with Staff and Inmates The facility has implemented protection and reporting measures for inmates to report PREA allegations. Policy outlines the protection measures available and requires the prompt re-mediation of any type of retaliation, any use of involuntary segregated housing for the inmate who alleged suffering sexual abuse shall only be used after an assessment determines there is a form for documenting retaliation. The monitoring log requires the Investigator to document the action in a specified column after making a status check on the inmate and the retaliation monitor documents any specific actions or comments in the comments section on the monitoring log. Staff interviews indicate the PREA Compliance Manager monitors retaliation for up to

	90 days and retaliation may be monitored beyond 90 days, if warranted. If a staff member was involved, the staff member would be separated from the inmate and may receive disciplinary action commensurate with the type of behavior taken. If an inmate retaliates against another inmate, they would be kept separate from one another. Other options to protect against retaliation may include protective custody, housing reassignments, or transfer to another facility. Conclusion: The Auditor determined the facility has appropriate policies and practices in place to ensure staff and inmates are protected from retaliation. The Auditor reviewed the VADOC policies, procedures, retaliation monitoring log, investigative reports, conducted interviews, and determined the facility meets the requirements of this standard.
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115.68	Post-allegation protective custody
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	Policy, Materials, Interviews and Other Evidence Reviewed: VADOC OP-038.3 Prison Rape Elimination Act VADOC OP-425.4 Management of Bed and Cell Assignments VADOC OP-830.5 Transfers, Facility Reassignments BACC Completed Pre-Audit Questionnaire (PAQ) Sexual Abuse/Sexual Harassment Available Alternatives Assessment Investigative Records Housing Records Interviews with Staff Interviews with Inmates Observations The VADOC's policy is written in accordance with standard 115.68 and requires the use of segregated housing be subjected to the requirements. Agency policy prohibits the placement of inmates 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. The Auditor determined by reviewing facility reports, observations, interviews with the Warden and PREA Compliance Manager, that there have not been any inmates placed into involuntary segregation due to risk of victimization in the 12 months preceding this audit. The facility PREA compliance coordinator stated that BACC had not placed any inmate in protective housing due to being at high risk for sexual victimization during the past 12 months and BACC will not use segregation housing as a protective measure for a victim at high risk of sexual victimization unless requested by the inmate. It was noted that BACC does not have a restrictive housing unit and would transfer the inmate to another facility if circumstances deemed necessary. This was confirmed during interviews with the Warden, PREA Compliance Manager, and a review of investigative files. Interviews with facility supervisory staff as well as the PREA Compliance Manager, Unit Manager, and counselors, confirmed knowledge of their requirements to appropriately adhere to the elements of standard 115.43, after a victim's allegation of abuse. Conclusion: Compliance was confirmed by review of policy, interviews with Unit Manager and PREA Compliance Manager, documentation review, and observations. The Auditor determined the facility meets this standard.
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115.71	Criminal and administrative agency investigations
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	Policy, Materials, Interviews and Other Evidence Reviewed: VADOC OP- 030.4 Special Investigative Unit VADOC OP- 038.3 Prison Rape Elimination Act Training Requirements Virginia Investigation Specialized Training Memo Investigation Matrix Interviews

The Virginia Department of Corrections conducts administrative and criminal investigations in its facilities. VADOC Policy requires sexual abuse and sexual harassment investigations be conducted promptly, thoroughly, and objectively for all allegations, including third-party and anonymous reports. The VADOC requires its investigators receive specialized training to conduct sexual abuse investigations in confinement facilities. Operating Procedure 038.1 (Reporting Serious or Unusual Incidents) and Operating Procedure 030.4 (Special Investigative Unit) provides guidance for investigation of allegations relevant to sexual abuse or sexual harassment. An administrative or criminal investigation will be completed for all allegations of sexual abuse or sexual harassment. The initial investigation will begin immediately by correctional staff, (PC or investigator), to ensure preservation of physical and/or circumstantial evidence. In accordance with Operational Policy 030.4, the SIU and Statewide PREA Coordinator will be notified immediately.

If the BACC investigator determines that there may be a criminal element to an allegation of sexual abuse, they will forward the case to the SIU investigator who are sworn law enforcement officers with arrest powers. Credibility assessments on all parties involved are conducted as part of the investigation process by the institutional investigators and the SIU investigators.

The Auditor interviewed a facility investigator and discussed the procedures utilized when conducting sexual abuse investigations. Staff stated the process starts by interviewing the alleged victim to include interviewing the perpetrator and all witnesses. The Investigator stated they review criminal records, request forms, institutional history, grievances, Incident Reports, disciplinary history, surveillance footage, telephone logs, previous complaints, and any other relevant information. The investigator advised they determine the credibility of a victim, abuser, or witnesses based on review of documents, information, surveillance footage, phone logs, and statements made during the interviews. The Investigator stated they attempt to determine if staff actions or failure to act may have contributed to an incident of sexual abuse. The facility Investigator stated they initiate an investigation as soon as notified and if they are unavailable to respond, the SIU investigator conducts the investigations in their absence.

The Auditor toured the area where investigative records are maintained and verified the investigative file documents are secured in an office with limited staff access. All information related to investigations is forwarded to the Regional PREA/ADA Analyst for data compiling. Electronic data is securely maintained in servers accessible to the investigators and the Statewide PREA Coordinator.

The Auditor was advised that investigative records and data is maintained for a minimum of 5 years after the abuser has either been released or is no longer employed by the VADOC. Investigators were asked if they required the victim to submit to a polygraph examination or other truth telling device and the investigator advised they would not be.

If the inmate is released or transferred from the facility, the investigations will continue until the investigation has a final determination issued. If the SIU agent

	determines that the case is substantiated and there is enough evidence to make a criminal case, the agent will present the case to the prosecutor who will make the determination whether they move it forward in the criminal court system. Investigative staff will impose no standard higher than a preponderance of the evidence in determining whether allegations of sexual abuse or sexual harassment are substantiated. All written reports of administrative and criminal investigations will be maintained for as long as the alleged abuser is incarcerated or employed by VADOC, plus an additional five years. The departure of an alleged abuser or victim from the employment or control of VADOC does not provide basis for terminating an investigation. The BACC facility investigator and SIU investigator have received special training in sexual abuse investigations which includes directives to facilitate investigations that will be conducted promptly, thoroughly, and objectively for all allegations, including third-party and anonymous reports. Facility staff are required to cooperate fully with all outside investigative authorities and when required, will gather, and preserve physical and DNA evidence consistent with evidence gathering processing procedures outlined in Intelligence Procedures directives. Conclusion: The Auditor determined through review of policy, investigative reports, investigators credentials, interview with BACC investigators, SIU investigators, and Warden, the facility meets requirements for this standard.
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115.72	Evidentiary standard for administrative investigations
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	Policy, Materials, Interviews and Other Evidence Reviewed: VADOC Policy - 135.2 Rules of Conduct Governing Employee Relationships with Inmates Completed BACC Pre-Audit Questionnaire VADOC Policy - 861.1 Inmate Discipline VADOC OP- 038.3 Prison Rape Elimination Act Investigative Records Interview with Investigator

	Facility Investigative Report Operating Procedure 135.2, Rules of Conduct Governing Employees Relationships with Inmates and Operating Procedure 861.1 both state that a preponderance of the evidence shall be used for determining the outcome of sexual abuse and sexual harassment investigations. Investigator training programs provide in-depth clarification of this standard. A review of investigative reports revealed Investigators are using preponderance to support their determination of the outcome and the Auditor was able to determine that Investigators understand preponderance as the basis for determining investigative outcomes. The Auditor conducted a formal interview with the facility's PREA investigator and was informed that the facility's policy requires the use of preponderance as the standard of evidence to substantiate an allegation of sexual abuse or sexual harassment. Conclusion: The Auditor reviewed the facility's policies, procedures, investigative reports and interviewed facility Investigators and determined the facility meets the requirements of this standard.
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115.73	Reporting to inmates
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	Policy, Materials, Interviews and Other Evidence Reviewed: VADOC OP- 030.4 Special Investigative Unit VADOC OP - 038.3 Prison Rape Elimination Act Investigative Records Interviews Staff Investigator interview PC interview The VADOC Operating Procedure is written in accordance with standard 115.73 which requires an inmate to be notified when a sexual abuse allegation has been

	determined to be substantiated, unsubstantiated, or unfounded following an investigation. The VADOC PREA policy states that following an PREA allegation investigation of inmate sexual abuse in a facility, the Warden or Administrator shall ensure the victim is notified in writing as to whether the allegation has been Substantiated, Unsubstantiated/Insufficient Evidence, or Unfounded. Following an allegation that a staff member committed sexual abuse against an inmate, the facility conducting the investigation shall inform the inmate of their determination and such notifications shall be documented using the appropriate form. If notification is unable to be provided, the attempts shall be documented as well as the rationale for the inability to notify and a copy of the form shall be maintained. The facility's obligation to provide notification as outlined in this section shall terminate if the inmate is paroled, discharged from his/her sentence, or pardoned. BACC provided examples of Inmate Notification-PREA Investigative Report Checklist. The form verified that inmates are notified regarding the following: Investigative Findings, Sufficient Evidence Findings-Staff Suspect (Disciplinary Action, No longer assigned to housing unit, no longer employed at the incident location, indicted on a charge related to the allegation, and convicted on a charge related to the allegation. Document reviews and interviews with the PREA Compliance Manager, administrative staff, investigators, and inmates that reported sexual abuse, verified that inmates would receive notifications as required by policy. Prosecutable criminal investigations are conducted by SIU in conjunction with the facility administrative investigations and the Investigator is the liaison between the two entities. SIU communicates with the facility and will forward any relevant updates relating to criminal charges or convictions. When SIU conducts an investigation, the facility requests necessary information to provide a finding to the alleged victim consistent with the standard. Conclusion: Interviews with the PREA Compliance Manager, administrative staff, investigator, and Warden, confirmed inmates would receive notifications. The Auditor determined the facility meets compliance with the standard.
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115.76	Disciplinary sanctions for staff
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	Policy, Materials, Interviews and Other Evidence Reviewed:

Training Records

VADOC OP-135.1 Standards of Conduct

VADOC OP -135.2 Rules of Conduct Governing Employee Relationships with Inmates

Investigative Records

Completed Pre-Audit Report (PAQ)

Interviews with Staff

Operating Procedure 135.2, Rules of Conduct Governing Employees Relationships with Inmates, indicates that termination is the presumptive action for those employees that are found to have a substantiated case of sexual abuse against them. These cases will be referred for criminal prosecution and will be reported to any relevant licensing bodies. Additionally, disciplinary sanctions will take into consideration the staff member's disciplinary history, sanctions imposed for similar offenses by other staff and take into consideration the nature of the acts committed.

The Auditor observed the facility's VADOC Policy which included a provision to notify law enforcement agencies of criminal violations of sexual abuse. The VADOC Policy also requires the Statewide PREA coordinator to notify relevant licensing bodies. The Auditor discussed the requirements of this standard to notify relevant licensing bodies with the Regional PREA/ADA Analyst and was informed that the Statewide PREA Coordinator would contact the Virginia Department of Health Professionals Board of Nursing of violation by a nurse and the Department of Health Professionals would be contacted for any licensed mental health professional. The Auditor discussed the requirement for the facility to notify law enforcement and relevant licensing bodies with the facility's command staff. Executive staff are clear on the requirement following a criminal act of sexual abuse.

The Auditor determined the facility has appropriate policies and practices in place, ensure staff are disciplined for violating the facility's sexual abuse and sexual harassment policies. The facility makes termination the presumptive discipline measure for engaging in acts of sexual violence. The facility reports violations of sexual abuse to the local law enforcement facility and relevant licensing bodies. During the audit period, there were no members removed from service due to infractions related to sexual abuse or sexual harassment and a memo to this fact was provided to this Auditor.

Conclusion:

The Auditor reviewed the facility's policies, procedures, investigative records, and conducted interviews with staff and determined the facility meets the requirements of this standard.

115.77	Corrective action for contractors and volunteers
	Auditor Overall Determination: Meets Standard Auditor Discussion Policy, Materials, Interviews and Other Evidence Reviewed: VADOC Policy - 027.1 Volunteer and Internship Programs VADOC Policy - 135.2 Rules of Conduct Governing Employees Relationships with Inmates Investigative Record Training Records A Guide to Maintaining Appropriate Boundaries with Inmates- Brochure Interviews Contractors Volunteer interviews Staff interviews VADOC policy mandates that contractors and volunteers who engage in sexual abuse are prohibited from contact with inmates. It also requires the Statewide PREA Coordinator notify law enforcement agencies and relevant licensing bodies unless the activity was clearly not criminal in nature. BACC will take appropriate remedial measures and considers prohibiting further contact with inmates for violations of other facility sexual abuse or sexual harassment policies. The disciplinary sanctions for volunteers or contractors are like those of the disciplinary sanctions for staff members. Policy states if there is an investigation and the individual is determined to have committed acts of sexual abuse or sexual harassment, the case will be referred for criminal prosecution and to any relevant licensing bodies. Additionally, the facility will take measures to prevent contact from the volunteer or contractor with any inmate within the VADOC system. This is defined in Operating Procedure 135.2, Rules of Conduct Governing Employees Relationships with Inmates. Volunteers and contractors are made aware of the VADOC sexual abuse and sexual harassment policies during their initial training and prior to providing services in the facility. Each volunteer and contractors' attends training classes and signs a form of receipt for the completed training. The facility provides each volunteer and contractor "A Guide to Maintaining Appropriate Boundaries with Inmates" brochure during their orientation which defines the stipulations and requirements. All volunteers and contractors are required to read the facility's policies and procedures related to sexual abuse and sexual harassment and sign for receipt of acceptance. The Auditor verified contracted staff at the facility had received training and reviewed

	the policies. The BACC executive staff are aware of the requirement to notify the SIU following a contractor or volunteer's participation in a criminal act of sexual abuse involving an inmate. During this audit period, there were no contractors or volunteers that were removed from positions because of violations of sexual abuse or sexual harassment. Conclusion: The Auditor reviewed the facility's policies, procedures, training records, training curriculum and conducted formal interviews with staff and contractors to determine the facility meets the requirements of this standard.
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115.78	Disciplinary sanctions for inmates
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	Policy, Materials, Interviews and Other Evidence Reviewed: VADOC OP - 861.1 Inmate Discipline VADOC OP - 820.2 Inmate Reentry Planning VADOC OP - 830.3 Good Time Awards VADOC OP - 038.3 Prison Rape Elimination Act Inmate Records Interview with Investigator Interviews with Medical Practitioners Interviews with Inmates The VADOC has Zero tolerance for inmate-on-inmate sexual harassment, assault, or abuse. Operating Procedure 038.3 states that consensual sexual activity among inmates is prohibited and if an inmate is found to have engaged in sexual activity, the inmate will be subject to disciplinary action. If an inmate reports sexual abuse and the report is made in good faith, based upon a reasonable belief that the alleged conduct occurred, they will not be charged for reporting if it is determined to be Unfounded. If it is determined that the inmate did commit sexual abuse in the correctional setting, they will be subject to disciplinary sanctions commensurate with the level of the infraction, and other disciplinary sanctions of others with the same or similar infractions.

	The facility reported there was no inmates disciplined for making an allegation of sexual abuse in bad faith during the previous 12 months. The Auditor reviewed the records of inmates and did not discover any evidence an inmate had been disciplined for making an allegation of sexual abuse. Prior to placing disciplinary charges on an inmate for filing an allegation made in bad faith, the facility is required to submit the information to the Regional PREA/ADA Analyst for review and approval. Facility personnel ensure the VADOC policy is applied when choosing whether to discipline an inmate for reporting or participating in an act of sexual abuse. Conclusion: The Auditor reviewed the facility's policies, procedures, inmate records, interviewed staff and inmates and determined the facility meets the requirements of this standard.
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115.81	Medical and mental health screenings; history of sexual abuse
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	Policy, Materials, Interviews and Other Evidence Reviewed: VADOC OP-730.2 Mental Health Services: Screening, Assessment and VADOC OP-425.4 Management of Bed and Cell Assignments VADOC OP-701.3 Health Records Classification BACC Risk Assessment Inmate Records HRSV/HRSA list Mental Health Appraisals Interviews Medical Staff Staff Interviews Inmate interviews VADOC policy requires staff to offer a follow-up meeting with a medical or mental health professional and must occur within 14 days of arriving at the facility for any inmate who informs staff they previously experienced sexual victimization or

	perpetrated an act of sexual abuse. The policy applies to any inmate who reported the abuse occurred in an institutional setting or in the community. A Mental Health staff member informs each inmate of relevant treatment and programming options. The policy stipulates information related to sexual victimization and abusiveness that occurred in an institutional setting be strictly limited to medical, mental health, and staff deemed necessary to provide services. These services may include treatment plans, security and management decisions, housing assignments, and program assignments or as otherwise required by Federal, State, or local law. It also requires medical and mental health staff obtain informed consent from inmates before reporting information about prior victimization that did not occur in an institutional setting unless the inmate is under the age of 18. Interviews with BACC medical staff verified they provide a seamless system for the treatment of inmates with a history of victimization. Medical staff stated information is shared immediately after inmates enter VADOC custody, during screening upon arrival at BACC, and after any referral from staff, the mental health staff provide a follow-up meeting and develop a treatment plan as needed with the inmate. Medical and mental health practitioners inform only those with a "need to know" of information related to sexual victimization. Conclusion: The Auditor reviewed the facility's policies, procedures, inmate records, Mental Health reviews, and conducted interviews with staff. The Auditor determined BACC meets the requirements of this standard.
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115.82	Access to emergency medical and mental health services
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	Policy, Materials, Interviews and Other Evidence Reviewed: VADOC OP- 075.1 Emergency Operations Plan VADOC OP-720.7 Emergency Medical Equipment and Care Investigative Records OP-730.2 Mental Health Services: Screening, Assessment and Classification Sexual Assault Response Checklist MOU with the Virginia Sexual Domestic Violence Action Alliance BACC Completed Pre-Audit Questionnaire Interviews with Staff and Inmates

VADOC PREA policy is written in compliance with standard 115.82 and states that all inmate victims of sexual abuse will receive timely, unimpeded access to emergency medical treatment and crisis intervention services. In accordance with OP 075.1 "Medical Emergencies Operations," inmate victims of sexual abuse shall receive timely emergency medical treatment and crisis intervention services, the nature and scope of which will be determined by medical and mental health staff. If no qualified medical or mental health staff are on duty at the time an allegation of abuse is reported, first responders shall take preliminary steps to protect the victim in accordance with the protective custody section of this manual and shall immediately provide notification to the appropriate medical and mental health staff. Inmate victims of sexual abuse while incarcerated shall be offered information referencing emergency contraceptives and sexually transmitted infections prophylaxis. Treatment shall be provided to the victim without financial cost regardless of whether the victim names the abuser or cooperates with the investigation of the incident.

Interviews with medical staff confirm that victims of sexual abuse would receive timely, unimpeded access to these services. The staff are aware of their responsibilities regarding protection of a potential victim and evidence control in a reported sexual assault. In addition, medical and mental health staff are available 24 hours per day in case of emergency and for crisis intervention services. Psychology staff will initiate contact with the victim and provide evaluation and treatment as appropriate. The psychology staff will complete a Sexual Assault Assessment and recommend subsequent services if required. For services that are outside the scope of their experience, the inmate can be treated at the local hospital emergency department. Forensic exams are conducted at VCU Hospital by a qualified forensic nurse examiner. An advocate is available at the request of the inmate to provide emotional support services and accompany the inmate to the hospital if requested. Facility policy states that forensic examinations will be performed by Sexual Assault Forensic Examiners (SAFE's) or Sexual Assault Nurse Examiners (SANE) at a local hospital without a financial cost to the victim. Interviews with medical staff confirm that inmate victims of sexual abuse would not be charged for services received as a result of a sexual abuse incident.

The VADOC policy states that an inmate, who alleges to have been sexually abused less than 96 hours previously and where forensic evidence may be present, shall be transported to a local hospital for a forensic medical examination. If a SAFE or SANE cannot be made available, the examination can be performed by another qualified medical practitioner(s) and the facility shall document their efforts to provide the examination by a qualified SAFE or SANE. A copy of the completed PREA Forensic Examination Form and any notes evidencing the facility's efforts shall be maintained with the investigation packet. When the incident is alleged to have occurred more than 96 hours previously, a forensic examination is not required, and the inmate shall be referred to health care and mental health services in accordance with VADOC policy.

The Auditor reviewed facility investigations and conducted staff interviews to determine the facility has an established practice of providing timely and unimpeded access to emergency medical and crisis intervention services according to the

	professional judgment of clinicians. Interviews with facility staff indicate their knowledge of the provisions of the standard and their responsibilities as first responders. Staff verified their duties are to separate the victim and abuser, preserve, protect the crime scene, collect physical evidence, and immediately notify medical and mental health practitioners. Conclusion: Staff interviews verified that medical services are provided to the inmates involved in Sexual Abuse allegations regardless of their cooperation with the investigation. The Auditor determined the facility meets compliance for this standard.
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115.83	Ongoing medical and mental health care for sexual abuse victims and abusers
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	Policy, Materials, Interviews and Other Evidence Reviewed: VADOC OP-730.2 Mental Health Services: Screening, Assessment, Classification VADOC OP-720.7 Emergency Medical Equipment and Care VADOC OP-720.4 Co-payment for Healthcare Services BACC MOU Investigative Records Inmate Records VADOC OP-720.1. Access to Health Services Interviews Medical Staff Staff interviews VADOC policy states that 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 practitioner's judgment. Policy requires treatment services to be consistent with the community level of care and provided without financial costs regardless of whether the victim names the aggressor or cooperates with any investigation arising out of the incident. If no qualified medical or mental health practitioners are on duty at the time a report of recent sexual violence is made, first responders will take preliminary steps to

protect the victim and shall immediately notify the shift supervisor. Inmates are offered mental health and medical services. Forensic and sexual assault exams are to be conducted by a qualified professional.

The VADOC Operating Procedure is written in compliance with standard 115.83 and states that the facility will offer medical and mental health evaluation and treatment to all inmates who have been victimized by sexual abuse in any prison, jail, lockup, or juvenile facility. The evaluation and treatment of such victims will include follow up services, treatment plans, and referrals for continued care following their transfer or release. Interviews with medical staff confirm that these services would be available to inmates who have been victims of sexual abuse, and these services would be consistent with the community level of care. Medical staff stated during interviews that they feel the care provided to the inmates is much better than the community level of care. Staff indicated there is an immediate availability of and broad range of available services that are typically not as easily or quickly accessible in the community.

An interview with the Medical staff revealed that inmate victims of sexual assault would be assessed immediately, and a determination made for transfer to the local hospital for a forensic exam. In the case of an assault, first responders would ensure emergent medical needs would be addressed and no evidence destroyed. A physician would examine an alleged inmate victim and make appropriate decisions to treat any injuries, infections, STIs, or other medical needs. Inmate victims of sexual abuse while housed in the facility would be offered tests for sexually transmitted infections as medically appropriate. Interviews with medical staff confirm that inmate victims of sexual abuse would be offered tests for sexually transmitted infections and emergency prophylaxis.

The PREA standard states that within 60 days of learning of an inmate-on-inmate abuser, the facility mental health staff will conduct a mental health evaluation of the abuser's history and offer treatment as deemed appropriate. Medical staff stated that evaluative procedures are in place to address known inmate-on-inmate abusers for applicable treatment. The Auditor reviewed documentation provided by the facility of mental health care services provided for inmates identified as victims. Medical staff stated that inmates that are high risk victims and high-risk abusers would be offered treatment services. If an inmate is identified as a HRSV or HRSA, they are referred to mental health to be evaluated and complete an assessment to determine the level of services to be offered to the inmate. If the inmate is designated as high-risk, mental health staff will monitor them at periodic intervals established by the provider and all services are delivered according to the clinical judgment of the practitioner.

Medical staff stated that services are offered to victims of sexual abuse and the Auditor was informed that counseling sessions, referrals if appropriate, treatment plans, and follow-up services are provided. The facility provided the Auditor with documentation that verified services offered at BACC are consistent with community level services. Medical staff understand the requirement to conduct the mental health evaluation within 60 days of learning of the abuse and stated the assessment would be conducted much sooner.

	Conclusion: The Auditor reviewed policies, procedures, inmate records, interviewed inmates, and medical staff and determined the facility meets the requirements of this standard.
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115.86	Sexual abuse incident reviews
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	Policy, Materials, Interviews and Other Evidence Reviewed: VADOC OP-038.3 Monitoring and Assessment After Action Review Report Investigative Records PREA Report Incident Review Interviews with Staff BACC Completed Pre-Audit Questionnaire VADOC OP 038.1 Reporting Serious and Unusual Incidents The VADOC has a policy that governs the review of all substantiated or unsubstantiated allegations of sexual abuse. The VADOC policy states that the facility PREA Compliance Manager shall coordinate a sexual abuse incident review at the conclusion of every sexual abuse investigation unless the allegations are determined to be unfounded. Policy states that the review team shall consist of upper-level custody and administrative staff, with input from relevant supervisors, investigators, medical and mental health practitioners. The Auditors reviewed the incident reviews, provided by the facility which verified completion within 30 days of the allegation and considered all elements as required by the standard. The incident review team included members made up of upper-level custody and administrative staff, supervisors, investigators, medical, and mental health practitioners. Staff interviewed stated that the review team follows a formatted document to ensure all elements of the standard are considered and the team members discuss recommendations for improvement which are included in the final report approved by the Warden. An interview with the PREA Compliance Manager confirmed that a report of the findings, including recommendations for improvement, will be completed and submitted for inclusion. The PC stated, the Incident review team reviews the investigative report, video footage, and any other pertinent information before

	making recommendations to forward to the Warden. The PREA Compliance Manager stated that recommendations would be implemented, or the reasons for not doing so would be documented. The BACC has appointed a team that conducts incident reviews at the conclusion of sexual assault investigations as stipulated by the standard. The team includes the PREA Compliance Manager, Warden, Deputy Warden, Mental Health, Unit Manager, Shift Commander, and medical staff. After completion, a copy is forwarded to the Regional PREA/ADA Analyst and Regional Office for review by the Regional Administrator and/or Regional Operations Chief. Conclusion: Review of documentation, and interviews with the Warden's designee, PREA Compliance Manager, incident review team member, and investigator was conducted by the Auditor. It was determined by the Auditor that the facility meets requirements for this standard.
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115.87	Data collection
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	Policy, Materials, Interviews and Other Evidence Reviewed: VADOC OP-OP 038.3 Monitoring and Assessment Agency Website Annual Reports Interviews with Staff The Auditor reviewed the VADOC website and verified the Agency maintains annual reports that include its findings and corrective actions for all VADOC facilities. The Auditor reviewed the BACC's 2021 and 2022 Annual Reports published on the Virginia Department of Corrections website. Each report includes data aggregated from January 1st through December 31st. The data collected included: Inmate-on-inmate nonconsensual sexual acts; Inmate-on-inmate abusive sexual acts; Inmate-on-inmate sexual harassment; Staff-on-inmate sexual victimization, and Staff sexual misconduct. The annual report addresses problem areas and corrective actions taken and is approved by the Director prior to being published on the facility's website. Information can be accessed referencing the facility's reports on the website through the "Inmates" dropdown tab and then by clicking on the "Prison Rape Elimination Act"

	link. Each report is accessible through the "PREA Reports Page" link. After opening this link, each annual PREA Report or individual facility PREA Report can be reviewed. A review of the facility's annual reports reveals the facility attempts to discover problem areas within each facility based on a review of data collected and any corrective actions taken by VADOC. The facility's website includes annual reports published from 2014 through 2022. Conclusion: Compliance was determined by review of Annual Reports, review of Survey of Sexual Violence, and interviews with regional PREA analyst. The Auditor determined the facility meets the requirements of this standard.
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115.88	Data review for corrective action
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	Policy, Materials, Interviews and Other Evidence Reviewed: VADOC OP- 038.3 Monitoring and Assessment Website Annual Reports Interviews with Staff VADOC policy mandates that each facility collects and aggregate data to assess and improve the effectiveness of its sexual abuse prevention, detection, and response policies, practices, and training. The facility annual report will include a comparison of the current year's data and corrective actions with those from prior years and must provide an assessment of the VADOC's progress in addressing sexual abuse. The report must be approved by the PREA/ADA State Compliance Manager and the VADOC Director before being made readily available to the public through the VADOC public website. Specific material may be redacted from the reports when publication of the material would present a clear and specific threat to the safety and security of a facility or staff. If material is redacted, the report must indicate the nature of the redacted material. The Auditor reviewed the VADOC website and verified the facility maintains annual reports that include its findings and corrective actions for all facility facilities. The public can access the facility's reports through the "Inmates" dropdown tab and then by clicking on the "Prison Rape Elimination Act" link https://vadoc.virginia.gov/inmate-resources/prison-rape-eliminationa-act. Each report is accessible through the "PREA

	Reports Page" link and each annual PREA Report or individual facility PREA Audit Report can be reviewed. The facility's website includes annual reports published from 2014 through 2022. A review of the facility's annual reports revealed the facility is committed to discovering problem areas within each facility based on a review of data collected. The facility's annual report includes any corrective actions taken by VADOC. The Auditor observed a section of the annual report that compares data from each facility in the specific regions with one another. The data is compared for the Western, Central and Eastern Regions that includes a pie graph comparison of the entire facility's data. In addition to the pie graph charts, each institution includes the number of the allegations for the top three facilities in each region. The Auditor interviewed the Regional PREA/ADA Analyst about the annual reporting process and verified that the information for the annual report is derived from Investigative Reports, Incident Reviews and other relevant documents included in investigative records from each VADOC facility. Corrective actions are implemented at facilities when needed and when the Incident Review Team recommends. Any corrective actions taken are documented in the facility's annual report. The Director of the Virginia Department of Corrections approves the facility's annual report before publishing on the facility's website and the VADOC Director and Regional Statewide PREA Coordinator sign the annual report. Conclusion: The Auditor reviewed the facility's policies, procedures, website, Annual Reports and interviewed staff and determined the facility meets the requirements of this standard.
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115.89	Data storage, publication, and destruction
	Auditor Overall Determination: Exceeds Standard
	Auditor Discussion
	Policy, Materials, Interviews and Other Evidence Reviewed: VADOC OP - 038.3 Monitoring and Assessment Interviews with Staff Observations VADOC website The Auditor conducted an interview with the PREA Statewide Compliance Manager

	and Regional PREA/ADA Analyst. The PC is responsible for reporting institutional data to the Regional PREA/ADA Analyst and any facility data gathered by the PC, is maintained in a secured area. It was noted that any data reported to the facility's PREA Hotline coordinator is maintained in a secured area at VADOC Main Office. Information for the Agency's annual report is compiled from Investigative files, Incident reviews, and other supporting documents. Agency and facility data is maintained electronically in secure servers which require a unique username and password to access the data. During the review by the Auditor of the Agency website, https://vadoc.virginia.gov/inmate-resources/prison-rape-eliminationa-act, the site was found to include the yearly Sexual Abuse data in their Annual Report with data collected from 2014 through 2022. There were no personal identifiers included in any of the facility annual reports reviewed by the Auditor. The Auditor was informed sexual abuse and sexual harassment data is maintained by the PREA Hotline coordinator for a minimum of 10 years after collection Conclusion: The Auditor reviewed the facility's website, annual reports, made observations and interviewed staff to determined the facility exceeds the requirements of this standard.
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115.401	Frequency and scope of audits
	Auditor Overall Determination: Exceeds Standard
	Auditor Discussion
	Policy, Materials, Interviews and Other Evidence Reviewed: Interviews with Staff Previous PREA audit report Facility Tour Inmate interviews The Auditor received confirmation of the PREA Notice posting in inmate housing units, program areas and work assignment areas via photos dated six weeks in advance of the on-site visit. During the Auditor interviews, inmates confirmed their observation of the PREA Notice postings throughout the institution which verified the procedure to submit confidential correspondence to the Auditor. During interviews with mailroom staff, it was documented that inmates were allowed to "forward confidential correspondence" to the Auditor in the same manner as mail addressed to a legal counselor.

	Their website, https://vadoc.virginia.gov/inmate-resources/prison-rape-eliminationa act, identifies PREA audit reports posted for all facilities during the past audit cycle. The Auditor was provided extensive files prior to the on-site audit, for review to support a determination of compliance with PREA standards. During the on-site visit, pre-audit and post audit phases, the Auditor reviewed and received sufficient document sampling based on the size of the facility which included, all PREA investigative files, staff/inmate training records, inmate risk screenings, background investigations, review of housing unit logbooks, program information and other pertinent documentation. The Auditor interviewed the required number of staff and inmates based on the PRC recommendation of facility population size and demographics. All individuals interviewed were knowledgeable regarding PREA requirements and protocol. The Auditor was given access to all documentation requested and was afforded the opportunity to tour and visit all areas at BACC. Interviews with supervisory staff, non-supervisory staff, upper management staff and inmates, were conducted on-site within an office that ensured privacy. Conclusion: The Auditor concluded that BACC exceeds the requirements of this standard.
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115.403	Audit contents and findings
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	Policy, Materials, Interviews and Other Evidence Reviewed: Agency Website PREA Audit Reports The Auditor reviewed the Agency website which includes a link for its previous PREA Audit reports. The reports are easily accessible through a "drop-down" menu on the "Inmates" tab at https://vadoc.virginia.gov/inmate-resources/prison-rape-eliminationa act. After accessing the tab, the public can access reports through the "Prison Rape Elimination Act" hyperlink. This page includes a "PREA Reports page." Each audit report for all VADOC facilities is accessible on the page. The Baskerville Correctional Center was last audited in 2021 and the report is posted on the Agency website. Conclusion: The Auditor determined BACC meets the requirements of 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.)	na
	Has the agency documented its efforts to secure services from rape crisis centers?	yes
115.21 (e)	Evidence protocol and forensic medical examinations	
	As requested by the victim, does the victim advocate, qualified agency staff member, or qualified community-based organization staff member accompany and support the victim through the forensic medical examination process and investigatory interviews?	yes
	As requested by the victim, does this person provide emotional support, crisis intervention, information, and referrals?	yes
115.21 (f)	Evidence protocol and forensic medical examinations	
	If the agency itself is not responsible for investigating allegations of sexual abuse, has the agency requested that the investigating agency follow the requirements of paragraphs (a) through (e) of this section? (N/A if the agency/facility is responsible for conducting criminal AND administrative sexual abuse investigations.)	na
115.21 (h)	Evidence protocol and forensic medical examinations	
	If the agency uses a qualified agency staff member or a qualified community-based staff member for the purposes of this section, has the individual been screened for appropriateness to serve in this role and received education concerning sexual assault and forensic examination issues in general? (N/A if agency always makes a victim advocate from a rape crisis center available to victims.)	na
115.22 (a)	Policies to ensure referrals of allegations for investigations	

	Does the agency ensure an administrative or criminal investigation is completed for all allegations of sexual abuse?	yes
	Does the agency ensure an administrative or criminal investigation is completed for all allegations of sexual harassment?	yes
115.22 (b) Policies to ensure referrals of allegations for investigations		
	Does the agency have a policy and practice in place to ensure that allegations of sexual abuse or sexual harassment are referred for investigation to an agency with the legal authority to conduct criminal investigations, unless the allegation does not involve potentially criminal behavior?	yes
	Has the agency published such policy on its website or, if it does not have one, made the policy available through other means?	yes
	Does the agency document all such referrals?	yes
115.22 (c) Policies to ensure referrals of allegations for investigations		
	If a separate entity is responsible for conducting criminal investigations, does the policy describe the responsibilities of both the agency and the investigating entity? (N/A if the agency/facility is responsible for criminal investigations. See 115.21(a).)	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

	Garrrity warnings? (N/A if the agency does not conduct any form of administrative or criminal sexual abuse investigations. See 115.21(a).)	
	Does this specialized training include sexual abuse evidence collection in confinement settings? (N/A if the agency does not conduct any form of administrative or criminal sexual abuse investigations. See 115.21(a).)	yes
	Does this specialized training include the criteria and evidence required to substantiate a case for administrative action or prosecution referral? (N/A if the agency does not conduct any form of administrative or criminal sexual abuse investigations. See 115.21(a).)	yes
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.)	na
115.73 (c)	Reporting to inmates	
	Following an inmate's allegation that a staff member has committed sexual abuse against the resident, unless the agency has determined that the allegation is unfounded, or unless the inmate has been released from custody, does the agency subsequently inform the resident whenever: The staff member is no longer posted within the inmate's unit?	yes
	Following an inmate's allegation that a staff member has committed sexual abuse against the resident, unless the agency has determined that the allegation is unfounded, or unless the resident has been released from custody, does the agency subsequently inform the resident whenever: The staff member is no longer employed at the facility?	yes
	Following an inmate's allegation that a staff member has committed sexual abuse against the resident, unless the agency has determined that the allegation is unfounded, or unless the resident has been released from custody, does the agency subsequently inform the resident whenever: The agency learns that the staff member has been indicted on a charge related to sexual abuse in the facility?	yes
	Following an inmate's allegation that a staff member has committed sexual abuse against the resident, unless the agency has determined that the allegation is unfounded, or unless the resident has been released from custody, does the agency subsequently inform the resident whenever: The agency learns that the staff member has been convicted on a charge related to sexual abuse within the facility?	yes
115.73 (d)	Reporting to inmates	
	Following an inmate's allegation that he or she has been sexually abused by another inmate, does the agency subsequently inform the alleged victim whenever: The agency learns that the alleged abuser has been indicted on a charge related to sexual abuse within the facility?	yes
	Following an inmate's allegation that he or she has been sexually	yes

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

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

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

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

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

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

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

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

	During the prior three-year audit period, did the agency ensure that each facility operated by the agency, or by a private organization on behalf of the agency, was audited at least once? (Note: The response here is purely informational. A "no" response does not impact overall compliance with this standard.)	yes
115.401 (b)	Frequency and scope of audits	
	Is this the first year of the current audit cycle? (Note: a "no" response does not impact overall compliance with this standard.)	no
	If this is the second year of the current audit cycle, did the agency ensure that at least one-third of each facility type operated by the agency, or by a private organization on behalf of the agency, was audited during the first year of the current audit cycle? (N/A if this is not the second year of the current audit cycle.)	yes
	If this is the third year of the current audit cycle, did the agency ensure that at least two-thirds of each facility type operated by the agency, or by a private organization on behalf of the agency, were audited during the first two years of the current audit cycle? (N/A if this is not the third year of the current audit cycle.)	na
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)			
	<table><tr><td data-bbox="316 174 1289 568"> 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.) </td><td data-bbox="1289 174 1490 568">yes</td></tr></table>	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
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