

PREA Facility Audit Report: Final

Name of Facility: Norfolk City Jail

Facility Type: Prison / Jail

Date Interim Report Submitted: NA

Date Final Report Submitted: 03/20/2022

Auditor Certification	
The contents of this report are accurate to the best of my knowledge.	<input checked="" type="checkbox"/>
No conflict of interest exists with respect to my ability to conduct an audit of the agency under review.	<input checked="" type="checkbox"/>
I have not included in the final report any personally identifiable information (PII) about any inmate/resident/detainee or staff member, except where the names of administrative personnel are specifically requested in the report template.	<input checked="" type="checkbox"/>
Auditor Full Name as Signed: Rebecca Denise Young	Date of Signature: 03/20/2022

AUDITOR INFORMATION	
Auditor name:	Young, Rebecca
Email:	rebeccayoung1819@gmail.com
Start Date of On-Site Audit:	02/17/2022
End Date of On-Site Audit:	02/18/2022

FACILITY INFORMATION	
Facility name:	Norfolk City Jail
Facility physical address:	811 E City Hall Avenue , Norfolk , Virginia - 23510
Facility Phone	
Facility mailing address:	

Primary Contact	
Name:	Heather Richardson
Email Address:	heather.richardson@norfolk-sheriff.com
Telephone Number:	757-664-4984

Warden/Jail Administrator/Sheriff/Director	
Name:	Joseph Baron
Email Address:	joseph.baron@norfolk-sheriff.com
Telephone Number:	757-664-4713

Facility PREA Compliance Manager	
Name:	
Email Address:	
Telephone Number:	

Facility Health Service Administrator On-site	
Name:	Carissa Samboy
Email Address:	csamboy@wellpath.us
Telephone Number:	757-664-4771

Facility Characteristics	
Designed facility capacity:	1
Current population of facility:	792
Average daily population for the past 12 months:	881
Has the facility been over capacity at any point in the past 12 months?	Yes
Which population(s) does the facility hold?	Both females and males
Age range of population:	18-87
Facility security levels/inmate custody levels:	A-F
Does the facility hold youthful inmates?	No
Number of staff currently employed at the facility who may have contact with inmates:	410
Number of individual contractors who have contact with inmates, currently authorized to enter the facility:	59
Number of volunteers who have contact with inmates, currently authorized to enter the facility:	45

AGENCY INFORMATION	
Name of agency:	Norfolk City Sheriff's Office
Governing authority or parent agency (if applicable):	
Physical Address:	811 E. City Hall Avenue , Norfolk , Virginia - 23510
Mailing Address:	
Telephone number:	7576644984

Agency Chief Executive Officer Information:	
Name:	Sheriff Joseph Baron
Email Address:	Joseph.Baron@norfolk-sheriff.com
Telephone Number:	757-664-4713

Agency-Wide PREA Coordinator Information			
Name:	Heather Richardson	Email Address:	richardson.services.llc16@gmail.com

SUMMARY OF AUDIT FINDINGS	
<p>The OAS automatically populates the number and list of Standards exceeded, the number of Standards met, and the number and list of Standards not met.</p> <p>Auditor Note: In general, no standards should be found to be "Not Applicable" or "NA." A compliance determination must be made for each standard. In rare instances where an auditor determines that a standard is not applicable, the auditor should select "Meets Standard" and include a comprehensive discussion as to why the standard is not applicable to the facility being audited.</p>	
Number of standards exceeded:	
0	
Number of standards met:	
45	
Number of standards not met:	
0	

POST-AUDIT REPORTING INFORMATION

GENERAL AUDIT INFORMATION

On-site Audit Dates

1. Start date of the onsite portion of the audit:	2022-02-17
2. End date of the onsite portion of the audit:	2022-02-18

Outreach

10. Did you attempt to communicate with community-based organization(s) or victim advocates who provide services to this facility and/or who may have insight into relevant conditions in the facility?	<input checked="" type="radio"/> Yes <input type="radio"/> No
a. Identify the community-based organization(s) or victim advocates with whom you communicated:	The YWCA of Norfolk. Wellpath Mental Health Clinician Supervisor

AUDITED FACILITY INFORMATION

14. Designated facility capacity:	833
15. Average daily population for the past 12 months:	881
16. Number of inmate/resident/detainee housing units:	332
17. Does the facility ever hold youthful inmates or youthful/juvenile detainees?	<input type="radio"/> Yes <input checked="" type="radio"/> No <input type="radio"/> Not Applicable for the facility type audited (i.e., Community Confinement Facility or Juvenile Facility)

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

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

36. Enter the total number of inmates/residents/detainees in the facility as of the first day of onsite portion of the audit:	764
38. Enter the total number of inmates/residents/detainees with a physical disability in the facility as of the first day of the onsite portion of the audit:	1
39. Enter the total number of inmates/residents/detainees with a cognitive or functional disability (including intellectual disability, psychiatric disability, or speech disability) in the facility as of the first day of the onsite portion of the audit:	1
40. Enter the total number of inmates/residents/detainees who are Blind or have low vision (visually impaired) in the facility as of the first day of the onsite portion of the audit:	0

41. Enter the total number of inmates/residents/detainees who are Deaf or hard-of-hearing in the facility as of the first day of the onsite portion of the audit:	0
42. Enter the total number of inmates/residents/detainees who are Limited English Proficient (LEP) in the facility as of the first day of the onsite portion of the audit:	1
43. Enter the total number of inmates/residents/detainees who identify as lesbian, gay, or bisexual in the facility as of the first day of the onsite portion of the audit:	2
44. Enter the total number of inmates/residents/detainees who identify as transgender or intersex in the facility as of the first day of the onsite portion of the audit:	1
45. Enter the total number of inmates/residents/detainees who reported sexual abuse in the facility as of the first day of the onsite portion of the audit:	1
46. Enter the total number of inmates/residents/detainees who disclosed prior sexual victimization during risk screening in the facility as of the first day of the onsite portion of the audit:	1
47. Enter the total number of inmates/residents/detainees who were ever placed in segregated housing/isolation for risk of sexual victimization in the facility as of the first day of the onsite portion of the audit:	0
48. Provide any additional comments regarding the population characteristics of inmates/residents/detainees in the facility as of the first day of the onsite portion of the audit (e.g., groups not tracked, issues with identifying certain populations):	No text provided.
Staff, Volunteers, and Contractors Population Characteristics on Day One of the Onsite Portion of the Audit	
49. Enter the total number of STAFF, including both full- and part-time staff, employed by the facility as of the first day of the onsite portion of the audit:	410
50. Enter the total number of VOLUNTEERS assigned to the facility as of the first day of the onsite portion of the audit who have contact with inmates/residents/detainees:	45
51. Enter the total number of CONTRACTORS assigned to the facility as of the first day of the onsite portion of the audit who have contact with inmates/residents/detainees:	59
52. Provide any additional comments regarding the population characteristics of staff, volunteers, and contractors who were in the facility as of the first day of the onsite portion of the audit:	No text provided.
INTERVIEWS	
Inmate/Resident/Detainee Interviews	
Random Inmate/Resident/Detainee Interviews	

53. Enter the total number of RANDOM INMATES/RESIDENTS/DETAINEES who were interviewed:	30
54. Select which characteristics you considered when you selected RANDOM INMATE/RESIDENT/DETAINEE interviewees: (select all that apply)	<input type="checkbox"/> Age <input type="checkbox"/> Race <input type="checkbox"/> Ethnicity (e.g., Hispanic, Non-Hispanic) <input type="checkbox"/> Length of time in the facility <input checked="" type="checkbox"/> Housing assignment <input checked="" type="checkbox"/> Gender <input type="checkbox"/> Other <input type="checkbox"/> None
55. How did you ensure your sample of RANDOM INMATE/RESIDENT/DETAINEE interviewees was geographically diverse?	This auditor randomly chose inmates (20 male; 10 female) from the facilities ALPHA Listing in an attempt to chose at least one (1) inmate from each housing unit and capture the accurate percentage based on the total population count at the time of the onsite portion of the audit.
56. Were you able to conduct the minimum number of random inmate/resident/detainee interviews?	<input checked="" type="radio"/> Yes <input type="radio"/> No
57. Provide any additional comments regarding selecting or interviewing random inmates/residents/detainees (e.g., any populations you oversampled, barriers to completing interviews, barriers to ensuring representation):	A private office was made available in order to conduct random interviews.
Targeted Inmate/Resident/Detainee Interviews	
58. Enter the total number of TARGETED INMATES/RESIDENTS/DETAINEES who were interviewed:	9
<p>As stated in the PREA Auditor Handbook, the breakdown of targeted interviews is intended to guide auditors in interviewing the appropriate cross-section of inmates/residents/detainees who are the most vulnerable to sexual abuse and sexual harassment. When completing questions regarding targeted inmate/resident/detainee interviews below, remember that an interview with one inmate/resident/detainee may satisfy multiple targeted interview requirements. These questions are asking about the number of interviews conducted using the targeted inmate/resident/detainee protocols. For example, if an auditor interviews an inmate who has a physical disability, is being held in segregated housing due to risk of sexual victimization, and disclosed prior sexual victimization, that interview would be included in the totals for each of those questions. Therefore, in most cases, the sum of all the following responses to the targeted inmate/resident/detainee interview categories will exceed the total number of targeted inmates/residents/detainees who were interviewed. If a particular targeted population is not applicable in the audited facility, enter "0".</p>	
60. Enter the total number of interviews conducted with inmates/residents/detainees with a physical disability using the "Disabled and Limited English Proficient Inmates" protocol:	1
61. Enter the total number of interviews conducted with inmates/residents/detainees with a cognitive or functional disability (including intellectual disability, psychiatric disability, or speech disability) using the "Disabled and Limited English Proficient Inmates" protocol:	1

<p>62. Enter the total number of interviews conducted with inmates/residents/detainees who are Blind or have low vision (i.e., visually impaired) using the "Disabled and Limited English Proficient Inmates" protocol:</p>	<p>0</p>
<p>a. Select why you were unable to conduct at least the minimum required number of targeted inmates/residents/detainees in this category:</p>	<p><input checked="" type="checkbox"/> Facility said there were "none here" during the onsite portion of the audit and/or the facility was unable to provide a list of these inmates/residents/detainees.</p> <p><input type="checkbox"/> The inmates/residents/detainees in this targeted category declined to be interviewed.</p>
<p>b. Discuss your corroboration strategies to determine if this population exists in the audited facility (e.g., based on information obtained from the PAQ; documentation reviewed onsite; and discussions with staff and other inmates/residents/detainees).</p>	<p>Based on information obtained from the PREA Questionnaire, reception and classification documentation, interviews with both staff and inmates and tour observations, this auditor made the determination that there were no inmates who were blind or had low vision being housed at this facility during the onsite portion of the audit.</p>
<p>63. Enter the total number of interviews conducted with inmates/residents/detainees who are Deaf or hard-of-hearing using the "Disabled and Limited English Proficient Inmates" protocol:</p>	<p>0</p>
<p>a. Select why you were unable to conduct at least the minimum required number of targeted inmates/residents/detainees in this category:</p>	<p><input checked="" type="checkbox"/> Facility said there were "none here" during the onsite portion of the audit and/or the facility was unable to provide a list of these inmates/residents/detainees.</p> <p><input type="checkbox"/> The inmates/residents/detainees in this targeted category declined to be interviewed.</p>
<p>b. Discuss your corroboration strategies to determine if this population exists in the audited facility (e.g., based on information obtained from the PAQ; documentation reviewed onsite; and discussions with staff and other inmates/residents/detainees).</p>	<p>Based on information obtained from the PREA Questionnaire, reception and classification documentation, interviews with both staff and inmates and tour observations, this auditor made the determination that there were no inmates who were deaf or hard of hearing being housed at this facility during the onsite portion of the audit.</p>
<p>64. Enter the total number of interviews conducted with inmates/residents/detainees who are Limited English Proficient (LEP) using the "Disabled and Limited English Proficient Inmates" protocol:</p>	<p>1</p>
<p>65. Enter the total number of interviews conducted with inmates/residents/detainees who identify as lesbian, gay, or bisexual using the "Transgender and Intersex Inmates; Gay, Lesbian, and Bisexual Inmates" protocol:</p>	<p>3</p>
<p>66. Enter the total number of interviews conducted with inmates/residents/detainees who identify as transgender or intersex using the "Transgender and Intersex Inmates; Gay, Lesbian, and Bisexual Inmates" protocol:</p>	<p>1</p>
<p>67. Enter the total number of interviews conducted with inmates/residents/detainees who reported sexual abuse in this facility using the "Inmates who Reported a Sexual Abuse" protocol:</p>	<p>1</p>

68. Enter the total number of interviews conducted with inmates/residents/detainees who disclosed prior sexual victimization during risk screening using the "Inmates who Disclosed Sexual Victimization during Risk Screening" protocol:	1
69. Enter the total number of interviews conducted with inmates/residents/detainees who are or were ever placed in segregated housing/isolation for risk of sexual victimization using the "Inmates Placed in Segregated Housing (for Risk of Sexual Victimization/Who Allege to have Suffered Sexual Abuse)" protocol:	0
a. Select why you were unable to conduct at least the minimum required number of targeted inmates/residents/detainees in this category:	<input checked="" type="checkbox"/> Facility said there were "none here" during the onsite portion of the audit and/or the facility was unable to provide a list of these inmates/residents/detainees. <input type="checkbox"/> The inmates/residents/detainees in this targeted category declined to be interviewed.
b. Discuss your corroboration strategies to determine if this population exists in the audited facility (e.g., based on information obtained from the PAQ; documentation reviewed onsite; and discussions with staff and other inmates/residents/detainees).	Based on information obtained from the PREA Questionnaire, reception and classification documentation, interviews with both staff and inmates and tour observations, this auditor made the determination that there were no inmates who were placed in segregation/isolation for their risk of sexual victimization being housed at this facility during the onsite portion of the audit. The NSD Policy also clarifies that this practice is not standard.
70. Provide any additional comments regarding selecting or interviewing targeted inmates/residents/detainees (e.g., any populations you oversampled, barriers to completing interviews):	No text provided.
Staff, Volunteer, and Contractor Interviews	
Random Staff Interviews	
71. Enter the total number of RANDOM STAFF who were interviewed:	17
72. Select which characteristics you considered when you selected RANDOM STAFF interviewees: (select all that apply)	<input type="checkbox"/> Length of tenure in the facility <input checked="" type="checkbox"/> Shift assignment <input type="checkbox"/> Work assignment <input type="checkbox"/> Rank (or equivalent) <input type="checkbox"/> Other (e.g., gender, race, ethnicity, languages spoken) <input type="checkbox"/> None
73. Were you able to conduct the minimum number of RANDOM STAFF interviews?	<input checked="" type="radio"/> Yes <input type="radio"/> No

<p>74. Provide any additional comments regarding selecting or interviewing random staff (e.g., any populations you oversampled, barriers to completing interviews, barriers to ensuring representation):</p>	<p>Random Staff were chosen from the daily duty rosters and this auditor attempted to chose staff from different post and shift assignments. All staff were cooperative and knowledgeable pertaining to their duties under the National PREA Standards.</p>
<p>Specialized Staff, Volunteers, and Contractor Interviews</p>	
<p>Staff in some facilities may be responsible for more than one of the specialized staff duties. Therefore, more than one interview protocol may apply to an interview with a single staff member and that information would satisfy multiple specialized staff interview requirements.</p>	
<p>75. Enter the total number of staff in a SPECIALIZED STAFF role who were interviewed (excluding volunteers and contractors):</p>	<p>8</p>
<p>76. Were you able to interview the Agency Head?</p>	<p><input checked="" type="radio"/> Yes</p> <p><input type="radio"/> No</p>
<p>77. Were you able to interview the Warden/Facility Director/Superintendent or their designee?</p>	<p><input checked="" type="radio"/> Yes</p> <p><input type="radio"/> No</p>
<p>78. Were you able to interview the PREA Coordinator?</p>	<p><input checked="" type="radio"/> Yes</p> <p><input type="radio"/> No</p>
<p>79. Were you able to interview the PREA Compliance Manager?</p>	<p><input type="radio"/> Yes</p> <p><input type="radio"/> No</p> <p><input checked="" type="radio"/> NA (NA if the agency is a single facility agency or is otherwise not required to have a PREA Compliance Manager per the Standards)</p>

<p>80. Select which SPECIALIZED STAFF roles were interviewed as part of this audit from the list below: (select all that apply)</p>	<p><input type="checkbox"/> Agency contract administrator</p> <p><input checked="" type="checkbox"/> Intermediate or higher-level facility staff responsible for conducting and documenting unannounced rounds to identify and deter staff sexual abuse and sexual harassment</p> <p><input type="checkbox"/> Line staff who supervise youthful inmates (if applicable)</p> <p><input type="checkbox"/> Education and program staff who work with youthful inmates (if applicable)</p> <p><input checked="" type="checkbox"/> Medical staff</p> <p><input checked="" type="checkbox"/> Mental health staff</p> <p><input type="checkbox"/> Non-medical staff involved in cross-gender strip or visual searches</p> <p><input checked="" type="checkbox"/> Administrative (human resources) staff</p> <p><input type="checkbox"/> Sexual Assault Forensic Examiner (SAFE) or Sexual Assault Nurse Examiner (SANE) staff</p> <p><input checked="" type="checkbox"/> Investigative staff responsible for conducting administrative investigations</p> <p><input type="checkbox"/> Investigative staff responsible for conducting criminal investigations</p> <p><input checked="" type="checkbox"/> Staff who perform screening for risk of victimization and abusiveness</p> <p><input checked="" type="checkbox"/> Staff who supervise inmates in segregated housing/residents in isolation</p> <p><input checked="" type="checkbox"/> Staff on the sexual abuse incident review team</p> <p><input checked="" type="checkbox"/> Designated staff member charged with monitoring retaliation</p> <p><input checked="" type="checkbox"/> First responders, both security and non-security staff</p> <p><input checked="" type="checkbox"/> Intake staff</p> <p><input type="checkbox"/> Other</p>
<p>81. Did you interview VOLUNTEERS who may have contact with inmates/residents/detainees in this facility?</p>	<p><input type="radio"/> Yes</p> <p><input checked="" type="radio"/> No</p>
<p>82. Did you interview CONTRACTORS who may have contact with inmates/residents/detainees in this facility?</p>	<p><input checked="" type="radio"/> Yes</p> <p><input type="radio"/> No</p>
<p>a. Enter the total number of CONTRACTORS who were interviewed:</p>	<p>7</p>

<p>b. Select which specialized CONTRACTOR role(s) were interviewed as part of this audit from the list below: (select all that apply)</p>	<p><input type="checkbox"/> Security/detention</p> <p><input type="checkbox"/> Education/programming</p> <p><input checked="" type="checkbox"/> Medical/dental</p> <p><input checked="" type="checkbox"/> Food service</p> <p><input type="checkbox"/> Maintenance/construction</p> <p><input checked="" type="checkbox"/> Other</p>
<p>83. Provide any additional comments regarding selecting or interviewing specialized staff.</p>	<p>No text provided.</p>

SITE REVIEW AND DOCUMENTATION SAMPLING

Site Review

PREA Standard 115.401 (h) states, "The auditor shall have access to, and shall observe, all areas of the audited facilities." In order to meet the requirements in this Standard, the site review portion of the onsite audit must include a thorough examination of the entire facility. The site review is not a casual tour of the facility. It is an active, inquiring process that includes talking with staff and inmates to determine whether, and the extent to which, the audited facility's practices demonstrate compliance with the Standards. Note: discussions related to testing critical functions are expected to be included in the relevant Standard-specific overall determination narratives.

<p>84. Did you have access to all areas of the facility?</p>	<p><input checked="" type="radio"/> Yes</p> <p><input type="radio"/> No</p>
--	---

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

<p>85. Reviewing/examining all areas of the facility in accordance with the site review component of the audit instrument?</p>	<p><input checked="" type="radio"/> Yes</p> <p><input type="radio"/> No</p>
<p>86. Testing and/or observing all critical functions in the facility in accordance with the site review component of the audit instrument (e.g., intake process, risk screening process, PREA education)?</p>	<p><input checked="" type="radio"/> Yes</p> <p><input type="radio"/> No</p>
<p>87. Informal conversations with inmates/residents/detainees during the site review (encouraged, not required)?</p>	<p><input checked="" type="radio"/> Yes</p> <p><input type="radio"/> No</p>
<p>88. Informal conversations with staff during the site review (encouraged, not required)?</p>	<p><input checked="" type="radio"/> Yes</p> <p><input type="radio"/> No</p>

<p>89. Provide any additional comments regarding the site review (e.g., access to areas in the facility, observations, tests of critical functions, or informal conversations).</p>	<p>This auditor was granted unimpeded access to the Facility and conducted a comprehensive tour throughout inmate living and work areas.</p> <p>Observations made are as follows:</p> <p>There were Privacy and PREA audit notices posted in the lobby of the front entry, the booking area and inmate housing activity areas. This auditor did inquire with both staff and inmates as to how long these notices had been posted and received appropriate responses. Interactions were made with inmates in each housing unit toured and all inmates were questioned pertaining to their knowledge of how to report sexual abuse. Most inmates questioned could explain methods available to self-report sexual abuse or harassment demonstrating that the reporting techniques had been institutionalized and made a common practice. The intake and booking areas were toured and this auditor asked pertinent questions, observed the PREA video and had staff to walk me through the intake screening process.</p> <p>Staff announced members of the opposite sex entering the housing unit, demonstrating that the practice had been institutionalized. Inmate cells and dayroom areas appeared clean, well lit and provided unobstructed views for security staff.</p>
--	--

Documentation Sampling

Where there is a collection of records to review-such as staff, contractor, and volunteer training records; background check records; supervisory rounds logs; risk screening and intake processing records; inmate education records; medical files; and investigative files-auditors must self-select for review a representative sample of each type of record.

<p>90. In addition to the proof documentation selected by the agency or facility and provided to you, did you also conduct an auditor-selected sampling of documentation?</p>	<p><input checked="" type="radio"/> Yes</p> <p><input type="radio"/> No</p>
--	---

<p>91. Provide any additional comments regarding selecting additional documentation (e.g., any documentation you oversampled, barriers to selecting additional documentation, etc.).</p>	<p>This auditor conducted a comprehensive review of facility documentation submitted by the Agency PREA Coordinator during the 1st phase of the audit. During the onsite portion of the audit, all investigative files for allegations of sexual abuse and random files alleging sexual harassment were reviewed as well as corresponding Medical and Mental Health follow up documentation.</p>
---	--

SEXUAL ABUSE AND SEXUAL HARASSMENT ALLEGATIONS AND INVESTIGATIONS IN THIS FACILITY

Sexual Abuse and Sexual Harassment Allegations and Investigations Overview

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

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

	# of sexual abuse allegations	# of criminal investigations	# of administrative investigations	# of allegations that had both criminal and administrative investigations
Inmate-on-inmate sexual abuse	4	0	4	0
Staff-on-inmate sexual abuse	2	0	2	0
Total	6	0	6	0

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

	# of sexual harassment allegations	# of criminal investigations	# of administrative investigations	# of allegations that had both criminal and administrative investigations
Inmate-on-inmate sexual harassment	14	0	14	0
Staff-on-inmate sexual harassment	6	0	6	0
Total	20	0	20	0

Sexual Abuse and Sexual Harassment Investigation Outcomes

Sexual Abuse Investigation Outcomes

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

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

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

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

	Ongoing	Unfounded	Unsubstantiated	Substantiated
Inmate-on-inmate sexual abuse	0	2	0	1
Staff-on-inmate sexual abuse	0	2	0	0
Total	0	4	0	1

Sexual Harassment Investigation Outcomes

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

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

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

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

	Ongoing	Unfounded	Unsubstantiated	Substantiated
Inmate-on-inmate sexual harassment	0	13	0	1
Staff-on-inmate sexual harassment	0	6	0	0
Total	0	19	0	1

Sexual Abuse and Sexual Harassment Investigation Files Selected for Review

Sexual Abuse Investigation Files Selected for Review

98. Enter the total number of SEXUAL ABUSE investigation files reviewed/sampled:	5
99. Did your selection of SEXUAL ABUSE investigation files include a cross-section of criminal and/or administrative investigations by findings/outcomes?	<input checked="" type="radio"/> Yes <input type="radio"/> No <input type="radio"/> NA (NA if you were unable to review any sexual abuse investigation files)

Inmate-on-inmate sexual abuse investigation files

100. Enter the total number of INMATE-ON-INMATE SEXUAL ABUSE investigation files reviewed/sampled:	3
--	---

<p>101. Did your sample of INMATE-ON-INMATE SEXUAL ABUSE investigation files include criminal investigations?</p>	<p><input type="radio"/> Yes</p> <p><input checked="" type="radio"/> No</p> <p><input type="radio"/> NA (NA if you were unable to review any inmate-on-inmate sexual abuse investigation files)</p>
<p>102. Did your sample of INMATE-ON-INMATE SEXUAL ABUSE investigation files include administrative investigations?</p>	<p><input checked="" type="radio"/> Yes</p> <p><input type="radio"/> No</p> <p><input type="radio"/> NA (NA if you were unable to review any inmate-on-inmate sexual abuse investigation files)</p>
<p>Staff-on-inmate sexual abuse investigation files</p>	
<p>103. Enter the total number of STAFF-ON-INMATE SEXUAL ABUSE investigation files reviewed/sampled:</p>	<p>2</p>
<p>104. Did your sample of STAFF-ON-INMATE SEXUAL ABUSE investigation files include criminal investigations?</p>	<p><input type="radio"/> Yes</p> <p><input checked="" type="radio"/> No</p> <p><input type="radio"/> NA (NA if you were unable to review any staff-on-inmate sexual abuse investigation files)</p>
<p>105. Did your sample of STAFF-ON-INMATE SEXUAL ABUSE investigation files include administrative investigations?</p>	<p><input checked="" type="radio"/> Yes</p> <p><input type="radio"/> No</p> <p><input type="radio"/> NA (NA if you were unable to review any staff-on-inmate sexual abuse investigation files)</p>
<p>Sexual Harassment Investigation Files Selected for Review</p>	
<p>106. Enter the total number of SEXUAL HARASSMENT investigation files reviewed/sampled:</p>	<p>5</p>
<p>107. Did your selection of SEXUAL HARASSMENT investigation files include a cross-section of criminal and/or administrative investigations by findings/outcomes?</p>	<p><input checked="" type="radio"/> Yes</p> <p><input type="radio"/> No</p> <p><input type="radio"/> NA (NA if you were unable to review any sexual harassment investigation files)</p>
<p>Inmate-on-inmate sexual harassment investigation files</p>	
<p>108. Enter the total number of INMATE-ON-INMATE SEXUAL HARASSMENT investigation files reviewed/sampled:</p>	<p>3</p>

<p>109. Did your sample of INMATE-ON-INMATE SEXUAL HARASSMENT files include criminal investigations?</p>	<p><input type="radio"/> Yes</p> <p><input checked="" type="radio"/> No</p> <p><input type="radio"/> NA (NA if you were unable to review any inmate-on-inmate sexual harassment investigation files)</p>
--	--

<p>110. Did your sample of INMATE-ON-INMATE SEXUAL HARASSMENT investigation files include administrative investigations?</p>	<p><input checked="" type="radio"/> Yes</p> <p><input type="radio"/> No</p> <p><input type="radio"/> NA (NA if you were unable to review any inmate-on-inmate sexual harassment investigation files)</p>
--	--

Staff-on-inmate sexual harassment investigation files

<p>111. Enter the total number of STAFF-ON-INMATE SEXUAL HARASSMENT investigation files reviewed/sampled:</p>	<p>2</p>
---	----------

<p>112. Did your sample of STAFF-ON-INMATE SEXUAL HARASSMENT investigation files include criminal investigations?</p>	<p><input type="radio"/> Yes</p> <p><input checked="" type="radio"/> No</p> <p><input type="radio"/> NA (NA if you were unable to review any staff-on-inmate sexual harassment investigation files)</p>
---	---

<p>113. Did your sample of STAFF-ON-INMATE SEXUAL HARASSMENT investigation files include administrative investigations?</p>	<p><input checked="" type="radio"/> Yes</p> <p><input type="radio"/> No</p> <p><input type="radio"/> NA (NA if you were unable to review any staff-on-inmate sexual harassment investigation files)</p>
---	---

<p>114. Provide any additional comments regarding selecting and reviewing sexual abuse and sexual harassment investigation files.</p>	<p>No text provided.</p>
---	--------------------------

SUPPORT STAFF INFORMATION

DOJ-certified PREA Auditors Support Staff

<p>115. Did you receive assistance from any DOJ-CERTIFIED PREA AUDITORS at any point during this audit? REMEMBER: the audit includes all activities from the pre-onsite through the post-onsite phases to the submission of the final report. Make sure you respond accordingly.</p>	<p><input type="radio"/> Yes</p> <p><input checked="" type="radio"/> No</p>
--	---

Non-certified Support Staff

<p>116. Did you receive assistance from any NON-CERTIFIED SUPPORT STAFF at any point during this audit? REMEMBER: the audit includes all activities from the pre-onsite through the post-onsite phases to the submission of the final report. Make sure you respond accordingly.</p>	<p><input type="radio"/> Yes</p> <p><input checked="" type="radio"/> No</p>
--	---

AUDITING ARRANGEMENTS AND COMPENSATION

121. Who paid you to conduct this audit?

- The audited facility or its parent agency
- My state/territory or county government employer (if you audit as part of a consortium or circular auditing arrangement, select this option)
- A third-party auditing entity (e.g., accreditation body, consulting firm)
- Other

Standards

Auditor Overall Determination Definitions

- Exceeds Standard
(Substantially exceeds requirement of standard)
- Meets Standard
(substantial compliance; complies in all material ways with the stand for the relevant review period)
- Does Not Meet Standard
(requires corrective actions)

Auditor Discussion Instructions

Auditor discussion, including the evidence relied upon in making the compliance or non-compliance determination, the auditor's analysis and reasoning, and the auditor's conclusions. This discussion must also include corrective action recommendations where the facility does not meet standard. These recommendations must be included in the Final Report, accompanied by information on specific corrective actions taken by the facility.

115.11	Zero tolerance of sexual abuse and sexual harassment; PREA coordinator
	Auditor Overall Determination: Meets Standard
	<p data-bbox="244 215 451 237">Auditor Discussion</p> <p data-bbox="244 275 1469 331">The Norfolk Sheriff's Department maintains one jail facility and employees 1 Administrative Captain to serve as the facility's PREA Coordinator.</p> <p data-bbox="244 365 1417 421">The PREA Coordinator was interviewed during the on-site portion of this audit and did confirm that sufficient time and authority was provided in order to coordinate the facilities efforts with the PREA standards.</p> <p data-bbox="244 454 1485 510">Standard Operating Procedure 2-230 Sexual Abuse/Harassment (PREA) mandates zero tolerance toward all forms of sexual abuse and sexual harassment and outlines the approach to preventing, detecting, and responding to such conduct.</p> <p data-bbox="244 607 842 629">Policy and materials reviewed to determine compliance:</p> <ul data-bbox="284 685 1034 808" style="list-style-type: none"> • Standard Operating Procedure 2-230 Sexual Abuse/Harassment (PREA) • Agencies Organizational Chart • PREA Auditor Questionnaire • Staff Interviews

115.12	Contracting with other entities for the confinement of inmates
	<p data-bbox="242 145 738 174">Auditor Overall Determination: Meets Standard</p> <p data-bbox="242 210 451 239">Auditor Discussion</p> <p data-bbox="242 271 1484 499">The City of Norfolk entered into contract service agreement on December 1,1995 with the Hampton Roads Regional Jail for the confinement of inmates. The service agreement with the Hampton Roads Regional Jail Authority was entered upon by city officials and not the Norfolk Sheriff's Department. This contract does not include language which requires the Hampton Roads Regional Jail to comply with the National PREA Standards. In addition, the contract was amended on September 23, 2014 and did not include language that would require the Hampton Roads Regional Jail to comply with the National PREA Standards. Furthermore, the Hampton Roads Regional Jail is currently under a consent decree issued by the Department of Justice and is not currently compliant with the National PREA Standards.</p> <p data-bbox="242 530 1474 591">Further research of this standard through the PREA Resource Center provided the following guidance from the Department of Justice on February 19, 2014 which states:</p> <p data-bbox="242 622 1457 882">"Contracted facilities need not "be immediately and perfectly compliant with the Standards," in order for the contracting agency to be considered in full compliance. Rather, DOJ determined that it was sufficient for the contracted facility to "be actively and effectively working toward achieving compliance with all the Standards" and that the contracting agency fully document the progress toward full compliance. This guidance was not intended to provide an avenue for noncompliant contracted facilities to be utilized by agencies in perpetuity. As such, as of August 20, 2022, contracting agencies shall ensure that any facility that has been contractually required to comply with PREA for at least 36 months has achieved full compliance with the PREA standards, and will maintain compliance as a condition for continued use of such facility by the contracting agency"</p> <p data-bbox="242 913 1493 1039">Given the fact that the amended contract does not include any language that would require the Hampton Roads Regional Jail to comply with the PREA Standards and the NSD has not conducted contract monitoring of it's inmates being housed at the Hampton Roads facility during the last 2 months, a corrective action period was implemented and the following corrective action was taken in order for the NSD to become compliant with this standard.</p> <ul data-bbox="284 1093 1485 1321" style="list-style-type: none"> • Hampton Roads Regional Jail presented a formal Memorandum acknowledging the facilities efforts and progress in becoming PREA Compliant; with an estimated timeframe and gave consent for the NSD to have immediate oversight and conduct status checks of the 48 contract inmates being housed in the facility. • The NSD PREA Coordinator conducted an onsite status check of the 48 inmates being housed at the Hampton Roads Facility and provided this auditor with a detailed memorandum of the findings as well as the assurance that status checks would be continued for the duration of the contract housing. • The NSD's agreement to work with Norfolk City Officials in attempt to make amendments to the ongoing contract. <p data-bbox="242 1406 951 1435">Documents and other material reviewed to determine compliance:</p> <ul data-bbox="284 1489 960 1682" style="list-style-type: none"> • Contract between NSD and Hampton Roads • National PREA Resource Center FAQ • Memorandum of Acknowledgement from Hampton Roads Facility • Memorandum from NSD Clarifying Status Checks Completed • Interviews with Sheriff and PREA Coordinator • Correspondence with PREA Resource Center

115.13	Supervision and monitoring
	<p data-bbox="242 145 742 174">Auditor Overall Determination: Meets Standard</p> <p data-bbox="242 208 454 237">Auditor Discussion</p> <p data-bbox="242 271 1444 398">A comprehensive review was conducted of the Norfolk Sheriff Department's vacancy rate, staffing plans and daily duty rosters, the only deviations found were officer call ins and emergency transportation runs. It was also taken into consideration that the facility deploys an extensive video monitoring system that aides in the supplementation of staffing levels. The video monitoring is conducted by housing unit control rooms that are manned 24 hours per day.</p> <p data-bbox="242 432 1460 521">The Jail Facility has a rated capacity of 833 inmates. The NSD is currently funded for 378 full time Deputies who are assigned to 28 day cycles with a total of 160 hours and 12 hour shifts across different breaks in order to provide adequate staffing levels.</p> <p data-bbox="242 555 1476 611">Review of facility logs demonstrates that NSD Supervisors are making unannounced rounds in an effort to identify and deter sexual abuse/harassment.</p> <p data-bbox="242 645 1476 734">Based on the review of the Norfolk Sherriff Department's 2021 Annual Staffing Plan, daily duty rosters and interviews with the PREA Coordinator and the Sherriff, it was determined that the Department was making a best faith effort to comply with standard 115.13 and to protect inmates from sexual abuse and sexual harassment.</p> <p data-bbox="242 768 989 797">Material and other documentation reviewed to determine compliance:</p> <ul data-bbox="282 846 518 974" style="list-style-type: none"> • Annual Staffing Plan • Daily Duty Rosters • Housing Log Books • Onsite Observations

115.14	Youthful inmates
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>There were no youthful offenders housed at this facility during the time of this audit or in the last 12 months leading up to this audit however, the facility is equipped to house youthful offenders.</p> <p>Documentation, policies and other materials reviewed to determine compliance:</p> <ul style="list-style-type: none"> • Facility Memorandum Stating No Youthful Offenders Housed During Audit Period • Facility Monthly Offender Summaries • PREA Questionnaire • Observation during onsite portion of audit

115.15	Limits to cross-gender viewing and searches
	Auditor Overall Determination: Meets Standard
	<p data-bbox="242 210 453 237">Auditor Discussion</p> <p data-bbox="242 271 1481 398">Review of <i>Standard Operating Procedure 5-506 Searches</i> demonstrates that the NSD has policies and procedures that enable inmates to shower, perform bodily functions, and change clothing without nonmedical staff of the opposite gender viewing their breasts, buttocks, or genitalia, except in exigent circumstances or during routine cell checks.</p> <p data-bbox="242 463 1493 591">Observation during the onsite portion of the audit revealed that staff was announcing members of the opposite sex before entering the housing areas or any area where inmates may be disrobed. Furthermore, during offender interviews, inmates did confirm that staff of the opposite sex announced their presence when entering housing units and that they felt comfortable verifying that this portion of the standard had been institutionalized.</p> <p data-bbox="242 656 1490 748"><i>Standard Operating Procedure 5-506 Searches</i> also provides clarification that the facility does not conduct cross-gender strip searches or cross-gender visual body cavity searches except in exigent circumstances and does not examine transgender or intersex inmates for the sole purpose of determining their sex.</p> <p data-bbox="242 779 1442 873">Review of training records reveal that all staff are properly trained in pat down searches and an annual refresher training occurs. There were no instances of cross gender pat down searches during the audit period.</p> <p data-bbox="242 938 1015 965">Policy, materials and other evidence reviewed to determine compliance:</p> <ul data-bbox="284 1016 783 1144" style="list-style-type: none"> • Standard Operating Procedure 5-506 Searches • Staff Training Power Point • Staff and Offender Interviews • PREA Questionnaire

115.16	Inmates with disabilities and inmates who are limited English proficient
	Auditor Overall Determination: Meets Standard
	<p data-bbox="229 192 1509 255">Auditor Discussion</p> <p data-bbox="229 255 1509 416">The NSD employees numerous staff interpreters and utilizes the services of the American Red Cross in order to provide interpreter services for non-proficient English speaking inmates as well as those inmates identified with a hearing disability. Orientation manuals in both English and Spanish were reviewed and during onsite tour it was noticed that these materials were made widely available and that inmate interpreters were not being utilized.</p> <p data-bbox="229 416 1509 595">Further review of documentation and interviews with 1 inmate identified as limited English speaking, (staff member interpreted during the interview) and 1 inmate identified as having a cognitive disability demonstrated that NSD takes appropriate steps to ensure that inmates that are limited English speaking and inmates with disabilities have a clear understanding and are allowed to participate in all aspects of facility programs provided to include their efforts in preventing and deterring sexual abuse and harassment.</p> <p data-bbox="229 595 1509 658">Documentation, policy and other materials reviewed to determine compliance:</p> <ul data-bbox="229 658 1509 996" style="list-style-type: none"> • Agreement with the American Red Cross • Staff Interpreter Listing • PREA materials in both English and Spanish • PREA Audit Notice in English and Spanish • Staff interviews • PREA Audit Questionnaire • Inmate Interviews

115.17	Hiring and promotion decisions
	<p data-bbox="240 147 738 174">Auditor Overall Determination: Meets Standard</p> <p data-bbox="240 210 451 237">Auditor Discussion</p> <p data-bbox="240 273 1469 465">Based on review of <i>Standard Operating Procedure 2-230 Inmate Sexual Abuse _Harassment</i>, personnel files, applications and criminal back ground check logs this auditor was able to determine compliance. The NSD does not hire or promote anyone who may have contact with inmates, and does not enlist the services of any contractor who may have contact with inmates, who has engaged in sexual abuse in any criminal justice facility, has been convicted of engaging or attempting to engage in criminal sexual activity in the community or has been civilly or administratively adjudicated to have engaged in criminal sexual activity.</p> <p data-bbox="240 501 1477 689">This auditor reviewed documentation to verify that a criminal background history was conducted on all present employees and volunteer/contractors and that all new employees, volunteer/contractors undergo a background check and sign a PREA disclosure form. Further review of Human Resource documentation affirms that all employees, receive a back ground investigations when receiving promotions. The NSD is a law enforcement agency and all Deputies are sworn law enforcement officers who undergo extensive background checks when hired and updated checks are conducted on an annual basis.</p> <p data-bbox="240 757 1477 815">Background logs were reviewed during the onsite portion of the audit that verified all employees, contractors and volunteers receive a background check annually and within 5 years of their first investigation ran.</p> <p data-bbox="240 882 1066 909">Documentation, policy and other material reviewed to determine compliance:</p> <ul data-bbox="284 958 847 1120" style="list-style-type: none"> • Standard Operating Procedure 2-230 • Personnel Files, applications for employment • Employee Criminal Background Check Logs • Volunteer/Contractor Criminal Background check logs • PREA disclosure forms

115.18	Upgrades to facilities and technologies
	<p data-bbox="240 147 740 174">Auditor Overall Determination: Meets Standard</p> <p data-bbox="240 210 453 237">Auditor Discussion</p> <p data-bbox="240 273 1469 434">The NSD Jail facility deploys an extensive video monitoring system throughout all areas of the facility. A total of 900 pan/tilt and stationary video cameras have been strategically placed in all inmate living and activity areas in order to enhance the agency's ability to protect inmates from sexual abuse. Since the last PREA Audit in 2018, the NSD has made substantial upgrades to this video monitoring system in order to ensure that any identified blind spots were covered. The NSD is to be commended on these protection efforts.</p> <p data-bbox="240 497 1114 524">Documentation, materials and other evidence reviewed to determine compliance:</p> <ul data-bbox="284 577 561 640" style="list-style-type: none"> • Onsite Tour observations • Interview with Sheriff

115.21	<p>Evidence protocol and forensic medical examinations</p> <p>Auditor Overall Determination: Meets Standard</p> <p>Auditor Discussion</p> <p>A review of the Memorandum of Understanding between the Norfolk Sheriff's Department and the Norfolk City Police Department demonstrates that all Administrative investigations concerning sexual abuse and sexual harassment are conducted by trained investigators using the proper uniformed evidence protocols in accordance with this standard as well as training set forth by the Department of Justice.</p> <p>All investigations that are found to be criminal in nature are immediately forwarded to the Norfolk City Police Department for further investigation and possible criminal prosecution. The Sexual Assault/Family Violence section of the Norfolk City Police Department Special Investigations Unit's Operating Procedure identifies each entities responsibility during the course of a forensic sexual abuse investigation and provides detailed guidance pertaining to the collection of evidence, providing a Certified SANE Clinician and Victim Advocate Services.</p> <p>The Norfolk Sentara General Hospital is utilized for all sexual assault forensic examinations. Victim Advocate Services are provided by the YWCA of Norfolk.</p> <p>Based on review of investigative files and interviews with the PREA Coordinator, the determination was made that investigations were being conducted in accordance with this standard. The NSD had one (1) substantiated allegation of sexual abuse during this audit period and this auditor reviewed all investigative documentation pertaining to the incident. Although the allegation reported did not meet the criteria to be considered a sexual assault that required immediate medical attention, this auditor found that sexual abuse protocols were followed and the administrative investigation was conducted properly. The alleged victim was afforded the opportunity to speak with a victim advocate, received Mental Health follow ups and documentation demonstrated that regular status checks on the offender were conducted.</p> <p>Documentation, policy and other materials reviewed to determine compliance:</p> <ul style="list-style-type: none"> • MOU with Norfolk City Police Department • MOU with the YWCA of Norfolk • Standard Operating Procedure for Sexual Assault Protocols • Review of Investigative Files
--------	---

115.22	Policies to ensure referrals of allegations for investigations
	Auditor Overall Determination: Meets Standard
	<p data-bbox="229 192 1509 255">Auditor Discussion</p> <p data-bbox="229 255 1509 336">The NSD conducts administrative investigations for allegations of sexual abuse or sexual harassment. This auditor conducted a comprehensive review of the facility's investigative files and interviewed the facility's investigators.</p> <p data-bbox="229 336 1509 627">A Memorandum of Understanding between the NSD and the Norfolk Police Department has been incorporated and clearly identifies both entities responsibilities pertaining to investigative duties. Standard Operating Procedure 1-110 delineates specific investigative duties. All investigations that are found to be criminal in nature are immediately forwarded to the Norfolk Police Department for further investigation and possible criminal prosecution. There was one (1) investigation during the audit cycle that required further criminal investigation and this auditor found that sexual abuse protocols were followed and the substantiated administrative investigation was turned over to the Norfolk Police Department for further criminal investigation and prosecution.</p> <p data-bbox="229 627 1509 694">Documentation, policies and other measures reviewed to determine compliance:</p> <ul data-bbox="229 694 1509 931" style="list-style-type: none"> • Standard Operating Procedure 1-10 Investigations • Memorandum of Understanding between the NSD and the Norfolk City Police Department • Investigator Interviews • Review of Investigative Files

115.31	<p>Employee training</p> <p>Auditor Overall Determination: Meets Standard</p> <p>Auditor Discussion</p> <p>Review of NSD training curriculum and staff training files, led this auditor to make the determination that the NSD is in compliance with standard 115.31. The facility provides efficient training to all staff that has contact with inmates. The training covers the following:</p> <ol style="list-style-type: none"> 1. It's zero-tolerance policy for sexual abuse and sexual harassment 2. How to fulfill their responsibilities under agency sexual abuse and sexual harassment 3. Prevention, detection, reporting, and response policies and procedures 4. Inmates' right to be free from sexual abuse and sexual harassment 5. The right of inmates and employees to be free from retaliation for reporting sexual 6. Abuse and sexual harassment 7. The dynamics of sexual abuse and sexual harassment in confinement 8. The common reactions of sexual abuse and sexual harassment victims 9. How to detect and respond to signs of threatened and actual sexual abuse 10. How to avoid inappropriate relationships with inmates 11. How to communicate effectively and professionally with inmates, including lesbian, gay, bisexual, transgender, intersex, or gender nonconforming inmates 12. How to comply with relevant laws related to mandatory reporting of sexual abuse to outside authorities <p>Staff receive PREA training during an 8-hour orientation phase with a mandatory policy review annually and full refresher training every two (2) years. Staff training verification is documented. During the random interview of staff phase of with onsite audit, all staff interviewed was knowledgeable pertaining to the PREA standards and how to deter, prevent and report sexual abuse and harassment.</p> <p>Documentation, policies and other measures reviewed to determine compliance:</p> <ul style="list-style-type: none"> • Training Power Point • Staff Interviews • Staff Training Files • Staff Training Acknowledgment Forms • Standard Operating Procedure 2-230
--------	--

115.32	Volunteer and contractor training
	Auditor Overall Determination: Meets Standard
	<p data-bbox="244 210 453 237">Auditor Discussion</p> <p data-bbox="244 271 1493 499">Volunteers and Contractors providing services at the NSD Jail Facility receive the same caliber of training as staff and signs an acknowledgement form verifying that they understand the training and their duty to report any allegation of sexual abuse or harassment. Volunteer services have been temporarily suspended during the COVID-19 Pandemic however, this auditor did interview contract food service staff and found them knowledgeable pertaining to the National PREA Standards as well as their duty to report any incident of sexual abuse or sexual harassment. Further review of volunteer/contractor training material and signed PREA acknowledgement forms provided this auditor with sufficient verification to make a determination of compliance under this standard.</p> <p data-bbox="244 562 1046 589">Documents, policies and other material reviewed to determine compliance:</p> <ul data-bbox="284 640 935 734" style="list-style-type: none"> • Standard Operating Procedure 2-230 • Volunteer/Contractor Training Curriculum and power point • Signed Volunteer/Contractor Training Acknowledgement forms

115.33	<p data-bbox="229 69 1509 1189">Inmate education</p> <p data-bbox="229 129 1509 192">Auditor Overall Determination: Meets Standard</p> <p data-bbox="229 197 1509 259">Auditor Discussion</p> <p data-bbox="229 264 1509 398">Based upon this auditor's review of <i>Standard Operating Procedure 2-230 Inmate Sexual Abuse_Harassment</i>, the facility's Inmate Orientation Manual, signed inmate acknowledgement forms , observation and random interviews during the onsite audit tour, it has been determined that the NSD Jail Facility complies with standard 115.33.</p> <p data-bbox="229 456 1509 658">Inmate orientation begins immediately upon intake where the inmates watch a PREA video during the booking process. The inmates are presented orientation packets in either English or Spanish that details the Facility's zero tolerance pertaining to sexual abuse and harassment and how to report suspicions of sexual abuse and harassment. The intake process was observed during the tour portion of the onsite audit and a review of the inmate orientation manual demonstrated that inmates receive comprehensive education pertaining to the PREA Standards and their rights to be free from retaliation for reporting suspicious behavior.</p> <p data-bbox="229 716 1509 815">Further review of a random sample of PREA education acknowledgement forms and interviews with inmates verified that the facility is conducting adequate training. Standard Operating Procedure 2-230 also identifies and addresses steps to take for inmate disabilities and impairments.</p> <p data-bbox="229 873 1509 904">Documentation, policies and other materials reviewed to determine compliance:</p> <ul data-bbox="277 954 807 1151" style="list-style-type: none"> • Standard Operating Procedure 2-230 • Inmate orientation manual in English and Spanish • Staff interviews • Inmate interviews • Inmate PREA training video • Educational Posters
--------	---

115.34	Specialized training: Investigations
	<p data-bbox="240 147 740 174">Auditor Overall Determination: Meets Standard</p> <p data-bbox="240 210 453 237">Auditor Discussion</p> <p data-bbox="240 273 1485 398">Investigations at NSD are conducted by the Department's Internal Affairs Division which currently employees two (2) special investigators. Review of completed training certificates verifies that these investigators have received specialized training through the National Institute of Corrections in utilizing special investigative techniques, evidence collection, how to properly use Miranda and garrity warnings as well as consider no standard higher than the preponderance of the evidence presented.</p> <p data-bbox="240 461 1469 524">All Investigations that have a potential for criminal prosecution are referred to the Norfolk City Police Department for proper criminal investigation.</p> <p data-bbox="240 586 1086 613">Documentation, policies and other material reviewed to determine compliance:</p> <ul data-bbox="284 667 1206 792" style="list-style-type: none"> • Standard Operating Procedure 4-410 • Memorandum of Understanding between the NSD and the Norfolk City Police Department • Investigator Training Records and Certificates • Investigative Reports/Investigator Interviews

115.35	Specialized training: Medical and mental health care
	Auditor Overall Determination: Meets Standard
	<p data-bbox="229 197 1509 264">Auditor Discussion</p> <p data-bbox="229 264 1509 555">Medical and Mental Health employees at NSD Jail Facility are contract employees that receive the same orientation training as the regular fulltime staff plus additional training specified for Medical and Mental Health Practitioners as developed by the National Institute of Corrections on how to detect and assess signs of sexual abuse and sexual harassment in a confinement setting. This training is documented on Specialized Training Rosters and maintained by the PREA Coordinator Both Medical and Mental Health Staff were interviewed during the onsite portion of the audit and all were knowledgeable pertaining to sexual assault evidence collection and treatment. This auditor reviewed Specialized Training Certificates for both Medical and Mental Health Staff. The NSD utilizes Norfolk Sentara General Hospital for forensic examinations.</p> <p data-bbox="229 555 1509 622">Documentation, policies and other measures reviewed to determine compliance:</p> <ul data-bbox="284 645 906 743" style="list-style-type: none"> • Medical and Mental Health Staff Training Curriculum • Medical and Mental Health Staff Onsite Interviews • Medical and Mental Health Specialized Training Certificates

115.41	Screening for risk of victimization and abusiveness
	<p data-bbox="240 147 738 174">Auditor Overall Determination: Meets Standard</p> <p data-bbox="240 210 451 237">Auditor Discussion</p> <p data-bbox="240 273 1497 398">Based on this auditor's review of <i>Standard Operating Procedure 2-230 Inmate Sexual Abuse _ Harassment (PREA)</i>, <i>Standard Operating Procedure 6-601 Objective Screening</i>, the NSD Screening and Classification Tool, onsite interviews with classification staff and inmates, it was determined that the facility was properly screening inmates within 72 hours of reception using an objective screening tool that considers at a minimum the following:</p> <ol data-bbox="240 405 1410 792" style="list-style-type: none"> 1. Whether the inmate has a mental physical or developmental disability 2. The age of the inmate 3. The physical build of the inmate 4. Whether the inmate has previously been incarcerated 5. Whether the inmate's criminal history is exclusively non-violent 6. Whether the inmate has prior convictions for sex offenses against an adult or child 7. Whether the inmate is or is perceived to be gay, lesbian, bisexual, transgender, intersex or gender non-conforming 8. Whether the inmate has previously experienced sexual victimization 9. The inmates own perception of vulnerability 10. Whether the inmate is detained solely for civil immigration purposes <p data-bbox="240 855 1485 1151">All inmates are screened for the risk of sexual victimization or sexual aggression in the booking area of the jail upon intake and special consideration is given pertaining to each inmate's housing assignment based on this screening to ensure that those at high risk of sexual victimization are not being housed or programmed with sexual aggressors. The classification screening is derived from questions, observations and medical screenings and calculated by a points based system. The calculations are reviewed by classification specialists and are determined by the individual's answers, the individual's past criminal record, the individual's physical build and both staff and individual's perception of sexual victimization. An alert is generated for any inmate that scores high during the screening and the notification disseminated to the appropriate staff. (Medical, Mental Health, PREA Coordinator, Counselors). Housing assignments are derived from these screenings. Inmates are not disciplined for refusing to answer or for not disclosing information to the questions asked.</p> <p data-bbox="240 1214 1445 1274">30 day reassessments and reassessments for inmates whose internal status changes warranted a new review are being conducted by staff classification specialists.</p> <p data-bbox="240 1337 1099 1364">Documentation, policies and other materials reviewed to determine compliance:</p> <ul data-bbox="280 1417 798 1615" style="list-style-type: none"> • Standard Operating Procedure 2-230 • Standard Operating Procedure 6-601 • NSD Screening and Classification Tools • Completed Classification forms and assignments • 30 day reassessment documentation • PREA Questionnaire

115.42	Use of screening information
	Auditor Overall Determination: Meets Standard
	<p data-bbox="229 192 1509 255">Auditor Discussion</p> <p data-bbox="229 255 1509 403">Review of <i>Standard Operating Procedure 6-601 Objective Screenings</i>, Inmate Classification Screenings and interviews with Classification Specialists and Transgender inmates during the onsite portion of the audit determined that the facility was making appropriate individualized housing and program assignments based on information obtained in order to keep separate inmates who are a high risk of being victimized from inmates that are a high risk to be sexually abusive.</p> <p data-bbox="229 403 1509 551">All housing assignments for Transgender or Intersex offenders are made by the Classification Specialists on a case by case basis with special consideration made to the health, safety and security of the inmate.</p> <p data-bbox="229 551 1509 698">Transgender and Intersex inmates are reassessed every 6 month to review threats of safety for the inmate. Standard Operating Procedure 6-601 also clarifies that a Transgender or Intersex inmate's views pertaining to their own safety shall be given serious consideration and that they will be allowed to shower separately from the rest of the population. The NSD does not place lesbian, gay, bisexual; transgender or intersex offenders in segregated housing based solely their identification or status.</p> <p data-bbox="229 698 1509 846">During the Onsite portion of the audit, two (2) inmates who identified as Transgender were interviewed and did confirm that they were housed in regular population housing units and provided programming and work opportunities and felt that the facility took into account their own perception pertaining to safety and security.</p> <p data-bbox="229 846 1509 909">Documentation, policies, and other material reviewed to determine compliance:</p> <ul data-bbox="229 909 1509 1178" style="list-style-type: none"> • Standard Operating Procedure 6-601 • PREA Questionnaire • Staff and Inmate Interviews • Screening and Classification tool • Work and Programming Rosters

115.43	Protective Custody
	<p data-bbox="240 147 738 174">Auditor Overall Determination: Meets Standard</p> <p data-bbox="240 210 451 237">Auditor Discussion</p> <p data-bbox="240 273 1422 365">Based on review of <i>2-230 Inmate Sexual Abuse _ Harassment (PREA)</i>, housing rosters and inmate interviews, it was determined that the NSD Jail Facility had not placed inmates that are at high risk for victimization into involuntary segregation or protective custody in the last 12 months.</p> <p data-bbox="240 398 1473 490">During the onsite portion of the audit, this auditor conducted interviews of Inmates who had been classified as High Risk for Sexual Victimization and found that they were housed in general population housing units and had not been placed in segregation status for this classification status.</p> <p data-bbox="240 528 1099 555">Documentation, policies and other materials reviewed to determine compliance:</p> <ul data-bbox="284 611 679 703" style="list-style-type: none"> • Standard Operating Procedure 6-601 • Staff and Inmate Interviews • Housing Assignment Rosters

115.51	Inmate reporting
	<p data-bbox="240 147 738 174">Auditor Overall Determination: Meets Standard</p> <p data-bbox="240 210 451 237">Auditor Discussion</p> <p data-bbox="240 273 1477 398">The NSD contracts with the YWCA of Norfolk in order for inmates to report allegations of sexual abuse and sexual harassment through a special hotline number that can be accessed on the inmate phone system. The Sexual abuse hotline number and instructions are listed in the inmate handbook as well as being posted in each housing unit. Random interviews with inmates during the onsite portion of the audit verified that this information was made widely available.</p> <p data-bbox="240 405 1477 566">Inmates are given "how to report" information in the inmate handbook which they receive upon intake. The handbook states that the inmate can report allegations to staff or through the sexual assault hotline, by filing a grievance, by writing the Inspector General's Office or having a family member go to the Department's website. Inmate's families can also make a third party or anonymous report via the Agency website or by calling the hotline number and this information is posted on the Department's official website and in the Jail's front lobby area as well.</p> <p data-bbox="240 598 1477 656"><i>Standard Operating Procedure 2-208 Foreign National Diplomatic Immunity</i> contains guidance in the event that inmates are held for civil immigration purposes.</p> <p data-bbox="240 687 1442 745">Investigative reports were reviewed that verified third party and anonymous allegations were accepted by the facility and properly documented and investigated.</p> <p data-bbox="240 813 1477 907">Based on review of <i>Standard Operating Procedure 2-230 Inmate Sexual Abuse _ Harassment (PREA)</i>, <i>Standard Operating Procedure 2-208 Foreign National Diplomatic Immunity</i>, the Inmate Orientation Manual, and information obtained through contact with the YWCA of Norfolk, this auditor was able to make a determination of compliance with this standard.</p> <p data-bbox="240 969 1086 996">Documentation, policies and other material reviewed to determine compliance:</p> <ul data-bbox="280 1050 887 1346" style="list-style-type: none"> • Standard Operating Procedure 2-230 • Standard Operating Procedure 2-208 • Inmate Orientation Handbook • Memorandum of Understanding with the YWCA of Norfolk • Staff and Inmate interviews • Investigative Reports • Facility Tour Observations • Inmate Phone System • Department Website

115.52	<p data-bbox="229 69 1509 1184">Exhaustion of administrative remedies</p> <p data-bbox="229 129 1509 192">Auditor Overall Determination: Meets Standard</p> <p data-bbox="229 203 1509 253">Auditor Discussion</p> <p data-bbox="229 264 1509 465"><i>Standard Operating Procedure 7-703 Inmate Grievances</i> as well as the Inmate Orientation Handbook provides instructions to inmates on what qualifies as grievable issues and instructions on how to file a grievance however, this auditor found that the policy did not contain the appropriate language in order to meet compliance with this standard. A 30 day corrective action period was implemented in order for the NSD to make amendments to Standard Operating Procedure 7-703 Inmate Grievances and the Inmate Orientation Handbook with the following language that supports and demonstrates compliance with this standard:</p> <ul data-bbox="284 517 1485 947" style="list-style-type: none"> • The agency shall not impose a time limit on when an inmate may submit a grievance regarding an allegation of sexual abuse. • The agency shall not require an inmate to use any informal grievance process, or to otherwise attempt to resolve with staff, an alleged incident of sexual abuse. • The agency shall ensure that an inmate who alleges sexual abuse may submit a grievance without submitting it to a staff member who is the subject of the complaint, and such grievance is not referred to a staff member who is the subject of the complaint. • The agency shall issue a final agency decision on the merits of any portion of a grievance alleging sexual abuse within 90 days of the initial filing of the grievance. • Third parties, including fellow inmates, staff members, family members, attorneys, and outside advocates, shall be permitted to assist inmates in filing requests for administrative remedies relating to allegations of sexual abuse, and shall also be permitted to file such requests on behalf of inmates. • The NSD does not discipline inmate's for filing grievances related to alleged sexual abuse. <p data-bbox="229 976 1509 1003">Documentation and other material reviewed to determine compliance:</p> <ul data-bbox="284 1055 679 1149" style="list-style-type: none"> • Standard Operating Procedure 7-703 • Inmate Orientation Handbook • Interview with the PREA Coordinator
--------	--

115.53	Inmate access to outside confidential support services
	Auditor Overall Determination: Meets Standard
	<p data-bbox="229 192 1509 255">Auditor Discussion</p> <p data-bbox="229 255 1509 524">The NSD provides inmates with access to outside victim advocates for emotional support services related to sexual abuse by giving inmates mailing addresses and telephone numbers, including a toll-free hotline number for the YWCA of Norfolk. The hotline numbers are clearly posted in housing units and in the inmate orientation handbook. The NSD does enable reasonable communication between inmates and these organizations and agencies, in as confidential a manner as possible and informs inmates, prior to giving them access, of the extent to which such communications will be monitored and to the extent to which reports of sexual abuse will be forwarded to authorities in accordance with the state of Virginia's mandatory reporting laws.</p> <p data-bbox="229 524 1509 591"><i>Standard Operating Procedure 2-208 Foreign National Diplomatic Immunity</i> provides guidance in the event that an inmate is being held for the sole purpose of civil immigration.</p> <p data-bbox="229 591 1509 658">Documentation, policy and other materials reviewed to determine compliance:</p> <ul data-bbox="229 658 1509 931" style="list-style-type: none"> • Memorandum of Understanding with the YWCA of Norfolk • Inmate Orientation Handbook • Confidentiality Statement • Observation of Posted Information in Housing Units • Standard Operating Procedure 2-208

115.54	Third-party reporting
	<p data-bbox="240 147 738 174">Auditor Overall Determination: Meets Standard</p> <p data-bbox="240 210 451 237">Auditor Discussion</p> <p data-bbox="240 273 1490 398">The NSD has a method in place to receive 3rd party reports of sexual abuse and sexual harassment and displays publicly, how to report sexual abuse and sexual harassment on behalf of inmates. 3rd party reports can be made on the Agency website, called into the hotline number or made directly to a NSD staff member. The information on how to report is posted in inmate housing units, the front visitor lobby and is also available on the Department's official website.</p> <p data-bbox="240 434 1453 492">During the onsite portion of the audit, this auditor did review completed investigations deriving from allegations made by a 3rd party.</p> <p data-bbox="240 555 1099 582">Documentation, policies and other materials reviewed to determine compliance:</p> <ul data-bbox="284 636 608 761" style="list-style-type: none"> • Agency Website • Onsite audit tour observations • Inmate Orientation Handbook • Investigative Files

115.61	Staff and agency reporting duties
	Auditor Overall Determination: Meets Standard
	<p data-bbox="240 210 453 237">Auditor Discussion</p> <p data-bbox="240 271 1485 365">Based on review of <i>Standard Operating Procedure 2-230 Inmate Sexual Abuse _ Harassment (PREA)</i>, investigative reports and interviews with Internal Affairs Investigators, it was determined that NSD staff does receive adequate training in their duty as a First Responder to report as well as the proper steps to take to preserve any evidence and maintain confidentiality.</p> <p data-bbox="240 432 1477 591">The State of Virginia has a mandatory duty to report law for any suspected incidents of abuse, neglect, or the exploitation of children, incapacitated persons or the elderly. Mental Health and Medical Practitioners inform inmates of these mandatory reporting laws as well as their rights pertaining to giving informed consent before disclosure. The NSD contracts trained Mental Health Clinicians from Wellpath of Chesapeake to service the jail facility. Each Mental Health Clinician interviewed was knowledgeable of these reporting laws and informed consent protocols.</p> <p data-bbox="240 629 1046 656">Documents, policies and other material reviewed to determine compliance:</p> <ul data-bbox="284 707 783 904" style="list-style-type: none"> • Standard Operating Procedure 2-230 • Staff Training Curriculum • Code of Virginia • Interviews with Mental Health and Medical Staff • Informed Consent Authorization Forms • Review of Investigative Files

115.62	Agency protection duties
	Auditor Overall Determination: Meets Standard
	<p data-bbox="240 208 451 237">Auditor Discussion</p> <p data-bbox="240 271 1485 365">Based on this auditor's comprehensive review of <i>Standard Operating Procedure 2-230 Sexual Abuse _ Harassment (PREA)</i> investigative reports, incident reports from first responders and interviews with staff and inmates, it was determined that the NSD responds with immediate action when learning that an inmate is in substantial risk of imminent sexual abuse.</p> <p data-bbox="240 396 1485 589">When an offender makes an allegation of abuse or harassment, swift action is taken to separate the victim from the alleged perpetrator. Staff are well equipped with information and steps to take in these instances. The information and instructions are detailed in the Department's Standard Operating Procedure and are readily available to all staff electronically. Review of incident and housing reports confirmed that all allegations of Abuse/harassment are taken seriously and the alleged perpetrator is separated from the alleged victim. The documentation is maintained by the facility classification specialist to ensure that those inmates are not housed together in the future.</p> <p data-bbox="240 654 1099 683">Documentation, policies and other materials reviewed to determine compliance:</p> <ul data-bbox="282 732 681 860" style="list-style-type: none"> • Standard Operating Procedure 2-230 • Review of Investigative Files • Incident Reports • Interviews with Staff and inmates

115.63	Reporting to other confinement facilities
	<p data-bbox="244 147 738 174">Auditor Overall Determination: Meets Standard</p> <p data-bbox="244 210 451 237">Auditor Discussion</p> <p data-bbox="244 273 1473 362">The NSD did not have any instances that required notification during the audit period, however, this standard is covered in <i>Standard Operating Procedure 2-230 Inmate Sexual Abuse _ Harassment (PREA)</i> and provides clear instruction pertaining to how and when to notify the transferring facility of reports of sexual abuse.</p> <p data-bbox="244 430 1002 456">Documentation and other materials reviewed to determine compliance:</p> <ul data-bbox="284 510 679 568" style="list-style-type: none"> • Standard Operating Procedure 2-230 • Staff Interviews

115.64	Staff first responder duties
	<p data-bbox="240 147 738 174">Auditor Overall Determination: Meets Standard</p> <p data-bbox="240 210 451 237">Auditor Discussion</p> <p data-bbox="240 273 1477 362">The NSD provided 6 instances within the last 12 months of alleged sexual misconduct/abuse and although none of the allegations reported required immediate medical action, all reports demonstrated that the alleged perpetrator was separated from the victim in all 6 investigative reports.</p> <p data-bbox="240 430 1477 622">Further review of <i>Standard Operating Procedure 2-230 Inmate Sexual Abuse _ Harassment (PREA)</i> demonstrated that facility staff members, Upon learning of an allegation that an inmate was sexually abused, separates the alleged victim and abuser; preserves and protects any crime scene until appropriate steps can be taken to collect any evidence; and if the abuse occurred within a time period that still allows for the collection of physical evidence, request that the alleged victim not take any actions that could destroy physical evidence, including, as appropriate, washing, brushing teeth, changing clothes, urinating, defecating, smoking, drinking, or eating.</p> <p data-bbox="240 667 1098 694">Documentation, policies and other materials reviewed to determine compliance:</p> <ul data-bbox="284 743 679 873" style="list-style-type: none"> • Standard Operating Procedure 2-230 • Review of Investigative Files • Interview with Staff and inmates • Housing Assignment Reports

115.65	Coordinated response
	<p data-bbox="240 147 738 174">Auditor Overall Determination: Meets Standard</p> <p data-bbox="240 210 451 237">Auditor Discussion</p> <p data-bbox="240 273 1485 434">This auditor reviewed <i>Standard Operating Procedure 2-230 Inmate Sexual Abuse _ Harassment (PREA)</i> which suffices as the Institutional Coordinated Response Plan to coordinate actions taken in response to an incident of sexual abuse. The policy is made readily available to all staff. In addition, facility staff, medical and mental health practitioners, investigators and facility leadership receives yearly refresher training on the plan and were aware of their first responder duties when interviewed during the onsite portion of the audit.</p> <p data-bbox="240 497 1099 524">Documentation, policies and other materials reviewed to determine compliance:</p> <ul data-bbox="282 577 679 636" style="list-style-type: none"> • Standard Operating Procedure 2-230 • Staff Interviews

115.66	Preservation of ability to protect inmates from contact with abusers
	Auditor Overall Determination: Meets Standard
	<p data-bbox="229 192 1508 255">Auditor Discussion</p> <p data-bbox="229 255 1508 371">Based on this auditor's review of pertinent laws it was determined that the State of Virginia is a Right to Work State and does not permit Collective Bargaining Agreements in County or State Government. Therefore, there are no laws that protects staff who commit sexual abuse or sexual harassment from presumptive termination and prosecution.</p> <p data-bbox="229 371 1508 434">Documentation, policy and other measures reviewed to determine compliance:</p> <ul data-bbox="229 434 1508 575" style="list-style-type: none"> <li data-bbox="229 506 1508 575">• Code of Va.

115.67	Agency protection against retaliation
	Auditor Overall Determination: Meets Standard
	<p data-bbox="242 210 453 237">Auditor Discussion</p> <p data-bbox="242 271 1485 398">Based on this auditor's review of <i>Standard Operating Procedure 2-230 Inmate Sexual Abuse _ Harassment (PREA)</i>, Facility Status Check Logs and interviews with staff, it was determined that NSD does have procedures to protect both inmates and staff from retaliation. Retaliation checks are performed by the facility Classification Specialists, and Internal Affairs Investigators.</p> <p data-bbox="242 463 1481 555">The NSD Team Commanders are responsible for ensuring the protection of inmates who fear retaliation, making any moves necessary to protect the safety of the inmate. The YWCA of Norfolk also provides victim advocacy services to inmates who report retaliation.</p> <p data-bbox="242 620 1445 680">During the onsite portion of the audit, this auditor reviewed random samples of Status Check Forms as well as retaliation logs that demonstrates compliance with this standard.</p> <p data-bbox="242 745 1086 772">Documentation, policies and other material reviewed to determine compliance:</p> <ul data-bbox="284 824 681 920" style="list-style-type: none"> • Standard Operating Procedure 2-230 • Status Check Forms • Retaliation Logs

115.68	Post-allegation protective custody
	Auditor Overall Determination: Meets Standard
	<p data-bbox="244 210 453 237">Auditor Discussion</p> <p data-bbox="244 271 1493 465">Based on this auditor's review of <i>Standard Operating Procedure 6-601 Objective Screenings</i>, Investigative reports, the PREA Questionnaire and interviews with the PREA Coordinator and Internal Affairs Investigators, it was determined that the NSD does not house inmates who have alleged to have been sexually abused in segregated housing for their own protection. The facility reports zero incidents of this occurrence in the last 12 months and policy states that this type of segregation is prohibited. In the event that Protective Custody is needed, Agency policy indicates that the requirements of standard 115.43 are met.</p> <p data-bbox="244 528 1046 555">Documents, policies and other material reviewed to determine compliance:</p> <ul data-bbox="284 607 683 703" style="list-style-type: none"> • Standard Operating Procedure 6-601 • Standard Operating Procedure 2-230 • PREA Questionnaire

115.71	<p data-bbox="229 69 1509 1323">Criminal and administrative agency investigations</p> <p data-bbox="229 132 1509 192">Auditor Overall Determination: Meets Standard</p> <p data-bbox="229 192 1509 253">Auditor Discussion</p> <p data-bbox="229 253 1509 477">The NSD collaborates with the Norfolk City Police Department pertaining to substantiated investigations of Sexual abuse and sexual harassment. The NSD conducts administrative investigations promptly, thoroughly and objectively with properly trained investigators. Substantiated investigations are referred to the Norfolk Police Department for further criminal investigation and possible prosecution. Review of the Norfolk Police Department's <i>Standard Operating Procedure, Sexual Assault and Family Violence</i> verified that proper criminal investigative protocols are followed in accordance with the National PREA Standards.</p> <p data-bbox="229 477 1509 723">There was one (1) inmate on inmate substantiated sexual abuse occurring during the audit cycle and this auditor conducted a comprehensive review of the administrative investigative files. Although the inmate did not wish to pursue criminal charges this auditor determined that the investigation provided detailed steps of the investigation process to include immediate separation of the victim from the perpetrator, follow up treatments, witness interviews and status checks. Both the victim and the perpetrator had either been released from custody or transferred into DOC custody and was not available for interview by this auditor during the onsite portion of this audit.</p> <p data-bbox="229 723 1509 902">Based on this auditor's review of Investigator training certificates, Investigative files and Norfolk Police Department Investigative Policies, it was determined that investigations are conducted in a manner that protects and preserves the collection of direct and circumstantial evidence. Review of Administrative Investigations revealed that reviews were conducted of past complaints of all alleged victims perpetrators and witnesses involved in the case.</p> <p data-bbox="229 902 1509 992">The PREA Coordinator maintains all investigative files within the retention guidelines set forth in the National PREA Standards.</p> <p data-bbox="229 992 1509 1037">Documentation, policies and other materials reviewed to determine compliance:</p> <ul data-bbox="229 1037 1509 1323" style="list-style-type: none"> <li data-bbox="229 1037 1509 1081">• Standard Operating Procedure 2-230 <li data-bbox="229 1081 1509 1126">• Investigative Files <li data-bbox="229 1126 1509 1171">• Interviews with Facility Investigators <li data-bbox="229 1171 1509 1216">• Interview with PREA Coordinator <li data-bbox="229 1216 1509 1323">• Norfolk City Police Department Investigative Procedures
--------	--

115.72	Evidentiary standard for administrative investigations
	<p data-bbox="240 147 738 174">Auditor Overall Determination: Meets Standard</p> <p data-bbox="240 210 451 237">Auditor Discussion</p> <p data-bbox="240 273 1473 434">Based on this auditor's comprehensive review of Investigative files, investigator specialized training records and interviews with Internal Affairs Investigators, it was verified that NSD Investigators are properly trained and impose no standard higher than preponderance of the evidence when making final determinations. All cases of sexual abuse were reviewed as well as random samples of cases of sexual harassment. All investigations reviewed were completed in a thorough and objective manner.</p> <p data-bbox="240 497 1058 524">Documents, policies and other materials reviewed to determine compliance:</p> <ul data-bbox="284 577 823 703" style="list-style-type: none"> • Standard Operating Procedure 1-110 Investigations • Review of Investigative Files • Interviews conducted with Investigators • Investigator Training Files

115.73	Reporting to inmates
	<p data-bbox="242 145 738 174">Auditor Overall Determination: Meets Standard</p> <p data-bbox="242 210 451 239">Auditor Discussion</p> <p data-bbox="242 271 1469 432"><i>Standard Operating Procedure 2-230 Inmate Sexual Abuse _ Harassment</i> states that Inmates who report alleged sexual abuse will be notified of the disposition of the investigation and such notification will be documented. The NSD reported a total of five (5) allegations of sexual abuse occurring during the audit period. Investigations were conducted promptly and thoroughly however, the Department could only provide one (1) example of an inmate being notified as to the disposition of the investigation in a sexual harassment case.</p> <p data-bbox="242 463 1469 589">During the interview process, the Department's PREA Coordinator stated that the notifications were conducted verbally and that there was only one (1) substantiated case of sexual abuse during the audit period that would require notification however, the inmate was released from custody seven (7) days after making the allegation therefor, notification was not warranted.</p> <p data-bbox="242 620 1485 813">This standard clearly dictates that inmates will be notified of the disposition of all cases of alleged cases of sexual abuse. In addition, following an inmate's allegation that a staff member has committed sexual abuse against the inmate, the facility will inform the inmate, whenever the staff member is no longer posted within the offender's unit; the staff member is no longer employed at the facility; the facility learns that the staff member has been indicted on a charge related to sexual abuse within the facility; or the facility learns that the staff member has been convicted on a charge related to sexual abuse within the facility . An agencies obligation to report under this standard is terminated once the inmate is released from the facility.</p> <p data-bbox="242 844 1437 902">During the documentation review phase of the audit, the NSD failed to provide the appropriate documentation to make a determination of compliance with this standard.</p> <p data-bbox="242 934 1449 1028">A Corrective Action period was implemented and this auditor worked with the NSD to develop a plan of action in order to provide further education pertaining to the department's notification responsibilities as well as the development of a documentation method in accordance with this standard.</p> <p data-bbox="242 1059 1477 1254">A facility wide Notification Form template was created and implemented in order to confirm that the NSD will notify inmates following all allegations that an inmate or staff member has committed sexual abuse against the inmate. The NSD will subsequently inform the inmate, whenever the staff member is no longer posted within the inmate's unit; the staff member is no longer employed at the facility or the facility learns that the staff member has been indicted on a charge related to sexual abuse within the facility; or the facility learns that the inmate or staff member has been convicted on a charge related to sexual abuse within the facility .</p> <p data-bbox="242 1285 1342 1319">An agencies obligation to report under this standard is terminated once the inmate is released from the facility.</p> <p data-bbox="242 1440 1086 1469">Documentation polices and other materials reviewed to determine compliance:</p> <ul data-bbox="280 1518 679 1646" style="list-style-type: none"> • Standard Operating Procedure 2-230 • Investigative Reports • Interview with PREA Coordinator • Inmate Notification Form

115.76	Disciplinary sanctions for staff
	<p data-bbox="240 147 738 174">Auditor Overall Determination: Meets Standard</p> <p data-bbox="240 210 451 237">Auditor Discussion</p> <p data-bbox="240 273 1493 398"><i>Standard Operating Procedure 2-230 Sexual Abuse _ Harassment (PREA)</i> confirms that NSD staff are subject to disciplinary sanctions up to and including termination for violating these policies. All violations that are substantiated are turned over to the Norfolk City Police Department for criminal investigation and possible prosecution. If the victim is elderly, under the age of 18 or considered incapacitated, the facility will report to the Virginia Department of Social Services per the Code of Virginia.</p> <p data-bbox="240 434 1286 461">There were no incidents of founded staff on inmate sexual abuse or harassment during this audit period.</p> <p data-bbox="240 497 1086 524">Documentation, policies and other material reviewed to determine compliance:</p> <ul data-bbox="282 577 679 672" style="list-style-type: none"> • Standard Operating Procedure 2-230 • Investigative Files • Staff Interviews

115.77	Corrective action for contractors and volunteers
	<p data-bbox="244 147 738 174">Auditor Overall Determination: Meets Standard</p> <p data-bbox="244 210 451 237">Auditor Discussion</p> <p data-bbox="244 273 1474 434">The NSD trains all volunteer/contractor staff on appropriate boundaries with inmates and conducts criminal background checks of the volunteer/contractor before any inmate contact is made. Standard Operating Procedure 2-230 Inmate Sexual Abuse _ Harassment (PREA) verifies that sexual relations/abuse with inmates is prohibited and the volunteer/contractor will be turned over to law enforcement for further criminal investigation and possible prosecution. There were no instances of Volunteer/Contractor on inmate sexual abuse during the 12-month audit period.</p> <p data-bbox="244 497 1086 524">Documentation, policies and other material reviewed to determine compliance:</p> <ul data-bbox="284 577 679 703" style="list-style-type: none"> • Standard Operating Procedure 2-230 • Staff Interviews • Volunteer/Contractor Training • Volunteer/Contractor Interviews

115.78	Disciplinary sanctions for inmates
	<p data-bbox="240 147 738 174">Auditor Overall Determination: Meets Standard</p> <p data-bbox="240 210 451 237">Auditor Discussion</p> <p data-bbox="240 273 1493 533">Reviews of the Inmate Orientation Handbook confirms that inmates are subject to administrative disciplinary sanctions and/or criminal prosecution depending on the status of the sexual activity. (if the sexual activity was consensual). Sanctions commensurate with the nature and seriousness of the offense committed. The administrative disciplinary process considers whether an inmate's mental disabilities contributed to the nature of the offense and what, if any sanctions should be imposed. The NSD does not discipline inmates for making a report of sexual abuse/sexual harassment in good faith nor does the facility discipline inmates for sexual contact with staff unless the staff member did not consent to such act. There were one (1) incident of inmate on inmate sexual abuse during the audit cycle where the inmate was charged and found guilty. The alleged victim did not wish to pursue criminal charges in the case.</p> <p data-bbox="240 595 1099 622">Documentation, policies and other materials reviewed to determine compliance:</p> <ul data-bbox="282 676 604 801" style="list-style-type: none"> • Inmate Orientation Handbook • Inmate Disciplinary Charge • PREA Questionnaire • Staff Interviews

115.81	Medical and mental health screenings; history of sexual abuse
	<p data-bbox="240 147 738 174">Auditor Overall Determination: Meets Standard</p> <p data-bbox="240 210 451 237">Auditor Discussion</p> <p data-bbox="240 273 1461 362">All transferred inmates receive medical and mental Health screening upon their arrival at the NSD Jail Facility. If the inmate self discloses past victimization, they will be referred for further mental health evaluation by a trained mental health clinician within 14 days of their arrival.</p> <p data-bbox="240 398 1490 488">Mental health clinicians obtain informed consent authorization before disclosing personal information. If the inmate is within the criteria listed in the Code of Va. Mandatory Reporting Laws, the mental health Clinician will notify the proper authorities in accordance with state law.</p> <p data-bbox="240 555 1490 645">Based on review of Standard Operating Procedure 2-230, inmate informed consent forms, classification screenings and interviews with the mental health clinician, the Health Services Administrator and the PREA Coordinator, this auditor finds the NSD compliant with this standard.</p> <p data-bbox="240 712 1086 739">Documentation, policies and other material reviewed to determine compliance:</p> <ul data-bbox="284 792 722 918" style="list-style-type: none"> • Standard Operating Procedure 2-230 • Classification Screening Tool • Mental Health 14-day Assessment Forms • Informed Consent Forms

115.82	Access to emergency medical and mental health services
	Auditor Overall Determination: Meets Standard
	<p data-bbox="240 210 453 237">Auditor Discussion</p> <p data-bbox="240 271 1485 566">Based on this auditor's review of Standard Operating Procedure 2-230 Inmate Sexual Abuse _ Harassment (PREA) Medical Practitioner Sexual Assault Guidelines, the Norfolk Police Department's Sexual Assault Investigation Policy and interviews with medical staff, it is determined that the NSD offers unimpeded medical care to inmates who have suffered sexual abuse. Sexual assault treatment is provided offsite at Norfolk Sentara General Hospital by a forensic medical exam nurse and appropriate emergency contraception and sexually transmitted prophylaxis is provided at no expense to the alleged victim. A Memorandum between the NSD and the YWCA of Norfolk confirms that a victim advocate will be provided upon request. Norfolk Sentara General Hospital also provides trained sexual assault advocates for victims. Mental Health services will be provided upon the inmate's return to the facility. There were no instances of sexual assault that required immediate medical treatment or the collection of forensic evidence during the audit period.</p> <p data-bbox="240 607 1086 633">Documentation, policies and other material reviewed to determine compliance:</p> <ul data-bbox="284 685 938 880" style="list-style-type: none"> • Standard Operating Procedure 2-230 • Medical Practitioner and Nursing Guidelines for Sexual Assault • Memorandum of Understanding with the YWCA of Norfolk • Interviews with PREA Coordinator • Interviews with Medical and Mental Health Staff • PREA Questionnaire

115.83	Ongoing medical and mental health care for sexual abuse victims and abusers
	Auditor Overall Determination: Meets Standard
	<p data-bbox="229 192 1509 255">Auditor Discussion</p> <p data-bbox="229 255 1509 568">The NSD offers medical and mental health evaluation and treatment to all inmates who have been victimized by sexual abuse while incarcerated at the facility. The evaluation and treatment of such victims include follow-up services, treatment plans, and, when necessary, referrals for continued care following their transfer to, or placement in, other facilities, or their release from custody. The facility provides such victims with medical and mental health services consistent with community level of care without financial cost to the alleged victim. Female offenders who are the victim of sexual abuse while incarcerated receive pregnancy testing and access to pregnancy related medical treatment. The NSD contracts with the YWCA for ongoing crisis intervention therapy pertaining to substantiated cases of sexual abuse that takes place at the facility as stated in the Memorandum of Understanding.</p> <p data-bbox="229 568 1509 631">Documentation, policies and other materials reviewed to determine compliance:</p> <ul data-bbox="229 631 1509 851" style="list-style-type: none"> • Standard Operating Procedure 2-230 • Review of Medical Practitioner and Nursing Sexual Assault Guidelines • Interviews with Medical Staff • Memorandum of Understanding with the YWCA of Norfolk • Interviews with Mental Health Staff

115.86	Sexual abuse incident reviews
	<p data-bbox="240 147 738 174">Auditor Overall Determination: Meets Standard</p> <p data-bbox="240 210 451 237">Auditor Discussion</p> <p data-bbox="240 273 1481 362">The NSD conducts Incident Reviews at the conclusion of every substantiated or unsubstantiated sexual abuse investigation. The Review team is comprised of the PREA Coordinator, the Chief of Security, Captain, Health Authority and Mental Health Clinician. The review team considers all criteria mentioned in standard 115.86.</p> <p data-bbox="240 371 1481 461">During the onsite portion of the audit, this auditor reviewed 1 Incident Reviews pertaining to 1 substantiated case of inmate on inmate sexual abuse. The review was conducted within a 30-day timeframe and all documentation is maintained by the PREA Coordinator.</p> <p data-bbox="240 528 1086 555">Documentation, policies and other material reviewed to determine compliance:</p> <ul data-bbox="284 609 986 770" style="list-style-type: none"> • Standard Operating Procedure 2-230 • After Incident Review • Interviews with PREA Coordinator, Superintendent, Health Authority • PREA Questionnaire • Investigative Files

115.87	Data collection
	<p data-bbox="240 147 738 174">Auditor Overall Determination: Meets Standard</p> <p data-bbox="240 210 451 237">Auditor Discussion</p> <p data-bbox="240 273 1449 501">The NSD collects accurate annual data and makes this information on the official website. The incident data collected is based on the most recent version of the Survey of Sexual Violence by the Department of Justice. The collected and aggregated data is reported to the Department of Justice upon request. The NSD has an ongoing contract with Hampton Roads Regional Jail for the confinement of it's inmates in the event of jail overcrowding. However, there were no inmates transferred to Hampton Roads Regional Jail until January 2022. At the time of the onsite portion of the audit, NSD had transferred approximately 48 inmates to the Hampton Roads facility. This auditor did inform the Sheriff and the PREA Coordinator that collection of aggregated data would be required.</p> <p data-bbox="240 564 1086 591">Documentation, policies and other material reviewed to determine compliance:</p> <ul data-bbox="284 645 679 801" style="list-style-type: none"> • Standard Operating Procedure 2-230 • Examples of survey • Annual PREA Report • PREA questionnaire • Agency Website

115.88	Data review for corrective action
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>Based on review of the 2021 Annual Report and information obtained on the agency website it was determined that the NSD is in compliance with this standard.</p> <p>Documents, policies and other material reviewed to determine compliance</p> <ul style="list-style-type: none"> • Agency website • 2021 Annual Staffing Plan Review

115.89	Data storage, publication, and destruction
	Auditor Overall Determination: Meets Standard
	<p data-bbox="244 210 453 237">Auditor Discussion</p> <p data-bbox="244 271 1445 365">Based on review of the Department website as well as the 2021 Annual Staffing Plan Review, it was determined that the NSD is in compliance with this standard. The Agency PREA Coordinator ensures that all aggregated data is retained in pursuant to 115.87.</p> <p data-bbox="244 398 1474 524">The NSD has an ongoing contract with Hampton Roads Regional Jail for the confinement of it's inmates in the event of jail overcrowding. However, there were no inmates transferred to Hampton Roads Regional Jail until January 2022. At the time of the onsite portion of the audit, NSD had transferred approximately 48 inmates to the Hampton Roads facility. This auditor did inform the Sheriff and the PREA Coordinator that collection of aggregated data would be required.</p> <p data-bbox="244 557 991 584">Documentation and other material reviewed to determine compliance:</p> <ul data-bbox="284 636 766 730" style="list-style-type: none"> • Agency website • 2021 Annual Staffing Plan Review • Interviews with PREA Coordinator and Sheriff

115.401	Frequency and scope of audits
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	During the onsite portion of the audit for this facility, this auditor was granted full unimpeded access to the entire facility, a private office in order to interview staff and inmates and all requests for follow up documentation was supplied.

115.403	Audit contents and findings
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	The NSD has had one (1) previous PREA Audit and that report is available on the department's website and was reviewed at the beginning of this audit. This auditor will request, at the submission of this final report, a verification notice from the agencies PREA coordinator, when this audit report is posted on the department's website.

Appendix: Provision Findings		
115.11 (a)	Zero tolerance of sexual abuse and sexual harassment; PREA coordinator	
	Does the agency have a written policy mandating zero tolerance toward all forms of sexual abuse and sexual harassment?	yes
	Does the written policy outline the agency's approach to preventing, detecting, and responding to sexual abuse and sexual harassment?	yes
115.11 (b)	Zero tolerance of sexual abuse and sexual harassment; PREA coordinator	
	Has the agency employed or designated an agency-wide PREA Coordinator?	yes
	Is the PREA Coordinator position in the upper-level of the agency hierarchy?	yes
	Does the PREA Coordinator have sufficient time and authority to develop, implement, and oversee agency efforts to comply with the PREA standards in all of its facilities?	yes
115.11 (c)	Zero tolerance of sexual abuse and sexual harassment; PREA coordinator	
	If this agency operates more than one facility, has each facility designated a PREA compliance manager? (N/A if agency operates only one facility.)	na
	Does the PREA compliance manager have sufficient time and authority to coordinate the facility's efforts to comply with the PREA standards? (N/A if agency operates only one facility.)	na
115.12 (a)	Contracting with other entities for the confinement of inmates	
	If this agency is public and it contracts for the confinement of its inmates with private agencies or other entities including other government agencies, has the agency included the entity's obligation to comply with the PREA standards in any new contract or contract renewal signed on or after August 20, 2012? (N/A if the agency does not contract with private agencies or other entities for the confinement of inmates.)	yes
115.12 (b)	Contracting with other entities for the confinement of inmates	
	Does any new contract or contract renewal signed on or after August 20, 2012 provide for agency contract monitoring to ensure that the contractor is complying with the PREA standards? (N/A if the agency does not contract with private agencies or other entities for the confinement of inmates.)	no

115.13 (a)	Supervision and monitoring	
	Does the facility have a documented staffing plan that provides for adequate levels of staffing and, where applicable, video monitoring, to protect inmates against sexual abuse?	yes
	In calculating adequate staffing levels and determining the need for video monitoring, does the staffing plan take into consideration: Generally accepted detention and correctional practices?	yes
	In calculating adequate staffing levels and determining the need for video monitoring, does the staffing plan take into consideration: Any judicial findings of inadequacy?	yes
	In calculating adequate staffing levels and determining the need for video monitoring, does the staffing plan take into consideration: Any findings of inadequacy from Federal investigative agencies?	yes
	In calculating adequate staffing levels and determining the need for video monitoring, does the staffing plan take into consideration: Any findings of inadequacy from internal or external oversight bodies?	yes
	In calculating adequate staffing levels and determining the need for video monitoring, does the staffing plan take into consideration: All components of the facility's physical plant (including "blind-spots" or areas where staff or inmates may be isolated)?	yes
	In calculating adequate staffing levels and determining the need for video monitoring, does the staffing plan take into consideration: The composition of the inmate population?	yes
	In calculating adequate staffing levels and determining the need for video monitoring, does the staffing plan take into consideration: The number and placement of supervisory staff?	yes
	In calculating adequate staffing levels and determining the need for video monitoring, does the staffing plan take into consideration: The institution programs occurring on a particular shift?	yes
	In calculating adequate staffing levels and determining the need for video monitoring, does the staffing plan take into consideration: Any applicable State or local laws, regulations, or standards?	yes
	In calculating adequate staffing levels and determining the need for video monitoring, does the staffing plan take into consideration: The prevalence of substantiated and unsubstantiated incidents of sexual abuse?	yes
	In calculating adequate staffing levels and determining the need for video monitoring, does the staffing plan take into consideration: Any other relevant factors?	yes
115.13 (b)	Supervision and monitoring	
	In circumstances where the staffing plan is not complied with, does the facility document and justify all deviations from the plan? (N/A if no deviations from staffing plan.)	yes
115.13 (c)	Supervision and monitoring	
	In the past 12 months, has the facility, in consultation with the agency PREA Coordinator, assessed, determined, and documented whether adjustments are needed to: The staffing plan established pursuant to paragraph (a) of this section?	yes
	In the past 12 months, has the facility, in consultation with the agency PREA Coordinator, assessed, determined, and documented whether adjustments are needed to: The facility's deployment of video monitoring systems and other monitoring technologies?	yes
	In the past 12 months, has the facility, in consultation with the agency PREA Coordinator, assessed, determined, and documented whether adjustments are needed to: The resources the facility has available to commit to ensure adherence to the staffing plan?	yes

115.13 (d)	Supervision and monitoring	
	Has the facility/agency implemented a policy and practice of having intermediate-level or higher-level supervisors conduct and document unannounced rounds to identify and deter staff sexual abuse and sexual harassment?	yes
	Is this policy and practice implemented for night shifts as well as day shifts?	yes
	Does the facility/agency have a policy prohibiting staff from alerting other staff members that these supervisory rounds are occurring, unless such announcement is related to the legitimate operational functions of the facility?	yes
115.14 (a)	Youthful inmates	
	Does the facility place all youthful inmates in housing units that separate them from sight, sound, and physical contact with any adult inmates through use of a shared dayroom or other common space, shower area, or sleeping quarters? (N/A if facility does not have youthful inmates (inmates <18 years old).)	na
115.14 (b)	Youthful inmates	
	In areas outside of housing units does the agency maintain sight and sound separation between youthful inmates and adult inmates? (N/A if facility does not have youthful inmates (inmates <18 years old).)	na
	In areas outside of housing units does the agency provide direct staff supervision when youthful inmates and adult inmates have sight, sound, or physical contact? (N/A if facility does not have youthful inmates (inmates <18 years old).)	na
115.14 (c)	Youthful inmates	
	Does the agency make its best efforts to avoid placing youthful inmates in isolation to comply with this provision? (N/A if facility does not have youthful inmates (inmates <18 years old).)	na
	Does the agency, while complying with this provision, allow youthful inmates daily large-muscle exercise and legally required special education services, except in exigent circumstances? (N/A if facility does not have youthful inmates (inmates <18 years old).)	na
	Do youthful inmates have access to other programs and work opportunities to the extent possible? (N/A if facility does not have youthful inmates (inmates <18 years old).)	na
115.15 (a)	Limits to cross-gender viewing and searches	
	Does the facility always refrain from conducting any cross-gender strip or cross-gender visual body cavity searches, except in exigent circumstances or by medical practitioners?	yes
115.15 (b)	Limits to cross-gender viewing and searches	
	Does the facility always refrain from conducting cross-gender pat-down searches of female inmates, except in exigent circumstances? (N/A if the facility does not have female inmates.)	yes
	Does the facility always refrain from restricting female inmates' access to regularly available programming or other out-of-cell opportunities in order to comply with this provision? (N/A if the facility does not have female inmates.)	yes
115.15 (c)	Limits to cross-gender viewing and searches	
	Does the facility document all cross-gender strip searches and cross-gender visual body cavity searches?	yes
	Does the facility document all cross-gender pat-down searches of female inmates (N/A if the facility does not have female inmates)?	yes

115.15 (d)	Limits to cross-gender viewing and searches	
	Does the facility have policies that enables inmates to shower, perform bodily functions, and change clothing without nonmedical staff of the opposite gender viewing their breasts, buttocks, or genitalia, except in exigent circumstances or when such viewing is incidental to routine cell checks?	yes
	Does the facility have procedures that enables inmates to shower, perform bodily functions, and change clothing without nonmedical staff of the opposite gender viewing their breasts, buttocks, or genitalia, except in exigent circumstances or when such viewing is incidental to routine cell checks?	yes
	Does the facility require staff of the opposite gender to announce their presence when entering an inmate housing unit?	yes
115.15 (e)	Limits to cross-gender viewing and searches	
	Does the facility always refrain from searching or physically examining transgender or intersex inmates for the sole purpose of determining the inmate's genital status?	yes
	If an inmate's genital status is unknown, does the facility determine genital status during conversations with the inmate, by reviewing medical records, or, if necessary, by learning that information as part of a broader medical examination conducted in private by a medical practitioner?	yes
115.15 (f)	Limits to cross-gender viewing and searches	
	Does the facility/agency train security staff in how to conduct cross-gender pat down searches in a professional and respectful manner, and in the least intrusive manner possible, consistent with security needs?	yes
	Does the facility/agency train security staff in how to conduct searches of transgender and intersex inmates in a professional and respectful manner, and in the least intrusive manner possible, consistent with security needs?	yes

115.16 (a)	Inmates with disabilities and inmates who are limited English proficient	
	Does the agency take appropriate steps to ensure that inmates with disabilities have an equal opportunity to participate in or benefit from all aspects of the agency's efforts to prevent, detect, and respond to sexual abuse and sexual harassment, including: inmates who are deaf or hard of hearing?	yes
	Does the agency take appropriate steps to ensure that inmates with disabilities have an equal opportunity to participate in or benefit from all aspects of the agency's efforts to prevent, detect, and respond to sexual abuse and sexual harassment, including: inmates who are blind or have low vision?	yes
	Does the agency take appropriate steps to ensure that inmates with disabilities have an equal opportunity to participate in or benefit from all aspects of the agency's efforts to prevent, detect, and respond to sexual abuse and sexual harassment, including: inmates who have intellectual disabilities?	yes
	Does the agency take appropriate steps to ensure that inmates with disabilities have an equal opportunity to participate in or benefit from all aspects of the agency's efforts to prevent, detect, and respond to sexual abuse and sexual harassment, including: inmates who have psychiatric disabilities?	yes
	Does the agency take appropriate steps to ensure that inmates with disabilities have an equal opportunity to participate in or benefit from all aspects of the agency's efforts to prevent, detect, and respond to sexual abuse and sexual harassment, including: inmates who have speech disabilities?	yes
	Does the agency take appropriate steps to ensure that inmates with disabilities have an equal opportunity to participate in or benefit from all aspects of the agency's efforts to prevent, detect, and respond to sexual abuse and sexual harassment, including: Other (if "other," please explain in overall determination notes.)	yes
	Do such steps include, when necessary, ensuring effective communication with inmates who are deaf or hard of hearing?	yes
	Do such steps include, when necessary, providing access to interpreters who can interpret effectively, accurately, and impartially, both receptively and expressively, using any necessary specialized vocabulary?	yes
	Does the agency ensure that written materials are provided in formats or through methods that ensure effective communication with inmates with disabilities including inmates who: Have intellectual disabilities?	yes
	Does the agency ensure that written materials are provided in formats or through methods that ensure effective communication with inmates with disabilities including inmates who: Have limited reading skills?	yes
	Does the agency ensure that written materials are provided in formats or through methods that ensure effective communication with inmates with disabilities including inmates who: are blind or have low vision?	yes
115.16 (b)	Inmates with disabilities and inmates who are limited English proficient	
	Does the agency take reasonable steps to ensure meaningful access to all aspects of the agency's efforts to prevent, detect, and respond to sexual abuse and sexual harassment to inmates who are limited English proficient?	yes
	Do these steps include providing interpreters who can interpret effectively, accurately, and impartially, both receptively and expressively, using any necessary specialized vocabulary?	yes

115.16 (c)	Inmates with disabilities and inmates who are limited English proficient	
	Does the agency always refrain from relying on inmate interpreters, inmate readers, or other types of inmate assistance except in limited circumstances where an extended delay in obtaining an effective interpreter could compromise the inmate's safety, the performance of first-response duties under §115.64, or the investigation of the inmate's allegations?	yes
115.17 (a)	Hiring and promotion decisions	
	Does the agency prohibit the hiring or promotion of anyone who may have contact with inmates who has engaged in sexual abuse in a prison, jail, lockup, community confinement facility, juvenile facility, or other institution (as defined in 42 U.S.C. 1997)?	yes
	Does the agency prohibit the hiring or promotion of anyone who may have contact with inmates who has been convicted of engaging or attempting to engage in sexual activity in the community facilitated by force, overt or implied threats of force, or coercion, or if the victim did not consent or was unable to consent or refuse?	yes
	Does the agency prohibit the hiring or promotion of anyone who may have contact with inmates who has been civilly or administratively adjudicated to have engaged in the activity described in the two bullets immediately above?	yes
	Does the agency prohibit the enlistment of services of any contractor who may have contact with inmates who has engaged in sexual abuse in a prison, jail, lockup, community confinement facility, juvenile facility, or other institution (as defined in 42 U.S.C. 1997)?	yes
	Does the agency prohibit the enlistment of services of any contractor who may have contact with inmates who has been convicted of engaging or attempting to engage in sexual activity in the community facilitated by force, overt or implied threats of force, or coercion, or if the victim did not consent or was unable to consent or refuse?	yes
	Does the agency prohibit the enlistment of services of any contractor who may have contact with inmates who has been civilly or administratively adjudicated to have engaged in the activity described in the two bullets immediately above?	yes
115.17 (b)	Hiring and promotion decisions	
	Does the agency consider any incidents of sexual harassment in determining whether to hire or promote anyone who may have contact with inmates?	yes
	Does the agency consider any incidents of sexual harassment in determining whether to enlist the services of any contractor who may have contact with inmates?	yes
115.17 (c)	Hiring and promotion decisions	
	Before hiring new employees who may have contact with inmates, does the agency perform a criminal background records check?	yes
	Before hiring new employees who may have contact with inmates, does the agency, consistent with Federal, State, and local law, make its best efforts to contact all prior institutional employers for information on substantiated allegations of sexual abuse or any resignation during a pending investigation of an allegation of sexual abuse?	yes
115.17 (d)	Hiring and promotion decisions	
	Does the agency perform a criminal background records check before enlisting the services of any contractor who may have contact with inmates?	yes
115.17 (e)	Hiring and promotion decisions	
	Does the agency either conduct criminal background records checks at least every five years of current employees and contractors who may have contact with inmates or have in place a system for otherwise capturing such information for current employees?	yes

115.17 (f)	Hiring and promotion decisions	
	Does the agency ask all applicants and employees who may have contact with inmates directly about previous misconduct described in paragraph (a) of this section in written applications or interviews for hiring or promotions?	yes
	Does the agency ask all applicants and employees who may have contact with inmates directly about previous misconduct described in paragraph (a) of this section in any interviews or written self-evaluations conducted as part of reviews of current employees?	yes
	Does the agency impose upon employees a continuing affirmative duty to disclose any such misconduct?	yes
115.17 (g)	Hiring and promotion decisions	
	Does the agency consider material omissions regarding such misconduct, or the provision of materially false information, grounds for termination?	yes
115.17 (h)	Hiring and promotion decisions	
	Does the agency provide information on substantiated allegations of sexual abuse or sexual harassment involving a former employee upon receiving a request from an institutional employer for whom such employee has applied to work? (N/A if providing information on substantiated allegations of sexual abuse or sexual harassment involving a former employee is prohibited by law.)	yes
115.18 (a)	Upgrades to facilities and technologies	
	If the agency designed or acquired any new facility or planned any substantial expansion or modification of existing facilities, did the agency consider the effect of the design, acquisition, expansion, or modification upon the agency's ability to protect inmates from sexual abuse? (N/A if agency/facility has not acquired a new facility or made a substantial expansion to existing facilities since August 20, 2012, or since the last PREA audit, whichever is later.)	na
115.18 (b)	Upgrades to facilities and technologies	
	If the agency installed or updated a video monitoring system, electronic surveillance system, or other monitoring technology, did the agency consider how such technology may enhance the agency's ability to protect inmates from sexual abuse? (N/A if agency/facility has not installed or updated a video monitoring system, electronic surveillance system, or other monitoring technology since August 20, 2012, or since the last PREA audit, whichever is later.)	yes
115.21 (a)	Evidence protocol and forensic medical examinations	
	If the agency is responsible for investigating allegations of sexual abuse, does the agency follow a uniform evidence protocol that maximizes the potential for obtaining usable physical evidence for administrative proceedings and criminal prosecutions? (N/A if the agency/facility is not responsible for conducting any form of criminal OR administrative sexual abuse investigations.)	yes
115.21 (b)	Evidence protocol and forensic medical examinations	
	Is this protocol developmentally appropriate for youth where applicable? (N/A if the agency/facility is not responsible for conducting any form of criminal OR administrative sexual abuse investigations.)	yes
	Is this protocol, as appropriate, adapted from or otherwise based on the most recent edition of the U.S. Department of Justice's Office on Violence Against Women publication, "A National Protocol for Sexual Assault Medical Forensic Examinations, Adults/Adolescents," or similarly comprehensive and authoritative protocols developed after 2011? (N/A if the agency/facility is not responsible for conducting any form of criminal OR administrative sexual abuse investigations.)	yes

115.21 (c)	Evidence protocol and forensic medical examinations	
	Does the agency offer all victims of sexual abuse access to forensic medical examinations, whether on-site or at an outside facility, without financial cost, where evidentiarily or medically appropriate?	yes
	Are such examinations performed by Sexual Assault Forensic Examiners (SAFEs) or Sexual Assault Nurse Examiners (SANEs) where possible?	yes
	If SAFEs or SANEs cannot be made available, is the examination performed by other qualified medical practitioners (they must have been specifically trained to conduct sexual assault forensic exams)?	yes
	Has the agency documented its efforts to provide SAFEs or SANEs?	yes
115.21 (d)	Evidence protocol and forensic medical examinations	
	Does the agency attempt to make available to the victim a victim advocate from a rape crisis center?	yes
	If a rape crisis center is not available to provide victim advocate services, does the agency make available to provide these services a qualified staff member from a community-based organization, or a qualified agency staff member? (N/A if the agency always makes a victim advocate from a rape crisis center available to victims.)	na
	Has the agency documented its efforts to secure services from rape crisis centers?	yes
115.21 (e)	Evidence protocol and forensic medical examinations	
	As requested by the victim, does the victim advocate, qualified agency staff member, or qualified community-based organization staff member accompany and support the victim through the forensic medical examination process and investigatory interviews?	yes
	As requested by the victim, does this person provide emotional support, crisis intervention, information, and referrals?	yes
115.21 (f)	Evidence protocol and forensic medical examinations	
	If the agency itself is not responsible for investigating allegations of sexual abuse, has the agency requested that the investigating agency follow the requirements of paragraphs (a) through (e) of this section? (N/A if the agency/facility is responsible for conducting criminal AND administrative sexual abuse investigations.)	yes
115.21 (h)	Evidence protocol and forensic medical examinations	
	If the agency uses a qualified agency staff member or a qualified community-based staff member for the purposes of this section, has the individual been screened for appropriateness to serve in this role and received education concerning sexual assault and forensic examination issues in general? (N/A if agency always makes a victim advocate from a rape crisis center available to victims.)	yes
115.22 (a)	Policies to ensure referrals of allegations for investigations	
	Does the agency ensure an administrative or criminal investigation is completed for all allegations of sexual abuse?	yes
	Does the agency ensure an administrative or criminal investigation is completed for all allegations of sexual harassment?	yes

115.22 (b)	Policies to ensure referrals of allegations for investigations	
	Does the agency have a policy and practice in place to ensure that allegations of sexual abuse or sexual harassment are referred for investigation to an agency with the legal authority to conduct criminal investigations, unless the allegation does not involve potentially criminal behavior?	yes
	Has the agency published such policy on its website or, if it does not have one, made the policy available through other means?	yes
	Does the agency document all such referrals?	yes
115.22 (c)	Policies to ensure referrals of allegations for investigations	
	If a separate entity is responsible for conducting criminal investigations, does the policy describe the responsibilities of both the agency and the investigating entity? (N/A if the agency/facility is responsible for criminal investigations. See 115.21(a).)	yes
115.31 (a)	Employee training	
	Does the agency train all employees who may have contact with inmates on its zero-tolerance policy for sexual abuse and sexual harassment?	yes
	Does the agency train all employees who may have contact with inmates on how to fulfill their responsibilities under agency sexual abuse and sexual harassment prevention, detection, reporting, and response policies and procedures?	yes
	Does the agency train all employees who may have contact with inmates on inmates' right to be free from sexual abuse and sexual harassment?	yes
	Does the agency train all employees who may have contact with inmates on the right of inmates and employees to be free from retaliation for reporting sexual abuse and sexual harassment?	yes
	Does the agency train all employees who may have contact with inmates on the dynamics of sexual abuse and sexual harassment in confinement?	yes
	Does the agency train all employees who may have contact with inmates on the common reactions of sexual abuse and sexual harassment victims?	yes
	Does the agency train all employees who may have contact with inmates on how to detect and respond to signs of threatened and actual sexual abuse?	yes
	Does the agency train all employees who may have contact with inmates on how to avoid inappropriate relationships with inmates?	yes
	Does the agency train all employees who may have contact with inmates on how to communicate effectively and professionally with inmates, including lesbian, gay, bisexual, transgender, intersex, or gender nonconforming inmates?	yes
	Does the agency train all employees who may have contact with inmates on how to comply with relevant laws related to mandatory reporting of sexual abuse to outside authorities?	yes
115.31 (b)	Employee training	
	Is such training tailored to the gender of the inmates at the employee's facility?	yes
	Have employees received additional training if reassigned from a facility that houses only male inmates to a facility that houses only female inmates, or vice versa?	yes

115.31 (c)	Employee training	
	Have all current employees who may have contact with inmates received such training?	yes
	Does the agency provide each employee with refresher training every two years to ensure that all employees know the agency's current sexual abuse and sexual harassment policies and procedures?	yes
	In years in which an employee does not receive refresher training, does the agency provide refresher information on current sexual abuse and sexual harassment policies?	yes
115.31 (d)	Employee training	
	Does the agency document, through employee signature or electronic verification, that employees understand the training they have received?	yes
115.32 (a)	Volunteer and contractor training	
	Has the agency ensured that all volunteers and contractors who have contact with inmates have been trained on their responsibilities under the agency's sexual abuse and sexual harassment prevention, detection, and response policies and procedures?	yes
115.32 (b)	Volunteer and contractor training	
	Have all volunteers and contractors who have contact with inmates been notified of the agency's zero-tolerance policy regarding sexual abuse and sexual harassment and informed how to report such incidents (the level and type of training provided to volunteers and contractors shall be based on the services they provide and level of contact they have with inmates)?	yes
115.32 (c)	Volunteer and contractor training	
	Does the agency maintain documentation confirming that volunteers and contractors understand the training they have received?	yes
115.33 (a)	Inmate education	
	During intake, do inmates receive information explaining the agency's zero-tolerance policy regarding sexual abuse and sexual harassment?	yes
	During intake, do inmates receive information explaining how to report incidents or suspicions of sexual abuse or sexual harassment?	yes
115.33 (b)	Inmate education	
	Within 30 days of intake, does the agency provide comprehensive education to inmates either in person or through video regarding: Their rights to be free from sexual abuse and sexual harassment?	yes
	Within 30 days of intake, does the agency provide comprehensive education to inmates either in person or through video regarding: Their rights to be free from retaliation for reporting such incidents?	yes
	Within 30 days of intake, does the agency provide comprehensive education to inmates either in person or through video regarding: Agency policies and procedures for responding to such incidents?	yes
115.33 (c)	Inmate education	
	Have all inmates received the comprehensive education referenced in 115.33(b)?	yes
	Do inmates receive education upon transfer to a different facility to the extent that the policies and procedures of the inmate's new facility differ from those of the previous facility?	yes

115.33 (d)	Inmate education	
	Does the agency provide inmate education in formats accessible to all inmates including those who are limited English proficient?	yes
	Does the agency provide inmate education in formats accessible to all inmates including those who are deaf?	yes
	Does the agency provide inmate education in formats accessible to all inmates including those who are visually impaired?	yes
	Does the agency provide inmate education in formats accessible to all inmates including those who are otherwise disabled?	yes
	Does the agency provide inmate education in formats accessible to all inmates including those who have limited reading skills?	yes
115.33 (e)	Inmate education	
	Does the agency maintain documentation of inmate participation in these education sessions?	yes
115.33 (f)	Inmate education	
	In addition to providing such education, does the agency ensure that key information is continuously and readily available or visible to inmates through posters, inmate handbooks, or other written formats?	yes
115.34 (a)	Specialized training: Investigations	
	In addition to the general training provided to all employees pursuant to §115.31, does the agency ensure that, to the extent the agency itself conducts sexual abuse investigations, its investigators receive training in conducting such investigations in confinement settings? (N/A if the agency does not conduct any form of administrative or criminal sexual abuse investigations. See 115.21(a).)	yes
115.34 (b)	Specialized training: Investigations	
	Does this specialized training include techniques for interviewing sexual abuse victims? (N/A if the agency does not conduct any form of administrative or criminal sexual abuse investigations. See 115.21(a).)	yes
	Does this specialized training include proper use of Miranda and Garrity warnings? (N/A if the agency does not conduct any form of administrative or criminal sexual abuse investigations. See 115.21(a).)	yes
	Does this specialized training include sexual abuse evidence collection in confinement settings? (N/A if the agency does not conduct any form of administrative or criminal sexual abuse investigations. See 115.21(a).)	yes
	Does this specialized training include the criteria and evidence required to substantiate a case for administrative action or prosecution referral? (N/A if the agency does not conduct any form of administrative or criminal sexual abuse investigations. See 115.21(a).)	yes
115.34 (c)	Specialized training: Investigations	
	Does the agency maintain documentation that agency investigators have completed the required specialized training in conducting sexual abuse investigations? (N/A if the agency does not conduct any form of administrative or criminal sexual abuse investigations. See 115.21(a).)	yes

115.35 (a)	Specialized training: Medical and mental health care	
	Does the agency ensure that all full- and part-time medical and mental health care practitioners who work regularly in its facilities have been trained in how to detect and assess signs of sexual abuse and sexual harassment? (N/A if the agency does not have any full- or part-time medical or mental health care practitioners who work regularly in its facilities.)	yes
	Does the agency ensure that all full- and part-time medical and mental health care practitioners who work regularly in its facilities have been trained in how to preserve physical evidence of sexual abuse? (N/A if the agency does not have any full- or part-time medical or mental health care practitioners who work regularly in its facilities.)	yes
	Does the agency ensure that all full- and part-time medical and mental health care practitioners who work regularly in its facilities have been trained in how to respond effectively and professionally to victims of sexual abuse and sexual harassment? (N/A if the agency does not have any full- or part-time medical or mental health care practitioners who work regularly in its facilities.)	yes
	Does the agency ensure that all full- and part-time medical and mental health care practitioners who work regularly in its facilities have been trained in how and to whom to report allegations or suspicions of sexual abuse and sexual harassment? (N/A if the agency does not have any full- or part-time medical or mental health care practitioners who work regularly in its facilities.)	yes
115.35 (b)	Specialized training: Medical and mental health care	
	If medical staff employed by the agency conduct forensic examinations, do such medical staff receive appropriate training to conduct such examinations? (N/A if agency medical staff at the facility do not conduct forensic exams or the agency does not employ medical staff.)	na
115.35 (c)	Specialized training: Medical and mental health care	
	Does the agency maintain documentation that medical and mental health practitioners have received the training referenced in this standard either from the agency or elsewhere? (N/A if the agency does not have any full- or part-time medical or mental health care practitioners who work regularly in its facilities.)	yes
115.35 (d)	Specialized training: Medical and mental health care	
	Do medical and mental health care practitioners employed by the agency also receive training mandated for employees by §115.31? (N/A if the agency does not have any full- or part-time medical or mental health care practitioners employed by the agency.)	yes
	Do medical and mental health care practitioners contracted by or volunteering for the agency also receive training mandated for contractors and volunteers by §115.32? (N/A if the agency does not have any full- or part-time medical or mental health care practitioners contracted by or volunteering for the agency.)	yes
115.41 (a)	Screening for risk of victimization and abusiveness	
	Are all inmates assessed during an intake screening for their risk of being sexually abused by other inmates or sexually abusive toward other inmates?	yes
	Are all inmates assessed upon transfer to another facility for their risk of being sexually abused by other inmates or sexually abusive toward other inmates?	yes
115.41 (b)	Screening for risk of victimization and abusiveness	
	Do intake screenings ordinarily take place within 72 hours of arrival at the facility?	yes
115.41 (c)	Screening for risk of victimization and abusiveness	
	Are all PREA screening assessments conducted using an objective screening instrument?	yes

115.41 (d)	Screening for risk of victimization and abusiveness	
	Does the intake screening consider, at a minimum, the following criteria to assess inmates for risk of sexual victimization: (1) Whether the inmate has a mental, physical, or developmental disability?	yes
	Does the intake screening consider, at a minimum, the following criteria to assess inmates for risk of sexual victimization: (2) The age of the inmate?	yes
	Does the intake screening consider, at a minimum, the following criteria to assess inmates for risk of sexual victimization: (3) The physical build of the inmate?	yes
	Does the intake screening consider, at a minimum, the following criteria to assess inmates for risk of sexual victimization: (4) Whether the inmate has previously been incarcerated?	yes
	Does the intake screening consider, at a minimum, the following criteria to assess inmates for risk of sexual victimization: (5) Whether the inmate's criminal history is exclusively nonviolent?	yes
	Does the intake screening consider, at a minimum, the following criteria to assess inmates for risk of sexual victimization: (6) Whether the inmate has prior convictions for sex offenses against an adult or child?	yes
	Does the intake screening consider, at a minimum, the following criteria to assess inmates for risk of sexual victimization: (7) Whether the inmate is or is perceived to be gay, lesbian, bisexual, transgender, intersex, or gender nonconforming (the facility affirmatively asks the inmate about his/her sexual orientation and gender identity AND makes a subjective determination based on the screener's perception whether the inmate is gender non-conforming or otherwise may be perceived to be LGBTI)?	yes
	Does the intake screening consider, at a minimum, the following criteria to assess inmates for risk of sexual victimization: (8) Whether the inmate has previously experienced sexual victimization?	yes
	Does the intake screening consider, at a minimum, the following criteria to assess inmates for risk of sexual victimization: (9) The inmate's own perception of vulnerability?	yes
	Does the intake screening consider, at a minimum, the following criteria to assess inmates for risk of sexual victimization: (10) Whether the inmate is detained solely for civil immigration purposes?	yes
115.41 (e)	Screening for risk of victimization and abusiveness	
	In assessing inmates for risk of being sexually abusive, does the initial PREA risk screening consider, as known to the agency: prior acts of sexual abuse?	yes
	In assessing inmates for risk of being sexually abusive, does the initial PREA risk screening consider, as known to the agency: prior convictions for violent offenses?	yes
	In assessing inmates for risk of being sexually abusive, does the initial PREA risk screening consider, as known to the agency: history of prior institutional violence or sexual abuse?	yes
115.41 (f)	Screening for risk of victimization and abusiveness	
	Within a set time period not more than 30 days from the inmate's arrival at the facility, does the facility reassess the inmate's risk of victimization or abusiveness based upon any additional, relevant information received by the facility since the intake screening?	yes

115.41 (g)	Screening for risk of victimization and abusiveness	
	Does the facility reassess an inmate's risk level when warranted due to a referral?	yes
	Does the facility reassess an inmate's risk level when warranted due to a request?	yes
	Does the facility reassess an inmate's risk level when warranted due to an incident of sexual abuse?	yes
	Does the facility reassess an inmate's risk level when warranted due to receipt of additional information that bears on the inmate's risk of sexual victimization or abusiveness?	yes
115.41 (h)	Screening for risk of victimization and abusiveness	
	Is it the case that inmates are not ever disciplined for refusing to answer, or for not disclosing complete information in response to, questions asked pursuant to paragraphs (d)(1), (d)(7), (d)(8), or (d)(9) of this section?	yes
115.41 (i)	Screening for risk of victimization and abusiveness	
	Has the agency implemented appropriate controls on the dissemination within the facility of responses to questions asked pursuant to this standard in order to ensure that sensitive information is not exploited to the inmate's detriment by staff or other inmates?	yes
115.42 (a)	Use of screening information	
	Does the agency use information from the risk screening required by § 115.41, with the goal of keeping separate those inmates at high risk of being sexually victimized from those at high risk of being sexually abusive, to inform: Housing Assignments?	yes
	Does the agency use information from the risk screening required by § 115.41, with the goal of keeping separate those inmates at high risk of being sexually victimized from those at high risk of being sexually abusive, to inform: Bed assignments?	yes
	Does the agency use information from the risk screening required by § 115.41, with the goal of keeping separate those inmates at high risk of being sexually victimized from those at high risk of being sexually abusive, to inform: Work Assignments?	yes
	Does the agency use information from the risk screening required by § 115.41, with the goal of keeping separate those inmates at high risk of being sexually victimized from those at high risk of being sexually abusive, to inform: Education Assignments?	yes
	Does the agency use information from the risk screening required by § 115.41, with the goal of keeping separate those inmates at high risk of being sexually victimized from those at high risk of being sexually abusive, to inform: Program Assignments?	yes
115.42 (b)	Use of screening information	
	Does the agency make individualized determinations about how to ensure the safety of each inmate?	yes
115.42 (c)	Use of screening information	
	When deciding whether to assign a transgender or intersex inmate to a facility for male or female inmates, does the agency consider, on a case-by-case basis, whether a placement would ensure the inmate's health and safety, and whether a placement would present management or security problems (NOTE: if an agency by policy or practice assigns inmates to a male or female facility on the basis of anatomy alone, that agency is not in compliance with this standard)?	yes
	When making housing or other program assignments for transgender or intersex inmates, does the agency consider, on a case-by-case basis, whether a placement would ensure the inmate's health and safety, and whether a placement would present management or security problems?	yes

115.42 (d)	Use of screening information	
	Are placement and programming assignments for each transgender or intersex inmate reassessed at least twice each year to review any threats to safety experienced by the inmate?	yes
115.42 (e)	Use of screening information	
	Are each transgender or intersex inmate's own views with respect to his or her own safety given serious consideration when making facility and housing placement decisions and programming assignments?	yes
115.42 (f)	Use of screening information	
	Are transgender and intersex inmates given the opportunity to shower separately from other inmates?	yes
115.42 (g)	Use of screening information	
	Unless placement is in a dedicated facility, unit, or wing established in connection with a consent decree, legal settlement, or legal judgment for the purpose of protecting lesbian, gay, bisexual, transgender, or intersex inmates, does the agency always refrain from placing: lesbian, gay, and bisexual inmates in dedicated facilities, units, or wings solely on the basis of such identification or status? (N/A if the agency has a dedicated facility, unit, or wing solely for the placement of LGBT or I inmates pursuant to a consent decree, legal settlement, or legal judgement.)	yes
	Unless placement is in a dedicated facility, unit, or wing established in connection with a consent decree, legal settlement, or legal judgment for the purpose of protecting lesbian, gay, bisexual, transgender, or intersex inmates, does the agency always refrain from placing: transgender inmates in dedicated facilities, units, or wings solely on the basis of such identification or status? (N/A if the agency has a dedicated facility, unit, or wing solely for the placement of LGBT or I inmates pursuant to a consent decree, legal settlement, or legal judgement.)	yes
	Unless placement is in a dedicated facility, unit, or wing established in connection with a consent decree, legal settlement, or legal judgment for the purpose of protecting lesbian, gay, bisexual, transgender, or intersex inmates, does the agency always refrain from placing: intersex inmates in dedicated facilities, units, or wings solely on the basis of such identification or status? (N/A if the agency has a dedicated facility, unit, or wing solely for the placement of LGBT or I inmates pursuant to a consent decree, legal settlement, or legal judgement.)	yes
115.43 (a)	Protective Custody	
	Does the facility always refrain from placing inmates at high risk for sexual victimization in involuntary segregated housing unless an assessment of all available alternatives has been made, and a determination has been made that there is no available alternative means of separation from likely abusers?	yes
	If a facility cannot conduct such an assessment immediately, does the facility hold the inmate in involuntary segregated housing for less than 24 hours while completing the assessment?	yes

115.43 (b)	Protective Custody	
	Do inmates who are placed in segregated housing because they are at high risk of sexual victimization have access to: Programs to the extent possible?	yes
	Do inmates who are placed in segregated housing because they are at high risk of sexual victimization have access to: Privileges to the extent possible?	yes
	Do inmates who are placed in segregated housing because they are at high risk of sexual victimization have access to: Education to the extent possible?	yes
	Do inmates who are placed in segregated housing because they are at high risk of sexual victimization have access to: Work opportunities to the extent possible?	yes
	If the facility restricts any access to programs, privileges, education, or work opportunities, does the facility document the opportunities that have been limited? (N/A if the facility never restricts access to programs, privileges, education, or work opportunities.)	na
	If the facility restricts access to programs, privileges, education, or work opportunities, does the facility document the duration of the limitation? (N/A if the facility never restricts access to programs, privileges, education, or work opportunities.)	na
	If the facility restricts access to programs, privileges, education, or work opportunities, does the facility document the reasons for such limitations? (N/A if the facility never restricts access to programs, privileges, education, or work opportunities.)	na
115.43 (c)	Protective Custody	
	Does the facility assign inmates at high risk of sexual victimization to involuntary segregated housing only until an alternative means of separation from likely abusers can be arranged?	yes
	Does such an assignment not ordinarily exceed a period of 30 days?	yes
115.43 (d)	Protective Custody	
	If an involuntary segregated housing assignment is made pursuant to paragraph (a) of this section, does the facility clearly document: The basis for the facility's concern for the inmate's safety?	yes
	If an involuntary segregated housing assignment is made pursuant to paragraph (a) of this section, does the facility clearly document: The reason why no alternative means of separation can be arranged?	yes
115.43 (e)	Protective Custody	
	In the case of each inmate who is placed in involuntary segregation because he/she is at high risk of sexual victimization, does the facility afford a review to determine whether there is a continuing need for separation from the general population EVERY 30 DAYS?	yes
115.51 (a)	Inmate reporting	
	Does the agency provide multiple internal ways for inmates to privately report: Sexual abuse and sexual harassment?	yes
	Does the agency provide multiple internal ways for inmates to privately report: Retaliation by other inmates or staff for reporting sexual abuse and sexual harassment?	yes
	Does the agency provide multiple internal ways for inmates to privately report: Staff neglect or violation of responsibilities that may have contributed to such incidents?	yes

115.51 (b)	Inmate reporting	
	Does the agency also provide at least one way for inmates to report sexual abuse or sexual harassment to a public or private entity or office that is not part of the agency?	yes
	Is that private entity or office able to receive and immediately forward inmate reports of sexual abuse and sexual harassment to agency officials?	yes
	Does that private entity or office allow the inmate to remain anonymous upon request?	yes
	Are inmates detained solely for civil immigration purposes provided information on how to contact relevant consular officials and relevant officials at the Department of Homeland Security? (N/A if the facility never houses inmates detained solely for civil immigration purposes.)	yes
115.51 (c)	Inmate reporting	
	Does staff accept reports of sexual abuse and sexual harassment made verbally, in writing, anonymously, and from third parties?	yes
	Does staff promptly document any verbal reports of sexual abuse and sexual harassment?	yes
115.51 (d)	Inmate reporting	
	Does the agency provide a method for staff to privately report sexual abuse and sexual harassment of inmates?	yes
115.52 (a)	Exhaustion of administrative remedies	
	Is the agency exempt from this standard? NOTE: The agency is exempt ONLY if it does not have administrative procedures to address inmate grievances regarding sexual abuse. This does not mean the agency is exempt simply because an inmate does not have to or is not ordinarily expected to submit a grievance to report sexual abuse. This means that as a matter of explicit policy, the agency does not have an administrative remedies process to address sexual abuse.	yes
115.52 (b)	Exhaustion of administrative remedies	
	Does the agency permit inmates to submit a grievance regarding an allegation of sexual abuse without any type of time limits? (The agency may apply otherwise-applicable time limits to any portion of a grievance that does not allege an incident of sexual abuse.) (N/A if agency is exempt from this standard.)	yes
	Does the agency always refrain from requiring an inmate to use any informal grievance process, or to otherwise attempt to resolve with staff, an alleged incident of sexual abuse? (N/A if agency is exempt from this standard.)	yes
115.52 (c)	Exhaustion of administrative remedies	
	Does the agency ensure that: An inmate who alleges sexual abuse may submit a grievance without submitting it to a staff member who is the subject of the complaint? (N/A if agency is exempt from this standard.)	yes
	Does the agency ensure that: Such grievance is not referred to a staff member who is the subject of the complaint? (N/A if agency is exempt from this standard.)	yes

115.52 (d)	Exhaustion of administrative remedies	
	Does the agency issue a final agency decision on the merits of any portion of a grievance alleging sexual abuse within 90 days of the initial filing of the grievance? (Computation of the 90-day time period does not include time consumed by inmates in preparing any administrative appeal.) (N/A if agency is exempt from this standard.)	yes
	If the agency claims the maximum allowable extension of time to respond of up to 70 days per 115.52(d)(3) when the normal time period for response is insufficient to make an appropriate decision, does the agency notify the inmate in writing of any such extension and provide a date by which a decision will be made? (N/A if agency is exempt from this standard.)	yes
	At any level of the administrative process, including the final level, if the inmate does not receive a response within the time allotted for reply, including any properly noticed extension, may an inmate consider the absence of a response to be a denial at that level? (N/A if agency is exempt from this standard.)	yes
115.52 (e)	Exhaustion of administrative remedies	
	Are third parties, including fellow inmates, staff members, family members, attorneys, and outside advocates, permitted to assist inmates in filing requests for administrative remedies relating to allegations of sexual abuse? (N/A if agency is exempt from this standard.)	yes
	Are those third parties also permitted to file such requests on behalf of inmates? (If a third party files such a request on behalf of an inmate, the facility may require as a condition of processing the request that the alleged victim agree to have the request filed on his or her behalf, and may also require the alleged victim to personally pursue any subsequent steps in the administrative remedy process.) (N/A if agency is exempt from this standard.)	yes
	If the inmate declines to have the request processed on his or her behalf, does the agency document the inmate's decision? (N/A if agency is exempt from this standard.)	yes
115.52 (f)	Exhaustion of administrative remedies	
	Has the agency established procedures for the filing of an emergency grievance alleging that an inmate is subject to a substantial risk of imminent sexual abuse? (N/A if agency is exempt from this standard.)	yes
	After receiving an emergency grievance alleging an inmate is subject to a substantial risk of imminent sexual abuse, does the agency immediately forward the grievance (or any portion thereof that alleges the substantial risk of imminent sexual abuse) to a level of review at which immediate corrective action may be taken? (N/A if agency is exempt from this standard.)	yes
	After receiving an emergency grievance described above, does the agency provide an initial response within 48 hours? (N/A if agency is exempt from this standard.)	yes
	After receiving an emergency grievance described above, does the agency issue a final agency decision within 5 calendar days? (N/A if agency is exempt from this standard.)	yes
	Does the initial response and final agency decision document the agency's determination whether the inmate is in substantial risk of imminent sexual abuse? (N/A if agency is exempt from this standard.)	yes
	Does the initial response document the agency's action(s) taken in response to the emergency grievance? (N/A if agency is exempt from this standard.)	yes
	Does the agency's final decision document the agency's action(s) taken in response to the emergency grievance? (N/A if agency is exempt from this standard.)	yes
115.52 (g)	Exhaustion of administrative remedies	
	If the agency disciplines an inmate for filing a grievance related to alleged sexual abuse, does it do so ONLY where the agency demonstrates that the inmate filed the grievance in bad faith? (N/A if agency is exempt from this standard.)	yes

115.53 (a)	Inmate access to outside confidential support services	
	Does the facility provide inmates with access to outside victim advocates for emotional support services related to sexual abuse by giving inmates mailing addresses and telephone numbers, including toll-free hotline numbers where available, of local, State, or national victim advocacy or rape crisis organizations?	yes
	Does the facility provide persons detained solely for civil immigration purposes mailing addresses and telephone numbers, including toll-free hotline numbers where available of local, State, or national immigrant services agencies? (N/A if the facility never has persons detained solely for civil immigration purposes.)	yes
	Does the facility enable reasonable communication between inmates and these organizations and agencies, in as confidential a manner as possible?	yes
115.53 (b)	Inmate access to outside confidential support services	
	Does the facility inform inmates, prior to giving them access, of the extent to which such communications will be monitored and the extent to which reports of abuse will be forwarded to authorities in accordance with mandatory reporting laws?	yes
115.53 (c)	Inmate access to outside confidential support services	
	Does the agency maintain or attempt to enter into memoranda of understanding or other agreements with community service providers that are able to provide inmates with confidential emotional support services related to sexual abuse?	yes
	Does the agency maintain copies of agreements or documentation showing attempts to enter into such agreements?	yes
115.54 (a)	Third-party reporting	
	Has the agency established a method to receive third-party reports of sexual abuse and sexual harassment?	yes
	Has the agency distributed publicly information on how to report sexual abuse and sexual harassment on behalf of an inmate?	yes
115.61 (a)	Staff and agency reporting duties	
	Does the agency require all staff to report immediately and according to agency policy any knowledge, suspicion, or information regarding an incident of sexual abuse or sexual harassment that occurred in a facility, whether or not it is part of the agency?	yes
	Does the agency require all staff to report immediately and according to agency policy any knowledge, suspicion, or information regarding retaliation against inmates or staff who reported an incident of sexual abuse or sexual harassment?	yes
	Does the agency require all staff to report immediately and according to agency policy any knowledge, suspicion, or information regarding any staff neglect or violation of responsibilities that may have contributed to an incident of sexual abuse or sexual harassment or retaliation?	yes
115.61 (b)	Staff and agency reporting duties	
	Apart from reporting to designated supervisors or officials, does staff always refrain from revealing any information related to a sexual abuse report to anyone other than to the extent necessary, as specified in agency policy, to make treatment, investigation, and other security and management decisions?	yes

115.61 (c)	Staff and agency reporting duties	
	Unless otherwise precluded by Federal, State, or local law, are medical and mental health practitioners required to report sexual abuse pursuant to paragraph (a) of this section?	yes
	Are medical and mental health practitioners required to inform inmates of the practitioner's duty to report, and the limitations of confidentiality, at the initiation of services?	yes
115.61 (d)	Staff and agency reporting duties	
	If the alleged victim is under the age of 18 or considered a vulnerable adult under a State or local vulnerable persons statute, does the agency report the allegation to the designated State or local services agency under applicable mandatory reporting laws?	yes
115.61 (e)	Staff and agency reporting duties	
	Does the facility report all allegations of sexual abuse and sexual harassment, including third-party and anonymous reports, to the facility's designated investigators?	yes
115.62 (a)	Agency protection duties	
	When the agency learns that an inmate is subject to a substantial risk of imminent sexual abuse, does it take immediate action to protect the inmate?	yes
115.63 (a)	Reporting to other confinement facilities	
	Upon receiving an allegation that an inmate was sexually abused while confined at another facility, does the head of the facility that received the allegation notify the head of the facility or appropriate office of the agency where the alleged abuse occurred?	yes
115.63 (b)	Reporting to other confinement facilities	
	Is such notification provided as soon as possible, but no later than 72 hours after receiving the allegation?	yes
115.63 (c)	Reporting to other confinement facilities	
	Does the agency document that it has provided such notification?	yes
115.63 (d)	Reporting to other confinement facilities	
	Does the facility head or agency office that receives such notification ensure that the allegation is investigated in accordance with these standards?	yes
115.64 (a)	Staff first responder duties	
	Upon learning of an allegation that an inmate was sexually abused, is the first security staff member to respond to the report required to: Separate the alleged victim and abuser?	yes
	Upon learning of an allegation that an inmate was sexually abused, is the first security staff member to respond to the report required to: Preserve and protect any crime scene until appropriate steps can be taken to collect any evidence?	yes
	Upon learning of an allegation that an inmate was sexually abused, is the first security staff member to respond to the report required to: Request that the alleged victim not take any actions that could destroy physical evidence, including, as appropriate, washing, brushing teeth, changing clothes, urinating, defecating, smoking, drinking, or eating, if the abuse occurred within a time period that still allows for the collection of physical evidence?	yes
	Upon learning of an allegation that an inmate was sexually abused, is the first security staff member to respond to the report required to: Ensure that the alleged abuser does not take any actions that could destroy physical evidence, including, as appropriate, washing, brushing teeth, changing clothes, urinating, defecating, smoking, drinking, or eating, if the abuse occurred within a time period that still allows for the collection of physical evidence?	yes

115.64 (b)	Staff first responder duties	
	If the first staff responder is not a security staff member, is the responder required to request that the alleged victim not take any actions that could destroy physical evidence, and then notify security staff?	yes
115.65 (a)	Coordinated response	
	Has the facility developed a written institutional plan to coordinate actions among staff first responders, medical and mental health practitioners, investigators, and facility leadership taken in response to an incident of sexual abuse?	yes
115.66 (a)	Preservation of ability to protect inmates from contact with abusers	
	Are both the agency and any other governmental entities responsible for collective bargaining on the agency's behalf prohibited from entering into or renewing any collective bargaining agreement or other agreement that limit the agency's ability to remove alleged staff sexual abusers from contact with any inmates pending the outcome of an investigation or of a determination of whether and to what extent discipline is warranted?	yes
115.67 (a)	Agency protection against retaliation	
	Has the agency established a policy to protect all inmates and staff who report sexual abuse or sexual harassment or cooperate with sexual abuse or sexual harassment investigations from retaliation by other inmates or staff?	yes
	Has the agency designated which staff members or departments are charged with monitoring retaliation?	yes
115.67 (b)	Agency protection against retaliation	
	Does the agency employ multiple protection measures, such as housing changes or transfers for inmate victims or abusers, removal of alleged staff or inmate abusers from contact with victims, and emotional support services for inmates or staff who fear retaliation for reporting sexual abuse or sexual harassment or for cooperating with investigations?	yes

115.67 (c)	Agency protection against retaliation	
	Except in instances where the agency determines that a report of sexual abuse is unfounded, for at least 90 days following a report of sexual abuse, does the agency: Monitor the conduct and treatment of inmates or staff who reported the sexual abuse to see if there are changes that may suggest possible retaliation by inmates or staff?	yes
	Except in instances where the agency determines that a report of sexual abuse is unfounded, for at least 90 days following a report of sexual abuse, does the agency: Monitor the conduct and treatment of inmates who were reported to have suffered sexual abuse to see if there are changes that may suggest possible retaliation by inmates or staff?	yes
	Except in instances where the agency determines that a report of sexual abuse is unfounded, for at least 90 days following a report of sexual abuse, does the agency: Act promptly to remedy any such retaliation?	yes
	Except in instances where the agency determines that a report of sexual abuse is unfounded, for at least 90 days following a report of sexual abuse, does the agency: Monitor any inmate disciplinary reports?	yes
	Except in instances where the agency determines that a report of sexual abuse is unfounded, for at least 90 days following a report of sexual abuse, does the agency: Monitor inmate housing changes?	yes
	Except in instances where the agency determines that a report of sexual abuse is unfounded, for at least 90 days following a report of sexual abuse, does the agency: Monitor inmate program changes?	yes
	Except in instances where the agency determines that a report of sexual abuse is unfounded, for at least 90 days following a report of sexual abuse, does the agency: Monitor negative performance reviews of staff?	yes
	Except in instances where the agency determines that a report of sexual abuse is unfounded, for at least 90 days following a report of sexual abuse, does the agency: Monitor reassignments of staff?	yes
	Does the agency continue such monitoring beyond 90 days if the initial monitoring indicates a continuing need?	yes
115.67 (d)	Agency protection against retaliation	
	In the case of inmates, does such monitoring also include periodic status checks?	yes
115.67 (e)	Agency protection against retaliation	
	If any other individual who cooperates with an investigation expresses a fear of retaliation, does the agency take appropriate measures to protect that individual against retaliation?	yes
115.68 (a)	Post-allegation protective custody	
	Is any and all use of segregated housing to protect an inmate who is alleged to have suffered sexual abuse subject to the requirements of § 115.43?	yes
115.71 (a)	Criminal and administrative agency investigations	
	When the agency conducts its own investigations into allegations of sexual abuse and sexual harassment, does it do so promptly, thoroughly, and objectively? (N/A if the agency/facility is not responsible for conducting any form of criminal OR administrative sexual abuse investigations. See 115.21(a).)	yes
	Does the agency conduct such investigations for all allegations, including third party and anonymous reports? (N/A if the agency/facility is not responsible for conducting any form of criminal OR administrative sexual abuse investigations. See 115.21(a).)	yes

115.71 (b)	Criminal and administrative agency investigations	
	Where sexual abuse is alleged, does the agency use investigators who have received specialized training in sexual abuse investigations as required by 115.34?	yes
115.71 (c)	Criminal and administrative agency investigations	
	Do investigators gather and preserve direct and circumstantial evidence, including any available physical and DNA evidence and any available electronic monitoring data?	yes
	Do investigators interview alleged victims, suspected perpetrators, and witnesses?	yes
	Do investigators review prior reports and complaints of sexual abuse involving the suspected perpetrator?	yes
115.71 (d)	Criminal and administrative agency investigations	
	When the quality of evidence appears to support criminal prosecution, does the agency conduct compelled interviews only after consulting with prosecutors as to whether compelled interviews may be an obstacle for subsequent criminal prosecution?	yes
115.71 (e)	Criminal and administrative agency investigations	
	Do agency investigators assess the credibility of an alleged victim, suspect, or witness on an individual basis and not on the basis of that individual's status as inmate or staff?	yes
	Does the agency investigate allegations of sexual abuse without requiring an inmate who alleges sexual abuse to submit to a polygraph examination or other truth-telling device as a condition for proceeding?	yes
115.71 (f)	Criminal and administrative agency investigations	
	Do administrative investigations include an effort to determine whether staff actions or failures to act contributed to the abuse?	yes
	Are administrative investigations documented in written reports that include a description of the physical evidence and testimonial evidence, the reasoning behind credibility assessments, and investigative facts and findings?	yes
115.71 (g)	Criminal and administrative agency investigations	
	Are criminal investigations documented in a written report that contains a thorough description of the physical, testimonial, and documentary evidence and attaches copies of all documentary evidence where feasible?	yes
115.71 (h)	Criminal and administrative agency investigations	
	Are all substantiated allegations of conduct that appears to be criminal referred for prosecution?	yes
115.71 (i)	Criminal and administrative agency investigations	
	Does the agency retain all written reports referenced in 115.71(f) and (g) for as long as the alleged abuser is incarcerated or employed by the agency, plus five years?	yes
115.71 (j)	Criminal and administrative agency investigations	
	Does the agency ensure that the departure of an alleged abuser or victim from the employment or control of the agency does not provide a basis for terminating an investigation?	yes
115.71 (l)	Criminal and administrative agency investigations	
	When an outside entity investigates sexual abuse, does the facility cooperate with outside investigators and endeavor to remain informed about the progress of the investigation? (N/A if an outside agency does not conduct administrative or criminal sexual abuse investigations. See 115.21(a).)	yes

115.72 (a)	Evidentiary standard for administrative investigations	
	Is it true that the agency does not impose a standard higher than a preponderance of the evidence in determining whether allegations of sexual abuse or sexual harassment are substantiated?	yes
115.73 (a)	Reporting to inmates	
	Following an investigation into an inmate's allegation that he or she suffered sexual abuse in an agency facility, does the agency inform the inmate as to whether the allegation has been determined to be substantiated, unsubstantiated, or unfounded?	yes
115.73 (b)	Reporting to inmates	
	If the agency did not conduct the investigation into an inmate's allegation of sexual abuse in an agency facility, does the agency request the relevant information from the investigative agency in order to inform the inmate? (N/A if the agency/facility is responsible for conducting administrative and criminal investigations.)	yes
115.73 (c)	Reporting to inmates	
	Following an inmate's allegation that a staff member has committed sexual abuse against the resident, unless the agency has determined that the allegation is unfounded, or unless the inmate has been released from custody, does the agency subsequently inform the resident whenever: The staff member is no longer posted within the inmate's unit?	yes
	Following an inmate's allegation that a staff member has committed sexual abuse against the resident, unless the agency has determined that the allegation is unfounded, or unless the resident has been released from custody, does the agency subsequently inform the resident whenever: The staff member is no longer employed at the facility?	yes
	Following an inmate's allegation that a staff member has committed sexual abuse against the resident, unless the agency has determined that the allegation is unfounded, or unless the resident has been released from custody, does the agency subsequently inform the resident whenever: The agency learns that the staff member has been indicted on a charge related to sexual abuse in the facility?	yes
	Following an inmate's allegation that a staff member has committed sexual abuse against the resident, unless the agency has determined that the allegation is unfounded, or unless the resident has been released from custody, does the agency subsequently inform the resident whenever: The agency learns that the staff member has been convicted on a charge related to sexual abuse within the facility?	yes
115.73 (d)	Reporting to inmates	
	Following an inmate's allegation that he or she has been sexually abused by another inmate, does the agency subsequently inform the alleged victim whenever: The agency learns that the alleged abuser has been indicted on a charge related to sexual abuse within the facility?	yes
	Following an inmate's allegation that he or she has been sexually abused by another inmate, does the agency subsequently inform the alleged victim whenever: The agency learns that the alleged abuser has been convicted on a charge related to sexual abuse within the facility?	yes
115.73 (e)	Reporting to inmates	
	Does the agency document all such notifications or attempted notifications?	yes
115.76 (a)	Disciplinary sanctions for staff	
	Are staff subject to disciplinary sanctions up to and including termination for violating agency sexual abuse or sexual harassment policies?	yes
115.76 (b)	Disciplinary sanctions for staff	
	Is termination the presumptive disciplinary sanction for staff who have engaged in sexual abuse?	yes

115.76 (c)	Disciplinary sanctions for staff	
	Are disciplinary sanctions for violations of agency policies relating to sexual abuse or sexual harassment (other than actually engaging in sexual abuse) commensurate with the nature and circumstances of the acts committed, the staff member's disciplinary history, and the sanctions imposed for comparable offenses by other staff with similar histories?	yes
115.76 (d)	Disciplinary sanctions for staff	
	Are all terminations for violations of agency sexual abuse or sexual harassment policies, or resignations by staff who would have been terminated if not for their resignation, reported to: Law enforcement agencies(unless the activity was clearly not criminal)?	yes
	Are all terminations for violations of agency sexual abuse or sexual harassment policies, or resignations by staff who would have been terminated if not for their resignation, reported to: Relevant licensing bodies?	yes
115.77 (a)	Corrective action for contractors and volunteers	
	Is any contractor or volunteer who engages in sexual abuse prohibited from contact with inmates?	yes
	Is any contractor or volunteer who engages in sexual abuse reported to: Law enforcement agencies (unless the activity was clearly not criminal)?	yes
	Is any contractor or volunteer who engages in sexual abuse reported to: Relevant licensing bodies?	yes
115.77 (b)	Corrective action for contractors and volunteers	
	In the case of any other violation of agency sexual abuse or sexual harassment policies by a contractor or volunteer, does the facility take appropriate remedial measures, and consider whether to prohibit further contact with inmates?	yes
115.78 (a)	Disciplinary sanctions for inmates	
	Following an administrative finding that an inmate engaged in inmate-on-inmate sexual abuse, or following a criminal finding of guilt for inmate-on-inmate sexual abuse, are inmates subject to disciplinary sanctions pursuant to a formal disciplinary process?	yes
115.78 (b)	Disciplinary sanctions for inmates	
	Are sanctions commensurate with the nature and circumstances of the abuse committed, the inmate's disciplinary history, and the sanctions imposed for comparable offenses by other inmates with similar histories?	yes
115.78 (c)	Disciplinary sanctions for inmates	
	When determining what types of sanction, if any, should be imposed, does the disciplinary process consider whether an inmate's mental disabilities or mental illness contributed to his or her behavior?	yes
115.78 (d)	Disciplinary sanctions for inmates	
	If the facility offers therapy, counseling, or other interventions designed to address and correct underlying reasons or motivations for the abuse, does the facility consider whether to require the offending inmate to participate in such interventions as a condition of access to programming and other benefits?	yes
115.78 (e)	Disciplinary sanctions for inmates	
	Does the agency discipline an inmate for sexual contact with staff only upon a finding that the staff member did not consent to such contact?	yes

115.78 (f)	Disciplinary sanctions for inmates	
	For the purpose of disciplinary action does a report of sexual abuse made in good faith based upon a reasonable belief that the alleged conduct occurred NOT constitute falsely reporting an incident or lying, even if an investigation does not establish evidence sufficient to substantiate the allegation?	yes
115.78 (g)	Disciplinary sanctions for inmates	
	If the agency prohibits all sexual activity between inmates, does the agency always refrain from considering non-coercive sexual activity between inmates to be sexual abuse? (N/A if the agency does not prohibit all sexual activity between inmates.)	yes
115.81 (a)	Medical and mental health screenings; history of sexual abuse	
	If the screening pursuant to § 115.41 indicates that a prison inmate has experienced prior sexual victimization, whether it occurred in an institutional setting or in the community, do staff ensure that the inmate is offered a follow-up meeting with a medical or mental health practitioner within 14 days of the intake screening? (N/A if the facility is not a prison).	na
115.81 (b)	Medical and mental health screenings; history of sexual abuse	
	If the screening pursuant to § 115.41 indicates that a prison inmate has previously perpetrated sexual abuse, whether it occurred in an institutional setting or in the community, do staff ensure that the inmate is offered a follow-up meeting with a mental health practitioner within 14 days of the intake screening? (N/A if the facility is not a prison.)	na
115.81 (c)	Medical and mental health screenings; history of sexual abuse	
	If the screening pursuant to § 115.41 indicates that a jail inmate has experienced prior sexual victimization, whether it occurred in an institutional setting or in the community, do staff ensure that the inmate is offered a follow-up meeting with a medical or mental health practitioner within 14 days of the intake screening? (N/A if the facility is not a jail).	yes
115.81 (d)	Medical and mental health screenings; history of sexual abuse	
	Is any information related to sexual victimization or abusiveness that occurred in an institutional setting strictly limited to medical and mental health practitioners and other staff as necessary to inform treatment plans and security management decisions, including housing, bed, work, education, and program assignments, or as otherwise required by Federal, State, or local law?	yes
115.81 (e)	Medical and mental health screenings; history of sexual abuse	
	Do medical and mental health practitioners obtain informed consent from inmates before reporting information about prior sexual victimization that did not occur in an institutional setting, unless the inmate is under the age of 18?	yes
115.82 (a)	Access to emergency medical and mental health services	
	Do inmate victims of sexual abuse receive timely, unimpeded access to emergency medical treatment and crisis intervention services, the nature and scope of which are determined by medical and mental health practitioners according to their professional judgment?	yes
115.82 (b)	Access to emergency medical and mental health services	
	If no qualified medical or mental health practitioners are on duty at the time a report of recent sexual abuse is made, do security staff first responders take preliminary steps to protect the victim pursuant to § 115.62?	yes
	Do security staff first responders immediately notify the appropriate medical and mental health practitioners?	yes

115.82 (c)	Access to emergency medical and mental health services	
	Are inmate victims of sexual abuse offered timely information about and timely access to emergency contraception and sexually transmitted infections prophylaxis, in accordance with professionally accepted standards of care, where medically appropriate?	yes
115.82 (d)	Access to emergency medical and mental health services	
	Are treatment services provided to the victim without financial cost and regardless of whether the victim names the abuser or cooperates with any investigation arising out of the incident?	yes
115.83 (a)	Ongoing medical and mental health care for sexual abuse victims and abusers	
	Does the facility offer medical and mental health evaluation and, as appropriate, treatment to all inmates who have been victimized by sexual abuse in any prison, jail, lockup, or juvenile facility?	yes
115.83 (b)	Ongoing medical and mental health care for sexual abuse victims and abusers	
	Does the evaluation and treatment of such victims include, as appropriate, follow-up services, treatment plans, and, when necessary, referrals for continued care following their transfer to, or placement in, other facilities, or their release from custody?	yes
115.83 (c)	Ongoing medical and mental health care for sexual abuse victims and abusers	
	Does the facility provide such victims with medical and mental health services consistent with the community level of care?	yes
115.83 (d)	Ongoing medical and mental health care for sexual abuse victims and abusers	
	Are inmate victims of sexually abusive vaginal penetration while incarcerated offered pregnancy tests? (N/A if "all male" facility. Note: in "all male" facilities there may be inmates who identify as transgender men who may have female genitalia. Auditors should be sure to know whether such individuals may be in the population and whether this provision may apply in specific circumstances.)	yes
115.83 (e)	Ongoing medical and mental health care for sexual abuse victims and abusers	
	If pregnancy results from the conduct described in paragraph § 115.83(d), do such victims receive timely and comprehensive information about and timely access to all lawful pregnancy-related medical services? (N/A if "all male" facility. Note: in "all male" facilities there may be inmates who identify as transgender men who may have female genitalia. Auditors should be sure to know whether such individuals may be in the population and whether this provision may apply in specific circumstances.)	yes
115.83 (f)	Ongoing medical and mental health care for sexual abuse victims and abusers	
	Are inmate victims of sexual abuse while incarcerated offered tests for sexually transmitted infections as medically appropriate?	yes
115.83 (g)	Ongoing medical and mental health care for sexual abuse victims and abusers	
	Are treatment services provided to the victim without financial cost and regardless of whether the victim names the abuser or cooperates with any investigation arising out of the incident?	yes
115.83 (h)	Ongoing medical and mental health care for sexual abuse victims and abusers	
	If the facility is a prison, does it attempt to conduct a mental health evaluation of all known inmate-on-inmate abusers within 60 days of learning of such abuse history and offer treatment when deemed appropriate by mental health practitioners? (NA if the facility is a jail.)	na
115.86 (a)	Sexual abuse incident reviews	
	Does the facility conduct a sexual abuse incident review at the conclusion of every sexual abuse investigation, including where the allegation has not been substantiated, unless the allegation has been determined to be unfounded?	yes

115.86 (b)	Sexual abuse incident reviews	
	Does such review ordinarily occur within 30 days of the conclusion of the investigation?	yes
115.86 (c)	Sexual abuse incident reviews	
	Does the review team include upper-level management officials, with input from line supervisors, investigators, and medical or mental health practitioners?	yes
115.86 (d)	Sexual abuse incident reviews	
	Does the review team: Consider whether the allegation or investigation indicates a need to change policy or practice to better prevent, detect, or respond to sexual abuse?	yes
	Does the review team: Consider whether the incident or allegation was motivated by race; ethnicity; gender identity; lesbian, gay, bisexual, transgender, or intersex identification, status, or perceived status; gang affiliation; or other group dynamics at the facility?	yes
	Does the review team: Examine the area in the facility where the incident allegedly occurred to assess whether physical barriers in the area may enable abuse?	yes
	Does the review team: Assess the adequacy of staffing levels in that area during different shifts?	yes
	Does the review team: Assess whether monitoring technology should be deployed or augmented to supplement supervision by staff?	yes
	Does the review team: Prepare a report of its findings, including but not necessarily limited to determinations made pursuant to §§ 115.86(d)(1)-(d)(5), and any recommendations for improvement and submit such report to the facility head and PREA compliance manager?	yes
115.86 (e)	Sexual abuse incident reviews	
	Does the facility implement the recommendations for improvement, or document its reasons for not doing so?	yes
115.87 (a)	Data collection	
	Does the agency collect accurate, uniform data for every allegation of sexual abuse at facilities under its direct control using a standardized instrument and set of definitions?	yes
115.87 (b)	Data collection	
	Does the agency aggregate the incident-based sexual abuse data at least annually?	yes
115.87 (c)	Data collection	
	Does the incident-based data include, at a minimum, the data necessary to answer all questions from the most recent version of the Survey of Sexual Violence conducted by the Department of Justice?	yes
115.87 (d)	Data collection	
	Does the agency maintain, review, and collect data as needed from all available incident-based documents, including reports, investigation files, and sexual abuse incident reviews?	yes
115.87 (e)	Data collection	
	Does the agency also obtain incident-based and aggregated data from every private facility with which it contracts for the confinement of its inmates? (N/A if agency does not contract for the confinement of its inmates.)	yes
115.87 (f)	Data collection	
	Does the agency, upon request, provide all such data from the previous calendar year to the Department of Justice no later than June 30? (N/A if DOJ has not requested agency data.)	na

115.88 (a)	Data review for corrective action	
	Does the agency review data collected and aggregated pursuant to § 115.87 in order to assess and improve the effectiveness of its sexual abuse prevention, detection, and response policies, practices, and training, including by: Identifying problem areas?	yes
	Does the agency review data collected and aggregated pursuant to § 115.87 in order to assess and improve the effectiveness of its sexual abuse prevention, detection, and response policies, practices, and training, including by: Taking corrective action on an ongoing basis?	yes
	Does the agency review data collected and aggregated pursuant to § 115.87 in order to assess and improve the effectiveness of its sexual abuse prevention, detection, and response policies, practices, and training, including by: Preparing an annual report of its findings and corrective actions for each facility, as well as the agency as a whole?	yes
115.88 (b)	Data review for corrective action	
	Does the agency's annual report include a comparison of the current year's data and corrective actions with those from prior years and provide an assessment of the agency's progress in addressing sexual abuse?	yes
115.88 (c)	Data review for corrective action	
	Is the agency's annual report approved by the agency head and made readily available to the public through its website or, if it does not have one, through other means?	yes
115.88 (d)	Data review for corrective action	
	Does the agency indicate the nature of the material redacted where it redacts specific material from the reports when publication would present a clear and specific threat to the safety and security of a facility?	yes
115.89 (a)	Data storage, publication, and destruction	
	Does the agency ensure that data collected pursuant to § 115.87 are securely retained?	yes
115.89 (b)	Data storage, publication, and destruction	
	Does the agency make all aggregated sexual abuse data, from facilities under its direct control and private facilities with which it contracts, readily available to the public at least annually through its website or, if it does not have one, through other means?	yes
115.89 (c)	Data storage, publication, and destruction	
	Does the agency remove all personal identifiers before making aggregated sexual abuse data publicly available?	yes
115.89 (d)	Data storage, publication, and destruction	
	Does the agency maintain sexual abuse data collected pursuant to § 115.87 for at least 10 years after the date of the initial collection, unless Federal, State, or local law requires otherwise?	yes
115.401 (a)	Frequency and scope of audits	
	During the prior three-year audit period, did the agency ensure that each facility operated by the agency, or by a private organization on behalf of the agency, was audited at least once? (Note: The response here is purely informational. A "no" response does not impact overall compliance with this standard.)	yes

115.401 (b)	Frequency and scope of audits	
	Is this the first year of the current audit cycle? (Note: a "no" response does not impact overall compliance with this standard.)	no
	If this is the second year of the current audit cycle, did the agency ensure that at least one-third of each facility type operated by the agency, or by a private organization on behalf of the agency, was audited during the first year of the current audit cycle? (N/A if this is not the second year of the current audit cycle.)	na
	If this is the third year of the current audit cycle, did the agency ensure that at least two-thirds of each facility type operated by the agency, or by a private organization on behalf of the agency, were audited during the first two years of the current audit cycle? (N/A if this is not the third year of the current audit cycle.)	yes
115.401 (h)	Frequency and scope of audits	
	Did the auditor have access to, and the ability to observe, all areas of the audited facility?	yes
115.401 (i)	Frequency and scope of audits	
	Was the auditor permitted to request and receive copies of any relevant documents (including electronically stored information)?	yes
115.401 (m)	Frequency and scope of audits	
	Was the auditor permitted to conduct private interviews with inmates, residents, and detainees?	yes
115.401 (n)	Frequency and scope of audits	
	Were inmates permitted to send confidential information or correspondence to the auditor in the same manner as if they were communicating with legal counsel?	yes
115.403 (f)	Audit contents and findings	
	The agency has published on its agency website, if it has one, or has otherwise made publicly available, all Final Audit Reports. The review period is for prior audits completed during the past three years PRECEDING THIS AUDIT. The pendency of any agency appeal pursuant to 28 C.F.R. § 115.405 does not excuse noncompliance with this provision. (N/A if there have been no Final Audit Reports issued in the past three years, or, in the case of single facility agencies, there has never been a Final Audit Report issued.)	yes