

# **State PREA Coordinators' Conference December 14 – 16, 2009**

**Florida Atlantic University  
Fort Lauderdale, Florida**

## **Summary of Meeting**

This meeting was funded through Cooperative Agreement 2009-RPBXK144 to the Center for Innovative Public Policies, Inc. by the Bureau of Justice Assistance, Office of Justice Programs, U. S. Dept. of Justice.

February 9, 2010

CENTER FOR  
INNOVATIVE PUBLIC POLICIES



## Opening Session

Gary Dennis (BJA) opened the session noting that in addition to the information to be exchange, this event provides an important opportunity to have input into the process of the standards. The Attorney General is looking forward to the input and feedback that you all give. The interactions that will occur over the next two days will be very valuable.

Dennis further encouraged everyone to share [your experiences and your] information stating he believed the meeting will be valuable personally and professionally, and will help to shape the standards.

Leslie Leip (FAU) highlighted the resources on the flash drive, reviewing the contents in each participant's folder. All the panel presentations from the conference, which were provided by participants before the program, are on the flash drive. The information from the National Institute of Corrections (NIC) "super disc" is copied on the flash drive, as are BJS data sources and related reports from the government and private sector.

Attachment A – Meeting Agenda

Attachment B - Attendees



**Concurrent Panel:  
Written Policies and Procedures**

**Tuesday, December 15, 2009**

**9:00 AM – 10:15 AM / 1:00 PM – 2:15 PM**

Kimberly Hendricks (OR) reported how Oregon developed their PREA policy. First, they developed an action plan and created a statewide PREA workgroup (including advocates, experts in domestic/sexual violence, AIDS Project, medical/mental health, State Police, County Sheriffs, and DOC/labor union representatives). It was challenging to keep outside stakeholders engaged given the sensitivity of the topic.

Paul Kirkpatrick (OK) strongly urged that every department use the policy review guide developed by the National Institute of Corrections as it helped OK to develop a strong policy. OK DOC also did a PREA needs assessment to see what staff in the institutions knew about prison rape and reported it gave them a sense of the values and beliefs of the staff. It is also very important to be sensitive to the knowledge, attitudes, and beliefs of those involved in their workgroup – in order to be aware of how to keep people engaged around a difficult topic.

Kirkpatrick (OK) shared that he had put a lot of thought into the different constituents and stakeholders who should be involved in the creation of the state's PREA policy, explaining how the composition of the group changed over time. He noted that at the first meeting, there was 100% attendance. The second meeting, 95%...after the words 'penis' and 'vagina' came up as part of the conversation, there were three people in the next meeting (down from 23), concluding that people clearly were not comfortable talking about human sexuality.

Charlotte Jordan-Williams (NC) explained that the NC DOC started a Sexual Violence Overview Workgroup. She cautioned that cases will come up that you did not expect" (e.g., a female citizen pulled over to the side of the road and had sex with a male inmate on a work crew). And those cases would have to be discussed in detail by the workgroup.

Kirkpatrick (OK) shared two incidents that the OK DOC had experienced – one where a woman on work release (employed at a hotel) was raped by a few hotel guests; and another where a male inmate had to have sex with three other male gang members in order to become a member of that gang. In the first incident [female inmate on a work release] she went to work and got involved with three guests of the hotel, became intoxicated with them, and was sexually assaulted. He reported that when she came back to the institution and reported it – that she wasn't believed.



The meeting participants discussed the dynamics of both incidents, with a dialogue on the gray areas. Do they 'count' as PREA incidents or not?

Brenda Smith (American University) was telephoned and asked to comment on the incidents, saying that she believed that the first incident was not a PREA incident because the inmate was not placed in the employment situation; the inmate found the job herself. Andie Moss. The Moss Group (TMG) recommended that, when in doubt, report it under the BJS data collection process and make a notation. This would enable BJS to decide whether it counts or not [based on their counting rules].

Hendricks (OR) brought up the issue of staff not doing the things that are outlined in the policy. OR policy is now both policy and procedure, and has good flow between the two. Staff don't have to go searching or cross-referencing policies [in order to find out what their individual responsibilities are].

Kirkpatrick (OK) spoke about the evolution of the DOC's policy and the associated procedures noting that now OK has a lot of procedures, but it fits right in with the policy. There is not anything wrong with coming back to the table and having more input and making revisions to the policy document over time. It does not have to be stagnant; and it shouldn't be

Charlotte Jordan-Williams (NC) said that the discussion brought up a lot of questions about how specific you get within your policy.

*Question: Does your policy name the positions the policy covers? Does the policy refer the reader to ten other agency policies?*

*Responses:*

- If I'm a new PREA Administrator, I should be able to pick it up and know what the rules are. We have everything – both policy and procedure – in the same policy. It may be a difficult thing to do, but it is important to spell out the flow of the work (e.g., X will be responsible for the investigation; the inmate would then be referred to Y for a sexual assault exam, etc).
- Hendricks (OR) said that the policy guide developed by the National Institute of Corrections (NIC) helps you to ask the questions you need to about your policy. She shared that document, as well as the Developing / Revising PREA Policy document from NIC.
- Kirkpatrick (OK) said that the NIC policy self-check was critical [to Oklahoma's process]. OK used the document in 2006, and it really helped. Once you think the document is ready to go to the director for signature, he recommended that [you need to] step back and think about the things that your workgroup didn't think about (e.g., are our investigations like an interview or an interrogation and how do you counter something like that? So we added an advocate into the hearing

process). You would be surprised about the impact of that person's presence during the investigatory process.

*Question: Have you run into any issues with your policies that you were able to address?*

*Responses:*

- We didn't have enough clear definitions about roles of those involved in the process.
- We had to examine all of the other policies that the PREA policy affected (e.g., investigations policy with PREA policy, etc).
- Getting staff in to train them in the revised policy or having them read the new policy if it happens in between annual refresher training.
- Changing dated language towards language that is more inclusive.
- We had victims and perpetrators who were put in to dry cells (segregation) so that evidence can be segregated. They had to be stripped searched prior to going into segregation. So you've got victims and perpetrators in close proximity (and who had to be victimized again with a strip search after being assaulted). We had to change our policies in order to address the issues (moved to a different program area, out of a different facility, medical bed, etc temporarily).
- After a major change, we met with each facility administrator and shift commanders from that facility. They later went and briefed their staff during shift change meetings. This improved buy in at the institutional level.

DiPaulo (MA) had a steering committee that was written into the policy for the first two years of its existence. It included wardens, key managers, and other stakeholders, and he reported that this kept the core group together during that [critical] time. Paul Kirkpatrick (OK) agreed, saying that if the top of the agency is 100% is behind it, it helps to keep it on track.

DiPaulo (MA) brought up the issue of staff awareness. The Massachusetts DOC sent surveys out to all 5,000 staff members to assess where staff members were about prison rape and their awareness. They received 4,467 responses back. It helped the agency to gain an understanding of where staff members were and how they perceived the issue of sexual violence.

Hendricks (OR) shared her agency's learning experience in helping us to understand what works and what doesn't from the inmate's perspective. OR found that inmates who were assaulted wanted to be moved to a different institution and the perpetrator put in segregation. OR let the victims have some choices and tell us what their preferences are.



Kirkpatrick (OK) spoke to the issue of alleged incidents and understanding the impact of post-traumatic stress of previous victims (e.g., a woman who was sexually victimized prior to prison and she associated the mere presence of a male in close proximity was equated with victimization).

*Question: Have agencies identified people who are predators towards staff? If so, do you prosecute?*

*Responses:*

- Yes. One inmate had been bragging that he turned out his third female staff member. That's one of the problems we have with the standards (that the agency cannot prosecute the inmate victim).

*Question: Have the draft standards had changed the way agencies do business?*

*Responses:*

- The panel responded that they had not changed much in terms of the process they engaged in prior to the release of the draft standards, but they had changed some of their language to be more progressive and inclusive (especially as a result of working with advocacy groups).

Kirkpatrick (OK) spoke about the importance of having a regular review process for an agency's PREA policy. Case law and other factors change and influence the policies.

Renzi (RI) spoke about the role of Memorandums of Understanding (MOUs) have played in Rhode Island, and the agency's efforts to enhance those areas because they are not directly under the jurisdiction of the DOC.

Davis (MD) asked about the distinction between inmate-inmate and staff-inmate sexual abuse and what agencies do. Jordan-Williams (NC) said that her agency broke it down separately, but included both in one policy as the culture of the staff is to read only what is applicable to them. Kirkpatrick (OK) said his agency merged the sexual misconduct policy with the PREA policy (the attorneys recommended that the legal language be dropped into the PREA policy for prosecution). He noted it's easier for a staff member to have one policy and be able to find the section of the policy that applies to them.

DeLano (WA) said that Washington state has created a policy for sexual harassment for inmates who harass staff in a sexual manner. The policy is currently in draft form, but expect to have it in place soon.

Gerardi (NJ) said that the definitions are key and that they should be consistent through any documentation.



*Question: How do agencies keep disciplinary misconduct rules consistent with the PREA Policy?*

*Responses:*

- OR rewrote their rules after PREA and has a separate misconduct category for inmates who make sexual advances towards a staff member (if the staff member responds affirmatively, then the staff is held accountable, not the inmate).
- In NC, they added an extra step that if an inmate is going to receive a disciplinary report for a PREA incident, such an incident must be reported to the Secretary of Corrections office directly in order to reduce abuse of over-using the disciplinary reports against inmates (who are sometimes also the victims of sexual assault).

There was a discussion about the roles of labor unions and their participation in the process of policy development and discipline. The majority of participants noted that, when labor unions were present in the agency, they were also involved in the policy development process.

**\*\* Recommendation:** every agency submit their most recent PREA policy to CIPP for re-distribution.

With respect to specific memorandums of understanding (MOUs) with the District Attorneys, most states do not have them. Some participants noted that this may be due to the anxiety that the legal language creates for the DA's. Most states stated that they have informal agreements between the departments and the District Attorneys.

The language in inter-state compacts is another issue. Departments need the data and the information for reporting purposes, but are sometimes challenged in obtaining it.

There are distinctions between states: some states are NOT reporting "consensual" sexual acts between inmates as PREA incidents, and some states are because consent cannot be given and the act automatically turns into a rape.

**\*\* Recommendation:** participants would like a decision about what counts as a PREA incident where there is "consent" between inmates. Contact Allen Beck (BJS) for guidance.

Andie Moss (TMG) encouraged the group to think about what has been accomplished and how far the field has come. She noted that much has changed over the past few years. We will never take the grey area out completely or cut out all of the judgment required on these topics. Some questions cannot be answered without [making your best decision] regarding grey areas.



Hendricks (OR) recapped the main points of the session and recommended that each agency look at their policy with fresh eyes. OR is excited about going back and reviewing their existing policy in a totally different way. OR has made strides forward and still have a long way to go and take it one day at a time, one investigation at a time, and documenting what we do.





## **PREA Staff Training and Inmate Education**

**Dec. 15<sup>th</sup> 2009**

**9:00 a.m. – 10:15 a.m. / 1:00 p.m. – 2:15 p.m.**

- Strategies for staff training
- Inmate education – overcoming some major cultural obstacles
- Effective practices
- Sharing

### **Staff Training**

Alabama

- Exec Trgn. – Get Leadership on board – critical to cultural changes
- NIC/The Moss Group did executive training

All three presenters found important to have a single point of contact for PREA matters. Iowa - when I first became the PREA person, I heard the frustrations of the investigators. A lot had been done on Staff Sexual Misconduct, but not on inmate-inmate violence.

### **Victim services:**

- I partnered with our victim person – not a very popular thing to do.
- There was a cultural thing against victim services, but there has been a change now. The victim person got someone from our SATC center to train. This person talked straight to these folks about victims of sexual violence, their response and issues. It was free, made a huge impression on staff, and they learned.

### **Training successes:**

- We got a grant to educate our stakeholders, sheriffs law enforcement etc. which was very well received.
- Have met with our prosecutors and included them in our training.
- We contacted with coalition against sexual assault. They fashioned training about sexual assault in prison. We were able to get some of our money for this, and we sent executive staff as well as line staff. This was extremely effective. But now we have no more money.



- Wardens meet with prosecutors. We took time to teach our wardens how to go to the prosecutors, and what to teach them. Prosecutors were extremely receptive.

### **Pre-Service Training:**

#### **NH**

- Will be piloting a mix of online and classroom pieces. The online will give them the basics and overview, then the classroom is a follow-up with dialogue.
- Added trauma training. Very effective. Discusses victimization of inmates and helped staff understand what happens with sexual assault – the result of it – and not just the reporting and investigation and operational impact.
- Have different training for female offenders and male offenders. We felt that there were differences, so we broke them out. Other places use non-gender specific inmate orientation – maybe use a different approach during the training, but use the same training.

#### **Iowa**

- Used to have a big disconnect with the person responsible for PREA training because they were located out in the academy. Now she reports directly to PREA Coordinator, and that has been a big help.

### **Tracking staff who have been involved:**

- Staff terminated and then seek hiring in another state.
- Very important to check all sources for staff predators – whatever state agency with a repository of employee, former employee information - CJST, POST, etc. - not just the HR from a former employer.
- These folks go to other jobs, other than state corrections – like jails, juvenile, etc.
- It would be helpful to have some kind of database to keep a record of these staff that are involved in SSM.
- It is important to know what there is in every state to check this. This should be included in HR training.
- Many states' correctional officers are not certified, and there is no CJST or POST for them
- A lot of our staff are contracted staff so some of these sources are just not there for them.

### **Staff Training issues:**

- Executive staff have very little training on sexual violence.



- Don't try to reinvent the wheel. Use stuff out there – like the NIC stuff –just add stuff appropriate to your specific state.
- Roll call briefings to introduce PREA, and followed up with in-service training for more detailed training.
- Cultural problems – a lot of folks still think about inmates as “they are just getting what they deserve”. Cultural change is slow, but a lot of it has to do with in-service training. AND, you have to practice how you train. We continue to go at them with this topic. Don't use the same stuff every time. Use different things and different approaches each time.
- Alabama – rigid screening process for our trainers. We not look at their general skills, but also how they can handle this topic, and how they view this – attitude, etc. We also include our wardens as part of the training program. Leadership involvement is critical.
- NIC – coming soon is ITIP - a training module. It's for you to assess the training. Guidance tool. Should be ready in 9 months.
- How do we keep it fresh? We have tried to mix in different methods of training. Alabama had a grant from COPS to create computer-based training. Guides the student based on their response. We really try to take it to a different level. Now we use a lot of focus groups to discuss actual incidents. We change the delivery type and the content.
- Wisc. – talk about real cases. It does a lot to shift the culture since it is in their own agency. The dialogue is key. Change names to protect the guilty. We had a video of an investigative interview – a real one – and it showed how he got caught during the interview.
- Due to high turnover (38%), we have to train large groups quickly, and don't have the luxury of doing small group training. How do you deal with this?
- Solutions from the group:
  - moved a lot of the basic training to e-training.
  - building blocks – we found that training about victimization is going over the heads of the new folks. So we started with basic discussion about victims on e-learning, and then moved forward to the next step for the one-on-one piece. We are going to start with the next block once they understand basic victimization. Then on to inmate-inmate violence, and then staff-inmate. Now we do mini-blasts on e-mail, and post it at the time clocks, do a video blurb.
  - find single topics and brainstorm at each institution and find a way to totally infiltrate the system on this mini-topic for a month. Then give them a break for a month, and do another mini-topic. They can't come to us for



training anymore, we have to get it out to them on the post and in the kitchen, etc. Have to get something in front of staff constantly and continuously

- we do a PREA drill – like a fire drill or an emergency situation practice. We have our volunteers go online and do the NIC e-based training on PREA. We also used NIC's e-based program and changed it a little for our state. They go through a first responders drill as if they just had an incident.....we let the facility do it, but it is a practice drill. How they handle the evidence, the victim, dealing with medical staff, etc. Just like we do an escape drill. The good thing is that we are training our round the clock staff, because we used to train our 8-5 staff, but we know that we have to do this with first responders. And it works really well. It helps us to assure that we have everything in place.
- We had to have some serious preparation discussion before showing this stuff and talking about it, and then debriefing afterward. We have to be prepared to deal with those who have a response to this.
- Problem with training people who see this behavior as not normal. For example, many of younger male recruits, they may have had military or sports team experience where some of these inappropriate behaviors as part of that activity. If they have to understand that this behavior is victimizing, then how do I get them to not feel like they are either victims themselves or predators. Suggestions – “in the correctional setting, this is how it might be seen.”
- We got a video from our SATC. There are lots of videos out there from various sources. Most of these places are so happy to share. This one video really got the message across about people being vulnerable. It showed a police officer being lured into a dark alley at night, and being attacked and raped by another male. Changed that attitude “well this is a homosexual thing and if they didn't want to get raped, they could prevent it.”
- We found that we had to take out a lot of the victim-blaming stuff. We had to better delineate between the inmate on inmate, and staff on inmate violence. This helped a lot. We covered the trauma and human effects of being victimized. Testing and interactive small group exercises. Interestingly, this brings out the fact that even among our staff we have those who have had past trauma – veterans, those with a history of abuse in the lives, etc.
- Anatomy of a set-up.

### **Training for Contractors:**

- We write the PREA policy and a termination clause in our contracts with outside contractors/vendors if they fail to follow PREA policy.



- If you want to 'train' the contractors – particularly the medical contractors, never say we are coming to 'train', say we want to have little 'conversation' with you about a topic of concern.
- With our mental/medical health folks, that standard about not reporting and confidentiality is in conflict with our state law which does require them to report directly to us.
- We make the contractor responsible for getting any employee they have to sign off that they understand the policy and procedure on PREA. We make that the responsibility of the contractor. It's in the contract.

### **Victim Advocates:**

- Not every victim center welcomes 'offenders'. We had to actually train them and change their cultural attitude and perception. We wanted to get everyone alienated with us. We even showed them our videos and a lot of our training materials.
- We watch for opportunities to include our community partners, SATC's, victim's groups, etc. It's a real paradigm shift – they are dealing with the victims of offenders, so it has taken some effort on our part to get them to view the inmates as victims. But with time and collaboration, it is helping. We have them actually be the ones to come in and do the training for our offenders – 'how can you stay safe during your incarceration', and 'what would your feeling and responses be if you are victimized'. And this is free.
- Each time we have an inmate assault, we give them immediate access to victim assistance, etc. There has been a problem in the community. With their attitude, because a lot of these victims groups do fundraising and the public has an aversion to allowing them to work with inmates.
- We have victims' advocates on our own SART team, and we use our own staff. This helps solve the issue of having an officer present if a non-certified person is interviewing an inmate victim. We use non-security staff, such as program people, etc. This helps us deal with issues that an outside person would not have knowledge or understanding of, such as relocating an inmate, etc.
- In Alabama there are regional PREA coordinators who were part of this first response team. So they would work with investigators, but also help with victim services to the inmates. They got quite used to doing this, so they are very good at it.
- Consider using chaplains, too.
- TX also wrote into state law that certain persons can be used as victim advocates, such as our psych staff, etc. Have to be careful to not create a conflict of interest. And we have some very remote facilities, so we do have some problems there.

- Video-conferencing can work with some of the remote locations.

### **Offender Education:**

- We use the NIC produced video.
- We didn't have anyone very comfortable doing offender training on these topics. We have training for trainers in development, and trying to get someone from each institution to have the skills to do this, and include someone from the outside to work with them on this.
- We move inmates all the time, so we are getting our wardens to communicate about what happens when inmates are transferred, so we can assure that they have all had the orientation. One big problem is our lifers because they don't move, and so we have to keep the training fresh for them, too.
- We try to freshen our information for those inmates, to be sure that they are getting updated info.

### **Reporting:**

- Initially it was hard for our administrators to digest that reports of allegations were spiking but it has dropped off, and we have to make sure that our administrators understand why they are spiking.
- It is important that administrators understand that it is more comfortable when we have higher numbers because if we have low numbers, then it is our reporting process or some other issue that are the problem. Low reports definitely make me MORE uncomfortable – why aren't there reports?
- As far as reporting, we now have a database that keeps track of all the numbers and criteria of these reports. That is critical.
- AU/WCL has excellent resources about the reporting issues.....how to classify the incidents, etc.

### **Investigators:**

- Our investigators were trained at NIC programs and this really helped.

Williams (AL)

- had more than 300 allegations in the women's prison.
- BJS interviews with inmates. Mostly staff-inmate.
- We created an investigative task force. Previously we had not had any kind of centralized database of reports, which meant that things were getting lost and there was inconsistent follow-up.



- Able to bring in for free Washington launching specialized training, as a result of lawsuit.
- Focus will be on a critical analysis of investigative reports. We have become much better at investigations, and in writing our reports. Analyzing investigations to determine if everything that needs to be there is, and then coming up with solutions and ideas to combat this.
- Analyze the discipline and the disciplinary process. We designed it in-house, and not with the outside agency. However, our IG has been very instrumental in this. Obviously applicable to more than just PREA.

### **In-service training:**

- Keep the dialogue lively over the years.
- Computer-based training.
- Use NIC materials, and look for new stuff. Personalize them at the end with our Commissioner making a statement. Enhance the materials each year.
- Our investigators obtained some video equipment to tape interviews. In those where the staff person has been found guilty, these work well in demonstrating what happens and keeping the information timely. We let our staff get shocked by the video, but we are sure to tell them about cases in our own state. Which can be a real eye-opener for them. Cases where allegations have been substantiated (when staff involved) so that we are not violating anything. Inmate-inmate substantiated and unsubstantiated.
- Mini-blasts-see a.m. session.
- Redesigned the NIC e-learning. On your disk.

### **About Our Trainers:**

- Huge value of having a trainer who understands the dynamics of sexual assault. This trainer is passionate about victims, and she has been able to achieve a level of knowledge and culture change. Use building blocks.....start with 'what does victimization look like – statistics, how do they act, etc.
- Required our trainers to go to the statewide conference on domestic violence.
- We got an experienced sexual assault trainer from our coalition on sexual violence. Since the trainer came from the outside, staff put aside their prejudices and resistance when management comes to train. Staff loved this. Had all sorts of questions. Did this so that it didn't interfere with their schedule, didn't interfere with their daily responsibilities.



- Word of warning that your trainers need to be prepared and trained in the skills to handle this topic of sexual assault, abuse and victimization. Staff can become very upset because they may have been victims.
- We have a trainer from the coalition on domestic violence.
- To overcome the staff attitude about 'inmate preying on staff', we separated that out of the PREA training, and moved into our regular training called "con games".





## **CONCERNS ABOUT THE NPREC STANDARDS (June 2009 edition):**

- If the standards too watered down, they are going to lose teeth. If they are a priority, then they will find the money.
- Concern that things will be worded in such a way, that it will be so difficult that we just will choose not to comply.
- It's important to have a strong standard and the public embarrassment for not meeting it. If we don't have outside audits or report backs concerning compliance, then nothing will change.
- On the other hand, noncompliance can increase your civil liability.
- I think we should have an audit with a full grade of compliance.....if you meet less than a certain number, then you have to have a plan for improvement.
- What is the mechanism that will encourage states to comply?
  - Most states would not want to be in the minority of being non-compliant. We all want to prevent sexual violence and abuse, but if we are not able to meet the standards for certain reasons, then we are in facing serious consequences for something that we simply cannot do as a matter of good practice.
- Part of the problem is that some of the standards are simply not good correctional practice.
- Outside audits can be a problem in that we are really good at self-auditing and monitoring, and going to an outside auditor can be just unnecessary.
- There are probably 3-5 standards that give everyone heartache, and most of it comes down to money, whether it be in staffing or materials.
- Maybe some mandatory and some optional standards, and you have to meet so much percent of the mandatory.
- The standard does not have to say that you have to do it this way. If we know what the goal is, and we meet the intention of the standard, then we should be okay. If there is TOO much dictated in details of practice, it may be in conflict with best practices, and discourage even an attempt to comply.
- For example ... MOUs...how often do I have to try to get written MOUs from each and every one of our 42 prosecutors? If I have tried, then how often do I have to keep doing that?



## RESPONDING TO PREA STANDARDS

Dec. 15<sup>th</sup> 2009

10:45 a.m. – 12:00 p.m. / 2:45 p.m.- 4:00 p.m.

### Summary of Standards that may be problematic:

#### Definitions:

- Definition of staff-inmate sexually abusive contacts, interferes with the ability to conduct effective pat-down searches.

#### Audits:

- Unfunded mandate. How do you handle that in a large state corrections system, does that mean every single institution? We are looking at how we can use the ACA type of review to align with this.
- Oregon, a lot of us are used to the NIC security audits. We took the first draft standards and put it in the same format as the security audits so that each institution can use this – we have embraced this, let's do a self assessment.
- Audits would impose significant financial impact on agencies.
- Most of us do self-audits all the time.....through central office, etc. Just a short one day audit, that would include prep and audit, we figured would cost up to **\$1 million each year**.
- Audits are probably necessary, and we need some kind of accountability to the standards.
- Department director has to certify compliance, so that could mean a lot more for this audit just for the director to feel confident to assure that compliance.
- Arizona says that it would be cost prohibitive. We have a state audit, every year, for each prison. I don't understand why it has to be 'independent' – we are now taking the stand that we are going to ignore it, because using an outside auditor would be cost-prohibitive. We have done a cost-analysis on this, and it just is not possible.

#### Cross-gender pat-downs/searches and supervision:

- Cross gender pat down searches are just normal course of business. It is almost impossible to avoid cross gender pat-down searches when you are dealing with security situations, staff gender.
- In LA, we move hundreds of inmates a day, and if an inmate complains that they were touched in an inappropriate manner during regular pat down, we don't put a



lot of effort in those complaints. This is standard operating procedure and occurs in the presence of others. I'm not requiring that they enter that type of complaint in the data.

- Many states are able to restrict men from pat-down of women, but not vice versa. It is a substantial issue on the male side.
- New York has had some state court actions that are in conflict with this.
- In Florida we do use gender-specific posts, but it is extremely restrictive and very clearly defined.
- This is in direct opposition to our standard practice, because we do a lot of inmate-work out in the field and do a lot of pat searches that are cross gender.
- In cases, we allow cross gender pat searches using female officers on male inmate. But not male on female.
- Standard walk-throughs that will require cross-gender viewing.
- Maybe there is a way to address the standard so that it discusses the level of professionalism that is involved in conducted the pat downs.
- Andie – if there is a trend, it is away from cross-gender pat down searches. Courts may support it if, states who do it are doing very well with updated training and supervision.

#### Agreements with outside agencies:

- Some places would have problems when outside agencies have to treat offenders and use their dollars for this.
- Oregon does not gather forensic evidence, but we created this decision tree with the state police – administrative vs. criminal – and state police would do interviews, then our own investigative staff would interview the same staff.
- One of the issues was that every time we take an inmate out and in, we do a strip search. For victims this can be very traumatic, so we have arranged for a Sexual Assault Nurse Examiner (SANE) to come in to the institution.
- AG- Molly Moran– there is consideration to removing the prohibition in current funding from the Office of the Victims of Violent Crime to allow funds for serving inmate sexual assault victims.

#### Inmate reporting:

- Does this mean all inmates' reporting, including the third party recording? So when it comes to third party reporting, does this mean non-employee, non-inmate, because the third party reporting standard now requires notifying the reporter of the outcome. This seems to conflict with some issue of confidentiality,



and also retaliation issue. How much do you want to tell an inmate if you are doing an administrative investigation which does not go criminal? There are some very sticky issues.

- Outside confidential support services for inmates.
- Does this create an additional workload on staff, or an additional financial burden on the agency? Always the issue of outside victim support agencies that do not or cannot expend federal funds for inmate treatment.

#### “staff duty to report sexual abuse”:

- We are having a struggle with our medical and mental health staff – are they staff or are there separate standards for them? There is a conflict with these folks. They are worried about both being subpoenaed, and that their licensure says they have this confidentiality requirement, but on the other hand they have this agency policy that says they have to report certain things.
- Virginia: We are protected to keep this information confidential within the doc, but we are not protected from being subpoenaed into court and asked to provide treatment information. Clinicians should not be struggling with this. They should know this.

#### Special training for investigators:

- One of the issues is that turnover is going to occur, and even if we can get the training offered by NIC and other sources, we have to find a way to be able to keep investigators trained.
- It would be helpful to partner with other CID agencies to partner with a Sexual Assault Investigator in a local PD.
- With investigations, if there is an unfounded allegation, we have our investigators determine if the allegation was maliciously false, and we take disciplinary action if they are.

#### Hiring and Promotion:

- These are going to be very difficult for most places for promotion in dealing with civil service protections and collective bargaining agencies.....

#### Exhaustion of internal remedies:

- How does this align with PLRA?

#### Training:

- This is a significant cost issue. Most states already have plenty of training requirements in pre-service and in-service, and would have to not only find the



time and money for additional training, but then we would have to find a way for staff to attend training and be away from their duties. Segregation of all vulnerable inmates:

- This could be impractical in that many of our facilities simply don't have that much single cell space. What we are going to have a problem with is keeping known perpetrators and potential victims separated. What happens when we have some who are classified as both?
- Label of victim or predator is there to help us, and not meant to be a stigma. We have to be careful of that.

Miscellaneous Thoughts:

- Amazing how unsafe inmates' feel, and how they don't believe that we care enough to protect them.
- Continuous sight and sound – this standard has been deleted and replaced with PP7, which does not require continuous sight and sound. It is much less 'mandatory', and the Commission clearly heard the comments on this and changed it significantly to reduce the impact on agencies.



## **TECHNICAL ASSISTANCE AND TRAINING – LOOKING AHEAD**

**December 15<sup>th</sup> 4:00 – 4:45 P.M.**

Participants were asked to look ahead and identify resources needed in the short-and-long term to address PREA related issues in their organization.

### **TABLE 1 – EMPLOYEE ISSUES/HIRING/SCREENING/TRAINING**

- Screening tool for hiring staff
- Annual training to dovetail into statewide training
- Educate labor unions – tools and idea for those states which have some union and collective bargaining issues.

### **TABLE 2 - OFFENDER TRAINING**

- Multi-lingual resources
- Mental health and learning disabilities

### **TABLE 3 – COMMUNITY PARTNERS/VOLUNTEERS/CONTRACTORS**

- Assistance on education the public on custodial sexual violence to change that attitude about offenders getting what they deserve when they go to prison
- Assistance with creating MOUs with associations and getting awareness
- Advocate SATC to work with offenders, continual counseling.
- Contractors – develop a rape-crisis hotline, and getting the contractors to provide that.
- Community partners for various types of training, particularly criminal investigations

### **TABLE 4 – OFFENDER SCREENING**

- Risk assessments to identify potential victims and predators
- Standardized screening tool, that departments could then change for their use
- Combine or incorporate this into existing screening instruments to make it a more efficient use of time
- Increased availability of technical assistance.
- Training for trainers. We wondered if inmate trainers might be best to do some of our peer training
- Short high intensity quick-hitting messages
- How do we track what training has been done.

### **TABLE 5- OPERATIONS & FACILITIES**

- Audit tool
- Self-assessment tool for agencies for sexual prevention



- Camera needs assessment
- Training and operational assessments

#### **TABLE 6 – CRIMINAL JUSTICE PARTNERS, JAILS, COMMUNITY CORRECTIONS, JUVENILE, PROSECTORS**

- Assistance from NIC to expand and find useful templates to use MOUs
- MOUs need to address many things
- Incentives to encourage our partners to enter into MOUs
- Data-sharing with stakeholders
- Prosecutors – would like help in developing training with our prosecutors. We need to look more on how to get these folks on board. They still don't understand prison dynamics, etc.
- Judges – really need to get them educated about PREA.

#### **TABLE 7- INVESTIGATIONS (INSIDE AND OUTSIDE)**

- Training on what a good investigation looks like
- Even though who provide our outside criminal investigations, they are not trained in what to look for and what is a good investigation
- Technical assistance – software, web-based tracking system
- Equipment in general

#### **TABLE 9 –MEDICAL, MENTAL HEALTH**

- Since many rely on contract staff, it would be helpful in coming up with a mechanism to get them into training.
- Communication with the custody providers – competing interests such as HIPPA and other confidentiality issues
- Outside medical and mental health staff – getting their buy-in. Important for them to know that they need to treat inmate victims the same as other victims
- Making this a priority for these folks – education and MOUs
- Problem that we are not always the employer with these folks, and it is difficult to get them to make this a priority and buy-in with what we are trying to accomplish

#### **TABLE 10 – NATIONAL INITIATIVES THAT WOULD ASSIST**

- On-site free technical assistance
- Have a nationally recognized audit document
- Standardized reporting process incorporated into EBP – live reporting database that is ongoing
- Avoid unfunded mandates
- Screening tool normed against general population and gender specific.



## **REPORTING AND INVESTIGATIONS**

**DEC. 16<sup>th</sup> 2009**

**8:00 a.m. – 9:15 a.m. / 11:00 a.m. – 12:15 p.m.**

### **Opening Thoughts:**

- We all seek accountability, reduction of incidents, and protection of inmates in our profession.
- Investigations can be a challenge when dealing with unions.
- Lawsuits are painful for the agency, but they can be beneficial in helping us examine how we do business. It forces us to do that.

### **In Washington State –**

- We don't always do everything right, but we are a dedicated group, and we are learning and changing. Being in the middle of a lawsuit has guided us to positive change.
- We used to just select a staff person to do investigations. With the grant we got two PREA investigators, who dealt with only those investigations involving penetration because of the amount of allegations we received.
- Our investigators only do investigations involving staff. Institutions do the others themselves.
- Inadequacies we found/Lessons learned:
  - Failed to investigate all allegations
  - Failed to interview all that we should have
  - Failed to follow-up, or investigate thoroughly
  - Inconsistent findings based on one person's judgment
  - Did not look at the preponderance of evidence – we did not continue if we thought it might not be true.
  - We do call law enforcement to do a criminal investigation, but generally they say they don't have time, so we end doing both the administrative and the criminal the investigation.
  - We are not doing Garrity and Miranda.
  - We foresee problems with MOUs because there is such a poor relationship with police agencies and prosecutors.

### **Questions:**

#### **Good news:**

- We do and have been doing a lot of things right.
- We created an investigative review board which reviews ALL reports. HR/Labor, wardens, other staff representatives. Investigators participate to answer questions.
- We make it clear what each of the findings mean.
- Although the lawsuit only applies to female offenders, we are applying this across the board to males also.





- I am the dedicated PREA Coordinator – 100% of my time to PREA.

### Arkansas:

- Having skilled investigators was a problem, and dealing with the subjectivity of wardens. We took all investigators out of the institution under the warden and brought them together at central office
- Started educating law enforcement and prosecutors.
- Critical to build a solid relationship with law enforcement and prosecutors, and to educate them on PREA and requirements under the law.
- Attitude about inmates from prosecutors and law enforcement was a problem – “well, they are inmates. They get what they deserve”
- “Inmates do not make good victims.”
- We asked what we needed to bring to them for good cases. They worked with us and we have good results from that.
- We use voice/stress analysis during investigation of staff. We can fire an employee who refuses to take that test in cases of sexual misconduct and use of force. The accuser is always given this test first. Only an investigative tool – we still need evidence to prove a case. The key to this tool is that 95% of the subjects tend to admit the truth even before they get to the ‘box’.
- Hotline has been a great reporting tool for us.
- Using a diverse investigative team, well trained, with the appropriate skill, and who staff and inmates respect, is the key.

*See PowerPoint presentation on flash drive for additional information from Arkansas.*

### Wisconsin

Prisons, community corrections, juvenile – 22,000 inmates, 75,000 under supervision. The Secretary has responsibility over all divisions.

Department made a key decision –

- PREA Coordinator reports directly to the Deputy Secretary of DC,
- Gives me autonomy and authority to move this along – it gives a sense of importance and support from leadership
- Important to prevent this position from being just stuck away somewhere.
- The PREA director has oversight of all PREA investigations. This takes this out of the institutional level, which is how it used to be.

Wisconsin Investigative model- key aspects:

- Our local law enforcement does the criminal investigations. When I started, the allegations were all decentralized, internal investigations were decentralized, and it was NOT an efficient system because it was all based in institutions.
- We decided to use a centralized investigative model, which meant everything, including record keeping and review is all done centralized.
- In 2008, we recruited and selected internal PREA investigators, who may have other duties. No extra pay, but extra work, but only use those

committed to this process. We felt it was better to have those with commitment and interest. We conducted a full week training for these investigations – we used a lot of outside agencies to help with this training. Prosecutors, SATC reps, police investigators, internal affairs investigations, medical and mental health HR people, etc. Had to pass a test to be department certified. We provide annual and ongoing training to elevate the caliber of these investigators.

- For criminal investigations we use outside agencies, but we do our parallel internal investigations with our trained PREA investigators.
- Security chief at the institution has oversight over internal PREA investigations in that institution.
- We have a binder of information and instructions for first responders with all of the protocols.
- Chuck makes the investigation assignment for PREA investigations
- Assigned investigator comes from outside the institution. I do all of the notifications to other agencies and administrators, and supervise that investigation. Law enforcement does a parallel investigation, and share information WHERE they can considering Garrity and Miranda.
- Security director, me and investigation sit down and come to an agreement about the appropriate finding.
- Investigators do the follow-up. They do the notifications to all those who have been involved. Including third party reporters, etc.
- All reports are reviewed by the security director and then me. Every report comes over my desk. That document becomes part of a centralized database. A staff person created a stand alone for PREA allegations. This follows the BJS sexual assault reporting format.
- All related documents and parts of the investigation get a single case number to facilitate cross referencing, aggregation and follow-up with everything to do with that case.
- We only use credible staff with integrity as investigators. We are absolutely committed to this. If staff thinks this is some kind of head-hunter group, then we do what we need to do to fix that. It is critical that staff is informed about outcomes, and if they can see how it all works, then they trust it.
- PREA review committee from among all levels of staff, external partners, medical mental health, etc. just to review our processes.
- PREA victim coordinators are at each institution (regular staff with specialized training) to facilitate access to outside services. Keep updated lists of providers, evaluate need for ongoing services. They help with PREA issues throughout the institution.
- We continue to provide ongoing services to victims, unless the case is unfounded and proven to be untrue – even if a case is unsubstantiated (which means we don't know).
- Victim-witnesses services in the prosecutor's office: Talk to them and they can provide some of those services. They even go to the jails to work with the victims on their court appearances, etc.



### Challenges with law enforcement –

- Educate cops, and our investigators do that. But we encourage everyone in corrections to talk about this. Where we can establish a liaison, we do that. With grant funding we hosted a law enforcement conference to discuss prison culture and all of the things they need to know about this, and about PREA and corrections' responsibility.

### Challenges with prosecutor –

- Give a prosecutor a good, solid case, or they aren't going to bother. Prosecutors need CEU's, and we have taken the opportunity to use this and go to conferences and talk about PREA and victim dynamics and this staff sexual misconduct and help them make the connection between safety and security and sexual misconduct.
- The relationship between prosecutors and cops is so strong, so once we have educated law enforcement and have their commitment, support and understanding of this issue, they convey that attitude to the prosecutors and help with their buy-in.

### ***Final Thoughts:***

**Focus on early intervention.** People in corrections need to understand at the line level that we have to hold each other accountable. By the time things get to the warden, it's too late. Reporting, being responsible, holding each OTHER accountable. We need to be there, and support the 95% of the good among us, and not let the 5% control everything, including the work environment, our safety and security, as well as our reputation.

**Investigative Integrity.** It is absolutely critical that staff and offenders see integrity in the investigation, and trust the process.



## **PARTNERSHIPS AND STAKEHOLDERS, ADVOCATES AND THE CRIMINAL JUSTICE COMMUNITY**

**DEC. 16<sup>TH</sup> 2009**

**9:45 a.m. – 11:00 a.m. / 1:15 p.m. – 2:30 p.m.**

Opening thoughts - Andie Moss:

- Georgia the first state to be fully ACA accredited. Learned very quickly that our accreditation did nothing about agency culture.
- PREA has been the stimulus that asks us to look at 'how we are doing business'.
- The law was intended to assure zero tolerance for sexual abuse in prisons. But it has really had a major impact on corrections in other unexpected ways.
- Produced movement in cultural change. We know it is not okay to sexually abuse our inmates, but also not okay to verbally or physically or mentally abuse them.
- PREA helps us focus on how we need to partner with others.
- PREA has forced the conversation about sexual abuse in our facilities. This has really opened up a big issue that we just did not talk about until the law brought it to the national forefront.
- I think we were already doing a really good job at addressing sexual abuse in our facilities, long before PREA.

Partnerships:

- Can take many forms.
  - when people bring equal resources and equal contributions, those can be pretty strong because it is relatively equal.
  - In many partnerships, one person is a major player bringing in someone who can help them with something they need or want.
  - Collaboration is great when there are plenty of resources. When there aren't then it becomes very unbalanced and sometimes filled with resentment.
- Partnerships are not just about our relationship with outside entities, but also internally – with our staff.
- Partnerships require a skill set. It just does not happen on its own, or with just anybody, or simply because we will it.



- Partnerships with trust and a common goal, will be successful in achieving action.
- Think about what existing partnerships you have, even before PREA. Why are they successful, or not. Then think about what ones do you need to forge now.

From the Class Workgroups - Examples of PREA partnerships:

- CA dept. of corrections – partnered with U.C. Irvine to improve safety of transgender inmates.
- NY Ulster County CC – Purchase agreement with non-profit for 8 female beds – trained non-staff in PREA and the duty to report.
- NV Doc – Community tip line to S.O.
- MS doc – MOU with private medical health provider for forensic exams.

### **NJ Mission statement:**

- Our mission statement says what we do, and that we are accountable for what we do. Choose words carefully.
- If mission statement is prepared carefully, it paves the way for the future.
- Mission statement informs stakeholders. They are not going to collaborate with you if they don't feel they are getting something from the partnership/collaboration.
- Stakeholders are first and foremost your employees. Then outside stakeholders.

Internal Partnerships to develop policy:

- What we did was to work internally first. We had no agency wide policy that covered all institutions as a whole. So we got together each of those persons in our agency who had the expertise in various areas (HR, IT, security, etc....). We used them as our subject matter experts to develop our policy.
- We made a list of outside stakeholders, and developed the same way that we compiled our internal list – subject matter experts (taxpayers, service providers, parole board, courts, advocacy groups, media, etc. ).
- We also looked at inmates as our stakeholders. We did a survey of them to find out all sorts of information, including characteristics, past history of abuse, etc. This did a lot to inform us of what we needed to do in our institutions to meet our mission. It did a lot also to help us in seeking grants.



External partnership in NJ:

- The Rutgers survey of PREA incidents helped inform us about where we could place our monitoring, what institutions seemed to have the most serious issues, etc.

***Memoranda of Understanding/Agreements (MOUs):***

Strengths, challenges and opportunities – group to consider these in their own agency and report out.

- RI- built off existing partnerships with reentry councils, violence against women act – been in place for several years.
  - Challenges moving forward with an MOU. If there is the perception of a binding relationship it will thwart the fluidity of the relationships.
  - Key: using what's already existing and integrating PREA into those.
- NY – Have a good relationship with State Police – largely because we give them credit at the end of the day, and this is a big deal to them. Also with hospitals for medical services.
  - Challenges – we have good relationships with some DA's and others not. Those relationships are built around personal contacts, and elections can change this quickly.
  - Our mental health is a totally separate agency, so all we can do is refer.
  - If you are defending yourself in a lawsuit, no stakeholder wants to get involved with you in an agreement.
- LA – we have an immediate interface with CC because they are all part of the same agency, which provides an opportunity to provide ongoing services.
- KY – Use state legislators as partners which came out of a scandal out of our women's prison. A lot of support to make Staff Sexual Misconduct a felony instead of a misdemeanor. Commonwealth Attorney's are on board because of being tough on crime.
- CA – good reporting structure; mandatory training; good partnerships with rape crisis centers.
  - Challenges – money, getting lab results processes. We work with a number of universities in partnerships. CA. identify a rape crisis center in every community with an institution.
- AR – we are able to talk to all of the mentioned community partners.



- Challenges – educating your partners! I don't care what group, you have to educate them.
  - Also a challenge what you can spend tax dollars on.
- FL – really good relationship with prosecutors and local sheriff's office, but don't know if we any kind of written MOUs with them.
- WI – opportunities – we have the U of W at our doorstep and we need to think about how we can bring them to the table.
- OK – We are fortunate to have a Director who has put us on the track with partnerships with OU and the medical center.
  - Not so good with prosecutors, which needs works.
  - Challenges – with mid-level management and their understanding of issues. Those staff are comfortable with making statements when they have no idea who is around. The culture of the mid-level management concerns me. How do you pull those folks in and talk partnership when they are still in that old culture.?
  - Internal partnerships are as critical as external. We can't go anywhere with PREA when we aren't in the right place with staff.
- AL – we had one of the most difficult internal cultures to overcome. Hang in there. It takes time.
- IL – one of strengths is also our challenge – Unions. Before rumors start we bring in the Union and tell them what we are going to be doing, and let them go out and educate their employees. Helped tremendously.
  - KEY – Educating our partners is critical. Must know their needs, and be able to communicate our needs.
- KS - Already been a dialogue with the prosecutor, and this will help with future prosecutions.
- MD – willingness to form partnerships and know who to contact. The challenge has been defining roles, and following-through with action.
- NC - Our Director scheduled meetings with our outside stakeholders - then tried to get them to support our prosecution initiative.
- IN – Opportunity and idea - Bring Coalition Against Sexual Assault on board because none of us is really an expert in sexual assault.
- PA – Challenge – changes in staff during partnerships - this tends to make it fall apart unless there are some other plans in place.



- PA – It's been great to know through this meeting that we are not an island. Partnerships with each other here – all the PREA Coordinators - are important, too.
- NC – Our jailers association has a conference every year and they asked us to come present about PREA. Made for a great partnership.
- Hopefully being able to train our new staff from the very beginning about PREA, will help with the culture shift.

General thoughts about partnerships:

- Culture change begins with Leadership.
- We cannot go it alone.
- To be a good partner, you have to be a healthy partner – have to have your own house in order. And outside partners can be very helpful in pointing these weaknesses out.
- Partnering with staff, and remembering that inmates are also part of the solution, can be very effective in culture shift. We rarely talk about them as part of the solution and their influence on the culture and the agency and facility.
- Important part of partnerships is to not make assumptions about people know or do not know, even within our own agencies.
- We need to be sure we understand each other's mission, and educate, educate, educate.
- Education of partners about mission
- You may be difficult to work with, too!
- We have to find the overlap of our missions for successful partnerships
- Developing a stakeholder network and partnerships (including internally) it is a PROCESS. There is a beginning, a middle and an end.





**Concurrent Panel:  
Data Collection, Research, Compliance Documentation**

**Tuesday, December 15, 2009**

**10:45 AM – 12:00 PM / 2:45 PM – 3:00 PM**

Jeff Renzi (RI) spoke about how Rhode Island has utilized the BJS definitions since the beginning of the policy development process. The internal requirements and external requirements with respect to reporting incidents were then discussed. He noted that RI, being a small, centralized system where adult probation and parole as well as local detainees are supervised by the department, RI had a different perspective than some other states. RI first started with the policy and linked it up with other procedures for collecting and preserving evidence, code of conduct, and other related procedures. In RI, sexual abuse is considered as a critical incident, involving the Special Investigation Unit (SIU) and appropriate officials and medical/mental health staff.

As part of the PREA grant from the Bureau of Justice Assistance, the department was able to (1) utilize some of that funding to hire a SIU investigator and (2) develop a list of victim factors and predatory factors (awaiting trial and sentenced). He stated the instrument has not undergone a validity / reliability study, but it does help us in terms of classification and screening.

When the department was developing its PREA policy, they took the disciplinary codes already in existence and matched them up to fit the PREA definitions in the PREA policy. He noted the BJS definitions were 100% incorporated in to the policy. We used the data to report back to BJS, but we've also used it for policy-based decision making to:

- Get a handle on the issues of sexual assault within the prison system; we have been able to build up more knowledge of what actually is going on and the level and incidence going on.
- Increase staff education and training; every staff member is provided training when they come into the DOC and also on an annual basis.
- Improve inmate orientation and education; the Rhode Island School of Design (RISD) and the department collaborated on a video that plays on a continual loop for all incoming detainees and inmates.

Rhode Island's audit process includes a case-by-case review of all cases related to sexual violence. He stated, that this is done on an ongoing basis, but then done again prior to the submission of data to BJS. We review the incident reports, the discipline, any notes that were provided, et cetera. In cases in which we are not 100% certain, we



check it off as an “other” and BJS will get back to us and discuss the case so that they can be classified appropriately as [either] substantiated or unsubstantiated [incidents].

Renzi (RI) continued, noting that the department is now undertaking an internal audit process to begin to incorporate the draft standards. They have seen the following issues with the audit process:

- No standardized checklist format.
- Definitions of the incidents and utilization of the PREA terminology.
- Impact on staff turnover and taking that institutional memory with him/her.

Vanek (TMG) shared with the group that, with support of BJA funding, The Moss Group, Inc. had recently developed and conducted a training for the Delaware DOC on the topic of internal PREA operational reviews, focusing on the operational issues of camera placement, blind spots, line of sight, key control, inmate and staff access to less supervised areas, et cetera.

Oliver (TN) shared that TNDoc is using validated instruments to assess the inmates coming into the system, which were initially validated by the National Council on Crime and Delinquency. There are plans for revalidating them as the standards are finalized and signed in to law. There are two groupings: one each for predators and victims: male and female (four total). The department has also developed a business flowchart for handling PREA allegations, victim/predator monitoring, et cetera. There is one for each type of incident and/or role throughout the facility, describing the process and responsibilities along the way. Predator and victim reviews occur formally every 90 days, and the instrument re-administered.

**\*\* Recommendation:** Meeting participants would like to have a copy of the validated predator/victim assessment tools currently being used by the Tennessee DOC.

The Tennessee DOC uses the business flow charts to determine if the incident is ‘PREA qualified.’ Oliver noted that if it is, TN begins the formal process and send it through to the point where it is either resolved or gets bumped over to the District Attorney. Those that are identified as High Risk Sexual Predators (HRSP) go through a mandatory program. Approximately 600 out of the 20,000 inmates in the system are classified into the program. Upon completion, graduates are issued certificates of completion.

Herndon (CA) explained that CDCR has introduced an automated daily briefing report (DBR) process, whereby a report is generated from every prison noting any unusual incident on a daily basis. Individual incident reports are the responsibility of each institution, and there is a checkbox for PREA. If there was a report after 5 PM, the administrator on duty must report it to the warden and to the PREA Coordinator. She, in turn, reports to the Secretary’s office.



She went on to state CDCR was one of the early adopters [of PREA] and, through a federal grant, obtained some PREA cameras (one in juvenile facility, one in female facility, and one in male facility). Surveillance was increased in those three institutions. Positions were authorized to monitor them 24-hours per day.

The Investigative Services Unit (ISU) is responsible for the investigation at the facility level. CDCR collects the data and information and has regular meetings with the District Attorneys in order to prosecute cases. We found improved communications has:

- Increased reporting;
- Improved inmate orientation (brochures, booklets, posters); and
- Improved monitoring of data and statistics.

Herndon (CA) explained that every institution turns in a PREA monitoring sheet to the PREA Coordinator, which are then compared with earlier incident reports. The numbers are reconciled on a monthly basis so that they no longer have to do that all at once on an annual basis. She further noted, however, that it is difficult to prosecute cases or get lab results analyzed in a timely fashion. That was a consistent theme between all three presenting states (Rhode Island, California, and Tennessee).

An audit process will begin within CDCR next year to check on whether the protocols are not only in place but are also being followed (e.g., collecting uniform data, aggregating data, posters put up, etc). Identified challenges include:

- Forensic data returned to CDCR in a reasonable timeframe.
- Communication from the institution to the lab about important / strong cases.

*Question: Are the daily briefings for all incidents or just PREA?*

*Responses:* They are for all incidents, allegations and substantiated.

- Moss (TMG) noted that there was a California State PREA law [the Sexual Abuse and Detention Act 2005] developed after the national act was signed in to law, observing that CA is the only state in the country that has done that.

*Question: Do you find your allegations of sexual assault connected with your gang problems in California?*

*Response:*

- Because of the gang problem, you don't get it reported as often. It's taboo with the Hispanic population in particular and they do not report incidents.



*Question: We struggle sometimes with defining what PREA-related behavior is in women's facilities. The women are relational and the staff have a tough time figuring out what counts. Has the panel defined such things?*

*Response:*

- The data that we have is that the women make a lot of allegations against staff, not against other inmates. Andie Moss (TMG) referred people to the study conducted by Barbara Owen who did some work with funding from the National Institute of Justice on the subject of sexual victimization in women's facilities. She noted that the institutions that struggle the most with these issues are those that have not had any targeted training in how to work with female offenders and be gender responsive in their approach to sound correctional practice.

*Question: Is there limited information out there about working with women?*

*Response:*

- NIC's website on women offenders. Also, a gender responsive protocol for assessing a women's prison is being developed by the National Institute of Corrections and it is been piloted in both Maine and Iowa, with PREA and sexual safety integrated into the protocol. Niki Miller (NH) said that there is research on substance abuse models in working with women, and a lot of that is transferable to corrections.

*Question: Is everyone seeing more cases in the female prisons than male prisons?*

*Response:*

- Most were seeing more cases with male inmates (numbers, not necessarily proportion/percentage).

*Question: Experience with transgendered inmates?*

*Responses:*

- In Massachusetts, most are integrated into the general population, but they are reviewed on a case-by-case basis. Morris Thigpen (NIC) noted that the Association of State Correctional Administrators (ASCA) held a training program for directors of corrections that included a session on transgendered inmates that created quite a bit of discussion. New York State requires that hormones be continued if they were under treatment from a medical doctor prior to entry into the system. Valerie (Val) Jenness at the University of California-Irvine has done some work in this area.
- In terms of proportion of substantiated incidents relative to agency inmate populations during 2009:



- North Carolina has 40,000 inmates with 57 substantiated incidents.
- California has over 160,000 inmates with 12 substantiated incidents.
- Tennessee has 20,000 inmates with 13 substantiated incidents.

*Question: Are all sexualized behavior acts tracked or just those that qualified under the SSV/PREA?*

*Response:*

- Rhode Island and Tennessee tracks all incidents; California tracks only those incidents that meet BJS definitions.



**Concurrent Panel:  
Inmate Screening, Classification, and PREA**

**Wednesday, December 16, 2009**

**8:00 AM – 9:15 AM / 11:00 AM – 12:15 PM**

DiPaulo (MA) began the session by explaining that every inmate is screened coming in to the system, and that the process is currently not gender specific. The tool is used to inform housing and program assignments, to ensure safety of gay / bisexual / lesbian / transgendered inmates, to separate potential victims from potential predators, and to ensure equal access to programs, education, and work opportunities.

Archuletta (CO) started the PREA screening development process in 2005, and has incorporated some of the draft standards. “The committee we developed included someone from the state Attorney General’s office and professionals from the agency. All incoming inmates complete both a predatory and a victimization survey (after watching a video on PREA). The inmates can also request an override – regardless of the level they are classified at – via the forms.

After the initial classification, the agency can modify it if they get new information or if there is a PREA incident that might change an inmate’s status. There is an override committee comprised of mental health, medical, investigator, prison operations representative, sex offender treatment professional. That committee can review information in cases where there is something to review, but there is no standard period for review. Colorado has an audit committee that reviews sexual assaults and staff sexual misconduct that can also result in increasing an inmate’s score.

The criteria used for both surveys (the Sexual Vulnerability Risk and the Sexually Aggressive Behavior) was reviewed. The specific criteria and the form are available on the PowerPoint presentation contained on the flash drive provided to meeting participants. In order to override the form, a specific behavior or incident must precipitate the committee’s decision to change the inmate’s status.

Archuletta (CO) went on to explain that inmates who have been classified as a predator and/or a victim, will keep that classification with him/her wherever they go within the agency or the private prison system (but only if they are classified at a higher level of a 3 or a 5). The information is kept electronically, and it is historically archived - both while the inmate is in custody and post-release in case they reoffend.

Colorado has also engaged in beta testing of ORILE (Offender Release Information to Law Enforcement). The Sheriff’s Department shares information (demographics, tattoos, sex offender registration, violent behavior, parole registration, et cetera) with the Department, and vice versa.



Characteristics of inmate on inmate sexual violence are similar to those found by BJS. Victims are slightly younger than their predators, are in for their first incarceration, and have substance abuse backgrounds. Characteristics of staff who engage in sexual misconduct in Colorado include:

- mean age of 37 years
- white
- security/case management positions
- 5 or fewer years with the department
- more female staff incidents

Female staff tended to offend in male institutions, while the data showed that male staff members offend equally between male and female facilities.

*Question:* What do agencies do about screening of staff in advance of their employment within the DOC?

*Responses:*

- Most agencies stated that they have had to wait until after an incident occurs.
- Some states are required to do psychological evaluations on all incoming employees, other agencies cannot order a pre-employment evaluation unless the candidate was dishonorably discharged from the military.
- Florida runs candidates phone numbers against inmate call lists (which has screened out some potential employees).
- Other participants commented on the instrumentation's ability to pick up on the types of issues that DOC's would want to.

*Question:* Are the factors in the instrument are static or changing factors?

*Responses:*

- In Massachusetts, it's a combination of both (history and observation, within a series of thresholds).
- In Indiana, each offender's case is reviewed on a monthly basis at the facility level.

Weir (CT) is a newly assigned PREA Coordinator whose primary position is to oversee all Departmental investigations. Out of seventeen facilities, three are jails, one is a female institution, and one is a juvenile facility. Classification teams utilize tools to screen inmates for being potential victims or predators. When identified, perpetrators and victims are separated – typically by facility, but in the cases where the identified



inmate is a female or a juvenile, they are separated into different areas within the institution (as there is only one of each type of facility within the state). Full LSI-R classifications are completed within thirty days of commitment to the department.

There was a discussion among the participants about the states that do not have a protective custody program (Colorado, South Dakota).

Connecticut had policies in place prior to PREA, so the draft standards have been used to augment the policies but did not require substantive rewrites. One of the items that Connecticut is currently working with in terms of integrating the standards is in relation to an advocate being assigned to the victim. Weir (CT) stated that the department has contracted with Connecticut Sexual Assault Crisis Services (CONNSACS), a local non-profit agency that provides statewide sexual assault information, publications and service hotlines offering training and public awareness programs to Connecticut residents. She noted that CONNSACS provides services, but they are not physically present in the facility. Mental health staff and chaplains are also available in the facility. Massachusetts has a similar program, and they are looking to increase specialized training for those staff.

DiPaulo (MA) reviewed the scales that Massachusetts uses to evaluate potential predators and victims and the management decisions related to operations, including a testing of the instrument at Souza-Baranowski Correctional Center (the State's only maximum-security facility). The Deputy Superintendent at SBCC has responsibility of reviewing each inmate and his score. He noted the state has 13 transgendered cases, with two that have been deemed predatory and one highly dangerous. Regardless of the scale that you are using, there are a lot of practical operational issues that are very difficult to navigate through.

*Question: What is relied upon with respect to inmate self-report during the classification process? Is there an effort made around verifying the data through additional sources?*

*Responses:*

- Agencies responded that they make every attempt to verify the data through multiple sources to, but thorough reviews are difficult due to limited time and resources.

**\*\* Recommendation:** Create a classification tool that facilitates the categorization of inmates related to sexual violence.

**\*\* Recommendation:** Dr. Ann Booker Loper (University of Virginia) did a review of available instruments. Miller (NH) can share that resource upon request.

DiPaulo (MA) shared the operational considerations that Massachusetts has worked with over the years, including: management accountability, tracking cases in real time,





overcrowding, physical structure of the units, site and sound supervision, staffing levels, facility mission and culture, and staff communication. He stressed the importance of taking each case seriously and ensuring that staff fully investigate and review the variables associated with the case.

Miller (NH) said that Maine, New Hampshire, and Vermont have high populations of sex offenders and victims, asking whether anyone had thought about some technical assistance monies for in-prison sex offender treatment?

Halley (NIC) presented a possible scenario to the participants that if NIC was able to put together some guidance tools around the subject of transgendered inmates, would those materials be useful to practitioners? DiPaulo (MA) said that being able to understand each inmate's view of his or her own vulnerabilities and histories is critical. Sprafke (VT) said the male to female inmates, their behavior is more promiscuous and the female to male inmates, their behavior is more aggressive. DiPaulo (MA) commented on the importance of staff training and attention to staff interaction. He stated it is a very different dynamic and we are now under litigation with a male inmate who is requesting electrolysis (the judge is hearing the case, but has deferred the decision).



**Concurrent Panel:  
Inmate Medical and Mental Health Services**

**Wednesday, December 16, 2009**

**9:45 AM – 11:00 AM / 1:15 PM – 2:30 PM**

Donna Boone (VA) opened the session by stating that prison rape is about culture that emphasizes the need for power and dominance, and is what motivates the predators within our institutions. Medical and mental health professionals deal with issues that are very different on the inside than sexual assault on the outside.

Boone (VA) noted that women tend to be much more expressive about sexual assault, so they are much more likely to cry and demonstrate grief over what they have gone through. Male victims are less likely to demonstrate such things. Men tend to sustain more physical damage than female victims – as a result of the physical force required to subdue male victims. The physiological damage is on top of the psychological/emotional damage.

Many victims of sexual assault have been assaulted multiple times since childhood; there are often years and years of built up trauma. Post Traumatic Stress Disorder (PTSD) is often experienced in the prison population that have suffered such traumas, and often demonstrate Rape Trauma Syndrome (RTS) due to repeated sexual assaults. She stated that this normally is not seen [outside of corrections], as a rape tends to be a singular event. Those with PTSD/RTS exhibit:

- impaired cognition
- depression
- suicide ideation
- sleep disturbance
- changing eating habits
- nightmares
- flashbacks
- hyper-vigilance/  
startle-response
- decreased hygiene
- trust issues
- mood swings (highs and  
lows)
- displays of anger
- defense mechanisms

Boone (VA) continued that inmates who have been sexually assaulted often deny that it happened. In an institutional environment, the ability to collect evidence and provide services, it is hard to get to that point because the person is not yet at the point where they are even admitting that the event occurred. They will repress (temporarily forget) or suppress (forget permanently) memory of the incident(s). They will remember it on a subconscious level, and it will influence their behavior.



Boone (VA) further noted that Undoubtedly, inmates who have experienced such trauma need help. The suicide rate in prisons in general is twice what it is [outside of corrections]. Rape survivors often engage in suicide ideation (e.g., thinking about suicide seriously and planning how they would actually end their lives). 19.2% of inmates who have been sexually assaulted in prison are going to successfully commit suicide.

Boone (VA) then discussed the stages a victim of sexual assault is likely to go through observing that inmates will go through the acute stage (shock, fear, shame, and self loathing) first, and often push away from help at that point. There is then an outward adjustment phase where they pretend like it did not happen and try to go on living their lives (suicide is most likely at this stage). The third stage – if they have started to integrate – is to get into therapy and look at the split between the person they were before the rape and the person they were afterwards; those two have to merge together during this phase. It's not a sequential process as inmates will cross back to previous phases over time.

Brisbin (ID) shared a story of an inmate that had been raped while incarcerated. She noted that he experienced the ultimatum at the hands of his attacker of being beaten or being raped. He knew he did not want to be beaten, so he submitted to the rape. As he began the healing process, he had a significant psychotic episode where he [inflicted serious bodily harm to his eyes]. He could not live with the guilt and shame of his experience. Boone (VA) stated that such circumstances were quite common after experiencing such trauma.

*Question:* What do agencies do with respect to the assessment process at the time they become aware of the assault?

*Responses:*

- Virginia has a standardized (basic) intake form. Boone (VA) that what is most important is the ability to listen and to do so in a non-judgmental manner.
- Miller (NH) shared that New Hampshire uses a Trauma Symptom Inventory. The agency is conducting a pilot review measuring the TSI's efficacy in their agency. The TSI instrument is available in the public domain.

Boone (VA) went on to note, medical and mental health professionals are first charged with ensuring the safety of the inmate by securing them. Counseling should be provided as soon as a sexual assault has occurred – even if they are not yet ready to talk. Once counseling has started, it needs to be continued (including when inmates are transferred). Therapists need specific training in sexual abuse and the specific needs of sexual assault survivor; without it, it is possible for them to cause further harm.



Boone (VA) stated that for counselors who are subpoenaed in to court, there is no confidentiality. However, under the Health Insurance Portability and Accountability Act (HIPPA), there are stricter controls. If a person is a danger to themselves or others, then confidentiality can be breached. There is a negotiation that needs to happen between the therapist and the prison administration.

Boone (VA) then spoke to the need for medical and forensic staff to have specific training in how to collect evidence observing that they also need to explore some issues about themselves (e.g., they can experience secondary trauma, burn out, counter-transference and have been harmed in the past themselves, et cetera). She noted that we need to look more broadly as a field than we have done historically. [In Virginia], we are implementing evidence-based practices in our prisons and working to figure out what is working so that we can replicate it.

Sprafke (VT) stated the only thing that a victim has choice over is how they are treated by medical and mental health staff. [In our system], it's their choice if they go to the hospital and if they do not go it's still ok – even if we do not get the evidence that we would like. She spoke about remembering the spirit of PREA that is to take care of people. How staff are trained in how to help inmates to access medical and mental health services is as important as ensuring they know how to comply with their post orders. She shared how a simple phrase such as, “hey let's take a walk,” can help the staff member to escort the inmate to mental health services without it being a “big deal.”

Vermont is one of the only states that provides condoms to inmates. They have a contract with medical services that states that inmates should have access to inmates to prevent sexually transmitted infections (STI's). Sprafke (VT) explained that VT Health services can distribute condoms at the request of the inmate. If the condom is found in the institution in the open, they confiscate them. The issue is that there is a training need for medical staff – so they don't say ‘...here's the condom, but you know it's illegal to have sex, right?’ There was significant discussion among the participants about how the availability of condoms is reconciled with PREA's “zero tolerance” policy.

Secondary trauma was brought up as something that happens not only to mental health staff, but also to security staff who have to witness the sexual assault kit at the hospital, et cetera. Boone (VA) agreed completely, stating that it is important to go beyond the training that we do and provide support to staff as well. VT has an Employee Assistance Program (EAP) where they are referred to if there are critical incidents. Staff will have the same reactions that the inmates will in terms of the phases of acceptance.

One participant noted that the field of corrections can attract victimizers and predators – both sexual abusers, physical abusers, and emotional abusers. Discussion around this topic included the need for pre-employment screening, training, and observation. Another participant recommended the book entitled “Predators: Pedophiles, Rapists, and Other Sex Offenders: Who They Are, How They Operate, and How We Can Protect Our Children,” by Dr. Anna Salter.



Another participant introduced the topic of offenders with mental illness who believe that they have been sexually assaulted even when they had not. A number of states shared stories to that effect. Boone (VA) stated that, the important thing to remember is that, even if there is no evidence, the beliefs and perceptions of the self-identified victim are real to that person. As a PREA Manager, you have to be able to have frank discussions with the wardens and superintendents in order to address them and to take care of the victims and predators in the system.

One of the last discussions of the session centered on the permissibility of soft-core pornography (no children, no penetration, no criminal acts depicted) occurred. Approximately 40% of the jurisdictions present in the room permit inmates to have access to such materials.



## Closing / Wrap-Up Session

**Wednesday, December 16, 2009**

Susan McCampbell and Gary Dennis encouraged the participants to record their top 3-5 standards that are presenting specific difficult issues and provide to her. These issues will then be shared with the Attorney General's staff.

**\*\*** These recommendations are due to Susan McCampbell by December 22, 2009.

Schlichtemeier (IA) shared Iowa's experience in using advocates within the prison system, observing that the groups IA's works with segregate their dollars spent on prison-based victims, and those that are spent in the free world so that there is not an issue about VOCA (Victims of Crime Act of 1984) dollars. Molly Moran (DOJ) commented that it is an area that the National Prison Rape Elimination Commission (NPREC) noted as being an issue and recommended change noting that the Department of Justice is supportive of that change and anticipates it happening in the next six months via a public hearing.

Dennis (BJA) and Leip (FAU) then provided an overview of the BJA grants and the measurable outcomes from them. There have been forty-five BJA grants given out in thirty-five states, totaling approximately \$33 million in federal funds, not including the matching funds of each grantee. Through the BJA grant, CIPP is reviewing information related to the 2004 and 2006 grants, including initial work plans, budgets, and bi-annual reports. Leip (FAU) stated that they have asked for all of the grant adjustment notices and received those the week prior to the conference. The goal, she noted it to review the requests and see if the original budgets matched what actually happened, though not for [any audit-related purpose]. All of the data will be presented in aggregate form.

Leip (FAU) then discussed the overarching PREA Project Goals that were relatively consistent across applications and projects funded by BJA. The goals included:

### *A. Improve Prevention*

1. Establish PREA policy team to review procedures and make recommendations for improving zero-tolerance policies and procedures.
  - a. New Jersey has policy for creation of policy team
2. Create and reinforce a zero-tolerance policy regarding sexual assault and sexual victimization within all state correctional facilities.
  - a. Every state has some sort of PREA policy (check Illinois), some specialized policies/procedures are incorporated into overall policies (medical, cross gender searches, inmate management), but sure they have policy – may not be specifically for PREA



- b. Some specialized policies (based on grant reports and policies sent) Minnesota split up policies/procedures
  3. Develop strategies to assess adult and juvenile offenders' vulnerabilities to, or predatory interests in, potential sexual abuse and rape.
  4. Provide PREA orientation training to inmates regarding the prevention of sexual abuse and rape.
  5. Provide training for staff, contract employees, and volunteers regarding the prevention of sexual abuse and rape. Increase staff sensitivity and awareness of sexual assault in order to create a staff that pro-actively seeks to create a prison environment that is free of sexual assault.
- B. Improve Detection, Reporting and Investigation Procedures*
1. Utilize video surveillance equipment in housing areas to detect the incidence of sexual assault. Provide additional facility equipment for greater monitoring capability in areas where sexual assault is more likely.
  2. Setup multiple reporting mechanisms (i.e., hotlines) for inmates and staff to report the incidence of sexual assault.
  3. Create an environment that is conducive to reporting the incidence of sexual assault.
  4. Centralize tracking of allegations of prisoner rape and sexual victimization.
  5. Design, develop, and deliver specialized training to investigative staff relating to crime scene preservation, and appropriate protocols for all investigations.
  6. Develop partnerships with community partners (i.e., law enforcement, state prosecutors) in order to aggressively pursue prisoner rape cases.
  7. Provide specialized medical and first responder training to appropriate staff.
  8. Provide PREA orientation training to inmates regarding reporting the prevention of sexual abuse and rape.
- C. Improve Services to Victims/Perpetrators of Sexual Assault in Facilities and Communities*
1. Provide specialized training for staff designated to provide victim assistance (Victim Support Persons).
  2. Develop the provision of appropriate services and treatment for both the victim and perpetrator within the inmate populations. Ensure that Victim Services address the physical and psychological trauma experienced by inmate victims.
  3. Develop community partnerships to establish rape crisis intervention services provided within the correctional facilities.



4. Ensure the continuity of treatment services in the community for offenders being released from prison, including those offenders who were either perpetrators or victims of sexual assault while incarcerated.
  5. Manage victims and perpetrators of prison sexual assault in the community who have been released from prison to probation and parole.
- D. *Improve Monitoring Data Collection Procedures*
1. Utilize information system to track victims and perpetrators in the correctional facilities.
  2. Develop database of PREA incidents to report to the Bureau of Justice Statistics.

Miller (NH) cautioned the field from using the word “treatment” when talking about sexually violent perpetrators as it suggests a disease. “Most of the time it’s a choice not a compulsion.”

Sprafke (VT) noted that many of the state databases are antiquated to begin with observing that staff do not have access to the data that PREA Coordinator has because [Vermont] had to create a stand alone system in order to capture the [required] data.

Leip (FAU) stated that the reports were only as good as the amount of the effort agencies put in to submitting them, but that useful information was included in most reports. She shared that the effort that the states have put in to this has been “...amazing – you should all be very proud. It’s about helping people!”

Moran (DOJ) shared that Booze Allen Hamilton has been awarded a contract through BJA to conduct a cost analysis of the draft standards, on a standard-by-standard basis.

\*\* Moran (DOJ) encouraged states to participate in this phase, asking agencies to identify any facilities that might be able to participate (e.g., facilities that are going to have a tough time meeting the standards from a fiscal standpoint, or facilities that have already met most of the standards in a cost effective manner.

Dennis (BJA) commented that we have all learned from each other. Booze Alan Hamilton is also working with the Urban Institute, and other corrections experts (Richard Stalder, retired from the Louisiana Department of Corrections and Colonel David Parrish retired from the Hillsborough County Sheriff’s Office, Florida). A series of listening sessions will occur to inform the Booze-Allen Hamilton review.

Moran (DOJ) made a clear distinction between the BJS / Booze-Allen Hamilton data request from that which the Association of State Correctional Administrators (ASCA) sent to their membership noting that these are separate efforts. The American Jail Association (AJA) also sent one out to their members, according to McCampbell (CIPP). Dennis (BJA) stated his disappointment over how polarized the issue of PREA has become.





Halley (NIC) commented on the availability of technical assistance funds from the National Institute of Corrections, and highlighted some planned WebX sessions for 2010. She noted that there are a couple of other cooperative agreements that NIC will be putting out over the next year and we are making some changes in the NIC information center soon. NIC anticipates doing a semi-private forum for PREA coordinators to exchange information among each other. NIC also wants to start to use the information that has come from corrections and share it with jails and community corrections divisions.

Morris Thigpen (NIC) re-affirmed NIC's strong commitment to the issue of PREA and supporting the field of corrections in preparing for the standards and implementing the law. He noted that NIC will continue to have funds available and are involved with training efforts. There are a host of materials on NIC's website – many of which are on your flash drive have come from NIC.





## PREA Conference - Agenda-At-A-Glance

Date	Time	Session/Event	Location
<b>Monday, 12/14</b>	5:00 – 7:30 pm	Registration, Welcome, Dinner	Riverside Hotel, 8th Floor of the New Tower
<b>Tuesday, 12/15</b>	8:00 – 8:15 am	Check-In @ FAU	FAU Room 1110
	8:15 – 9:00 am	Opening Session	FAU Room 1110
	9:00 – 10:15 am	Panel: Written Policies/Procedures	FAU Room 908
	9:00 – 10:15 am	Panel: Training	FAU Room 911
	10:15 – 10:45 am	Break and Networking	FAU Room 1110
	10:45 – 12:00 pm	Panel: Responding to the NPREC Standards	FAU Room 911
	10:45 – 12:00 pm	Panel: Data Collection, Research, Compliance Documentation	FAU Room 908
	12:00 – 1:00 pm	Lunch and Networking – On Site	FAU Room 1110
	1:00 – 2:15 pm	Panel: Training (repeated session)	FAU Room 911
	1:00 – 2:15 pm	Panel: Written Policies/Procedures (repeated session)	FAU Room 908
	2:15 – 2:45 pm	Break and Networking	FAU Room 1110
	2:45 – 4:00 pm	Panel: Data Collection, Research, Compliance Documentation (repeated session)	FAU Room 908
	2:45 – 4:00 pm	Panel: Responding to the NPREC Standards (repeated session)	FAU Room 911
	4:00 – 4:45 pm	Panel: Technical Assistance and Training – Looking Ahead	FAU Room 1110
	4:45 – 5:15 pm	Day One Wrap – Up	FAU Room 1110
	Evening	Dinner on Your Own	
<b>Wednesday, 12/16</b>	7:45 – 8:00 am	Check-In @ FAU	FAU Room 1110
	8:00 – 9:15 am	Panel: Inmate Screening, Classification and PREA	FAU Room 908
	8:00 – 9:15 am	Panel: Reporting and Investigating	FAU Room 911
	9:15 – 9:45 am	Break and Networking	FAU Room 1110
	9:45 – 11:00 am	Panel: Inmate Medical and Mental Health Services	FAU Room 908
	9:45 – 11:00 am	Panel: Partnerships	FAU Room 911
	11:00 – 12:15 pm	Panel: Reporting and Investigating (repeated session)	FAU Room 911
	11:00 – 12:15 pm	Panel: Inmate Screening, Classification and PREA (repeated session)	FAU Room 908
	12:15 – 1:15 pm	Lunch and Networking – On Site	FAU Room 1110
	1:15 – 2:30 pm	Panel: Partnerships (repeated session)	FAU Room 911
	1:15 – 2:30 pm	Panel: Inmate Medical and Mental Health Services (repeated session)	FAU Room 908
	2:30 – 3:30 pm	Panel: Overview of PREA Grants and Initiatives	FAU Room 1110
	3:30 – 4:00 pm	Break and Networking	FAU Room 1110
	4:00 – 4:45 pm	Conference Close-Out, What's Next?	FAU Room 1110
	Evening	Dinner on Your Own or Travel	

<b>Monday, December 14, 2009</b> <b>Riverside Hotel</b>		
5:00 pm to 7:30 pm	<b>Registration, Reception, Introductions and Dinner, and Conference Opening (The State of the NPREC Standards)</b> <b>Speaker:</b> Eric Columbus, Senior Counsel to the Deputy Attorney General, U. S. Dept. of Justice, Washington, D. C. Riverside Hotel, Eighth Floor, New Tower, east Balcony and Himmarshee A	
<b>Tuesday, December, 15, 2009</b> Florida Atlantic University (FAU), Higher Education Complex (HEC) 111 E. Las Olas Blvd., Fort Lauderdale, FL 33301		
Tuesday am	<b>Breakfast on your own</b>	
8:00 am to 8:15am	<b>Check in at FAU</b> Higher Education Complex, Room 1110	
8:15 am to 9:00 am	<b>Meeting Opening and Logistics</b> <b>Speaker:</b> Dr. Gary Dennis, Senior Policy Advisor, Office of Justice Programs, Bureau of Justice Assistance Room 1110	
9:00 am to 10:15 am	<b>Panel 1: Written Policies/Procedures and PREA</b> Room 908 This panel will discuss the processes to most effectively develop and implement policies/procedures/written directives to support PREA-related initiatives. What works best, lessons learned. Q and A follows. <b>Panel Chair: Kimberly Hendricks</b> <b>Panelists: Paul Kirkpatrick, Charlotte Jordan-Williams</b>	<b>Panel 2: Training</b> Room 911 This panel will discuss development and implementation of training initiatives to reach employees, volunteers and contractors in support of PREA-initiatives. The panel will discuss what works best in reaching these diverse and sometimes skeptical audiences. Q and A follows. <b>Panel Chair: Wendy Williams</b> <b>Panelists: Jean Schlichtemeier, Niki Miller</b>
10:15 am to 10:45 am	<b>Break, Networking and Reviewing Resource Room Materials</b> Room 1110	
10:45 am to Noon	<b>Panel 3: Responding to the NPREC Standards</b> Room 911 This panel will review the NPREC standards and what states are doing to plan for possible implementation, including fiscal impacts and gaining buy-in and support from the organization. Q and A follows. <b>Panel Chair: Kathleen Von Hoene</b> <b>Panelists: Eric Sivula, Joe Eddy</b>	<b>Panel 4: Data collection, research and development, documenting compliance, and preparing for audits</b> Room 908 This panel will discuss how states are collecting, analyzing and using data to support PREA activities, as well as preparing for any potential future audit. Q and A follows. <b>Panel Chair: Jeff Renzi</b> <b>Panelists: Debra Herndon, Tim Oliver</b>

**Tuesday, December, 15, 2009**

Florida Atlantic University, Higher Education Complex  
111 E. Las Olas Blvd., Fort Lauderdale, FL 33301

Noon to 1:00 pm	<b>Networking and Lunch on-site</b> Room 1110	
1:00 pm to 2:15 pm	<b>Panel 2: Training (<i>Repeated Session</i>)</b> Room 911 This panel will discuss development and implementation of training initiatives to reach employees, volunteers and contractors in support of PREA-initiatives. The panel will discuss what works best in reaching these diverse and sometimes skeptical audiences. Q and A follows. <b>Panel Chair: Wendy Williams</b> <b>Panelists: Jean Schlichtemeier, Niki Miller</b>	<b>Panel 1: Written Policies/Procedures and PREA (<i>Repeated Session</i>)</b> Room 908 This panel will discuss the processes to most effectively develop and implement policies/procedures/written directives to support PREA-related initiatives. What works best, lessons learned. Q and A follows.  <b>Panel Chair: Kimberly Hendricks</b> <b>Panelists: Paul Kirkpatrick, Charlotte Jordan-Williams</b>
2:15 pm to 2:45 pm	<b>Break, Networking and Reviewing Resource Room Materials</b> Room 1110	
2:45 pm to 4:00 pm	<b>Panel 4: Data collection, research &amp; development, documenting compliance, &amp; preparing for audits (<i>Repeated Session</i>)</b> Room 908 This panel will discuss how states are collecting, analyzing and using data to support PREA activities, as well as preparing for any potential future audit. Q and A follows. <b>Panel Chair: Jeff Renzi</b> <b>Panelists: Debra Herndon, Tim Oliver</b>	<b>Panel 3 – Responding to the NPREC Standards (<i>Repeated Session</i>)</b> Room 911 This panel will review the NPREC standards and what states are doing to plan for possible implementation, including fiscal impacts and gaining buy-in and support from the organization. Q and A follows.  <b>Panel Chair: Kathleen Von Hoene</b> <b>Panelists: Eric Sivula, Joe Eddy</b>
4:00 pm to 4:45 pm	<b>Panel 5: Technical Assistance and Training – Looking Ahead</b> Room 1110 This interactive session will identify participants' recommendations for future training and technical assistance as states prepare to implement standards approved by the Attorney General. Specific recommendations will be captured and provided to BJA and NIC. <b>Panel Chair: Susan McCampbell</b> <b>Panelist: Andie Moss</b>	
4:45 pm to 5:15 pm	<b>Day One Wrap Up</b> Room 1110	
Evening	<b>Dinner on your own</b>	

<b>Wednesday, December 16, 2009</b> Florida Atlantic University, Higher Education Complex		
Wednesday am	<b>Breakfast on your own</b>	
7:45 am to 8:00 am	<b>Check in at FAU</b> Room 1110	
8:00 am to 9:15 am	<b>Panel 6: Inmate Screening, Classification and PREA</b> Room 908 This panel will address how inmate screening, assessment and classification can support PREA and the safety of inmates and institutions. Q and A follows. <b>Panel Chair: Paul L. DiPaolo</b> <b>Panelists: La Cole Archuletta, Kim Weir</b>	<b>Panel 7: Reporting and Investigations</b> Room 911 This panel will focus on PREA-related investigations, the investigative process, including helpful strategies, and building relationships with law enforcement and prosecutors. Discussion will address the stages of the investigative process and important considerations in these investigations, highlighting essential components. Q and A follows. <b>Panel Chair: Charles Cole</b> <b>Panelists: Ray Hobbs, Lynne DeLano</b>
9:15 am to 9:45	<b>Break, Networking and Reviewing Resource Room Materials</b> Room 1110	
9:45 am to 11:00 am	<b>Panel 8: Inmate Medical and Mental Health Services</b> Room 908 This panel will address protocols needed to support inmate-victims and perpetrators of sexual abuse. Q and A follows. <b>Panel Chair: Jennifer Sprafke</b> <b>Panelist: Donna Boone</b>	<b>Panel 9: Partnerships with Stakeholders, Advocates, and the Criminal Justice Community</b> Room 911 This panel will look at how best to mobilize stakeholders, advocates and local and state criminal justice partners to reach the goal of safer prisons. Q and A follows. <b>Panel Chair: Douglas Gerardi</b> <b>Panelist: Andie Moss</b>
11:00 am to 12:15 pm	<b>Panel 7: Reporting and Investigations (Repeated Session)</b> Room 911 This panel will focus on PREA-related investigations, the investigative process, including helpful strategies, and building relationships with law enforcement and prosecutors. Discussion will address the stages of the investigative process and important considerations in these investigations, highlighting essential components. Q and A follows. <b>Panel Chair: Charles Cole</b> <b>Panelists: Ray Hobbs, Lynne DeLano</b>	<b>Panel 6: Inmate Screening, Classification &amp; PREA (Repeated Session)</b> Room 908 This panel will address how inmate screening, assessment and classification can support PREA and the safety of inmates and institutions. Q and A follows.  <b>Panel Chair: Paul L. DiPaolo</b> <b>Panelists: La Cole Archuletta, Kim Weir</b>

**Wednesday, December 16, 2009**

Florida Atlantic University, Higher Education Complex

12:15 pm to 1:15 pm	<b>Networking and Lunch on-site</b> Room 1110	
1:15 pm to 2:30 pm	<b>Panel 9: Partnerships with Stakeholders, Advocates, and the Criminal Justice Community (Repeated Session)</b> Room 911 This panel will look at how best to mobilize stakeholders, advocates and local and state criminal justice partners to reach the goal of safer prisons. Q and A follows. <b>Panel Chair: Douglas Gerardi</b> <b>Panelist: Andie Moss</b>	<b>Panel 8: Inmate Medical and Mental Health Services (Repeated Session)</b> Room 908 This panel will address protocols needed to support inmate-victims and perpetrators of sexual abuse. Q and A follows.  <b>Panel Chair: Jennifer Sprafke</b> <b>Panelist: Donna Boone</b>
2:30 pm to 3:30pm	<b>Panel 10: Overview of PREA Grants and Initiatives</b> Room 1110 This panel will provide an overview of PREA state grants and the various PREA initiatives that have been implemented. <b>Panel Chair: Leslie Leip</b> <b>Panelist: Gary Dennis</b>	
3:30 pm to 4:00 pm	<b>Break, Networking and Reviewing Resource Room Materials</b> Room 1110	
4:00 pm to 4:45 pm	<b>Conference Close-Out</b> Room 1110	
Evening	<b>Dinner on your own or travel</b>	



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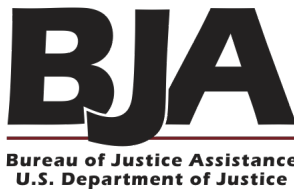
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