

# Welcome!

## Webinar information

- We will begin at 3:00 p.m. Eastern Time.
- The audio for today's web conference will be coming through your computer speakers. If you do not hear any sound coming from your speakers, or if you're experiencing any other technical difficulties, please send a **Private Chat** to Kaitlin Kall, or email Kaitlin Kall at [kkall@vera.org](mailto:kkall@vera.org)
- If you have any questions or comments throughout the presentation, please send those to Margaret diZerega through **Private Chat** or via email at [mdizerega@vera.org](mailto:mdizerega@vera.org)

NATIONAL  
**PREA**  
RESOURCE  
CENTER



NCCD | National Council on  
Crime & Delinquency

## PREA in Action Webinar Series

Implementing the Screening Standards:  
Emerging Lessons from the  
Wyoming Department of Corrections

July 23, 2013

# PREA Resource Center

## **National PREA Resource Center (PRC)**

PRC was established through a cooperative agreement between the Bureau of Justice Assistance and NCCD. The mission of the PRC is to assist adult prisons and jails, juvenile facilities, lockups, community corrections, and tribal facilities in their efforts to eliminate sexual abuse by increasing their capacity for prevention, detection, monitoring, responses to incidents, and services to victims and their families.

### **Notice of Federal Funding and Federal Disclaimer**

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# Vera Institute of Justice



Vera was founded in 1961 and combines expertise in research, demonstration projects, and technical assistance to help leaders in government and civil society improve the systems people rely on for justice and safety.

# Webinar Agenda

- Introduction to the screening standards
  - Allison Hastings, *Senior Policy Associate, Vera Institute of Justice*
- The process of developing a screening tool and testing it
  - Patricia L. Hardyman, Ph.D., *Principal, Criminal Justice Institute, Inc.*
- Operationalizing a screening tool and assessment process
  - Carl Voigtsberger, *Housing and Classification Manager, Wyoming Department of Corrections*
- Q & A

# What Is the Purpose of Screening?

- **To keep inmates at high risk of victimization away from those at high risk of committing abuse**
- ***Guidelines for Administering Screening Instruments and Using the Information to Inform Housing Decisions***  
<http://www.prearesourcecenter.org/sites/default/files/library/preascreeningguidelinesvera.pdf>

# What Are the Limitations of Screening?

- Screening information **does not tell you everything you need to know** about an individual
- Screening may lead to **over-classifying** people as prone to victimization or abusiveness
- Screening results can lead to **an over-reliance on restricted housing** to keep people safe

# Overview of the Screening Standards

## Adult Prisons and Jails

- **§115.41: Screening for risk of victimization and abusiveness**
  - **Timing**
  - **Use of objective instrument**
  - **Criteria**
  - **Re-screening**
  - **No discipline for failure to disclose**
- **§115.42: Use of screening information**
  - **Housing, bed, work, education, and program assignments**
  - **Considerations for lesbian, gay, bisexual, transgender, and intersex (LGBTI) inmates**
- **§115.43: Protective custody**



# Screening for Risk of Victimization in Adult Prisons and Jails

## **§115.41 Screening for risk of victimization and abusiveness**

### *Minimum Criteria for Assessing Risk of Sexual Victimization*

- **Mental, physical, or developmental disability**
- **Age**
- **Physical build**
- **Previous incarceration**
- **Exclusively nonviolent criminal history**
- **Prior convictions for sex offenses against an adult or child**
- **Sexual orientation and gender identity**
- **Inmate's perception of vulnerability**
- **Detention for civil immigration purposes only**

# Screening for Risk of Abusiveness in Adult Prisons and Jails

## **§115.41 Screening for risk of victimization and abusiveness**

### *Criteria for Assessing Risk of Sexual Abusiveness*

- **Prior acts of sexual abuse**
- **Prior convictions for violent offenses**
- **History of prior institutional violence or sexual abuse, as known to the agency**

# Use of Screening Information in Adult Prisons and Jails

## §115.42 Use of Screening Information

- **Housing, bed, work, education, and program assignments**
- **Individualized determinations**
- **Protections for LGBTI inmates**
  - **Case-by-case determinations**
  - **Reassessment twice a year**
  - **Consideration of LGBTI inmate's own views of safety**
  - **Separate showers**
  - **Prohibition on placement in dedicated facilities, units, or wings solely because of sexual orientation or gender identity**

# Overview of the Screening Standards: Different Requirements for Other Settings

## Lockups

- **§115.141: Screening for risk of victimization and abusiveness**

## Community Confinement

- **§115.241: Screening for risk of victimization and abusiveness**
- **§115.242: Use of screening information**

## Juvenile Facilities

- **§115.341: Obtaining information from residents**
- **§115.342: Placement of residents in housing, bed, program, education, and work assignments**

# Introducing

Patricia L. Hardyman, Ph.D.



Principal  
Criminal Justice Institute, Inc.

# Design & Testing of Your Screening and Assessment Processes: 4 Phases

I.

Mobilization

II.

Assessment

III.

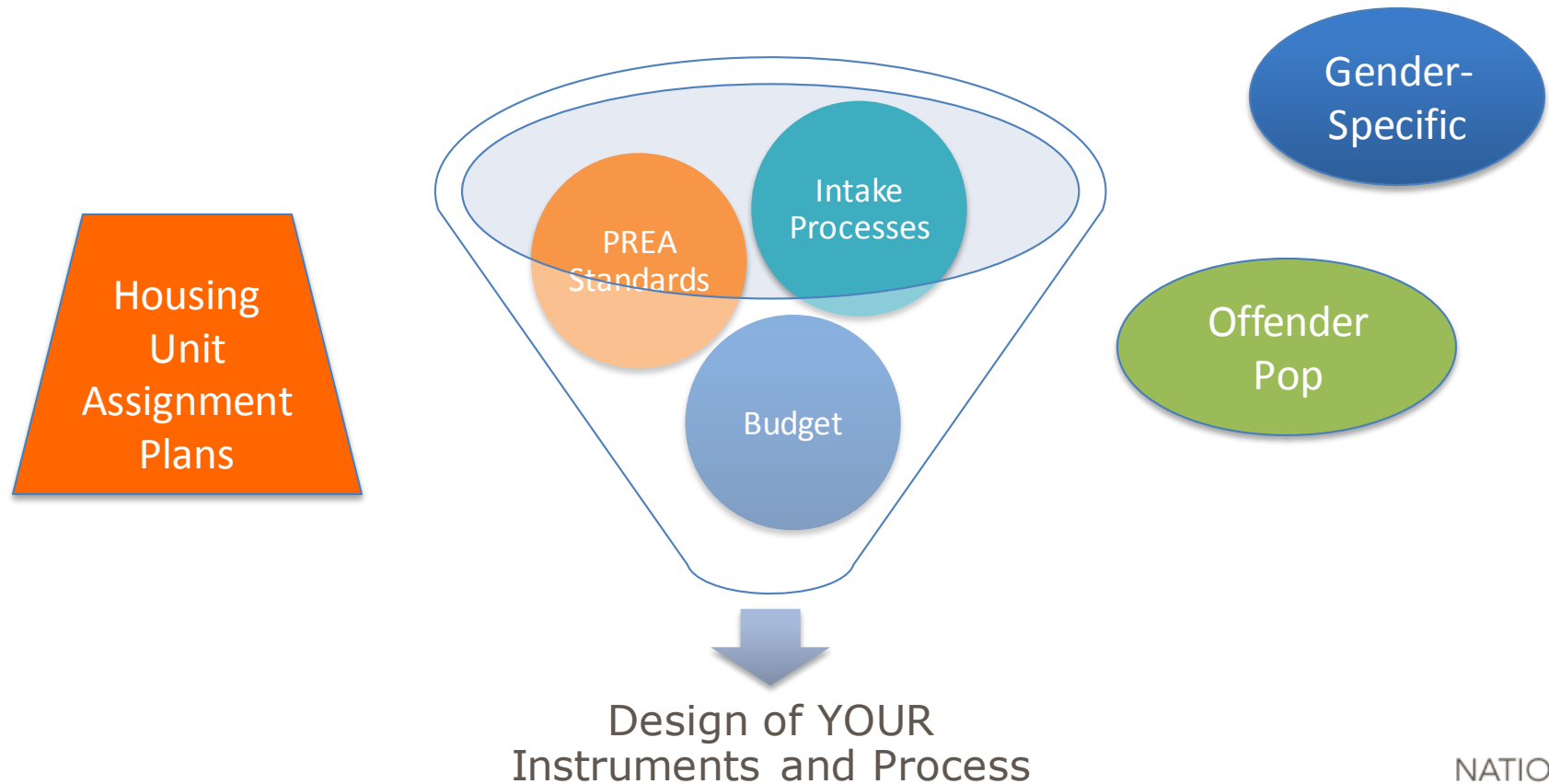
Planning

IV.

Implementation

# Phase I: Mobilization

## Step 1: Identify the issues



# Phase I: Mobilization

## Step 2: Convene a steering committee – Who?

Representatives  
from all of the  
agency's  
operational  
areas

Security – all levels

Medical

Mental Health

Program/Education

Classification/Case Management

Research & Planning

Information Systems

Budget

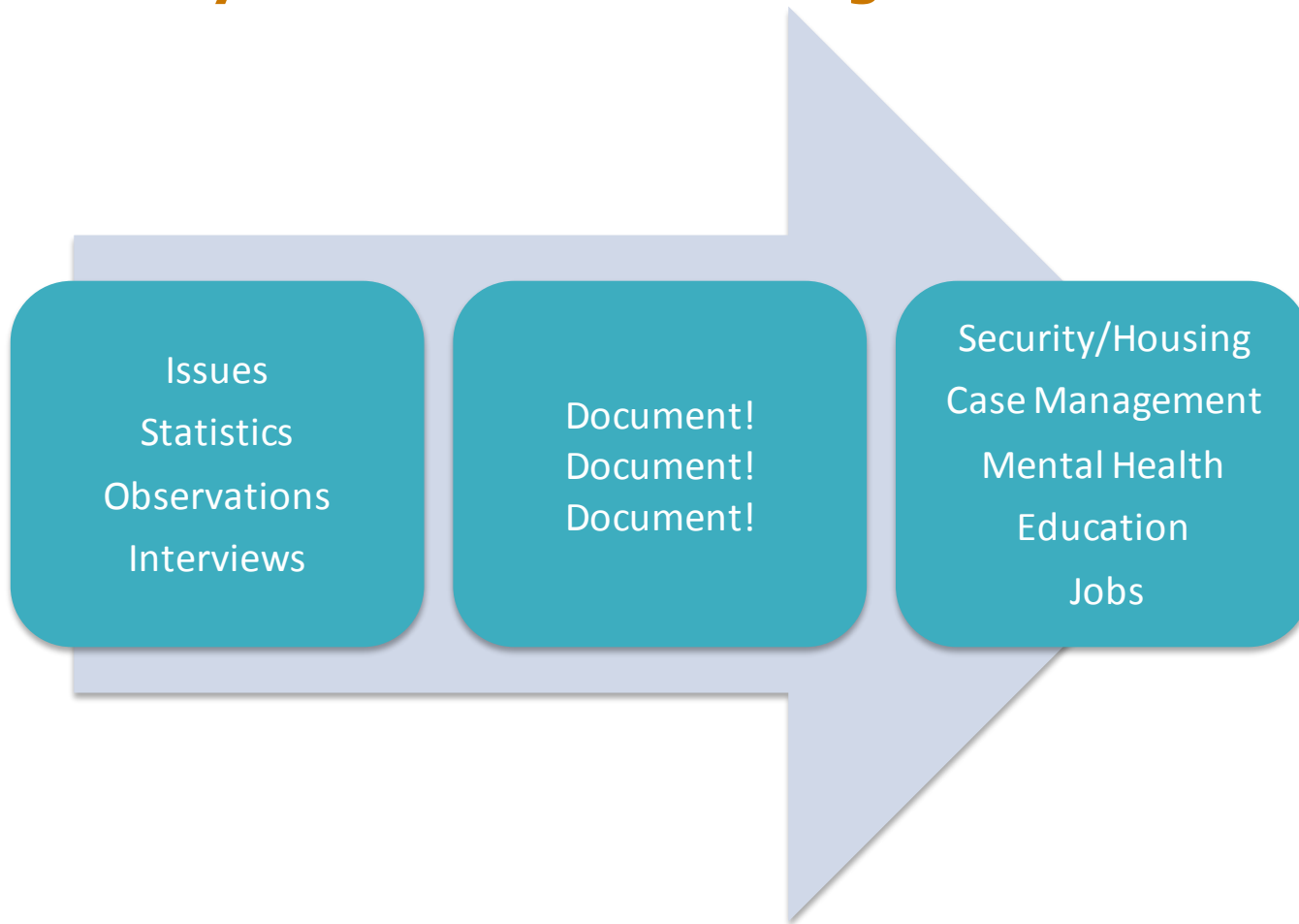
Training

Legal



# Phase II: Assessment of Current System

## How Are Predatory and Vulnerable Individuals Currently Identified and Managed?



# Phase III: Planning

## Step 1: Learn and explore

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Consult  
all  
available  
resources

---

Listen to your staff

---

Review literature

---

Consider contacting technical assistance providers

---

Network with other correctional agencies

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# Phase III: Planning

## Step 2: Revise current process to meet PREA Standards

Incorporate  
change at  
all levels

---

Develop practical, cost-effective solutions

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Revise intake, classification, mental health, housing, and program/work policies

---

Identify preliminary screening factors and draft instrument

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Develop facility-specific housing unit assignment plans

---

Revise operational procedures for ensuring separations and safety

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Develop implementation (facility-specific) plans

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# Phase III: Planning

## Step 2: Revise current process (continued)

---

### Design YOUR Screening/ Assess- ment Process

Prototype Instruments – initial vs. re-assessment; male vs. female

---

Schedule – When to complete? (event-driven, regular review, special reviews)

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Staffing – Who completes? Who reviews?

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Quality Control – overrides, audits, reliability

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Management Information System – automated scoring

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# Phase III: Planning

## Step 2: Revise current process (continued)

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Pilot  
test

Draw Representative Samples – stratify by instrument type, gender, special populations

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your  
revised  
process

Data Requirements – what data are required to test each factor/question

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Collect/Compile data

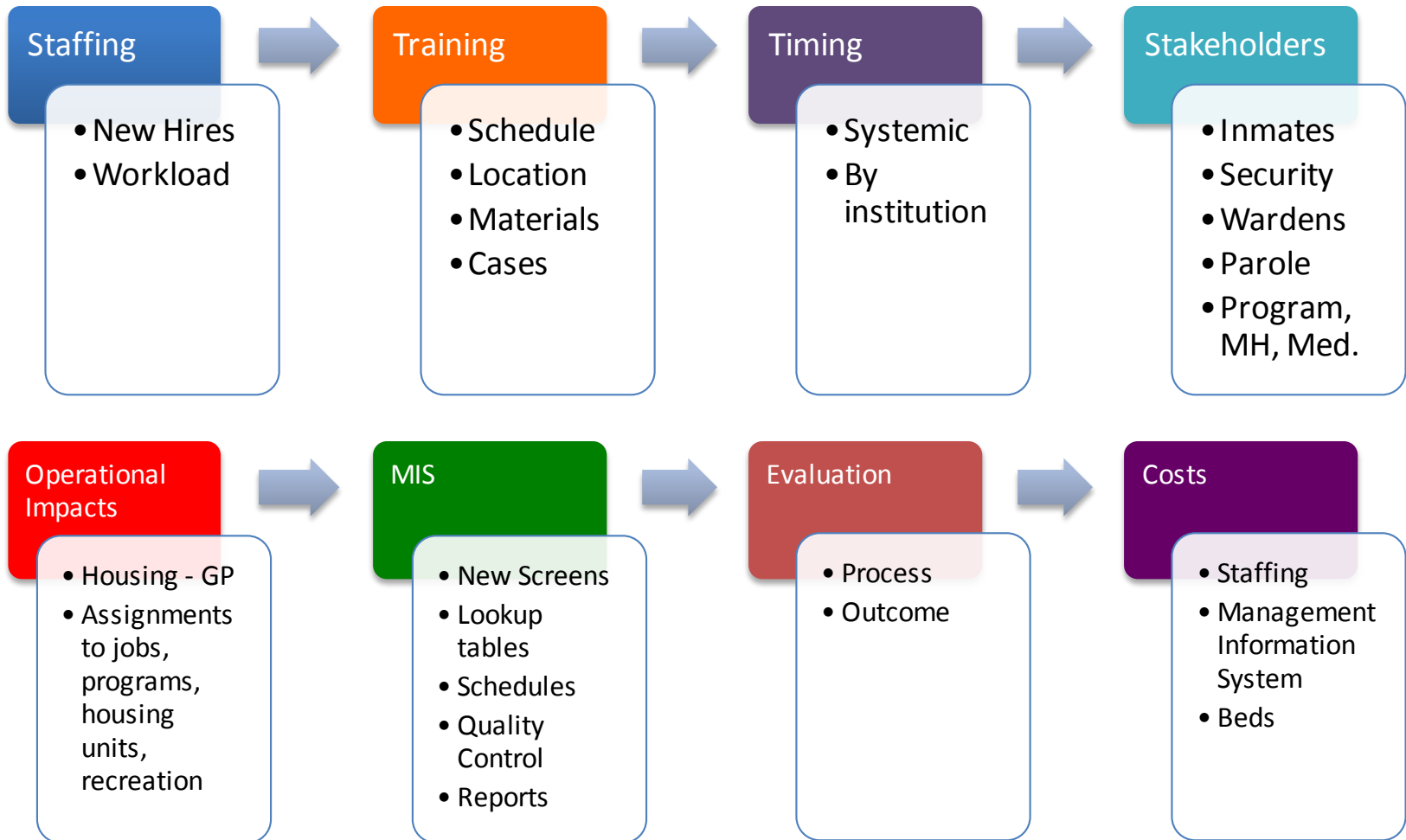
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Analyze data – risk factors, vulnerability/predation scales, etc.

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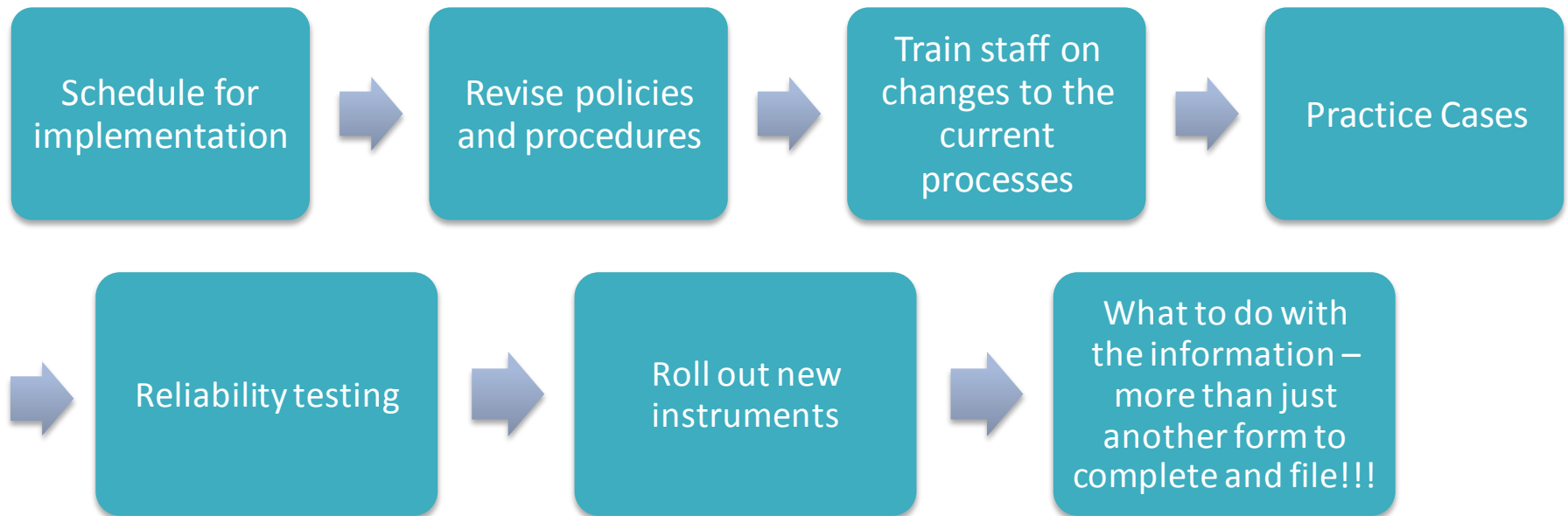
# Phase III: Planning

## Step 3: Develop an action plan



# Phase IV: Implementation

## Move from planning to practice



# Introducing

## Carl Voigtsberger



Housing and Classification Manager  
Wyoming Department of Corrections



# Wyoming DOC Institutions

## Total Population

Incarcerated Males	1,923
Incarcerated Females	250
Total Males	2,114
Total Females	268



## Four Male Facilities

1 Minimum-Maximum	WY State Penitentiary
1 Minimum-Medium	WY Medium Correctional Institution
2 Minimum	WY Honor Farm & WY Honor Conservation Camp

## One Female Facility

1 Minimum-Maximum	WY Women's Center
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# Integrating Screening into Classification

1992

- **External Objective Classification**

2003

- **Internal Classification (males)**

2011

- **Female Classification Systems Developed**

2012

- **Addition of Vulnerability Factors (PREA)**

# Planning and Implementation

## Key Considerations

Staff Interest & Buy-In

Data Collection, Testing, & Automation

Training

Internal Auditing

Maintenance

# Staff Interest & Buy-In

## Obtaining Buy-In and Input from Classification Staff

- **Provide explanation and reasoning for the additional instrument**
- **Discuss PREA requirements**
- **Emphasize benefits:**
  - Improved separation of aggressive and non-aggressive inmates and reduction in assaults
  - Improved identification of victims of sexual abuse and potential victims of sexual abuse
  - If processed accurately and completely, a reduction in individual staff liability with a shift to departmental liability

**WYOMING DEPARTMENT OF CORRECTIONS**  
**Internal Classification Form - Male**

**I. Identification**

Name: \_\_\_\_\_

	Last	First	Middle	WDOC #
Current Custody Level:	MIN	MRE	MED	MAX
Current Aggression Category:	Altus		Medius	Brevis
Current Vulnerability Category:	Known Victim		Potential Victim	Non-Victim
Type of Assessment:	Intake		Post-Disciplinary Review	New Information

**II. Aggression Assessment** – For each aggression factor, score the offender in the category that best describes his most serious behavior.

<b>Risk Factor</b>	<b>Points</b>	<b>Risk Factor</b>	<b>Points</b>
1. Most Serious Felony Conviction		4. Aggressive Interactions	
Highest or High Severity	3	Cognitive Behavior $\geq$ 6 indicators	3
Moderate	1	Isolation $\geq$ 4 indicators	2
Low	0	No Aggressive Interactions	0
2. Current Age		5. Institutional Aggression	
Lo – 27.99	3	History of institutional sexual activities	6
28.0– 46.99	1	STG activities in prison	4
47.0+	0	Conflict/Validated Current STG	4
3. Institutional Behavior $\leq$ 60 months		Static 99 Q10 = Yes	2
3+ Predatory $\leq$ 60 months	8	Suspect/Previous Member of STG	1
1+ Predatory $\leq$ 12 months	8	No Indication of Institutional Aggression	0
2 Predatory 13 – 60 months	5		
1 Predatory 13 – 60 months	3		
2+ Non-Predatory Major $\leq$ 12 mos	3		
1+ Aggression $\leq$ 36 months	2		
None	0		
		<b>Total Aggression Score</b>	<div style="border: 2px solid black; width: 50px; height: 30px; display: inline-block;"></div>

**III. Aggression Category:** Enter the category based on the Total Aggression Score:

Aggression Scale:	9+ points	Altus
	6 to 8 points	Medius
	0 to 5 points	Brevis

**IV. Override Criteria:** Enter the override criteria applicable to the inmate.

- |                                  |  |
|----------------------------------|--|
| 1 Sexual Behavior/Orientation    | 5 Mental Health: _____                                 |
| 2 Developmental Disability/Delay | 6 Medical: _____                                       |
| 3 Language Barrier               | 7 1 <sup>st</sup> Institutional Incarceration/ Naiveté |
| 4 Age/Size                       | 8 Other: _____   |

Comments: \_\_\_\_\_

**V. Aggression Category:**      Altus                      Medius                      Brevis

**WYOMING DEPARTMENT OF CORRECTIONS  
Internal Classification Form - Male**

**VI. Vulnerability Factors**

<b>Factor</b>	<b>Yes</b>	<b>No</b>	<b>Comments/Source</b>
1. Victim of prison rape or sexual assault w/in 10 years			
2. Age (21.99 years or younger) or (62.0 years or older)			
3. Small physical stature (Male: 5'6" and/or less than 140 lbs)			
4. Developmental disability/mental health			
5. Incarcerated less than 90 Days			
6. Gay, bi-sexual, transgender, and/or overtly effeminate			
7. History of sexual abuse in a non-correctional setting within 10 years			
8. History of sexual activities while incarcerated within 10 years (MJ19)			
9. Protective custody placement within 10 years			Date exited PC:
Count number of "Yes" responses to obtain the <b>Vulnerability Score</b>			

**VII. Vulnerability Designation**

If "Yes" to item 1, Enter "Known Victim code.

If "Yes" to two or more to items 2 – 9, Enter "Potential Victim" code.

If "Yes" for one or none of items 2 – 9, Enter "Non-Victim" code.

**Scored Designation:**

Known Victim

Potential Victim

Non-Victim

**VIII. Vulnerability Override** (CANNOT override a known victim, ONLY a potential or non-victim code.

Yes  No  If Yes, indicate change:

Potential Victim to "Non-Victim"

"Non-Victim" to "Potential" Victim

Rationale for the Recommended Override of the Vulnerability Designation: \_\_\_\_\_

**Final Designation:**

Known Victim

Potential Victim

Non-Victim

**IX. Conflicts**

Provide the name, WDOC #, reason for and status of any separation requirements between this inmate and other inmates and/or staff.

**Reason:** Co-defendant

Victim

STG affiliation

Witness

Institutional behavior

Other

**Status:**

Active = A

Resolved = R

None Reported or Noted

**WYOMING DEPARTMENT OF CORRECTIONS**

**Internal Classification Form - Male**

Name	WDOC#	Location	Reason	Status

**X. Unit and Pod Placement:** Based on the inmate's aggression category and external custody level, determine the appropriate Unit and Pod.

WYOMING STATE PENITENTIARY				
External Custody Level	Aggression Category			
	Altus		Medius	Brevis
	Non-Victim	Known Victim/ Potential Victim		
Maximum	E-1 <sup>1</sup> , E-2 <sup>1</sup> or E-3 <sup>1</sup>			
Close-Restricted	A-1, B-2	C-1 <sup>1</sup>	A-1, A-2, B-2, C-1 <sup>1</sup>	A-2
Close-GP	A-1, B-2	C-1 <sup>1</sup>	A-1, A-2, B-2, C-1 <sup>1</sup>	A-2
Medium	A-1, B-2	C-1 <sup>1</sup>	A-1, A-2, B-1 <sup>2</sup> , B-2 C-1 <sup>1</sup> , C-2, K-1, K2	A-2, C-2, K-1, K-2
Minimum-Restricted	B-1 <sup>2</sup>	C-1 <sup>1</sup>	B-1 <sup>2</sup> , C-2, K-1, K-2	C-2, K-1, K-2
Minimum	B-1 <sup>2</sup>	C-1 <sup>1</sup>	B-1 <sup>2</sup> , C-2 K-1, K-2	C-2, K-1, K-2

WMCI GP Housing Assignment Chart		
External Custody Level	Aggression Category	
	Medius	Brevis
Medium	D1, D2, D3, D6	D2, D3, D6
Minimum-Restricted	D3, D6	D3, D6
Minimum	D3, D6	D3, D6

**Recommended Housing Assignment:**

<b>Housing Unit:</b>		<b>Housing Needs:</b>	Bottom Bunk	Handicapped Cell	Single cell
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Case Manager: \_\_\_\_\_  
 Comments: \_\_\_\_\_ Date \_\_\_\_\_

**XI. Housing Assignment**

<b>Housing Unit:</b>		<b>Housing Needs:</b>	Bottom Bunk	Handicapped Cell	Single cell
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Housing Manager: \_\_\_\_\_  
 Comments: \_\_\_\_\_ Date \_\_\_\_\_

<sup>1</sup> Provide single cells with direct supervision during out time for Altus Non-Victim and Altus Known Victim/Potential Victim.

<sup>2</sup> **Do NOT house a Medius-Potential/Known Victim and an Altus/ NonVictim in B-1 simultaneously.**

**WYOMING DEPARTMENT OF CORRECTIONS  
Female Internal Classification Form**

**I. Identification**

Name:

	Last		First		Middle	WDOC #
Current Custody Level:	MIN		MRE		CGP	CRE
Current Aggression Category:		Altus		Medius		Brevis
Type of Assessment:		Intake		Post-Disciplinary Review		New Information

**II. Aggression Assessment** – For each aggression factor, score the offender in the category that best describes her most serious behavior.

	Points		Points
1. Most Serious Felony Conviction Highest or High Severity Low	2 0	4. Aggressive Interactions Cognitive Behavior $\geq$ 4 indicators Isolation $\geq$ 3 indicators Cog Behavior = 1-3/Isolation = 1-2 No Aggressive Interaction Indicators	2 1 0 -1
2. Current Age Lo – 25.99 26.0 – 33.99 34.0 – 46.99 47+	3 2 1 0	5. Institutional Aggression History of institutional sexual activities STG activities in prison Conflict/Validated Current STG Suspected/Previous Member of STG No Indication of Institutional Aggression	6 4 4 1 0
3. Institutional Behavior $\leq$ 60 months 3+ Predatory $\leq$ 60 months 1+ Predatory $\leq$ 12 months 2 Predatory 13 – 60 months 1 Predatory 13 – 60 months 2+ Non-Predatory Major $\leq$ 12 mos 1+ Aggression $\leq$ 36 months None	8 8 5 3 3 2 0	Total Aggression Score	<div style="border: 2px solid black; width: 50px; height: 30px; margin: 0 auto;"></div>

**III. Aggression Category:** Circle the category based on the Total Aggression Score:

Aggression Scale:	9+ points	Altus
	5 to 8 points	Medius
	-1 to 4 points	Brevis

**IV. Override Criteria:** Circle the override criteria applicable to the inmate.

- |                                  |   |
|----------------------------------|---|
| 1 Sexual Behavior/Orientation    | 5 Mental Health: _____                                |
| 2 Developmental Disability/Delay | 6 Medical: _____                                      |
| 3 Language Barrier               | 7 1 <sup>st</sup> Institutional Incarceration/Naiveté |
| 4 Age/Size                       | 8 Other: _____  |

**V. Recommended Aggression Category:**                      Altus                      Medius                      Brevis



**WYOMING DEPARTMENT OF CORRECTIONS  
Female Internal Classification Form**

**VI. Vulnerability Factors**

<b>Factor</b>	<b>Yes</b>	<b>No</b>	<b>Comments/Source</b>
1. Victim of prison rape or sexual assault w/in 10 years			
2. Age (less than or equal to 21.99 years) or (62.0 years or older)			
3. Developmental disability/mental health			
4. Incarcerated less than 90 Days			
5. Lesbian, bi-sexual, or transgender			
6. History of sexual abuse in a non-correctional setting within 10 years			
7. History of sexual activities while incarcerated within 10 years (MJ19)			
8. Protective custody placement within 10 years			Date exited PC:
Count number of "Yes" responses to obtain the <b>Vulnerability Score</b>			

**VII. Vulnerability Designation**

If "Yes" to item 1, circle "Known Victim" code.  
 If "Yes" to two or more to items 2 – 8, circle "Potential Victim" code.  
 If "Yes" for one or none of items 2 – 8, circle "Non-Victim" code.

**Scored Designation:**                      Known Victim                      Potential Victim                      Non-Victim

**VIII. Victim Override**

Do NOT override a known victim, ONLY a potential or non-victim code.

Override Recommended:              Yes   No

If Yes, indicate change:                Potential Victim to "Non-Victim"

Non-Victim" to "Potential" Victim

**Final Designation:**                      Known Victim                      Potential Victim                      Non-Victim

**IX. Conflicts**

Provide the name, WDOC #, reason for and status of any separation requirements between this inmate and other inmates and/or staff.

**Reason:** Co-defendant    Victim    STG affiliation    Witness    Institutional behavior    Other

**WYOMING DEPARTMENT OF CORRECTIONS**  
**Female Internal Classification Form**

**Status:** Active = A Resolved = R None Reported or Noted

Name	WDOC#	Location	Reason	Status

**X. Unit and Pod Placement**

Determine the appropriate Unit and Pod according to the inmate's aggression category, vulnerability designation, and external custody level.

Wyoming Women's Center				
External Custody Level	Aggression Category			
	Altus	Known Victim/ Potential Victim	Medius	Brevis
	Non-Victim			
Maximum	East Wing – Single Cells/No Mix for Altus/Brevis for Out Time Altus Known Victim/Potential Victim not out with Altus Non-Victim			
Close-Restricted	Hall 4**##	Hall 4**##	Hall 4 & 5	Hall 5
Close-GP	Hall 4**##	Hall 4**##	Hall 4 & 5	Hall 5
Medium/Min-R/Min	Hall 4**##	Hall 4**##	Halls 4, 5 & 6	Hall 5 & 6^^
Minimum-Restricted	Hall 6**^^	Hall 6**^^	Hall 6^^, 7, Pods 8 & 10	Hall 6^^, 7, Pods 8 & 10
Minimum	Hall 6**^^	Hall 6**^^	Hall 6^^, 7, Pods 8 & 10	Hall 6^^, 7, Pods 8 & 10

\*\*Separate Out times for Altus Non-Victim vs Know/Potential Victim unless direct supervision is provided.

**^^ Hall 6 should be used to house Minimum-Restricted/Minimum Altus OR Brevis inmates. If an Altus inmate is house on Hall 6, DO NOT house a Brevis inmate on the unit. Minimum-Restricted/ Minimum Medius and Altus inmates can be housed on Hall 6 simultaneously.**

**## Hall 4 should be used to house Medium, Close, & Close-Restricted Altus OR Brevis inmates. If an Altus inmate is house on Hall 4, DO NOT house a Brevis inmate on the unit. Minimum-Rest'd/ Minimum Brevis and Altus inmates cannot be housed on Hall 4 together.**

**Recommended Housing Assignment:**

Housing Unit:	Housing Needs:	Bottom Bunk	Handicapped Cell	Single cell

Case Manager: \_\_\_\_\_ Date \_\_\_\_\_  
 Comments: \_\_\_\_\_

**III. Housing Assignment**

Housing Unit:	Housing Needs:	Bottom Bunk	Handicapped Cell	Single cell

Housing Manager: \_\_\_\_\_ Date \_\_\_\_\_  
 Comments: \_\_\_\_\_

# Data Collection, Testing, & Automation

## Collect Data

- Look at a sample of cases
- Look at factors

## Test

- Pilot test
- Re-test after implementation

## Automate

- Work with IT staff to automate as many features as possible and test with staff
- Revise as necessary

# Training



Train

- Complete initial training with case managers and classification staff
- Annual training

# Internal Auditing

## WHO?

- Experienced and inexperienced (new case managers) auditors familiar with classification process who are NOT from the facility being audited

## WHAT?

- The most recent classification on file, including every item on the instrument for accuracy and completeness

## WHEN?

- Yearly

## WHY?

- To ensure proper administration of the instrument

## WHAT NOW?

- Report out to facility wardens and classification staff
- Require corrective responses in writing
- Adjust training based on findings

# Maintenance

- **Make sure you have a process in place that allows you to make changes based on audit findings**
- **Train annually with a consistent message**
  - Ensure availability of Classification Manager for questions and interface with IT and administration
  - Keep experienced facility housing managers in the loop
- **Regularly update classification manual and highlight changes to staff**
  - Make the most recent manual easily accessible to staff
  - Do not publish manuals prior to instruments' availability through IT

# Questions?

We will now take questions from our participants. Please send those to Margaret diZerega through Private Chat or via email at [mdizerega@vera.org](mailto:mdizerega@vera.org), and we will ask them on your behalf.

A recording of this webinar will be available on the PREA Resource Center in a few days.

# For More Information

For more information about the **National PREA Resource Center**, visit [www.prearesourcecenter.org](http://www.prearesourcecenter.org). Ask questions at [info@prearesourcecenter.org](mailto:info@prearesourcecenter.org).

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For more information about the **Vera Institute of Justice**, visit [www.vera.org](http://www.vera.org). Direct questions to [contactvera2@vera.org](mailto:contactvera2@vera.org).

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