

**PREA AUDIT REPORT**     Interim     Final

**ADULT PRISONS & JAILS**

**Date of report:** June 13, 2016

<b>Auditor Information</b>			
<b>Auditor name:</b> Calvin Brown			
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<b>Telephone number:</b> 404-580-0573			
<b>Date of facility visit:</b> February 1-3, 2016			
<b>Facility Information</b>			
<b>Facility name:</b> Jackson County Correctional Institution			
<b>Facility physical address:</b> 265 I. W. Davis Dr. Jefferson, GA 30549			
<b>Facility mailing address:</b> <i>(if different from above)</i>			
<b>Facility telephone number:</b> 706-387-6450			
<b>The facility is:</b>	<input type="checkbox"/> Federal	<input type="checkbox"/> State	<input checked="" type="checkbox"/> County
	<input type="checkbox"/> Military	<input type="checkbox"/> Municipal	<input type="checkbox"/> Private for profit
	<input type="checkbox"/> Private not for profit		
<b>Facility type:</b>	<input checked="" type="checkbox"/> Prison	<input type="checkbox"/> Jail	
<b>Name of facility's Chief Executive Officer:</b> Johnny Weaver			
<b>Number of staff assigned to the facility in the last 12 months:</b> 6			
<b>Designed facility capacity:</b> 150			
<b>Current population of facility:</b> 131			
<b>Facility security levels/inmate custody levels:</b> Level 1			
<b>Age range of the population:</b> 21-53			
<b>Name of PREA Compliance Manager:</b> Jeffery Coots		<b>Title:</b> Lieutenant	
<b>Email address:</b> jcoots@jacksoncountygov.com		<b>Telephone number:</b> 706-983-1794	
<b>Agency Information</b>			
<b>Name of agency:</b> Jackson County Government			
<b>Governing authority or parent agency:</b> <i>(if applicable)</i> Jackson County Board of Commissioners			
<b>Physical address:</b> 67 Athens Street, Jefferson, GA 30549			
<b>Mailing address:</b> <i>(if different from above)</i> NA			
<b>Telephone number:</b> 706-367-6312			
<b>Agency Chief Executive Officer</b>			
<b>Name:</b> Tom Crow		<b>Title:</b> Chairman Board of Commissioners	
<b>Email address:</b> tcrow@jacksoncountygov.com		<b>Telephone number:</b> 706-367-6312	
<b>Agency-Wide PREA Coordinator</b>			
<b>Name:</b> N/A		<b>Title:</b> N/A	
<b>Email address:</b> N/A		<b>Telephone number:</b> N/A	

## AUDIT FINDINGS

### NARRATIVE

The audit of the Jackson County Correctional was conducted February 1-3, 2016, by Brown Consulting & Associates with Calvin Brown as lead auditor. Calvin Brown is a certified PREA auditor - Adult Prison and Jails. There were two additional certified PREA auditors providing assistance in this audit. The facility was toured and found to include an administrative area, medical office, inmate dining, central control, intake area, segregation/isolation, laundry, four (4) dormitories, outdoor shakedown area, and the maintenance area. The facility's capacity is 150 and on the day of the audit, there were 131 inmates. The facility has four dormitories; three dormitories have 38 beds each, and the other, with seven beds, operates as a Transition Center for state inmates. There is a central control booth that sits in the center with a 360-degree visual of the dormitories. There are six cells within the dormitories that serve as segregation/isolation cells. These cells typically serve most often as isolation cells post administrative disciplinary hearings.

The in-briefing took place with the Warden, Deputy Warden, and PREA Compliance Manager. There were visitors from another county facility who accompanied us on the tour.

At the conclusion of the tour, staff and inmate rosters were received and inmates and specialized staff were interviewed. A total of 10 inmates were interviewed, and 17 staff. There were no inmates identified as transgender, intersex, mentally ill, or having limited English proficiency; and no inmates were identified as having disabilities such as low vision or hearing difficulty. This is primarily due to Jackson County Correctional being a prison work camp.

### DESCRIPTION OF FACILITY CHARACTERISTICS

Jackson County Correctional Institution is a county prison work camp that contracts with the Georgia Department of Corrections to provide complete care and custody of 150 state inmates. The facility houses low-security inmates, who provide unpaid, skilled work to the county.

The inmates assist in the maintenance of roads and parks; serve on local fire crews; assist with small construction projects for government agencies, and assist local government agencies as needed. Georgia Department of Corrections monitors the county facility through an on-going inspection and auditing process.

The facility has four dormitories; three dormitories have 38 beds each, and the other operates with seven beds as a Transition Center for state inmates. There is a central control booth that sits in the center with a 360-degree visual of the dormitories. There are six cells within the dormitory that serve as segregation/isolation cells. These cells typically serve most often as isolation cells post administrative disciplinary hearings.

The mission of the Jackson County Correctional Institution is "to assist local departments and agencies in meeting their needs for a workforce by providing that workforce at a significant savings using inmate labor. The facility will aid and assist those inmates who show a desire and interest in self-improvement. This will be accomplished by allowing selected inmates to participate in educational, religious, mental health, substance abuse and employment counseling. The Jackson County Correctional Institution will protect all persons who enter the facility. A safe, secure and orderly environment for all users, staff, inmates and visitors will be maintained to assure they are not subjected to physical, emotional, or psychological abuse and to minimize personal danger while in the facility. Inmate disciplinary and grievance procedures shall be followed to maintain order and resolution of grievances. Our existence is dependent on our ability to meet those needs and our ability to fulfill an obligation to the Department of Corrections by providing safe and secure housing for inmates and complying with applicable policies."

A corrective action period was in progress between February 2016 and June 2016. The corrective action was done in collaboration with the PREA Coordinator and the lead auditor Calvin Brown. Remedial steps were required to comply with PREA standards. A site visit was conducted on June 6, 2016, to ensure that the corrective action plan was implemented.

#### **SUMMARY OF AUDIT FINDINGS**

Number of standards exceeded: 2

Number of standards met: 39

Number of standards not met: 0

Number of standards not applicable: 2

**Standard 115.11 Zero tolerance of sexual abuse and sexual harassment; PREA Coordinator**

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

**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.**

**Based on PREA Policy 208.6, Interview of PREA Compliance Manager, Review of Organizational Chart**

Jackson County Correctional Institution is a prison work camp with a contractual agreement to house state inmates for the Georgia Department of Corrections. Jackson County Correctional follows policies and procedures set forth by the Georgia Department of Corrections.

Jackson County Corrections follows the Georgia Department of Corrections’ written policy mandating zero tolerance toward all forms of sexual abuse and sexual harassment and outlining the agency’s approach to preventing, detecting, and responding to such conduct.

Jackson County Correctional Institution designates a PREA compliance manager with sufficient time and authority to coordinate the facility’s efforts to comply with the PREA standards.

**Standard 115.12 Contracting with other entities for the confinement of inmates**

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

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**Based on Interview with PREA Compliance Manager, Intergovernmental Agreement County Capacity**

Jackson County Correctional facility is a contracted facility for the Georgia Department of Corrections, and its new contract includes the facility’s obligation to adopt and comply with the PREA standards.

Jackson County Correctional is monitored by the Georgia Department of Corrections to ensure that it is complying with the PREA standards.

**Standard 115.13 Supervision and monitoring**

- Exceeds Standard (substantially exceeds requirement of standard)
- Meets Standard (substantial compliance; complies in all material ways with the standard for the relevant review period)

- Does Not Meet Standard (requires corrective action)

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**Based on the PREA Policy and Review of the Staffing Plan, Review of Log Book, Interview of Inmates, Interview of Staff**

Jackson County Correctional has developed, documented, and made its best efforts to comply on a regular basis with its staffing plan. It provides adequate levels of staffing and additionally uses video monitoring to protect inmates against sexual abuse. The staffing plan is not deviated from in order to maintain the safe level of staffing.

Jackson County Correctional completes an annual review of the plan, in consultation with the PREA Compliance Manager.

Jackson County Correctional intermediate-level or higher-level supervisors conduct unannounced rounds to identify and deter staff sexual abuse and sexual harassment. These rounds are documented in the log book. Interview with officers confirmed the same.

**Standard 115.14 Youthful inmates**

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

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Not Applicable

**Standard 115.15 Limits to cross-gender viewing and searches**

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

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**Based on PREA Policy 208.6, In-Service Training 2015, PREA Sexual Assault/Sexual Misconduct with Others, random staff interviews, and random inmate interviews.**

Jackson County Correctional does not conduct cross-gender strip searches or cross-gender visual body cavity searches

(meaning a search of the anal or genital opening) except in exigent circumstances.

Jackson County Correctional has policies and procedures that enable inmates to shower, perform bodily functions, and change clothing without nonmedical staff of the opposite sex viewing their buttocks, or genitalia, except in exigent circumstances or when such viewing is incidental to routine cell checks. It is the practice at Jackson County Correctional that all staff of the opposite sex announce their presence when entering an inmate housing unit. This was verified by inmates, and through observation.

Facility PREA policy 208.6 Section A. *Prevention Planning 7(f)* prohibits the search or physical examination of a transgender or intersex inmate for the sole purpose of determining the inmate's genital status. If the inmate's genital status is unknown, it is determined 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.

Jackson County Correctional trains security staff how to conduct cross-gender pat-down searches, and searches of transgender and intersex inmates, in a professional and respectful manner, and in the least intrusive manner possible, consistent with security needs. *In-Service Training 2015, PREA Sexual Assault/Sexual Misconduct with Others* indicated that this training occurred. Interviews with random staff also verified they were trained in this manner.

#### **Standard 115.16 Inmates with disabilities and inmates who are limited English proficient**

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

**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.**

**Based on PREA Policy 208.6 Section IV-A-8a, 208.6 Section A. *Prevention Planning 7(f)*, GDOC IIC05-03**

Jackson County Correctional ensures that inmates with disabilities (including, for example, inmates who are deaf or hard of hearing, those who are blind or have low vision, or those who have intellectual, psychiatric, or speech 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. However Jackson County Correctional is a prison work camp and inmates with major limitations are not routinely housed here (GDOC IIC05-03). In the event a disability becomes known, the inmate is transferred back to GDOC for placement in a more suitable facility.

#### **Standard 115.17 Hiring and promotion decisions**

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

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**Based on PREA Policy 208.6 IV (A) Planning 9. Hiring and promotion decision, Interview with PREA Compliance Manager, Review of HR Records**

Jackson County Correctional does not hire or promote anyone who may have contact with inmates, or enlist the services of any contractor who may have contact with inmates, if that individual has engaged in sexual abuse in a prison, jail, lockup, community confinement facility, juvenile facility, or other institution; 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; has been civilly or administratively adjudicated; or has victimized someone who did not consent or was unable to consent to or refuse contact.

Jackson County Correctional considers any incidents of sexual harassment in determining whether to hire or promote anyone, or to enlist the services of any contractor, who may have contact with inmates.

Jackson County Correctional performs a criminal background records check on all employees and volunteers before their start date and again every year. The facility exceeds the requirement of this standard by requiring criminal background records checks on all employees and volunteers annually.

Jackson County Correctional, prior to hiring and promoting candidates and employees, completes the PREA Disclosure Authorization Form for New Hire or Promotional Candidates.

**Standard 115.18 Upgrades to facilities and technologies**

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

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**Based on Interview with Warden, Interview with Compliance Manager**

Jackson County Correctional has not had any expansions or modifications to the existing facilities. The facility utilizes camera technology to enhance the sexual safety of inmates. The facility uses a number of cameras both inside and outside of the facility.

**Standard 115.21 Evidence protocol and forensic medical examinations**

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

**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.**

**Based on PREA Policy 208.9 Section B 1(a) RESPONSIVE PLANNING Evidence protocol and forensic medical examinations, PREA Policy 208.6 Section B 1 (c), SOP 208.06 ATT.7, Interview with PREA Compliance Manager, medical staff**

The agency follows a uniform evidence protocol that maximizes the potential for obtaining usable physical evidence for administrative proceedings and criminal prosecutions. Jackson County Correctional only conducts administrative investigations.

The Georgia Department of Corrections’ response to sexual assault follows the U.S. Department of Justice’s Office on Violence against Women publication, “*A National Protocol for Sexual Assault Medical Forensic Examinations, Adults/Adolescents,*” dated April 2013.

Jackson County Correctional offers all victims of sexual abuse access to forensic medical examinations at Phillips State Prison, without financial cost. Such examinations are performed by Sexual Assault Forensic Examiners (SAFEs) or Sexual Assault Nurse Examiners (SANEs).

Jackson County Correctional provides victim advocate services through a qualified staff member who has received appropriate training. A counselor has been selected to perform this service. The counselor has had online training from the Office for Victims of Crime Training and Technical Assistance Center.

As requested by the victim, a qualified facility staff member accompanies and supports the victim through the forensic medical examination process and investigatory interviews and provides emotional support, crisis intervention, information, and referrals. There has not been any request for this service.

#### **Standard 115.22 Policies to ensure referrals of allegations for investigations**

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

**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.**

**Based on PREA Policy B. Responsive Planning Section 1(f-I), Interview Compliance, Manager, Interview in-house investigator, Interview GDOC Investigator, Review of County Website**

Jackson County Correctional ensures that an administrative or criminal investigation is completed for all allegations of sexual abuse and sexual harassment.

The facility follows the Georgia Department of Corrections PREA policy. That policy ensures that allegations of sexual abuse or sexual harassment are referred for investigation to the Georgia Department of Corrections which has the legal authority to conduct criminal investigations, unless the allegation does not involve potentially criminal behavior.

The facility’s policy that ensures 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;

however that policy is not posted on its website.

All inmate-on- inmate abuse investigations are referred to the Georgia Department of Corrections Office of Professional Standards for the determination of filing criminal charges. Staff-on-inmate charges are referred to the Jackson County Sheriff's Office.

**Corrective Action: During the corrective action phase, Jackson County Correctional posted its PREA Policy on their website.**

### Standard 115.31 Employee training

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

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**Based on PREA Policy 208.6 Section C (1) 2(a-d), Interview with Staff, Training Rosters, Acknowledgement Forms, Lesson plans**

Jackson County Correctional trains all of its employees who have contact with inmates in:

- (1) Its zero-tolerance policy for sexual abuse and sexual harassment;
- (2) How to fulfill their responsibilities under agency sexual abuse and sexual harassment prevention, detection, reporting, and response policies and procedures;
- (3) Inmates' right to be free from sexual abuse and sexual harassment;
- (4) The right of inmates and employees to be free from retaliation for reporting sexual abuse and sexual harassment;
- (5) The dynamics of sexual abuse and sexual harassment in confinement;
- (6) The common reactions of sexual abuse and sexual harassment victims;
- (7) How to detect and respond to signs of threatened and actual sexual abuse;
- (8) How to avoid inappropriate relationships with inmates;
- (9) How to communicate effectively and professionally with inmates, including lesbian, gay, bisexual, transgender, intersex, or gender nonconforming inmates; and
- (10) How to comply with relevant laws related to mandatory reporting of sexual abuse to outside authorities.

The training is tailored to the gender of the inmates at the facility.

Newly hired employees are given a printed copy of the PREA policy and lesson plan on their first day of employment, followed by participating in a pre-service orientation with the training instructor. In the event a newly-hired security staff member is not already state-certified, he/she must attend Georgia Basic Correctional Officer Training, which includes a PREA module. This level of training exceeds standards requirements.

Employees sign a preprinted form acknowledging their understanding of the facility's zero-tolerance policy and other aspects of the training received. A number of personnel files were examined at random and each file contained a signed acknowledgement form.

### Standard 115.32 Volunteer and contractor training

- Exceeds Standard (substantially exceeds requirement of standard)

- Meets Standard (substantial compliance; complies in all material ways with the standard for the relevant review period)
- Does Not Meet Standard (requires corrective action)

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**Based on PREA Policy 208.6 Section C.3 (a-c), Volunteer and Contractor Training, Interview with Volunteers and Contractors, PREA In-service Training, Training Rosters, Acknowledgement Forms**

Jackson County Correctional has a policy that ensures 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.

Additionally, any contractor who is admitted beyond the control center is required to attend the same training, even if he/she is always escorted by staff while in the facility.

The facility ensures that volunteers and contractors are notified of the facility's zero-tolerance policy and reporting requirements to the same extent as employees.

Volunteers and contractors are required to sign a preprinted form acknowledging their understanding of the facility's zero-tolerance policy and other aspects of the training received. A number of volunteer/contractor files were examined at random and each file examined contained a signed acknowledgement form.

**Standard 115.33 Inmate education**

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

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**Based on PREA Policy 208.6 Section C.4 (a-d), Interview with Inmates, Intake staff**

During the intake process, Jackson County Correctional provides inmates with information explaining the agency's zero-tolerance policy regarding sexual abuse and sexual harassment and how to report incidents or suspicions of sexual abuse or sexual harassment. A review of file documents, observation of intake, and interviews with staff and inmates indicate that newly arriving inmates receive information regarding the facility's zero-tolerance policy and how to report incidents or suspicions of sexual abuse or harassment.

The facility's policy requires that within fifteen days of arrival, inmates receive comprehensive PREA education conducted by assigned staff regarding their right to be free from sexual abuse, harassment, and retaliation; and regarding policies and procedures for responding to such incidents. This training includes a gender appropriate orientation video (Speaking Up: Discussing Prison Sexual Assault). The 15-day time limit established in this policy exceeds the requirement in the standard.

Jackson County Correctional does not typically house inmates, including those who are deaf, visually impaired, or otherwise disabled, GDOC IIC05-03, because of its work mission. In the event such inmates are sent to Jackson County, they will ask the Georgia Department of Corrections to find another facility that can accommodate these inmates.

A review of file documents and interviews with staff and inmates indicate compliance with standard requirements.

In addition to providing inmate education, informational PREA posters are displayed throughout the facility, including all inmate housing areas, and inmates are provided with a PREA brochure. The brochure and posters provide information in English and Spanish regarding the department's zero-tolerance policy and contact information for reporting sexual abuse. Additionally, a notice is posted in all housing areas informing inmates that male and female staff members routinely work and visit there.

#### **Standard 115.34 Specialized training: Investigations**

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

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#### **Based on PREA Policy, Interview with Investigator, Review of Certificate of Training**

Jackson County Correctional's in-house investigator has received training in conducting such investigations in confinement settings as well as general PREA training provided to all other employees.

The in-house investigator stated the specialized training included techniques for interviewing sexual abuse victims, proper use of Miranda and Garrity warnings, sexual abuse evidence collection in confinement settings, and the criteria and evidence required to substantiate a case for administrative action or prosecution referral. This training was an on-line course provided by the National Institute of Corrections.

The facility maintains documentation that their in-house investigator has completed the required specialized training in conducting sexual abuse investigations.

#### **Standard 115.35 Specialized training: Medical and mental health care**

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

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#### **Based on PREA Policy 208.06 IV-C-6, Interview with Medical Staff, Review of Training Records,**

Facility policy 208.06 IV-C-6 mandates 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, how to preserve physical evidence of sexual abuse, how to respond effectively and professionally to victims of sexual abuse and sexual harassment; and how and to whom to report allegations or suspicions of sexual abuse and sexual harassment. Staff interviews and a review of file documents indicate that this training has been provided.

Forensic examinations are not conducted at Jackson County Correctional.

Medical providers attend the annual PREA in-service training mandated under §115.31; or for contractors under §115.32. This training is documented, except for the contract physician.

**Corrective Action: During the corrective action phase, the contract physician and dentist attended the annual PREA in-service training as well as the specialized training. This was verified by this auditor by reviewing sign in rosters, and signed acknowledgement forms.**

#### Standard 115.41 Screening for risk of victimization and abusiveness

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

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#### **Based on PREA policy # 208.06, interview with staff responsible for screening, Interview with PREA Compliance Manager, Review of inmate record**

PREA Policy # 208.06 Section D 1, *SCREENING FOR RISK OF SEXUAL VICTIMIZATION AND SEXUAL ABUSIVENESS* mandates that all offenders are assessed during an intake screening for their risk of being sexually abused by other offenders or sexually abusive toward other offenders. However, intake screening for risk of sexual victimization and sexual abusiveness did not ordinarily take place within 72 hours of arrival at Jackson County Correctional. Review of the records found screening for risk was not being done until several months after arrival. It appears screening did not begin until October 2015.

Jackson County Correctional uses an objective screening instrument, the PREA Sexual Victim/Sexual Aggressor Classification Screening.

The PREA Sexual Victim/Sexual Aggressor Classification Screening Form, at a minimum, includes:

- (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 nonviolent;
- (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 nonconforming;
- (8) Whether the inmate has previously experienced sexual victimization;
- (9) The inmate's own perception of vulnerability; and
- (10) Whether the inmate is detained solely for civil immigration purposes.

The initial screening considers prior acts of sexual abuse, prior convictions for violent offenses, and history of prior institutional violence or sexual abuse, as known to the facility, in assessing inmates for risk of being sexually abusive.

Facility policy mandates that within a set time period, not to exceed 30 days from the inmate's arrival at the facility, the facility will reassess the inmate's risk of victimization or abusiveness based upon any additional, relevant information received by the facility since the intake screening. Based on a review of inmate records, it was found that reassessments of the inmate's risk of victimization or abusiveness had only been done since October 2015.

**Corrective Action: During the corrective action, all inmates are being consistently screened for risk of sexual victimization and sexual abusiveness upon intake. This was verified by this auditor by reviewing randomly 15 percent of the inmates' records. Additionally a new directive was written outlining staff new responsibilities and role in screening potential victims and aggressors.**

#### **Standard 115.42 Use of screening information**

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

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**Based on PREA Policy 208.06 Section D 2, SCREENING FOR RISK OF SEXUAL VICTIMIZATION AND SEXUAL ABUSIVENESS Interview of Intake staff, Review of screening instruments, Interview of staff who are responsible for Screening.**

Jackson County Correctional has not routinely used information from the risk screening required by § 115.41 to inform housing, bed, work, education, and program assignments with the goal of keeping separate those inmates at high risk of being sexually victimized from those at high risk of being sexually abusive. Jackson County Correctional uses information from standard 115.41 only when it's entered into the computer from a previous institution.

Jackson County Correctional makes individualized determinations about how to ensure the safety of each inmate.

When deciding whether to assign a transgender or intersex inmate to a facility for male or female inmates, and in making other housing and programming assignments, the agency considers on a case-by-case basis whether a placement would ensure the inmate's health and safety, and whether the placement would present management or security problems.

Jackson County Correctional does not place gay, bisexual, transgender, or intersex inmates in dedicated units or wings solely on the basis of such identification or status. At time of audit there were no transgender or intersex inmates housed at the facility.

**Corrective Action: During the corrective action period, Jackson County Correctional has written a new directive outlining staff new responsibilities and role in screening potential victims and aggressors that ensures proper housing, bed, and programs assignments occur as required in 115.41.**

#### **Standard 115.43 Protective custody**

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

**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.**

**Based on PREA Policy 208.6 Section D13 (b. d.), Interview isolation/segregation staff**

Jackson County Correctional does not place 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.

PREA Policy 208.6 Section D13(b) mandates that the facility assigns offenders to involuntary segregated housing only until an alternative means of separation from likely abusers can be arranged, and the assignment does not ordinarily exceed a period of 30 days.

If an involuntary segregated housing assignment is made due to high risk for sexual victimization, Jackson County Correctional documents the basis for the facility’s concern for the inmate’s safety and documents why no alternative means of separation could be arranged.

Facility Policy 208.6 *SCREENING FOR RISK OF SEXUAL VICTIMIZATION AND SEXUAL ABUSIVENESS Section D13 (d)* mandates that every 30 days, the facility affords each offender a review to determine whether there is a continuing need for separation from the general population. Jackson County Correctional Institution is a prison work camp with limited involuntary segregation; inmates are never held in involuntary segregation for extended periods of time. This was confirmed by the PREA Compliance Manager and Lieutenant.

**Standard 115.51 Inmate reporting**

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

**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.**

**Based on PREA Sexually Abusive Behavior Prevention and Intervention Program Policy (section IV. Statement of Policy and Applicable Procedures, E. Reporting, 1(a) Offender reporting).**

Jackson County Correctional provides inmates multiple ways for inmates to make a report of sexual abuse, sexual harassment, or retaliation: in writing, verbally, by filing a grievance, and by mail to the Department’s Ombudsman Office.

Jackson County Correctional also provides several ways for inmates to report abuse or harassment to a public or private entity or office that is not part of the facility, and that is able to receive and immediately forward inmate reports of sexual abuse and sexual harassment to agency officials, allowing the inmate to remain anonymous upon request. This is accomplished through the institutional PREA hotline, and State Board of Pardons and Paroles, Office of Victim Services.

Jackson County Correctional accepts reports made verbally, in writing, anonymously, and from third parties and they promptly document any verbal reports.

Jackson County Correctional does provide a private method for staff to privately report sexual abuse and sexual harassment of inmates.

**Standard 115.52 Exhaustion of administrative remedies**

- Exceeds Standard (substantially exceeds requirement of standard)

- Meets Standard (substantial compliance; complies in all material ways with the standard for the relevant review period)
- Does Not Meet Standard (requires corrective action)

**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.**

**Based on PREA Policy 208.6 Section E, REPORTING 2. Offender Grievances, Interview with Inmates, Review of Grievance**

Jackson County Correctional allows inmates a full and fair opportunity to file grievances regarding sexual abuse so as to preserve their ability to seek judicial redress after exhausting administrative remedies. All grievances received at Jackson County Correctional are immediately forwarded SART for handling.

Jackson County Correctional does not impose a time limit on when an inmate submits a grievance regarding an allegation of sexual abuse.

Jackson County Correctional does not require an inmate to use any informal grievance process or to otherwise attempt to resolve with staff, an alleged incident of sexual abuse.

Jackson County Correctional ensures that inmates who alleges sexual abuse may submit a grievance without submitting it to a staff member who is the subject of the complaint, nor is the grievance referred to a staff member who is the subject of the complaint.

Jackson County Correction issues 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 are permitted to assist inmates in filing requests for administrative remedies relating to allegations of sexual abuse, and also be permitted to file such requests on behalf of inmates.

Jackson County Correction allows inmates to file an emergency grievance alleging substantial risk of imminent sexual abuse.

**Standard 115.53 Inmate access to outside confidential support services**

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

**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.**

**Based on PREA Policy Section, IV.E. Reporting, 3(a) Offender access to outside confidential support services.**

The facility 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 toll-free hotline numbers, or national victim advocacy or rape crisis organizations. Rape Crisis & Sexual Assault Services in Augusta (800-656-4673). These calls are not monitored.

This facility does not detain inmates solely for civil immigration purposes.

Jackson County Correctional does not have a memoranda of understanding with an outside Victim Advocacy group. The facility has made several attempts with community service providers, but community service providers have not been forthcoming. This was confirmed by a string of emails written by the Compliance Manager.

#### **Standard 115.54 Third-party reporting**

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

**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.**

#### **Based on PREA Policy 208.6 Section E Reporting 1(4), PREA Posters, Interview with Random staff and inmates, Review of Website**

Jackson County Correctional receives third-party reports of sexual abuse and sexual harassment and distributes publicly information on how to report sexual abuse and sexual harassment on behalf of an inmate through the facility's governing organization website [www.jacksoncountygov.com](http://www.jacksoncountygov.com)

#### **Standard 115.61 Staff and agency reporting duties**

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

**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.**

#### **Based on PREA Policy 208.6 Section, IV.F. OFFICIAL RESPONSE FOLLOWING AN OFFENDER REPORT,**

Jackson County Correctional requires staff to report immediately and according to facility policy, 208.6 Section, IV. *F OFFICIAL RESPONSE FOLLOWING AN OFFENDER REPORT, 1(a-d) Staff and Department reporting duties*, any knowledge, suspicion, or information regarding an incident of sexual abuse or sexual harassment that occurred in the facility, retaliation against inmates or staff who reported such an incident; and any staff neglect or violation of responsibilities that may have contributed to an incident or retaliation.

PREA Policy 208.6 Section IV. *F. OFFICIAL RESPONSE FOLLOWING AN OFFENDER REPORT, 1(h) Staff and Department reporting duties*, mandates that staff not disclose any information concerning sexual abuse, sexual assault, sexual harassment, or sexual misconduct of an offender, including the names of alleged victims or perpetrators, except to report information required by this policy or the law, or to discuss such information as a necessary part of performing their job.

Jackson County Correctional reports all allegations of sexual abuse and sexual harassment, including third-party and anonymous reports, to the facility's designated investigator.

**Standard 115.62 Agency protection duties**

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

**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.**

**Based on PREA policy 208.6, Interview with Random Staff, and Warden**

When Jackson County Correctional learns that an inmate is subject to a substantial risk of imminent sexual abuse, it takes immediate action to protect the inmate.

Interviews with staff and supervisors indicated that the facility does take immediate action to protect the inmate when it learns that an inmate is subject to a substantial risk of imminent sexual abuse.

**Standard 115.63 Reporting to other confinement facilities**

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

**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.**

**Based on PREA Policy Section IV. F. OFFICIAL RESPONSE FOLLOWING AN OFFENDER REPORT, 3. Reporting to other confinement facilities (a)**

Upon receiving an allegation that an inmate was sexually abused while confined at another facility, the Warden of the Jackson County Correctional notifies the head of the facility or appropriate office of the facility where the alleged abuse occurred.

**Standard 115.64 Staff first responder duties**

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

**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.**

**Based on Policy # 208.6 Section F, OFFICIAL RESPONSE FOLLOWING AN OFFENDER REPORT, 4 (a) Staff First Responder's Duties; Interview with First Responders, Interview Random Staff**

Upon learning of an allegation that an inmate was sexually abused, the first security staff member to respond separate the alleged victim and abuser; and preserve and protect crime scene until appropriate steps can be taken to collect any evidence; and if the abuse occurred within a time period that allows for the collection of physical evidence, the alleged victim is requested not to take any actions that could destroy physical evidence, including washing the body, brushing teeth, changing clothes, urinating, defecating, smoking, drinking, or eating. All security staff first responders carry pocket cards with the duties and responsibilities of first responders.

If the first staff responder is not a security staff member, the responder shall be required to request that the alleged victim not take any actions that could destroy physical evidence, and then notify security staff.

**Standard 115.65 Coordinated response**

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

**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.**

Jackson County Correctional does have an institutional plan to coordinate actions taken in response to an incident of sexual abuse among staff first responders, medical and mental health practitioners, investigators, and facility leadership.

**Standard 115.66 Preservation of ability to protect inmates from contact with abusers**

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

**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.**

Not Applicable

**Standard 115.67 Agency protection against retaliation**

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

**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.**

**Based on PREA Policy 208.6 Section 6 Protection against Retaliation, Interview Staff monitoring Retaliation**

Jackson County Correctional follows PREA Policy 208.6 Section 6 *Protection against Retaliation* that protection of all offenders and staff who report sexual abuse or sexual harassment or cooperate with sexual abuse or sexual harassment investigations from retaliation by other inmates and staff.

Jackson County Correctional designates which staff is responsible for monitoring retaliation.

Jackson County Correctional provides multiple protection measures, including offender housing changes or transfers, removal of alleged staff members or offender abusers from contact with victims, and emotional support services for inmates or staff members who fear retaliation for reporting or for cooperating with investigations.

Jackson County Correctional monitors for at least 90 days following a report of abuse, the conduct and treatment of inmates or staff members who reported the sexual abuse or who participated in an investigation, to see if there are any changes that may suggest possible retaliation, and acts promptly.

The facility will monitor any inmate disciplinary reports, housing, or program changes, or negative performance reviews or reassignments of staff to ensure inmates and staff are not being affected in a negative manner.

Jackson County Correctional continues monitoring beyond 90 days if the initial monitoring indicates a continuing need.

Jackson County performs periodic status checks to remedy any such retaliation.

If any other individual who cooperates with an investigation expresses a fear of retaliation, Jackson County Correctional takes appropriate measures to protect that individual against retaliation.

**Standard 115.68 Post-allegation protective custody**

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

**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.**

**Based on PREA Policy 208.6 Section F. Official Offender Report, Interview Warden, Compliance Manager**

Any use of segregated housing to protect an inmate who is alleged to have suffered sexual abuse is treated as the same as general population inmates. At the time of the audit there were no inmates in segregation who alleged abuse.

### Standard 115.71 Criminal and administrative agency investigations

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

**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.**

#### **Based on PREA Policy 208.6 Section G Investigations 3(b), Interview in-house Investigator, Interview GDOC Investigator**

Jackson County Correctional only conducts administrative investigations. The investigations into allegations of sexual abuse and sexual harassment are done promptly, thoroughly, and objectively for all allegations, including third-party and anonymous reports.

The facility in-house investigator has received specialized training in sexual abuse investigations pursuant to §115.34.

PREA Policy 208.6 Section G Investigations 3(b) mandates that investigators gather and preserve direct and circumstantial evidence including any available electronic monitoring data; interviews alleged victims, suspected perpetrators, and witnesses; and reviews prior complaints and reports of sexual abuse involving the suspected perpetrator.

When the quality of evidence appears to support criminal prosecution, the agency conducts compelled interviews only after consulting with prosecutors as to whether compelled interviews may be an obstacle for subsequent criminal prosecution.

The credibility of an alleged victim, suspect, or witness is assessed on an individual basis and is not determined by the person's status as inmate or staff. The facility does not require an inmate who alleges sexual abuse to submit to a polygraph examination or other truth-telling device as a condition for proceeding with the investigation of an allegation.

Administrative investigations include efforts to determine whether staff member actions or failures to act contributed to the abuse, and are documented in written reports that include a description of the physical and testimonial evidence, the reasoning behind credibility assessments, and investigative facts and findings.

Criminal investigations are documented in written reports that contain a thorough description of physical, testimonial, and documentary evidence and attach copies of all documentary evidence where feasible.

Substantiated allegations of conduct that appears to be criminal are referred for prosecution.

All written reports are retained for as long as the alleged abuser is incarcerated or employed by the agency, plus five years.

The departure of the alleged abuser or victim from the employment or control of the facility does not provide a basis for terminating an investigation.

### Standard 115.72 Evidentiary standard for administrative investigations

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

**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.**

**Based on PREA Policy # 208.6 Investigations Section G (14), Interview with GDOC investigator, Interview with in-house investigator**

Jackson County Correctional imposes no standard higher than a preponderance of the evidence in determining whether allegations of sexual abuse or sexual harassment are substantiated.

### **Standard 115.73 Reporting to inmates**

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

**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.**

**Based on PREA Policy Section, IV. G. Investigations (15), Interview with Warden, Interview with Compliance Manager,**

PREA Policy Section, IV. G. Investigations (15) mandates that following the close of an investigation into an inmate’s allegation that he suffered sexual abuse, Jackson County Correctional informs the inmate as to whether the allegation has been determined to be substantiated, unsubstantiated, or unfounded.

When outside agencies investigate sexual abuse, Jackson County Correctional cooperates with the outside investigators and remains informed about the progress of the investigations.

The warden's memorandum titled ‘Sexual Abuse Allegations’ directs that following an inmate’s allegation that a staff member has committed sexual abuse against the inmate, the facility subsequently informs the inmate (unless allegation is unfounded) whenever the staff member is no longer posted within the inmate’s unit; the staff is no longer employed at the facility; the agency learns that the staff has been indicted on a charge related to sexual abuse within the facility; or the agency learns that the staff member has been convicted on a charge related to sexual abuse within the facility.

In addition, the memorandum directs that following an inmate’s allegation that he has been sexually abused by another inmate, Jackson County Correctional subsequently informs the alleged victim whenever they learn that the alleged abuser has been indicted on a charge related to sexual abuse within the facility; or when they learn that the alleged abuser has been convicted on a charge related to sexual abuse within the facility.

The memorandum directs that all such notifications or attempted notifications are documented. A facility’s obligation to report under this standard does not terminate if the inmate is released from the agency’s custody.

### **Standard 115.76 Disciplinary sanctions for staff**

- Exceeds Standard (substantially exceeds requirement of standard)

- Meets Standard (substantial compliance; complies in all material ways with the standard for the relevant review period)
- Does Not Meet Standard (requires corrective action)

**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.**

**Based on PREA Policy Section, IV. H. Discipline, 1. Disciplinary Sanctions for staff members**

Jackson County Correctional follows PREA Policy Section, IV. H. Discipline, 1. Disciplinary Sanctions; which states staff members that engage in sexual misconduct with an inmate is subject to disciplinary action, up to and including termination.

PREA Policy 208.6 Section, IV. H. Discipline, 1 (b) Disciplinary Sanctions for staff members, mandates that "termination will be the presumptive disciplinary sanction for staff members who have engaged in sexual abuse."

Jackson County Correctional follows PREA Policy 208.6 Section, IV. H. Discipline, 1(c). Disciplinary Sanctions for staff members, which provides disciplinary sanctions for violations of facility’s policy related to sexual abuse or sexual harassment (other than engaging in sexual abuse) will be 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 members with similar histories."

All terminations for violations of the facility’s sexual abuse or sexual harassment policies, or resignations by staff members that would have been terminated if not for their resignation, are reported to law enforcement agencies, unless the activity was clearly not criminal. These are to be reported, as required, to the Georgia Peace Officers Standards and Training Council (POST)," and to relevant licensing bodies.

**Standard 115.77 Corrective action for contractors and volunteers**

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

**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.**

**Based on PREA Policy 208.6 Section, IV. H. Discipline, Contractors and Volunteers**

Any contractor or volunteer who engages in sexual abuse is prohibited from contact with inmates and is reported to law enforcement agencies, unless the activity was clearly not criminal, and to relevant licensing bodies.

Jackson County Correctional takes appropriate remedial measures, and considers whether to prohibit further contact with inmates, in the case of any other violation of Department sexual abuse or sexual harassment policies by a contractor or volunteer.

**Standard 115.78 Disciplinary sanctions for inmates**

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

**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.**

**Based on PREA Policy 208.6 Section, IV. H. Discipline, 3(b) Disciplinary Sanctions for Offenders**

PREA Policy 208.6 Section, IV. H. Discipline, 3(b) Disciplinary Sanctions for Offenders mandates offenders are subject to disciplinary sanctions pursuant to a formal disciplinary process following an administrative finding that the offender engaged in offender-on-offender sexual abuse or a criminal finding of guilt for offender-on-offender sexual abuse.

PREA Policy 208.6 Section, IV. H. Discipline, 3 (c) Disciplinary Sanctions for Offenders mandates that sanctions are commensurate with the nature and circumstances of the abuse committed, the offender's disciplinary history, and the sanctions imposed for comparable offenses by other offenders with similar histories. The policy further mandates that the disciplinary process considers whether the offender's mental disabilities or mental illness contributed to behavior when determining what type of sanction, if any, will be imposed.

PREA Policy 208.6 Section, IV. H. Discipline, 3 (g) Disciplinary Sanctions for Offenders, mandates a report of sexual abuse made in good faith upon a reasonable belief that the alleged conduct occurred shall not constitute falsely reporting an incident or lying, even if an investigation does not establish sufficient evidence to substantiate the allegation."

Jackson County Correctional prohibits all consensual sexual activity between offenders, and offenders may be subject to disciplinary action for such activity.

**Standard 115.81 Medical and mental health screenings; history of sexual abuse**

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

**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.**

**Based on PREA Policy 208.06 IV- D-7, Review of Screening Documents, Interview with Staff**

Jackson County Correctional is not offering a follow-up meeting with a medical or mental health practitioner within 14 days of the intake screening because the screening pursuant to § 115.41 only began in October 2015.

PREA Policy 208.06 IV. D.7 mandates that information related to sexual victimization or abusiveness is disclosed on a need-to-know basis and only for the purposes of treatment, security, and management decisions, such as housing, work, education, and programming assignments.

**Corrective Action: During the corrective period, Jackson County Correctional has written a new policy that directs staff to refer inmates who disclose victimization at intake to medical for a follow-up meeting.**

**Standard 115.82 Access to emergency medical and mental health services**

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

**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.**

**Based on PREA policy 208.06 IV-I, 208-06-B-1c, Interview with Medical Staff**

The facility’s PREA policy GDOC 208.06 IV-I mandates prompt and appropriate medical and mental health services be provided as determined by medical and mental health care providers.

If no qualified medical or mental health practitioners are on duty at the time a report of recent abuse is made, security staff first responders take preliminary steps to protect the victim pursuant to § 115.62 and immediately notify the appropriate medical and mental health practitioners.

PREA Policy GDOC 208.06 IV-I mandates prompt and appropriate medical and mental health services be provided in the case of sexual abuse.

The facility’s PREA policy GDOC 208.06 IV-I mandates inmate victims of sexual abuse while incarcerated are 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.

PREA Policy GDOC 208-06-B-1c precludes charging for treatment services or withholding services if an alleged victim refuses to name his abuser or otherwise cooperate with an investigation.

**Standard 115.83 Ongoing medical and mental health care for sexual abuse victims and abusers**

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

**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.**

**Based on PREA policy GDOC 208.06 IV-I**

PREA Policy 208.06 IV-I mandates prompt and appropriate medical and mental health services be provided as determined by medical and mental health care providers. Jackson County Correctional refer all inmates who may have mental health concerns to Phillip State Prison

#### **Standard 115.86 Sexual abuse incident reviews**

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

**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.**

#### **Based on PREA Policy 208.6 Section J Data Collection and Review Section1, Monthly Sexual Abuse and Sexual Assault Program Review, Sexual Abuse Incident Review Checklist**

PREA Policy 208.6 Section J *Data Collection and Review SectionI*, Monthly Sexual Abuse and Sexual Assault Program Review mandates that Jackson County Correctional meets once per month to review and assess the facility’s PREA prevention, detection, and response efforts. During this meeting an incident review shall be conducted for each sexual abuse allegation that has been concluded within the past 30 days. This review shall be conducted on all abuse allegations deemed substantiated and unsubstantiated. All the abuse allegations have been determined unfounded allegations; therefore, this team was not activated.

Jackson County Correctional utilizes the Sexual Abuse Incident Review Checklist to ensure that the facility considers whether the allegation or investigation indicates a need to change policy or practice to better prevent, detect, or respond to sexual abuse.

Jackson County Correctional utilizes the Sexual Abuse Incident Review Checklist to ensure that the facility considers whether the Incident or allegation was motivated by race; ethnicity; gender identification, status, or perceived status; or gang affiliation; or was motivated or otherwise caused by other group dynamics at the facility.

This Sexual Abuse Incident Review Checklist prompts the facility to examine areas in the facility where the incident allegedly occurred to assess whether physical barriers in the area enabled the abuse, if a case of sexual abuse occurred; as well as assess the adequacy of staffing levels in the area during different shifts, and to assess whether monitoring technology should be deployed or augmented to supplement supervision by staff.

All of Jackson County Correctional’s abuse allegations have been determined to be unfounded allegations at the time of this audit.

#### **Standard 115.87 Data collection**

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

**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.**

Jackson County Correctional collects accurate, uniform data for every allegation of sexual abuse at its facility.

Jackson County Correctional aggregates the incident-based sexual abuse data at least annually.

Jackson County Correctional ensures the incident-based data collected 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.

Jackson County Correctional maintains, reviews, and collects data as needed from all available incident-based documents, including reports, investigation files, and sexual abuse incident reviews.

Upon request, Jackson County Correctional provides all such data from the previous calendar year to the Department of Justice no later than June 30.

#### **Standard 115.88 Data review for corrective action**

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

**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.**

The facility reviews data collected and aggregated to assess and improve the effectiveness of its sexual abuse prevention, detection, and response policies, practices, and training, including by: identifying problem areas; taking corrective action on an ongoing basis; and preparing an annual report of its findings and corrective actions for each facility, as well as the agency as a whole.

Such report includes a comparison of the current year's data and corrective actions with those from prior years and provides an assessment of the agency's progress in addressing sexual abuse.

The facility's report is approved by the Warden, but is not made readily available to the public through its website.

Jackson County Correctional redacts specific material from the reports when publication presents a clear and specific threat to the safety and security of a facility, but must indicate the nature of the material redacted.

**Corrective Action: During the corrective action period, Jackson County Correctional placed aggregated data on the facility's website [www.jacksoncountygov.com](http://www.jacksoncountygov.com)**

#### **Standard 115.89 Data storage, publication, and destruction**

- Exceeds Standard (substantially exceeds requirement of standard)

- Meets Standard (substantial compliance; complies in all material ways with the standard for the relevant review period)
- Does Not Meet Standard (requires corrective action)

**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.**

The facility ensures that data collected pursuant to § 115.87 is securely retained.

Jackson County Correctional does not makes all aggregated sexual abuse data readily available to the public at least annually through its website.

Before making aggregated sexual abuse data publicly available, Jackson County Correctional removes all personal identifiers.

**Corrective Action: During the corrective action period, Jackson County Correctional has posted aggregated data without the use of personal identifiers on the facility’s website [www.jacksoncountygov.com](http://www.jacksoncountygov.com)**

#### AUDITOR CERTIFICATION

I certify that:

- The contents of this report are accurate to the best of my knowledge.
- No conflict of interest exists with respect to my ability to conduct an audit of the agency under review, and
- I have not included in the final report any personally identifiable information (PII) about any inmate or staff member, except where the names of administrative personnel are specifically requested in the report template.

Calvin Brown

June 13, 2016

Auditor Signature

Date