

**Identifying Demographic and Situational Characteristics of  
Correctional Staff Committing Sexual Violence in Incarcerated  
Settings**

**A Research Report**

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### **Executive Summary**

This executive summary presents the leading highlights of the report "Identifying Demographic and Situational Characteristics of Correctional Staff Committing Sexual Violence in Incarcerated Settings" based on official data from the Arkansas Department of Corrections and the Ohio Department of Rehabilitation and Correction. The findings presented below in bullet format are all addressed in greater detail in the larger report.

#### **Arkansas**

- All of the incidents examined here occurred between one employee and one inmate and all but one of the staff offenders in the study were male
- Incidents in Arkansas ranged from very simple but important inappropriate acts in prison (touching a prisoner without a shirt on) to overt sexual acts
- All but one of the incidents occurred in a barracks/cell
- There is indication that the security level of the institution was related to the sexual assaults in Arkansas with maximum security facilities experiencing almost all sexual assault incidents
- The majority of times when an employee was faced with a substantiated case, the employee resigned rather than face disciplinary actions
- Employees accused of sexual assault were typically white, married, had no previous disciplinary infractions, possessed a high school diploma, and had been working for ADOC one year or less

Correctional staff misconduct in Arkansas is mostly a male phenomenon (all but one of the perpetrators were male) Male staff committed staff on inmate sexual misconduct on female inmates in female facilities while female staff committed staff on inmate sexual misconduct on male inmates in male facilities in substantiated cases; this same gender-power dynamic scenario was also typical of alleged but unsubstantiated cases.

#### **Ohio**

- During 2003 and 2004, the Ohio Department of Rehabilitation and Correction did not have a central database for staff on inmate sexual misconduct. Detailed statistics for 2005 were maintained for "substantiated" claims of staff on inmate sexual misconduct. During 2006, the Ohio Department of Rehabilitation and Correction maintained a central database for staff on inmate sexual misconduct.
- Overall reported incidents for staff on inmate sexual assault from 2004 to June 2006 were 77 (86 cases were reported but this was reduced to 77 as cases of staff and inmate inappropriate relationships (9 reports) and sexual violence were mixed in official data).
- Overall, 12.7% of reported allegations from 2004 through June 2006 were substantiated. During 2004, 23% of reported allegations were substantiated. During 2005, 11% of reported allegations were substantiated. Through June 2006, 7% of reported allegations were substantiated.

- Ohio Department of Rehabilitation and Correction experienced a five-fold increase in allegations of staff sexual misconduct from calendar year 2005 to calendar year 2006. This increase may be attributed to the Prison Rape Elimination Act training program that was implemented during 2005 for staff and offenders.
- Only 5 cases were available for incident-level data. These cases were substantiated cases from 2005 through June 2006.
- Correctional staff were more likely to offend in common area cell block areas (2/3), while support staff were more likely to offend in program areas (2/2).

#### Implications

Recommendations for practice and policy betterment regarding staff on inmate sexual assault include:

- First and most seriously, is the fundamental issue of the general lack of data available for analysis across the two states (11 cases). The small number of cases greatly limited the anticipated scope of analysis. Unfortunately, additional official data was not available for all dimensions of reported yet not substantiated cases.

- Crime Prevention Through Environmental Design (CPTED)

- Best practices orientation cognizant that staff sexual assault is not monolithic.

- Measurement consistency within and across states

and

- Prosecution intensity enhancement of substantiated case outcomes.

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## **Identifying Demographic and Situational Characteristics of Correctional Staff Committing Sexual Violence in Incarcerated Settings**

### **ABSTRACT**

*Prison rape has long been one of the most disturbing realities within the American criminal justice system. Attention to prison rape has historically focused on inmate-on-inmate violence; however, sexual assaults by correctional staff are no less, and arguably more, important. The passage of the Prison Rape Elimination Act and creation of the National Prison Rape Elimination Commission in 2003 increased the focus on sexual assaults in correctional facilities and furthered prison rape research. Although the zero-tolerance position of PREA and NPREC includes both inmates and correctional staff, the bulk of the literature concerning sexual assaults has remained focused on characteristics of inmates (Chonco, 1989; Dumond, 2000; Gaes and Goldberg, 2004; Hensley et. al., 2003; Hensley et. al., 2005; Kunselman et. al., 2002; Lockwood 1980). Much more research needs to be undertaken to determine the characteristics of correctional staff who commit sexual assault, the circumstances under which those assaults take place, and the differences between assaults committed by correctional staff and those committed by inmates.*

*This study collected statewide, incident-level data from the Arkansas Department of Corrections and the Ohio Department of Rehabilitation and Correction. Data was drawn from disciplinary records of all sexual assaults perpetrated since agencies were required to collect PREA related data (2004 - 2007). The primary goals of this study are 1) to identify the situational characteristics of prison violence incidences involving correctional staff and 2) to identify the demographic and constitutional correlates of staff who perpetrate sexual violence in incarcerated settings. Both individual and situational*

*variables were examined, including: 1) demographic variables of the correctional staff (age, sex, race/ethnicity, educational attainment, and marital status); 2) employment variables (rank/title, length of service, number and type of previous disciplinary infractions or complaints, and custody/security level of the facility); 3) incident-specific variables (time of day, day of week, location within correctional facility, number of perpetrators); 4) victim characteristics (age, race, sex, previous disciplinary infractions) and 5) outcome of reported cases, where available.*

*Analyses consisted of descriptive statistics and content analyses of PREA related cases for the selected time frame. A profile of correctional staff who commit sexual violence and the circumstances under which sexual violence is committed was identified. Implications for minimizing conditions posing substantial risk of sexual violence include enhanced utilization of Crime Prevention Through Environmental Design (CPTED), a best practices orientation to prevention cognizant that staff sexual assault is not monolithic, the need to realize measurement consistency within and across states, and prosecution intensity enhancement of substantiated case outcomes.*

**I.  
PRISON RAPE, INSTITUTIONAL CULTURE,  
AND CORRECTIONAL STAFF**

Within the correctional subculture, acts of sexual violence pose health and safety risks to inmates while fostering a climate of fear which undermines a rehabilitative ideal. This is particularly true in instances of unbalanced power, such as the relationship between correctional staff and inmates. The Prison Rape Elimination Act (PREA) was passed in 2003 to comprehensively address the problems associated with sexual violence in correctional facilities. Among these problems are the harmful effects of victimization from correctional staff abuse – particularly sexual abuse. The PREA has defined “sexual violence” as nonconsensual completed or attempted genital to genital contact, genital to mouth contact, hand to genital, buttocks or breasts contact, and includes non-contact behaviors such as voyeurism and sexual harassment (Prison Rape Elimination Act, 2003; see Appendices A and B).

In addition to the problems resulting from inmate-on-inmate sexual violence, sexual misconduct by correctional staff and officers, as well as professional service providers working inside facilities, exacerbates the problem and undermines the professionalism of facilities. Correctional officers are supposed to create a safe environment for inmates and maintain rules and order. When these same officers violate rules and infringe on the safety of inmates, it destroys the environment of the prison. Further, correctional staff necessarily experience unbalanced power over inmates that can create coercive situations conducive to sexual violence. Finally, sexual abuse by correctional staff can lead to corruption and other dangers, such as staff smuggling drugs or weapons into prison facilities for inmates (Office of the Inspector General, 2005). The

combined result of sexual violence creates a situation that degrades positive correctional influences. Information is needed on the instance and circumstances of sexual violence inflicted on inmates by correctional staff to reduce this problem. Information of the characteristics of the victims, staff, and the situation of sexual violence will make it possible to make more effective selection, training, policy, and supervision of correctional staff.

Data on sexual assaults on inmates by correctional staff has historically been difficult to obtain and lacking in quality. The requirements of PREA have substantially increased the amount of data collected by correctional agencies. Only a limited amount of research has been conducted using this data however. The current study is an exploratory effort toward greater discovery about perpetrators of sexual violence in investigated cases. Through analysis of official state level data from Arkansas and Ohio, this study contributes to the PREA initiative through increasing the extant knowledge base of sexual violence committed in prisons through identifying characteristics of correctional staff who perpetrate sexual violence and situations in which such occur.

### **Sexual Assault in Corrections Contexts**

Once an ignored issue in correctional environments, research on sexual violence against inmates began to expand in the 1980s (see Tewksbury and West, 2005; also Lockwood, 1980; Nacci and Kane, 1984; Tewksbury, 1989). Early research on sexual violence and nonconsensual sex in correctional settings was limited to particular facilities or small sample sizes in part because access to data was restricted or not well documented (Gaes and Goldberg, 2004; Human Rights Watch 2001, Human Rights Watch 1996). Most estimates of the prevalence of completed sexual assaults are that 2%

or less of the correctional population is affected, while rates of attempted sexual assaults and/or sexual coercion and pressure are estimated at 21% or less (Gaes and Goldberg 2004).

Lockwood (1980) conducted one of the earliest studies of sexual violence by examining data from New York state prisons on 107 victims and 45 perpetrators of sexual violence. Although Lockwood created profiles of both aggressors and victims, his sample size was too small to make any valid generalizations. Similar problems existed for other early studies (i.e. Moss, Hosford, and Anderson (1979) examined 12 inmates who had committed a rape in prison and Chonco (1989) interviewed 40 inmates who were sexual aggressors).

By the 1990s, the focus on sexual violence in prisons began to rise (National Institute of Corrections, 1996). Both academicians/researchers and policy makers increasingly saw the negative influence of sexual violence on the rehabilitative and orderly environment of correctional facilities. Further, inmate lawsuits alleging sexual attacks by both other inmates and correctional staff were increasingly successful in the federal court system.

The increasing concern over sexual violence in prisons led to passage of the Prison Rape Elimination Act and creation of the National Prison Rape Elimination Commission in 2003. This act required correctional facilities and systems to take positive steps toward eliminating sexual violence in correctional facilities. It also mandated data collection on instances of sexual violence, and encouraged additional research in this area. As a result of PREA, research has greatly expanded the understanding of those involved in sexual violence in prison (victims and perpetrators) and also the

circumstances under which sexual violence occurs. The bulk of research on sexual violence has been conducted on the victims and on inmate perpetrators of the violence. A much smaller amount of research has been conducted examining the circumstances under which sexual violence occurs, and even less has been conducted on correctional staff who sexually assault inmates.

Research leading up to and immediately following the passage of PREA provided a much clearer understanding of those who commit sexual violence in prison (Beck and Hughes, 2005; Beck and Harrison, 2006; English and Heil, 2005; Gunter and McGinnis, 2006; Krienert and Fleisher, 2005). For example, perpetrators of sexual violence are more likely to be younger, African-American, and affiliated with a gang.

The first attempt at a national profile of perpetrator characteristics (Beck and Harrison, 2006) reported the gender, age, race/ethnicity and number of perpetrators involved in substantiated incidents of inmate on inmate sexual violence. This research used administrative records from prison and jail facilities. The study found 91.3% of perpetrators were male; however, the percentage of female perpetrators in prison (14.3%) was disproportionate to the population of women in prison (approximately 6% according to the Bureau of Justice Statistics 2007 Corrections at a Glance Report). The age range for perpetrators examined by Beck and Harrison (2006) was varied more than in previous studies, with jails reporting younger perpetrators than prisons. Contrary to many previous studies, 43% of the perpetrators in the Beck and Harrison study were Caucasian while 38.8% of the perpetrators were African-American.

#### *Characteristics of Victims of Sexual Violence*

The study by Beck and Harrison found the characteristics of victims of substantiated incidents of inmate-on-inmate sexual violence showed that 88.4% of the victims were male, 45.1% of those victimized were between 18 and 24 years of age, and the majority of the victims (72.7%) were white. This was supported by earlier studies of victims of sexual violence, that found that inmates at greatest risk for sexual victimization were typically young, inexperienced, first-time, non-violent, middle-class offenders, experiencing a mental illness and/or developmental disability, known or perceived by other prisoners to be homosexual, and labeled as a snitch by other prisoners (Struckman-Johnson et al. 1996; Knowles 1999; Dumond 2000; Man and Cronan 2001; Wortley 2002; English and Heil 2005).

#### *Situational and Institutional Characteristics of Sexual Violence*

Perpetrator characteristics should also be studied in the context of situational characteristics and patterns. Sexual violence is more likely to occur in understaffed, crowded facilities that house a high number of maximum security, violent offenders, and in facilities with “blind spots” (Austin, et al., 2006; Wortley 2002, English and Heil 2005, Struckman-Johnson and Struckman-Johnson 2000, Struckman- Johnson and Struckman-Johnson 2002, Man and Cronan 2001). In fact, more than twice the number of assaults occur at maximum-security facilities than at medium-security prisons (Atlas 1983; Wortley 2002). Location within the facility also plays a role in these acts, with 77% of sexual assaults taking place in inmate housing areas and 17% in showers (Beck and Harrison, 2006). In contrast to men’s facilities, larger female institutions that had dorm-style housing, and housed offenders who were convicted of crimes against persons were more likely to have higher rates of sexual coercion (Struckman-Johnson and Struckman-

Johnson, 1999, 2000). Earlier research has suggested that inmates are at greatest risk for sexual assault when they first arrive at a facility (Wortley 2002, Nacci and Kane 1984, Lockwood 1980). In summary, the extant knowledge base on prison violence is considerably developed though largely neglectful of staff perpetration

### *Characteristics of Correctional Staff Who Commit Sexual Violence*

Research and information on correctional staff who commit sexual violence had historically been difficult to obtain (National Institute of Corrections, 2001). Because of the potential for lawsuits and negative publicity, correctional agencies were reticent to turn over disciplinary records involving sexual violence committed by staff and officers. Even when records were examined, it was often difficult to determine the nature of the offense (i.e. a disciplinary record might, correctly, label the action an assault with no detail that would indicate the sexual nature of the action) (U.S. GAO, 1999).

By the early 1990s, research on sexual violence committed by correctional staff began to emerge. Struckman-Johnson, et al., (1996) found 20% of 516 inmates surveyed in Midwestern prisons reported sexual victimization while incarcerated. The acts ranged from forcible vaginal sex, anal sex, and oral sex to fondling and groping. The perpetrators were both staff and other inmates. Many early studies focused exclusively on staff sexual relations with female inmates to the exclusion of male inmates (Layman, McCampbell, and Moss, 2000). A 1999 study by the U.S. General Accounting Office using data from the Federal Bureau of Prisons and the prison systems in California and Texas found 506 allegations of staff sexual misconduct between 1995 and 1998. Of these, 92 (18%) were confirmed. The report stated only rare instances of rape, with most of the

instances falling under improper visual harassment or consensual sexual relations. The report indicated, however, it was very difficult to determine the exact nature of the acts because of the limited amount of detail and inconsistent record keeping. The GAO recommended developing “systems and procedures for monitoring, analyzing, and reporting allegations of staff-on-inmate sexual misconduct.” This was one of the early impetuses for the eventual passage of the Prison Rape Elimination Act.

A 2005 report by the Office of the Inspector General (OIG) examined five years of data collected by the OIG concerning allegations of inmate sexual abuse by correctional staff. The focus of the study was investigations by the OIG in federal prisons. From 2000-2004, the OIG investigated 351 reports of sexual misconduct by correctional staff in federal facilities. This report found, contrary to previous reports, a slightly higher level of sexual assaults of male inmates by female correctional staff (47%) than female inmates being sexually abused by male correctional staff (43%). Given that these percentages are close, it is possible they are masking the effect that female correctional staff will be considered the “aggressor” even if they are seduced by male inmates. The report also found a much smaller number of male staff abusing male inmates (8%) and female staff abusing female inmates (2%).

Beck and Harrison (2006) observed that officially reported incidents of sexual violence in prison increased from 5,386 allegations in 2004 to 6,241 allegations in 2005. Most of those allegations came from state prisons (3,172 in 2004 and 4,341 in 2005). In state prisons, 38% of allegations involved staff sexual misconduct with inmates and another 17% involved staff sexual harassment. The study found differences in the circumstances of the sexual abuse dependent upon whether the perpetrator was an inmate

or correctional staff. Just over 50% of the inmate-on inmate sexual violence involved either the threat or use of physical force, while 66% of the staff sexual misconduct involved no force or threat of force but was instead “romantic” in nature.

What is indicated by these reports is that sexual violence by correctional staff on inmates is an issue that requires attention. Passage of the Prison Rape Elimination Act substantially furthers this goal. What is lacking at this point is data on the offenders, victims, and circumstances. Research to this point has been largely limited to numbers of incidents and information on the sex of the participants. This knowledge base greatly needs to be expanded to include much more information about the offenders, victims, and event circumstances, as well as the outcomes of disciplinary/legal action.

## **II. EXAMINING CORRECTIONAL STAFF SEXUAL ASSAULT INVOLVEMENT IN TWO STATES: RESEARCH DESIGN AND KEY VARIABLES**

Statewide incident-level data were collected from the Arkansas Department of Correction and the Ohio Department of Rehabilitation and Correction for all staff perpetrators who committed acts defined as “sexual violence” under PREA definitions for a four-year period (2003-2006). Official incidence level data for both *substantiated* and *unsubstantiated* cases were requested and differentiated statistically. Data were stripped of individual identifiers (such as names or case number) that could be potentially linked back to a particular individual.

The primary goal of this analysis was to identify the characteristics of correctional staff who perpetrate sexual violence in incarcerated settings. Both individual and situational level correlates were requested including: 1) demographic variables (age, race/ethnicity, physical size (height/weight), educational attainment, sexual orientation,

marital status, employment history, and religious affiliation), 2) for inmates acting as accomplices: criminal history (number and type of convictions; number of previous incarcerations), 3) job contextual variables (length of employment at facility, career program advancement participation, custody/security level, number and type of disciplinary infractions), 4) incident-specific situational correlates of substantiated and unsubstantiated cases defined and included under PREA (type of incident, facility custody level, time of day, day of week, location within correctional facility, number and type (dichotomized as inmate/staff) of perpetrators), and 5) outcome of reported PREA case, including any administrative sanctions and/or prosecutorial actions. The final list of variables as described below was contingent upon agency provision.

Data were extracted from each participating states original incident case file and analyzed per demographic and situational variables and illustrated through descriptive (percentages, measures of central tendencies) and bivariate (chi-square) statistical analysis generated through SPSS software. Individual correlates of staff sexual assault are expressed per variable as broken down by state, offender demographics (age, race, etc.), and outcome.

### *Research Questions*

The Arkansas and Ohio analyses were conducted to provide a more complete and accurate portrayal of staff who perpetrated sexual violence against inmates in correctional settings. In an effort to more fully understand the nature of sexual assault within prisons, characteristics of perpetrators, incidents, and victims were examined. Demographic, physical characteristics, individual and situational level characteristics of incidents, perpetrators, and victims were examined to inform policy development aimed at reducing

sexual violence in correctional facilities. Specifically, the following research questions were addressed:

- What are the personal/demographic characteristics of correctional staff members (perpetrators/offenders) and inmates (in both perpetrator and victim roles) involved in sexual violence against inmates?
- What is the occupational context (i.e., job-related covariates such as position/rank, length of service, disciplinary and employment history) of staff involved in sexual violence in incarcerated settings?
- What are the situational characteristics of staff-involved sexual violence in incarcerated settings (e.g., locale within facility, time of day, day of week, supervision level)?

## **ARKANSAS DEPARTMENT OF CORRECTION (ADOC)**

### *Data & Sample*

Data were collected statewide from the Arkansas Department of Correction (ADOC). Data were collected from a four-year period beginning in 2003 and ending in 2006. Originally, data was to be collected on all reported incidents of sexual violence, irrespective of whether the charges were founded. In coordination with ADOC personnel, and upon examining the records, it was determined that there were no records kept when an allegation was unfounded (other than that an allegation was filed, which was kept in the employee's personnel folder). Further, in instances where an employee immediately resigned in response to an allegation (and where no criminal investigation

occurred), no investigation was conducted. As a result, data was only available on six cases of sexual assault between an ADOC employee and an inmate.

### *Variables*

Twenty-two variables were examined for analyses. These can be grouped into four areas: demographics, institutional characteristics, and incident variables.

Demographic information was collected only for employees, and included (where available) age, gender, race, marital status, religious affiliation, and educational attainment. Height and weight was also documented for all employees.

Age is a continuous measure simply denoting age at time of incident. Race is a categorical variable, as are marital status and religious affiliation. Race was initially coded with four categories (black, white, Asian, and other), however, only blacks and whites were represented in the population. Similar to other criminal justice data, Hispanics are classified as “white” in Arkansas, which makes it impossible to differentiate ethnicity. Marital status categories included single, claimed common, common-law, married, widowed, separated, and divorced. Religious affiliation options included Catholic, Christian Non-Denominational, Islam, Jehovah’s Witness, Jewish, Mormon, Protestant Denominational, Rastafarian, Wiccan, Buddhism, and no affiliation. Educational attainment is an interval level variable denoting years of education completed (range 0-18).

Criminal history for victims and previous disciplinary information on employees and is denoted by the number of prior convictions and incarcerations for the inmates and the total number of previous disciplinary actions for employees. Two measures were

utilized to measure the inmate's previous criminal history to more accurately captures the nature (or seriousness) of the inmate's criminal past.

Two institutional variables were included in the analysis. Specifically, data were obtained related to the security level of the facility where the sexual assault took place and the location within the institution where the incident took place.

Finally, incident-level variables were collected to address the nature of the sexual assault. Included in the incident variables were the type of incident, the day and time of the incident, the number of perpetrators and victims involved, and actions taken by ADOC and or the prosecutor as a result of the sexual assault. The temporal nature of these incidents is explored with variables denoting time of day, incident date, and day of the week the incident occurred. Information such as this will enable a better understanding of when these offenses occur and thus prepare correctional staff and management for likely "trouble times." Data pertaining to the location of offenses were examined to identify "hot spots" within facilities where assaults are more likely to occur. Incident location is a categorical measure. Categories include victim's cell/room, dorm/multiple housing unit, common area (shower, dayroom, etc.), temporary holding cell, program service area, outside facility, while in transit, yard, and other.

### *Analyses*

Descriptive analyses were examined for all variables. Measures of central tendency and dispersion are presented where appropriate and frequencies for all categorical variables are depicted in the following chapter.

## **OHIO DEPARTMENT OF REHABILITATION AND CORRECTION**

### *Research Questions*

The central goal of the current study was to provide a more complete and accurate portrayal of correctional staff members who perpetrate sexual violence against inmates in correctional settings. Additionally, we explored information from Ohio prisons by collecting supplemental data on characteristics of both incidents and victims. In an effort to more fully understand the nature of sexual assault within prisons, we compared the samples of victims and perpetrators to discern any possible differences between the populations in terms of demographics, physical characteristics, administrative discipline, and criminal history. Both individual and situational level characteristics of incidents, perpetrators, and victims, as well as comparisons between the latter, were examined to inform policy development aimed at reducing sexual violence in correctional facilities. Specifically, the following research questions were addressed:

- What are the personal/demographic characteristics of correctional staff members (perpetrators/offenders) and inmates (in both perpetrator and victim roles) involved in sexual violence against inmates?
- What is the occupational context (i.e., job-related covariates such as position/rank, length of service, disciplinary and employment history) of staff involved in sexual violence in incarcerated settings?
- What are the situational characteristics of staff-involved sexual violence in incarcerated settings (e.g., locale within facility, time of day, day of week, supervision level)?

- **What are the characteristics (personal, demographic and institutional history) of the victims of staff-involved sexual violence in prisons?**

### *Data & Sample*

Data were collected statewide from the Ohio Department of Rehabilitation and Correction (DRC). The dataset was compiled from Ohio DRC records of substantiated staff on inmate sexual violence from 2005 and 2006. Detailed information on substantiated and unsubstantiated staff on inmate sexual violence was not available for the years 2003 and 2004; however, the total number of substantiated and unsubstantiated sexual violence cases was supplied for 2004.

Between 2004 and June 2006, the total reported incidents for staff on inmate sexual violence was 77. Aggregate data from 2003 was unavailable for staff on inmate sexual violence.

ODRC stated that they did not keep incident level records of unsubstantiated allegations prior to 2006. For 2006, the number of substantiated and unsubstantiated incidents between January 1, 2006 and June 30, 2006 was 31. The following table illustrates the distribution:

**Ohio DRC Substantiated and Unsubstantiated Incidents, 1/1/06 – 6/30/06**

Institution	Facility Gender Type	# Substantiated allegations	# Unsubstantiated allegations
Chillicothe Correctional Institute	Male	0	2
Franklin Prerelease Center	Female	0	1
Hocking Correctional Facility	Male	0	1
Lake Erie Correctional Institution	Male	0	1
Madison Correctional Institution	Male	0	2
Marion Correctional Institution	Male	0	3
Mansfield Correctional Institution	Male	0	1
Noble Correctional Institution	Male	0	1
North Central Correctional Institution	Male	0	3
North Coast Correctional Treatment Facility*	Male	0	1
North East Prerelease Center	Female	1	1
Ohio Reformatory for Women	Female	0	12
Richland Correctional Institution	Male	1	1
Southeastern Correctional Institution	Male	0	1

\*Denotes Private Prison

*Variables*

A number of variables were obtained for analysis from the 2005 to June 2006 substantiated staff on inmate sexual violence dataset and can be grouped into three categories: demographic (staff and victim); institutional; and incident variables.

Demographic variables for this dataset are limited to perpetrator and victim sex, race, and age. For the 2005 to June 2006 substantiated staff on inmate sexual violence dataset, age is a continuous measure denoting the age at the time of the incident. Both sex (2=female;

1=male) and race are categorical variables, while information on religion and marital status was not available. Race was initially coded with five categories (black, white, Hispanic, Asian, and other); however, only blacks, whites, and Hispanics were represented in the sample.

Several institutional variables were included in the analysis. Data on staff position and length of employment were available for the study. Presumably, those staff with direct inmate access would be more likely to offend than staff without access to inmates.

Finally, incident-level variables were collected in order to fully reveal the nature and extent of staff on inmate sexual violence in Ohio's prisons. Ohio maintains data on substantiated staff on inmate sexual violence that can be broken down into two categories: consensual and force. The majority of these incidents were classified as having used force (60%). Data pertaining to both are presented in Table 1.

The temporal nature of these incidents is explored with variables denoting time of day, incident date, and day of the week the incident occurred. Information such as this will enable better understanding of *when* these offenses occur and thus prepare correctional staff and management for likely 'trouble' times. Relatedly, data pertaining to the location of alleged offenses are presented in order to identify "hot spots" within facilities where assaults are more likely to occur. Incident location is a categorical measure; categories include victim's cell/room, dorm/multiple housing unit, common area (shower, dayroom, etc.), temporary holding cell, program service area, outside facility, while in transit, yard, and other.

Given that this dataset contains only substantiated cases, variables denoting the substantiation are not needed. Outcome variables in regards to both staff (9 dispositions)

and inmate (7 dispositions) status were delineated. Staff outcomes include:

1=reprimanded or disciplined; 2=demoted or diminished responsibilities; 3=transferred to another facility; 4=arrested; 5=referred for prosecution; 6=discharged; 7= staff resigned prior to completion of investigation; 8=staff resigned after completed investigation; and 9=other. Inmate victim dispositions included: 1=placed in administrative segregation / protective custody; 2=placed in a medical unit, ward, or hospital; 3=confined to own cell / room; 4=given a higher custody level within the facility; 5= transferred to another facility; 6=other. Of the staff outcomes, only three categories were found: arrested; staff resigned prior to completion of investigation; and other. Of the inmate outcomes, only three were found: placed in administrative segregation / protective custody (01); transferred to another facility (05); and other (remained in same institution) (07).

### *Analysis*

Descriptive statistics were generated for all three data subgroups from the Ohio DRC: incident-level data, perpetrator data, and victim data. Due to the small sample size of substantiated cases for 2005 to June 2006, measures of central tendency, dispersion, and frequencies for all categorical variables were not conducted. Since this study was intended to be exploratory in nature and given the sample size, inferential analyses were not possible on the sample.

## **IV. FINDINGS**

### *Arkansas Incident-Level Findings*

There were six separate incidents found in the data. These were:

- Viewing exposed inmate & watching masturbate several times over 4 week period
- Sexual intercourse with an inmate
- Sexual correspondence with an inmate
- Sexual misconduct with an inmate
- Rubbing an inmate on the back without a shirt
- Inmate performed oral sex on employee

This data shows that sexual assault ranges from very simple but important inappropriate acts in prison (touching a prisoner without a shirt on) to overt sexual acts. This reinforces the issue of what actions should be addressed under PREA.

All of the incidents examined here occurred between one employee and one inmate. This is somewhat unexpected. It was anticipated there would be some serial abuse where one employee would sexually assault several inmates, perhaps an artifact of the small number of incidents for Arkansas.

Institutional measures included the location of the assault and the security level of the facility. The location of the incidents followed a consistent pattern. All but one of the incidents occurred in a barracks/cell. This is to be expected as it is anticipated most sexual assaults will occur between inmates and correctional line officers. One of the incidents occurred in an office. The security level of the institution was inconsistent across the incidents. Four of the six incidents occurred in a maximum security prison; one occurred in a medium security prison, and one occurred in a supermax. When combined with the Ohio data, five of seven incidents transpired in maximum security facilities.

Three of the six incidents occurred on Thursday. The only other day recorded was a Monday. The day of occurrence was either not known for the other incidents or they occurred across multiple days. For those incidents where a day was known, the time of day was also known. Two of the incidents happened during evening hours (5:30 PM and 9:15 pm). One of the incidents occurred at 8:30 in the morning.

Two measures were utilized to ascertain institutional and system responses to these sexual assaults, disciplinary sanctions and prosecutorial action. Investigations were initiated on each of 6 reported assaults. As stated above, it is not known how many allegations were deemed unfounded during initial assessment because systematic records were not maintained or were insufficient to determine which unfounded cases would likely have fallen under the purview of this research. This report is thus limited to instances where the allegations were substantiated.

As expected, the majority of times (3 of 6) when an employee was faced with a substantiated case, the employee quit rather than face disciplinary actions. The specific offenses involved in these cases were sexual misconduct, rubbing an inmate on the back without a shirt, and where an inmate performed oral sex on employee. These did not seem substantially different from cases where the employees were disciplined (sexual correspondence, viewing an exposed inmate and watching her masturbate several times over 4 week period, and sexual intercourse with an inmate). In one of the cases (where an inmate performed oral sex on employee), the case was referred for prosecution. In the other cases, they were not.

Resigning in lieu of disciplinary actions is a disciplinary sanction in itself, but it does cloud what actions would have been taken by ADOC in these kinds of cases. In two

of the cases where the employees did not quit, both were terminated. In the case where an employee viewed an exposed inmate and watched the inmate masturbate over a four-week period, the employee was given a two week suspension. These disciplinary actions indicate the ADOC takes sexual assault seriously and is prepared to take actions against employees who break these rules/laws.

Only two of the incidents were accepted for prosecution: sexual intercourse with an inmate and allowing an inmate to perform oral sex on an employee. In both cases, felony charges were filed against the employee. The outcome of those prosecutions is not known.

#### *Employees/Perpetrators*

Basic demographic data, including height and weight, was available for all perpetrators (no females). Less commonly collected information such as sexual orientation and religious affiliation was not collected on ADOC employees and was not available. The race of the employees was fairly consistent with the race of employees in ADOC. Four of the six employees were white and two were black. As expected, four of the six employees had a high school diploma as their highest educational attainment. More unexpected was that one employee had 36 hours toward a BA degree and one employee had a doctorate. The recent employment of perpetrators was supported by the fact that only one of the employees had been employed by ADOC for three years and two were employed approximately one year (12 months and 13 months). The other employees were employed less than one year (10 months and 5 months ) and one was only employed 42 days when terminated. All but one of the employees had no previous disciplinary

infractions prior to the sexual assault. One employee had two previous infractions that were not sexually related.

The race of the employees was fairly consistent with the race of employees in ADOC. Four of the six employees were white and two were black. As expected, four of the six employees had a high school diploma as their highest educational attainment. This is consistent with lower-paid and recently employed correctional officers perpetrating most sexual assaults. More unexpected was that one employee had 36 hours toward a BA degree and one employee had a doctorate.

The recent employment of perpetrators was supported by the fact that only one of the employees had been employed by ADOC for three years and two were employed approximately one year (12 months and 13 months). The other employees were employed less than one year (10 months and 5 months ) and one was only employed 42 days when terminated. This compares to an average length of employment at ADOC of 6.86 years.

All but one of the employees had no previous disciplinary infractions prior to the sexual assault. One employee had two previous infractions that were not sexually related.

Perpetrators ranged in age from 22 to 55 with a mean of 34.5 years old and a standard deviation of 13.57. Three of the employees were in their 40s and 50s (41, 42, and 55) while three of the employees were in their 20s (22, 22, and 25). Only two of the employees were not married at the time of the incident.

It is somewhat difficult to draw inferences from the physical characteristics of the employees because one of the employees was female and therefore obviously different in physical characteristics from the others. Most of the employees were shorter than normal

(5'8", 5'6", 5'5", and 5'2") while two of the employees were taller than average (6'1" and 5'10"). The average weight for the employees was 164 pounds, with only one employee weighing more than 200 pounds. The standard deviation was 27 pounds.

### *Victims*

Criminal history information was obtained for all inmate victims. Three variables were examined, the number of previous convictions, the number of previous incarcerations, and whether any of the convictions/incarcerations were for violent crimes.

The inmates who were victims of sexual assault were often long-term criminals. Only one of the inmates had only 1 previous conviction. The others had 4, 5, 7, and 9 (2 inmates) previous convictions. Similarly, only one of the inmates had one previous incarceration. The others had two incarcerations (2 inmates), three previous incarcerations (2 inmates) and four previous incarcerations. Only one of the inmates did not have a previous conviction/incarceration for a violent crime.

The race and sex of all inmate/victims was obtained, as well as criminal history information. Three criminal history variables were examined: the number of previous convictions, the number of previous incarcerations, and whether any of the convictions/incarcerations were for violent crimes.

Only one of the inmate/victims in Arkansas was white; the others were black. As a result, the racial mix of employee and inmate were mixed. In one case, both were white and in two cases, both were black. A white employee was involved with a black inmate in the other three incidents.

**Ohio Department of Rehabilitation and Correction (DRC): STAFF**

*Suspects & Victims*

Table 1 displays perpetrator and victim data related to the 5 incidents obtained from the Ohio DRC between 2005 and June 2006. Staff accused of sexual assault were overwhelmingly male (60%, see Figure 1) and white (60%, see Figure 2). Staff ranged in age from 25 to 60 with a mean age of 43.2 years. Staff had, on average, worked at the facility for five to ten years at the time of the incident. In each of the five incidents (6 victims), the victims reported no injury.

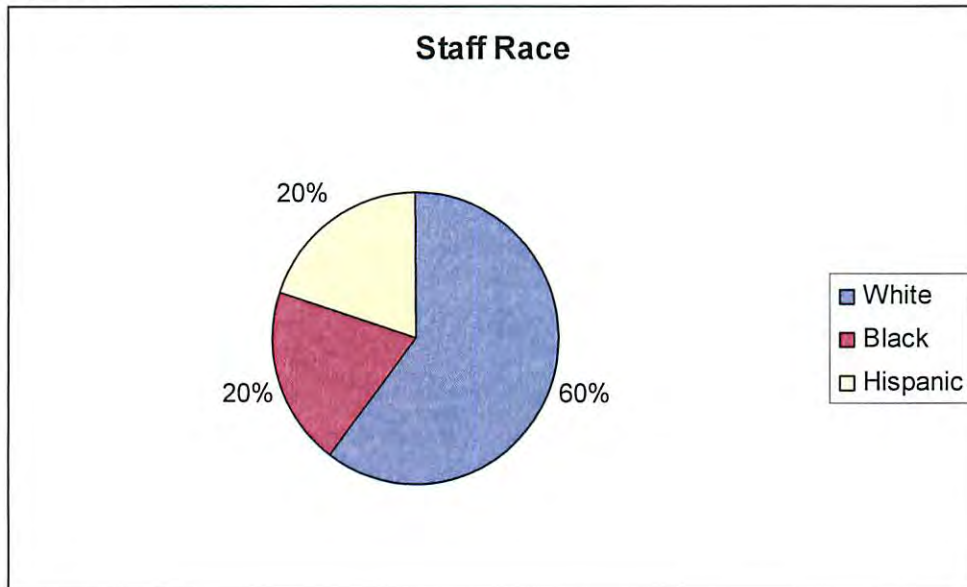
**Table 1. Ohio Department of Rehabilitation and Correction Perpetrator & Victim Sample Descriptive Statistics**

<i>Variable</i>	Mean	Std. Dev	Minimum	Maximum
<i>Age</i>				
Perpetrator	43.2	12.56	25	60
Victim	34.8	8.77	18	44
<i>Employment (Years)</i>				
5 – 10	80%			
10 or More	20%			
<i>Sex</i>				
Perpetrator Male	60%		Victim Male 33.3%	
Perpetrator Female	40%		Victim Female 66.7%	
<i>Perpetrator Race</i>				
Black	20%			
White	60%			
Hispanic	20%			
<i>Victim Race</i>				
Black	16.7%			
White	83.3%			

Figures 1 and 2 illustrate the race of the staff perpetrators and inmate victims, respectively. Of the 5 staff perpetrators, 3 were white, one black, and one Hispanic. Staff perpetrator appeared to have an affect on victim choice. White staff only offended against white inmate victims and the only female black staff offended against a black inmate

victim. The one exception was the Hispanic male that offended against two white female victims.

Figure 1.



Of the six victims, 83% were white and 17 % were black, representing the only two racial variations for inmate victims.

Figure 2.

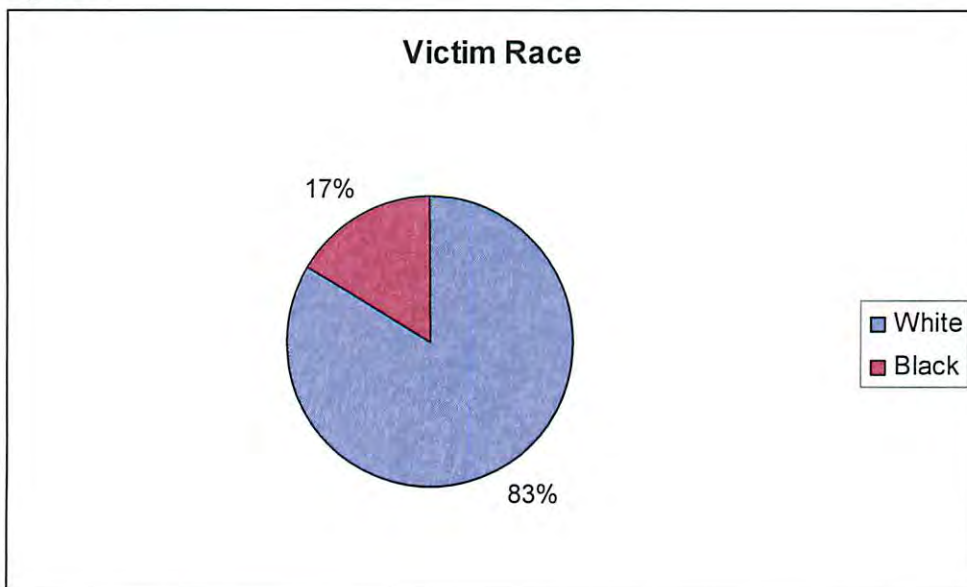
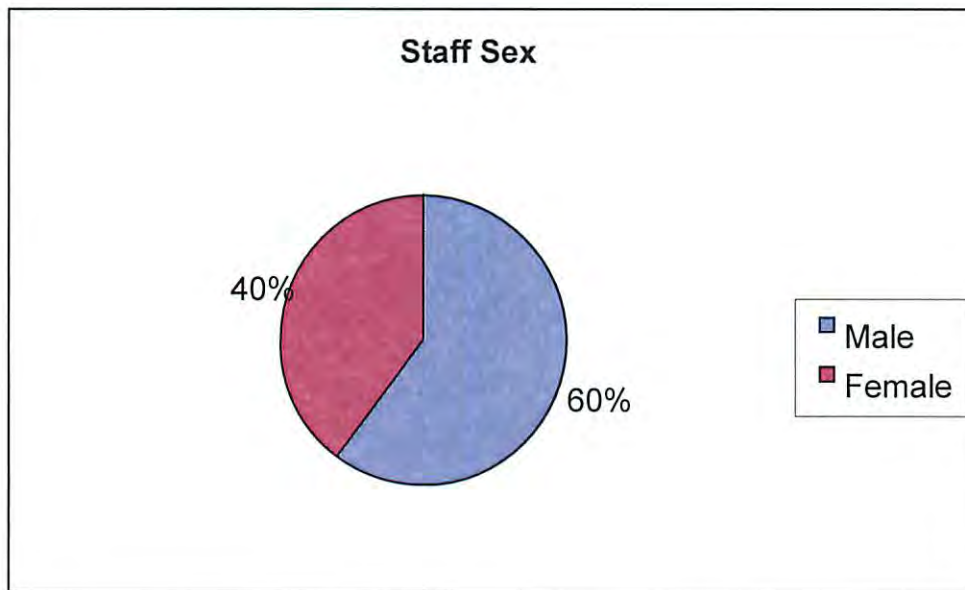


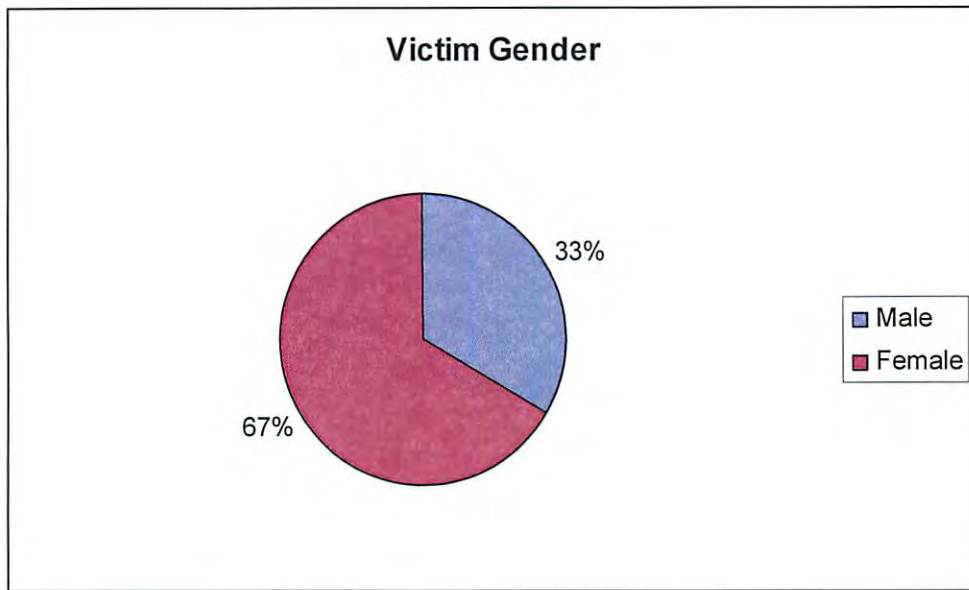
Figure 3 illustrates the staff perpetrators sex, while Figure 4 illustrates victim sex. It is interesting to note that there were five staff perpetrators and six inmate victims. Staff perpetrators (100%) were of the opposite sex of their inmate victims. The three male staff perpetrators accounted for all four female inmate victims. The two female staff perpetrators accounted for both of the male inmate victims. Male staff perpetrators used force on 75% of the female inmate victims, while female staff perpetrators used force on 50% of the male inmate victims.

Figure 3.



Of the six victims, 67% were female and 33% were male. As stated previously, this small dataset indicated no same-sex offender and victim. Male staff offended at female facilities and female staff offended at male facilities 100% of the time.

Figure 4.



### *Incident-Level Findings*

Table 2 displays the sample's incident-level descriptive statistics (n=5). Incidents of substantiated staff on inmate sexual violence in Ohio's prisons during 2005 through June 2006 were minimal in number. Interestingly, substantiated incidents were distributed across four institutions in the Ohio DRC: Ohio Reformatory for Women (2); North East Pre-Release Center (2 victims); Madison Correctional Institution; and Richland Correctional Institution. Both the Ohio Reformatory for Women and the North East Pre-Release Center are female facilities and accounted for all four of the female victims.

The measure of *staff status* was utilized to ascertain institutional and system response to these offenses. One staff member was arrested (20%), while three (60%) resigned before the investigation was completed. The other staff member left work and never returned. A warrant was issued for his arrest; however, he remains at large.

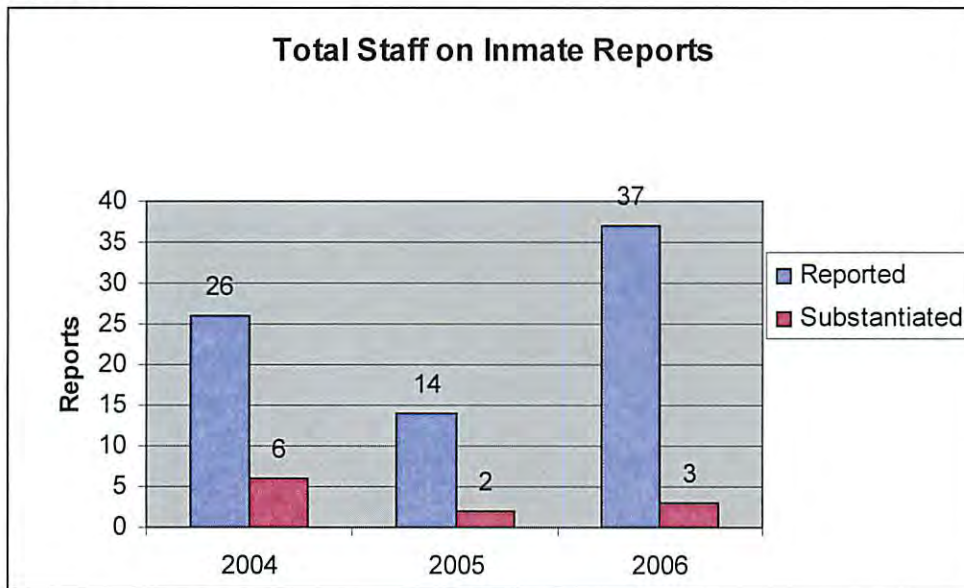
Figure 5 outlines the total number of reported incidents of staff on inmate sexual violence from 2004 through June 2006 as well as the total number of substantiated cases for each year.

**Table 2. Ohio Department of Rehabilitation and Correction Incident-Level Descriptive Statistics**

<i>Variable</i>	<i>Distribution</i>
<i>Incident Year</i>	2005: 2 (40%) 2006: 3 (60%)
<i>Type of Sexual Assault</i>	Romantic Relationship: 2 (40%) Physical Force / Nonconsensual: 3 (60%)
<i>Incident Location</i>	Common Area: 3 (60%) Program Service Area: 2 (40%)
<i>Staff Status</i>	Arrested: 1 (20%) <sup>1</sup> Staff Resigned Prior To Completed Investigation: 3 (60%) Other: 1 (20%)

*1: Staff arrested, two victims.*

Figure 5.



Overall reported incidents for staff on inmate sexual misconduct from 2004 to June 2006 were 77. Overall, 14.3% of reported allegations from 2004 through June 2006 were substantiated. During 2004, 23% of reported allegations were substantiated. During 2005,

14.28% of reported allegations were substantiated. Through June 2006, 8.1% of reported allegations were substantiated. The Ohio Department of Rehabilitation and Correction experienced a significant increase in allegations of staff sexual misconduct from calendar year 2005 to first half of 2006. This increase may be attributed to the Prison Rape Elimination Act training program that was implemented by Ohio DRC during 2005 for staff and offenders.

Figure 6.

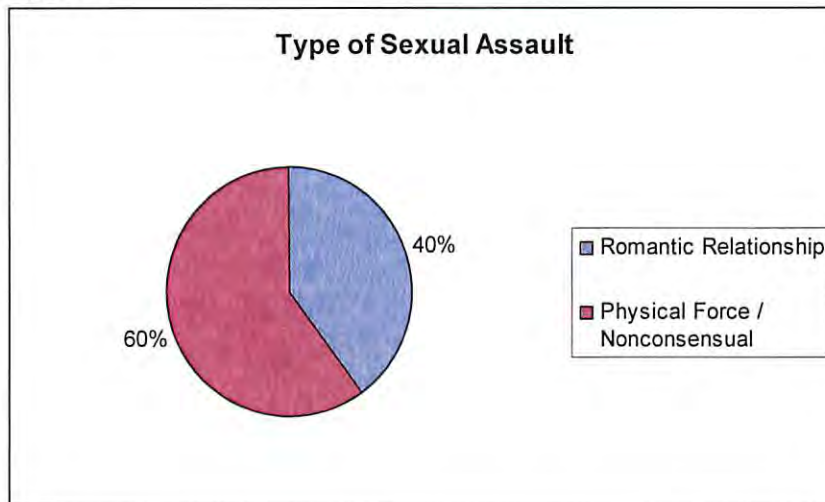
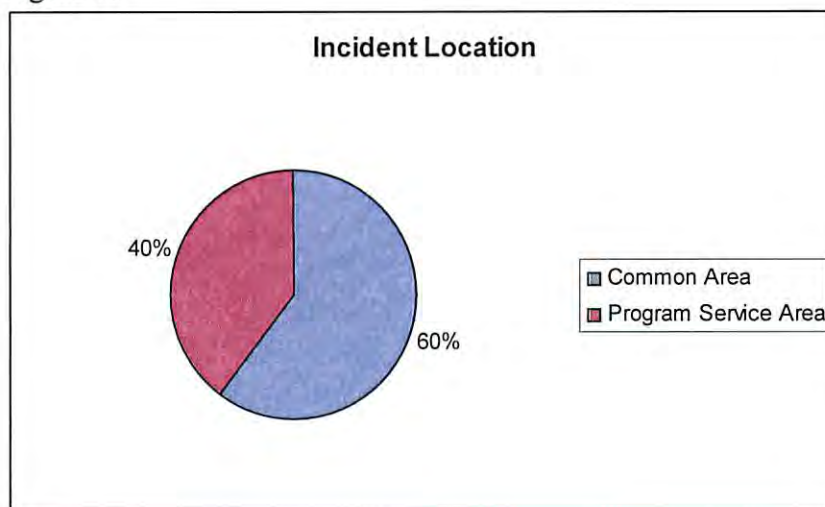


Figure 6 illustrates the types of sexual violence perpetrated by staff.

Unfortunately, only 5 cases were available for incident-level data analysis. These cases were substantiated cases from 2005 through June 2006. Of the 5 cases, 2 were romantic relationships (i.e., consensual sexual activities) and 3 were forced or nonconsensual sexual acts. Of those 3 forced or nonconsensual sexual acts, there were 4 victims, 3 of which were female.

Of the 5 reported assaults, the majority (60%) were classified by ODRC as a “physical force / nonconsensual” (see Figure 6) and results indicate that 60% (see Figure 7) of the incidents occurred in a common area, such as the shower facility or dayroom located within the cell block, while the remaining 40% occurred in a program service area such as commissary, kitchen, storage, laundry, cafeteria, or workshop.

Figure 7.



Correctional staff were more likely to offend in common area of the cell block (2/3), while support staff were more likely to offend in program areas (2/2). Additionally, results indicate that 60% of the incidents occurred between 12pm and 6pm (see Figure 9). Figure 8 illustrates the positions that the correctional personnel held at the time of the assault. Three of the perpetrators were correctional officers and two were support (maintenance and janitorial) or program staff. The most frequent time involving a romantic relationship between staff and inmate was between 12pm and 6pm (100%). This time was listed as the incident time because there was no category for “ongoing relationship”.

Figure 8.

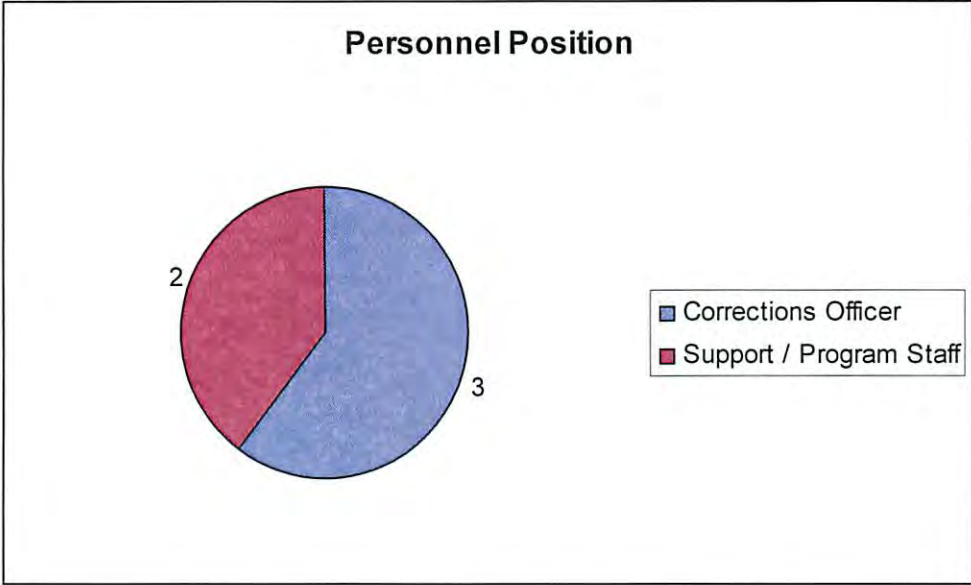
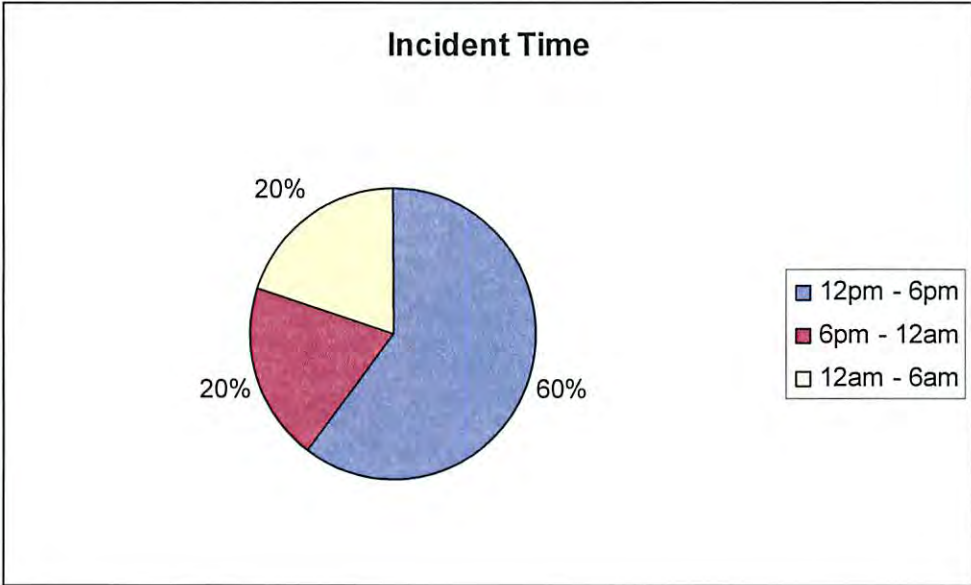


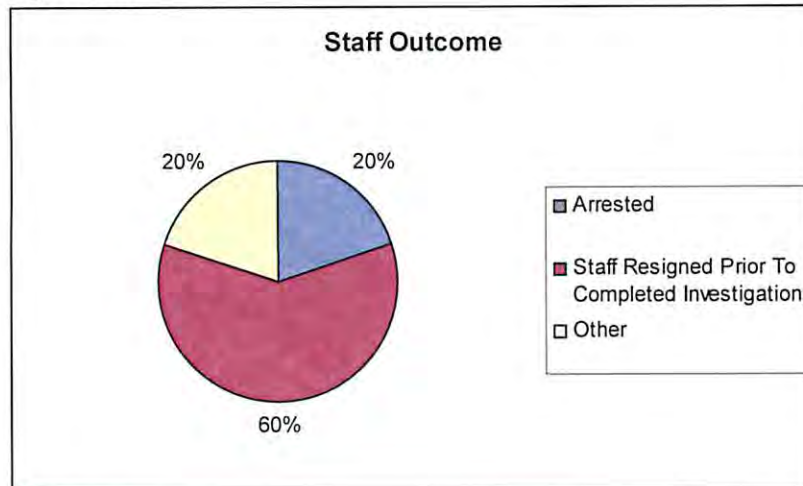
Figure 9.



As previously mentioned, Figure 10 details the staff outcome of the substantiated cases of staff on inmate sexual violence. Interestingly, one Hispanic male staff member

left work and never returned after facing the substantiated allegations, each of which involved a female victim and the use of force and occurred in the victims' cell (common) area.

Figure 10.



#### IV. CONCLUSIONS AND IMPLICATIONS

The findings presented in the previous chapter add empirical support to the scourge of staff sexual assault on inmates in correctional settings. Significant issues germane to gaining a definitional understanding of both causation and its relevance to policy on staff sexual assault were identified. These observations carry implications for practice and include:

- 1) Best practices orientation cognizant that staff sexual assault is not monolithic. Unlike prison sexual assault in the context of inmate on inmate perpetration wherein available empirical data suggests offender and victim profiling by race and physical size, staff sexual assault is more diverse in terms of race, sex, age, and location of

occurrence. Whereas inmate sexual assailants are predictably, African-American or Black, a slight majority of staff perpetrators (60%) were Caucasian or White.

## 2) Measurement consistency within and across states.

The processes of collecting, analyzing and categorizing prison rape data according to alleged, unsubstantiated and substantiated events varies across states and should be systematized to make data meaningful so as to determine low event (presumably best-practices environments) and high event (presumably non-best practice environments) institutions. Accurate data collection is vital for empirical certainty in the ongoing development of extant prison rape knowledge base, both for pure research purposes and, more importantly, toward the goal of adequately informing practice and policy decisions. Through accurate and more thorough data, relative rank ordering of successful and chronic facilities will be much more specific. Missing data on case outcomes should be a particular focus.

## 3) Crime Prevention Through Environmental Design (CPTED).

Crime Prevention through Environmental Design is utilized in correctional facilities and is an effective orientation to increasing surveillance and minimizing prison violence in common facility areas. In that the majority of staff sexual misconduct occurred in cells or similar non-common areas, increased technological surveillance ostensibly limits unknown movement within institutions. While CPTED will not preclude staff-inmate interaction, increased awareness and video documentation of timed movement will serve both the purposes of perceptual deterrence of sexual

assault by staff and facilitate the prosecution of offenders by evidencing physical location within facilities at specific times and for certain durations.

4) Prosecution intensity enhancement of substantiated case outcomes.

Records were seldom kept when an allegation was "unfounded." Data on such incidents should be collected and maintained by the system. As noted above and consistent with the small literature on correctional staff sexual assailants, the majority of employees accused of sexually abusing inmates simply resign. To the extent that cases are dropped with the departure of the offending employee and not prosecuted, our correctional agencies, ironically, serve as primary contributors to both gross miscarriages of justice and the state facilitation of crime. Inmate victims are highly unlikely to embrace the restorative and rehabilitative efforts of a system that allows and, in the case of staff perpetration, directly effects victimization against them. In as much as such facilities have traded a culture of violence characterized by ever-present threats of victimization (i.e., a form of psychological torture) for a culture of pro-social rehabilitation, recidivism is too often the negative outcome.

Development and implementation of these initiatives and practices are ostensibly vital initial steps toward the elimination of sexual assault by prison staff. Prison staff sexual perpetration is indeed the scourge of correctional practice, arguably far worse than inmate on inmate sexual assault.

At stake beyond direct victimization and the undermining of effective correctional management and the saliency of a professional organizational culture are larger

ideological and philosophical issues. To the extent that the majority of offenders, particularly those in state institutions in the states examined in this study, will be released, the rehabilitation of offenders is a primary and necessary function of penology as an institution. In that sentencing is a sanction of loss of freedom, incarceration serves the goal of punishment while ideally facilitative of rehabilitation for the mutual benefit of offenders' prosocial futures and society's quality of life betterment through recidivism reduction.

The reality of prison sexual assault, however, serves to grossly undermine the rehabilitative ideal. The ability to engage rehabilitation (which entails combinations of cognitive restructuring, addictions therapies, academic credentialing, psycho-social counseling, and like skills acquisition) requires a safe learning environment. It is no more likely that such learning can be effectively achieved in the non-safe culture of violence that defines American correctional institutions than in under-achieving academic failure public schools plagued by gangs, drugs, and violence. The sad latent alternative is the replacement of a rehabilitation model logically connected to the incarceration period with incapacitation. Incapacitation is the result of a culture of prison violence wherein sexual assault is, no doubt, the most extreme form of official misconduct.

Sexual assault by correctional staff blur definitional distinctions between the state (and its ability to engage goal-driven offender programming) and the inmate population. Both for potential and actual inmate victims, as well as the larger inmate population, sexual assault destroys the ability of the system to realize its most basic objectives. Victim trust in authority and cognizant non-victim inmates are hardened against the possibility of a successful (i.e., non-criminal) restorative and reintegration post-release

experience. The rational interpretation may too well be that power dynamics and crime indeed trump law and civility (as well as justice to the extent that staff violators receive near amnesty), thus rendering the elimination of correctional staff sexual assault virtually requisite to the integrity and effectiveness of the correctional institution.

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**VI.**  
**APPENDICES**

## **APPENDIX A:**

### **National Prison Rape Elimination Act (PREA)**

Congress enacted the Prison Rape Elimination Act of 2003 (PREA) to address the problem of sexual abuse of persons in the custody of U.S. correctional agencies. PREA calls for Federal, State, and local corrections systems to have a zero-tolerance policy regarding prison rape (as defined by PREA) in prisons, jails, police lock-ups, and other confinement facilities.

## **APPENDIX B:**

### **PREA Research Support**

The Prison Rape Elimination Act of 2003 supports a research mandate and policy changes to minimize sexual victimization of incarcerated juveniles and adults. The Act calls for a zero tolerance policy; national standards for the detection, prevention, reduction, and punishment of prison rape; collection of data on incidence; and development of a system to hold prison officials accountable. Also, the Bureau of Justice Statistics is to design a methodology to assess the prevalence of prison sexual assault and monitor adult prisons, jails, and juvenile facilities. In the findings section of the public law, there is a claim from unnamed experts that a conservative estimate of victimization suggests that 13 percent of inmates in the United States have been sexually assaulted.

**APPENDIX C:**  
**Participating Ohio Department of Rehabilitation and Correction Institutions**

**Allen Correctional Institution (ACI)**

P. O. Box 4501  
Lima, Ohio 45802  
419-224-8000; Fax 419-224-5828  
Warden Jesse Williams

**Chillicothe Correctional Institution (CCI)**

P. O. Box 5500  
Chillicothe, Ohio 45601  
740-774-7080; Fax 740-773-8296  
Warden Robin Knab

**Correctional Reception Center (CRC)**

P. O. Box 300  
Orient, Ohio 43146  
614-877-2441; Fax 614-877-3853  
Warden Ginny Lamneck

**Franklin Pre-Release Center (FPRC)**

P. O. Box 23651  
Columbus, Ohio 43223  
614-445-8600; Fax 614-444-8267  
Warden Kay Northrup

**Hocking Correctional Facility (HCF)**

P. O. Box 59  
Nelsonville, Ohio 45764  
740-753-1917; Fax 740-753-4277  
Warden Sam Tambi

**London Correctional Institution (LoCI)**

P. O. Box 69  
London, Ohio 43140  
740-852-2454; Fax 740-845-3399  
Warden Deborah Timmerman-Cooper

**Madison Correctional Institution (MaCI)**

P. O. Box 740  
London, Ohio 43140-0740  
740-852-9777; Fax 740-852-3666  
Warden Brian Cook

**Marion Correctional Institution (MCI)**

P. O. Box 57  
Marion, Ohio 43302  
740-382-5781; Fax 740-387-8736  
Warden Maggie Beightler

**Belmont Correctional Institution (BeCI)**

P. O. Box 540  
St. Clairsville, Ohio 43950  
740-695-5169; Fax 740-695-8272  
Warden Michelle Eberlin

**Corrections Medical Center (CMC)**

1990 Harmon Avenue  
Columbus, Ohio 43223  
614-445-5960; Fax 614-445-7040  
Warden Kay Northrup

**Dayton Correctional Institution (DCI)**

P. O. Box 17249  
Dayton, Ohio 45417  
937-263-0058; Fax 937-263-1322  
Warden Lawrence Mack

**Grafton Correctional Institution (GCI)**

2500 South Avon Beldon Road  
Grafton, Ohio 44044  
440-748-1161; Fax 440-748-2521  
Warden Maggie Bradshaw

**Lebanon Correctional Institution (LeCI)**

P. O. Box 56  
Lebanon, Ohio 45036  
513-932-1211; Fax 513-932-1320  
Warden Tim Brunsman

**Lorain Correctional Institution (LorCI)**

2075 South Avon Beldon Road  
Grafton, Ohio 44044  
440-748-1049; Fax 440-748-2191  
Warden Marc Houk

**Mansfield Correctional Institution (ManCI)**

P. O. Box 788  
Mansfield, Ohio 44901  
419-525-4455; Fax 419-524-8022  
Warden Stuart Hudson

**Montgomery Education and Pre-Release Center (MEPRC)**

P. O. Box 17399  
Dayton, Ohio 45418  
937-262-9853; Fax 937-268-7960  
Warden Lawrence Mack

**Noble Correctional Institution (NCI)**

15708 McConnelsville Road  
Caldwell, Ohio 43724  
740-732-5188; Fax 740-732-2651  
Warden Jeffrey Wolfe

**Northeast Pre-Release Center (NEPRC)**

2675 East 30th Street  
Cleveland, Ohio 44115  
216-771-6460; Fax 216-787-3540  
Warden Frank Shewalter

**Ohio Reformatory for Women (ORW)**

1479 Collins Avenue  
Marysville, Ohio 43040  
937-642-1065; Fax 937-642-7678  
Warden Sheri Duffey

**Pickaway Correctional Institution (PCI)**

P. O. Box 209  
Orient, Ohio 43146  
614-877-4362; Fax 614-877-1740  
Warden Alan Lazaroff

**Ross Correctional Institution (RCI)**

P. O. Box 7010  
Chillicothe, Ohio 45601  
740-774-7050; Fax 740-774-7055  
Warden Michael Sheets

**Southern Ohio Correctional Facility (SOCF)**

P. O. Box 45699  
Lucasville, Ohio 45699  
740-259-5544; Fax 740-259-2882  
Warden Ed Voorhies

**Trumbull Correctional Institution (TCI)**

P. O. Box 901  
Leavittsburg, Ohio 44430  
330-898-0820; Fax 330-898-0848  
Warden Bennie Kelly

**Trumbull Correctional Camp**

P. O. Box 640  
Leavittsburg, Ohio 44430  
330-898-0820; Fax 330-898-0848  
Warden David Bobby

**North Central Correctional Institution (NCCI)**

P. O. Box 1812  
Marion, Ohio 43302  
740-387-7040; Fax 740-387-5575  
Warden Clifford Smith

**Oakwood Correctional Facility (OCF)**

3200 N. West Street  
Lima, Ohio 45801  
419-225-8052; Fax 419-225-8000  
Warden Phillip Kerns

**Ohio State Penitentiary (OSP)**

878 Coitsville-Hubbard Road  
Youngstown, Ohio 44505  
330-743-0700; Fax 330-743-0841  
Warden David Bobby

**Richland Correctional Institution (RICI)**

1001 Olivesburg Road  
P. O. Box 8107  
Mansfield, OH 44901  
419-526-2100; Fax 419-521-2810  
Warden Julius Wilson

**Southeastern Correctional Institution (SCI)**

5900 B.I.S. Road  
Lancaster, Ohio 43130  
740-653-4324; Fax 740-653-6155  
Warden Mark Saunders

**Toledo Correctional Institution (ToCI)**

2001 East Central Avenue  
Toledo, Ohio 43608  
419-726-7977; Fax 419-726-7157  
Warden Carl Anderson

**Warren Correctional Institution (WCI)**

P. O. Box 120  
Lebanon, Ohio 45036  
513-932-3388; Fax 513-933-0150  
Warden Wanza Jackson

**Camp Reams (boot camp)**

Southeastern Correctional Institution  
5900 B.I.S. Road  
Lancaster, Ohio 43130  
740-653-4324, ext. 2900  
Warden Mark Saunders

Closed Facilities

Ohio Penitentiary  
Orient Correctional Institution

Ohio State Reformatory  
Lima Correctional Institution

Privately Operated Prisons

North Coast Correctional Treatment Facility (NCCTF)  
2000 South Avon Belden Road  
Grafton, Ohio 44044  
440-748-5000; Fax 440-748-5010  
Warden Jacqueline Thomas

Lake Erie Correctional Institution (LAECI)  
501 Thompson Road  
P. O. Box 8000  
Conneaut, Ohio 44030  
440-599-5000; Fax 440-593-4536  
Warden Rich Gansheimer

**APPENDIX D:**

**Letter of Agreement, Arkansas Department of Correction**



Director's Office  
P.O. Box 8707  
Pine Bluff, Arkansas 71611  
Ph: 870-267-6200  
Fax: 870-267-6244  
[www.arkansas.gov/doc](http://www.arkansas.gov/doc)

May 4, 2007

Mary Parker, PhD  
Criminal Justice Department  
University of Arkansas at Little Rock  
2801 South University  
Little Rock, Arkansas 72204

Dear Dr. Parker:

On behalf of the Arkansas Department of Correction, I am writing in support of your proposed research study through the National Prison Rape Elimination Commission (NPREC) entitled: *Identifying Demographic and Situational Characteristics of Sexual Violence Perpetrators in Incarcerated Settings*. I understand that this study will be useful in identifying characteristics of staff that perpetrate sexual violence in correctional settings.

The Arkansas Department of Correction is pleased to collaborate on this project and will provide the necessary data from our records to fulfill the mandates of this research study.

If I may be of further assistance, please feel free to contact me.

Sincerely,

Larry Norris

**APPENDIX E:**

**Letters of Agreement, Ohio Department of Rehabilitation and Correction**

MAY-18-2007 12:01 AM  
2007-05-07 08:02

1 419 443 5015 P.02

ODRC 614-752-1171 >> 1 419 443 5015 P 2/2



## Ohio Department of Rehabilitation and Correction

1080 Freeway Drive North  
Columbus, OH 43229  
614-752-1164

Ted Strickland, Governor

[www.odrc.state.oh.us](http://www.odrc.state.oh.us)

Terry Collins, Director

May 4, 2007

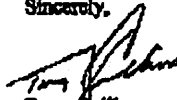
Professor Scott Blough  
Tiffin University  
Department of Criminal Justice  
155 Miami St.  
Tiffin, Ohio 44883

Dear Professor Blough:

On behalf of the Ohio Department of Rehabilitation and Correction, I am writing in support of your proposed research study through the National Prison Rape Elimination Commission (NPREC) entitled: *Identifying Characteristics of Staff Sexual Violence Perpetrators in Incarcerated Settings*. I understand that this study will be useful in identifying characteristics of staff that perpetrate sexual violence in correctional settings.

The Ohio Department of Rehabilitation and Correction is pleased to collaborate on this project. Should you become funded to conduct the study, our agency will provide the necessary data from our records, subject to review by the Human Subjects Research Review Committee. Good luck and we look forward to assisting with this project.

Sincerely,



Terry Collins  
Director