

NATIONAL
PREA
RESOURCE
CENTER



**THE JAIL PREA
COORDINATOR:
YOUR VOICES
FROM THE FIELD**



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Before we get started...

Tips for technical difficulties

- Audio on either VOIP or phone
- Use the “question” or “chat” function on your control panel to ask a question
- For technical assistance click on the “help” function—top right of control panel



Introductions

- Emily Niedzwiecki
PREA Management Office
Bureau of Justice Assistance
- Elizabeth Layman
Consultant



PREA Coordinator Webinars—Series of Three

"The Making of a Jail PREA Coordinator—Finding Your Leader"

Archived:

<http://www.prearesourcecenter.org/training-and-technical-assistance/webinars/2827/the-making-of-a-jail-prea-coordinator>

"Specific Challenges for the Jail PREA Coordinator"

Archived:

<http://www.prearesourcecenter.org/training-and-technical-assistance/webinars/2829/specific-challenges-for-the-jail-prea-coordinator>

"The Jail PREA Coordinator: Your Voices from the Field"

Today's webinar begins with voices from the field about their experiences with PREA, with some additional tips and suggestions from the field. We will address pre-submitted questions, and questions submitted during the webinar.

Today's Agenda

1. Presentations by our guest presenters
2. Response to pre-submitted questions (from survey)
3. Open Question and Answer time

PREA Coordinator Role—The Big Three

The PREA Coordinator:



- Develops



- Implements



- Oversees

the agency's efforts to comply with PREA standards in all facilities.



Guest Presenters: Subject Matter Experts

**Regina M. Faticanti, Middlesex Corrections
James Kenney, Osceola County Corrections
Isaiah Dennard, Florida Sheriffs' Association**

Isaiah Dennard, Jail Services Coordinator Florida Sheriffs Association

Roles and Responsibilities

- Providing Training
- Technical Assistance
- Education
- Policy Development
- Site Visits
- Jail Inspections
- Accreditation Reviews
- PREA Readiness Reviews

Florida Sheriffs Association

PREA Efforts

The Florida Sheriffs Association supports the efforts of those Sheriffs Offices that seeks compliance with the Prison Rape Elimination Act of 2003.

The Jail Services Coordinator for the Florida Sheriffs Association acts as the statewide PREA Resource for the Sheriffs by assisting those agencies in the development of a zero-tolerance policy for sexual abuse and harassment.

Florida Sheriffs Association – PREA Efforts & Partnerships

The Florida Sheriffs Association provides staff support and Technical Assistance to the Florida Model Jail Standards Committee. This committee through a joint Task Force developed minimum jail standards to address PREA.

Florida Sheriffs Association – PREA Efforts & Partnerships cont.

Jail Standards Address Issues Related to PREA, such as:

- **Staff Training** -

- How to recognize physical, behavioral, and emotional signs of a victim of sexual abuse
- Understanding the identification and referral process when an alleged abuse occurs, and
- Understanding and practicing sexual abuse prevention and response techniques

- **Inmate Education**

- Protections, Treatment & Methods of Reporting.
- A written copy of information summarizing this topic (e.g. Handbook, posters, pamphlets, etc.)

Florida Sheriffs Association – PREA Efforts & Partnerships cont.

Florida Department of Corrections

The Florida Sheriffs Association partnered with the Florida Department of Corrections to conduct joint Specialized Training for Investigators.

A Specialized Train-the-Trainer class for “Sexual Abuse in Confinement Settings” was conducted in 2013 with Sheriff Offices Investigative Personnel in attendance, who in turn was used to conduct various trainings throughout the state.

Florida Sheriffs Association – PREA Efforts & Partnerships cont.

Florida Police Accreditation Coalition, Inc.

The Florida Police Accreditation Coalition, Inc. (FLA-PAC) is a not-for-profit corporation formed in 1989, under the laws of the State of Florida, for the purpose of providing member agencies:

- A network of law enforcement professionals encouraging communication
- Mutual cooperation
- Support
- Sharing of resources among each other

The Florida Sheriffs Association had partnered with FLA-PAC to provide periodic PREA related training during their conferences.

Florida Sheriffs Association – PREA Efforts “Workgroups”

Through the efforts of FSA several PREA Workgroups were developed:

PREA Auditor Workgroup – this group was established to:

- Provide a communication link between PREA Auditors
- Provide a Resource link for PREA Coordinators/Compliance Managers
- Establish consistency between PREA Auditors as to the interpretation of standards

Note – this group consists of certified PREA Auditors that work for Sheriffs and County entities. In addition, this group is utilized to conduct Specialized training, PREA Readiness Reviews and Mock Audits.

Florida Sheriffs Association – PREA Efforts “Workgroups” con.t

PREA Coordinator/Compliance Managers Workgroup - this group was established to provide:

- A communication link between PREA Coordinators/Compliance Managers and the Jail Services Coordinator
- Establish a networking system from a statewide level
- Establish a informational sharing link

Note – this group is utilized from time-to-time to provide training throughout the state at conferences and/or FSA sponsored PREA related trainings.

Florida Sheriffs Association – Collaboration with the Florida Dept. of Law Enforcement (FDLE)

PREA Grant applied for by FDLE, the statewide investigative agency

Once Grant has been approved, FDLE has proposed to sub award grant with FSA to provide statewide training PREA for:

- Sheriffs
- Chiefs of Police
- and others

Major step in the commitment and support concerning PREA in local jails and lockups.

Lesson Learned from the Field

Some of the lesson Learned from the field includes:

- Culture
- Training of Staff, Inmates, Volunteers & Contractors
- Misconception that PREA does not apply to Jails
- LGBTI Populations and Sensitivity
- Cross-Gender Supervision (Knock-and-Announce Rule)
- Inmate rights to Privacy
- Inmate privacy right versus security concerns
- Constitutional Minima (8th Amendment for Convicted Inmates, and the 14th Amendment for Pre-Trial Detainees).
- Cost of compliance

Tips and Recommendations

- Agency buy-in and commitment starts at the top
- Change in Agency culture is a must
- The selection of a PREA Coordinator is vital
- Emphasis must be put on the development of a comprehensive Risk Assessment Tool
- Assessments (whether formal and informal) of vulnerability and predatory behavior by staff is key
- Agency should develop Time-Lines for compliance

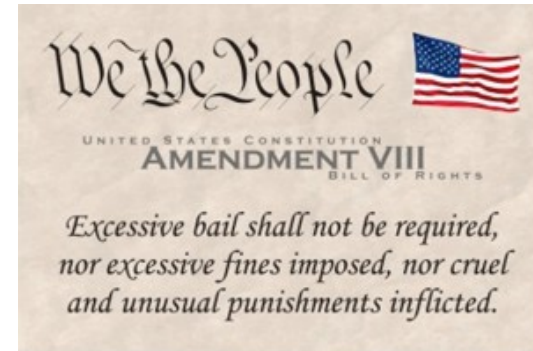
James Kenney, PREA Coordinator Osceola County (FL) Corrections Department

Roles and Responsibilities

- Part of the Quality / Risk Control unit, under the supervision of the Quality / Risk Control Manager.
- Review policy and recommend changes, when necessary.
- Provide education to staff, volunteers, contractors and inmates.
- Member of the Victimization Committee, make recommendations on housing and accommodations and monitor potential victims to ensure their safety.
- Maintain documentation for audits and incident files.

Care, Custody, and Control

Eighth Amendment – Duty to Protect



Rather than reinventing the wheel –

- Educate staff that PREA is an extension of the Eighth Amendment.
- PREA strengthens the concept of the duty to protect.

Leadership and Teamwork

Agency leadership engagement is important.



Teamwork is the pathway to success.



Community Involvement

Engaging the cooperation and assistance of your community partners is vitally important to your success.

Osceola County Sheriff's Office



Victim Service Center of Central Florida, Inc.



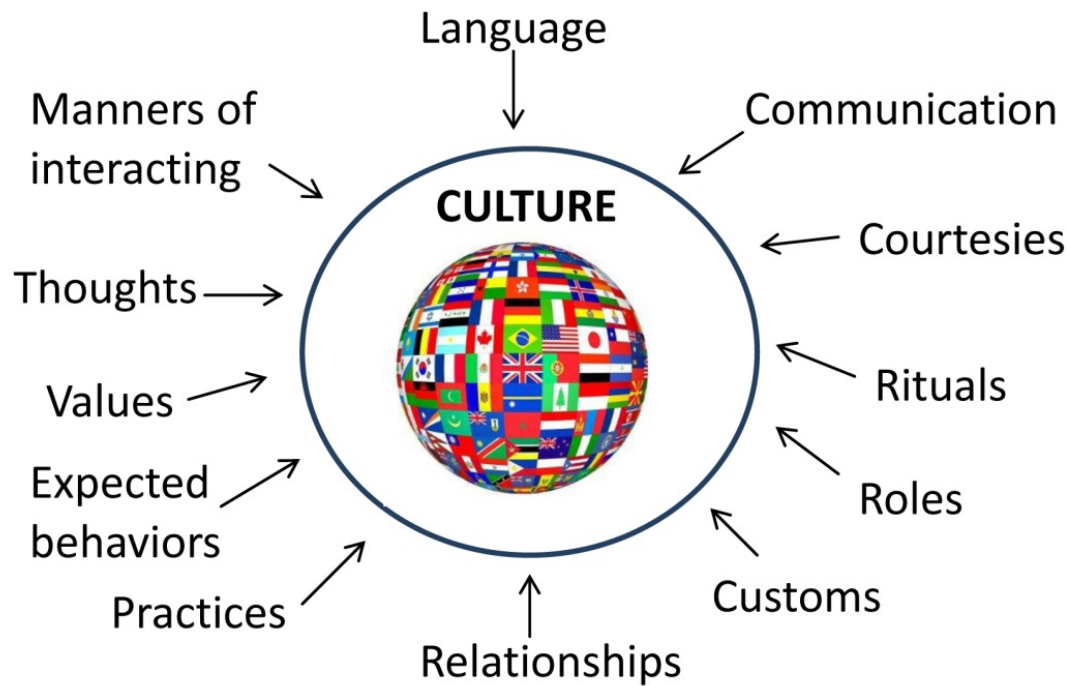
Central Florida CrimeLine



Culture Change

Evaluation and education are important to the development of facility culture and the LGBTI community.

The audit is a test of that culture, not a review of your procedures.



Big Challenge

Cross-Gender Viewing §115.15(d):

Open showers at the center of direct supervision pods

Pod windows allow for viewing into the shower



Big Challenge



Regina M. Faticanti, PREA Coordinator
Middlesex House of Correction and Jail

**Middlesex House of Correction and Jail
Billerica, Massachusetts**

Sheriff Peter Koutoujian

Special Sheriff Shawn Jenkins
Superintendent Carole Cafferty

Regina Faticanti
PREA COORDINATOR



LGBTI – policy and practice

Three main LGBTI components to our implementation:

- The use of a screening tool employed at intake to achieve the best classification for inmates who identify as LGBTI
- Using the correct verbiage when we speak to members of the LGBTI population
- Cross-gender searches and transportation issues

LGBTI

The most critical issues for us as we learn to manage this population from intake to release, include:

- Having a conversation with all staff concerning the appropriate and non-offensive terms, pronouns, and language.
- As PREA Coordinator, assuring that this conversation takes place in training.
- Reviewing all policies and procedures to assure that policy is appropriate in the required practices and language.
- Giving staff a venue for discussing these issues.

Screening Tool

(§115.41 Screening Inmates for Risk of Sexual Victimization and Abusiveness – item #7 from the list of risk screening factors in the standard)

7. Whether the inmate is or is perceived to be gay, lesbian, bisexual, transgender, intersex, or gender nonconforming;
 - **We assign these inmates based on risk factors and the characteristics of inmates in each housing area.**
 - **We consider transgender placements on a case-by-by basis concerning whether to house in male or female housing.**

Screening Tool

(§115.41 Screening Inmates for Risk of Sexual Victimization and Abusiveness, items #8 and #9 from the risk screening factors listed in the standard)

8. Whether the inmate has previously experienced sexual victimization;
9. The inmate's own perception of vulnerability;

- **We are very careful to ask if the inmate concerned for their own safety.**

In order to help staff feel more comfortable with these questions we offered training to all staff and medical and mental health providers, and explained each question and the reasons for asking them.

Intake Practices

- When booking the inmate we also add the individual's taken name in the comment screen
- Transgender inmates are asked at intake what name they wish to be called
- We still print ID's with their given name but it allows us to begin the process of respect with our transgendered population

Cross Gender Searches

- If there is an exigent circumstance and a transgendered inmate needs to be searched by a person of the opposite gender then a confidential communication report is generated by the officer conducting the search.
- We have a discussion with transgender inmates as to who they want to perform the search. After an overall evaluation that considers their preference, and other factors on a case-by-case basis, we make a decision.
- Each transgender inmate is unique and should receive case-by-case consideration.

Inter-Agency PREA Workgroup

- When formed
- Who participates
- Goals of the workgroup
- Positive outcomes of this workgroup
- How you can form one yourself

Tips and Recommendations

Use each other as a resource.

- Under the direction of Sheriff Koutoujian we brought PREA Coordinators together from across the Commonwealth for several trainings. We were able to share information, and connect with one another.
- Do not re-invent the wheel. There is information out there and folks willing to share it.
- Work with you state sheriffs' association. The Massachusetts Sheriffs' Association convened a PREA group where PREA coordinators met every month for about 2 years.

More Suggestions

Some additional strategies to assure your PREA success...

Use the Available Resources

Toolkits, Guides, Resources, Audit Instrument

PRC website: www.prearesourcecenter.org

- Agency assessment toolkits
- Training videos, curriculum, etc.
- Audit instrument
- Webinars, library
- Links to other resources, including elearning courses



www.aja.org

www.nicic.gov

Don't be afraid to reach out to peers, resource organizations for help.



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Put it in writing...

Create you own “Manual of Procedures” for what you do as a PREA Coordinator.

It can be very helpful to have these handy for a number of reasons:

- Helps during the audit process
- Assures that you aren't missing any steps – just like having an investigative checklist as an investigator
- Provides a guide when someone else has to take over your role, either permanently or temporarily
- Provides a means to assess your efficiency

Put it in writing...

What would a personal “Manual of Procedures” look like?

- Identify each of your tasks.
- Write down the steps you take to complete the task.
- Review the outcome to assure you are accomplishing what the task is supposed to.

Example:

Task: Assure each employee has received the training required in PREA standard 115.31

Steps:

1. Get a copy of the blank document each employee must sign.
2. Make a note of where those signed documents are kept. (i.e. personnel file, training division.....)
3. Get a list of all current employees.
4. Assure that there is a signed document for each current employee.

Find External Support—PREA Workgroups

Multi-jurisdictional PREA workgroups can be very helpful and prevent unnecessary duplication of work.

- Established by jails in adjoining counties
- Particularly beneficial for smaller jails with limited resources
- Meet regularly (monthly, bi-monthly)
- Exchange solutions to common challenges
- Share training materials
- Share policy revisions and suggestions
- Provide a means to conduct assessments of each other's facilities, policy, practice, etc.

For More Information

For more information about the **National PREA Resource Center**, visit www.prearesourcecenter.org.

To request assistance visit:

<http://www.prearesourcecenter.org/training-technical-assistance/request-for-assistance>

Direct questions to: <http://www.prearesourcecenter.org/about/contact-us>

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Kathy Dennehy, Coaching
Sarah True, Program Support

For more information about **AJA**, visit www.aja.org

This webinar enhances the NIC e-learning course "PREA Coordinators' Roles and Responsibilities," which can be found at the link: <http://nicic.gov/library/027694>



PREA Coordinators

If your agency has a designated PREA coordinator, and you have not already submitted his/her contact information to the American Jail Association (AJA), please do so at www.aja.org and follow the link on the website.

Other AJA PREA activities as part of the PRC partnership:

- PREA FACT Bulletins—handy guidance for certain aspects of implementation of PREA standards
- Field-initiated training and technical assistance
- Archived webinars on the PREA Resource Center website
- American Jail Association's 35th Annual Conference
Austin, TX May 22 – 25, 2016

Questions?



