



**PREA Annual Data & Corrective Actions
2016 - 2017**

PREA ANNUAL DATA 2016-2017

PREA STANDARD § 115.388 DATA REVIEW FOR CORRECTIVE ACTION

The Prison Rape Elimination Act (PREA) was established to address sexual abuse and sexual harassment of persons confined to correctional facilities. Standard §115.388, Data Review for Correction Action of PREA, requires that all public and private institutions that house adult or juvenile offenders review data collected on an annual basis in order to assess and enhance the effectiveness of its sexual abuse prevention, detection, response policies/procedures, education and training, while identifying problem areas and taking corrective action on an ongoing basis.

The Arizona Department of Juvenile Corrections (ADJC) has improved its ability to identify risks and capture potential PREA violations by providing several methods of reporting sexual abuse and sexual harassment, safeguarding against retaliation for reporting, investigating every reported allegation, offering assistance to victims, and affording education and training to both youth and staff. These actions have created an environment where youth feel safe enough to report incidents which they may not have previously reported.

The agency is in compliance with PREA Standards and has completed two PREA Audits. The most recent audit completed in May 2017, found ADJC 100% compliant with all Juvenile PREA Standards. The PREA reports submitted by the PREA Auditor can be located in our website www.adjc.az.gov under "Resources-PREA."

2016 - 2017 COMPARISON OF PREA ALLEGATIONS

This report includes a comparison of calendar years 2016 and 2017 data on sexual abuse and sexual harassment allegations and provides an assessment of the agency's progress in preventing sexual abuse and sexual harassment of juvenile offenders.

REPORTING CRITERIA	2016	2017
Number of youth held in the facility on December 31 st	159	180
Number of youth admitted during the target year	281	312
Number of <i>alleged</i> non-consensual youth-on-youth sexual acts reported	0	0
Number of <i>substantiated</i> non-consensual youth-on-youth sexual acts	0	0
Number of <i>alleged</i> youth-on-youth abusive sexual contacts reported	5	15
Number of <i>substantiated</i> youth-on-youth abusive sexual contacts	5	11
Number of <i>alleged</i> youth-on-youth sexual harassment reported	3	7
Number of <i>substantiated</i> youth-on-youth sexual harassment	3	2
Number of <i>alleged</i> staff-on-youth sexual misconduct reported	1	2
Number of <i>substantiated</i> staff-on-youth sexual misconduct	0	0
Number of <i>alleged</i> staff-on-youth sexual harassment reported	1	0
Number of <i>substantiated</i> staff-on-youth sexual harassment	0	0

2016 - 2017 COMPARATIVE ANALYSIS

ADJC is committed to ensuring a continued compliance with PREA Standards as well as the health and safety of the juveniles in our care. A comparative analysis of 2016 and 2017 data indicates the following:

- In 2016 and 2017 there were no reported allegations of non-consensual sexual acts.
- There was an *increase* in the number of reported allegations of youth-on-youth abusive sexual contact and youth on youth sexual harassment. Every allegation was investigated. All substantiated allegations were submitted to the County Attorney.
- There was an *increase* in the number of reported allegations of staff sexual misconduct. The allegations reported in 2017 (two total) were unfounded.

The agency acknowledges these changes and will continue its efforts in ensuring that juveniles, staff, volunteers, mentors, interns, and contractors are educated in the agency's Zero Tolerance policy, as well as the several methods of reporting allegations.

2017 CORRECTIVE ACTIONS

An internal audit was completed to ensure the agency met or exceeded the Juvenile PREA Standards and all requirements as prescribed in each standard provision. The audit was completed by the Quality Assurance Inspections Team with the intent to identify areas needing improvements. The team conducted a facility tour, documentation review, and completed interviews of youth and staff.

This process allowed staff to ask questions about PREA processes and clarify expectations of responsibilities. Youth also had the opportunity to ask questions about the reporting mechanisms and services available to them. Findings of the audit were presented to facility administrators and discussed with Housing Unit Managers.

The agency worked towards enforcing a 1:8 staff to youth ratio (during waking hours) as prescribed in Juvenile PREA Standard §115.313. The agency's efforts to ensure compliance included the hiring of more staff, assessing current housing units and the population as well as updating the programming activities on campus.

- Support staff were tasked with temporally assisting with shift coverage. Available staff (Parole Officers, Investigators, Inspectors, etc.) with specific training, worked one shift per week to assist with coverage.
- Human Resources and Background Investigations completed additional interviews, backgrounds, recruitment events, and worked with the Academy Commander to add additional academy classes and enlist new Youth Corrections Officers.
- PREA training for all new cadets was completed as well as in-service training for current staff.

Additionally, ADJC focused on preparing the agency for its second PREA formal audit. The audit was conducted in 2017. The agency was 100% compliant and met all the requirements for the Juvenile PREA Standards.

CORRECTIVE ACTION PLANS FROM PREVIOUS YEARS

2016 CORRECTIVE ACTIONS

ADJC is committed to creating a safe environment and protecting youth against sexual victimization. ADJC has a zero tolerance for sexual contact of any kind with juveniles, including sexual conduct, assault, contact and/or harassment, by youth, staff, contractors, volunteers, interns, and any other person who may enter Adobe Mountain School. The agency's effort to implement action steps that would facilitate a safe environment include (but are not limited) to:

- Updating communication materials that are readily available to both employees and youth with descriptive information regarding PREA practices. Employees and any other person who may have contact with youth is required to acknowledge an understanding of our PREA procedures, follow up responsibilities, investigation processes and overall employee, volunteer, intern, mentor, contractor PREA expectations.
- The Office of Inspector General, Inspections Team conducted an internal PREA Pre-Audit in June 2016. The audit focused on the Juvenile PREA Standards and corrective actions needed to rectify non-compliant findings. The inspectors, under the guidance of the PREA Compliance Manager and the PREA Coordinator, worked with facility administrators to implement action plans ensuring the facility met each PREA standard.
- Revising the PREA In-service refresher training developed for the upcoming 2017 In-service training scheduled to commence on June 2017. The purpose of the training is to inform employees of the following:
 - ❖ PREA Policy updates
 - ❖ Formal Audit outcome
 - ❖ Employee follow up responsibilities
 - ❖ Mandated Reporter requirements
 - ❖ Staff of the opposite gender announcements
 - ❖ Cross gender searches
 - ❖ Programming for transgender/intersex youth
 - ❖ Appropriate documentation for PREA allegations
 - ❖ Youth ways of reporting (Focus on reporting Hotline)
 - ❖ First Responder Duties and notifications
 - ❖ Employee Boundaries
 - ❖ PREA Sexual Abuse and Harassment definitions

2015 CORRECTIVE ACTIONS

The agency completed its first mandated PREA Audit in June 2015. In preparation for the audit, the agency completed the following action steps to ensure compliance with PREA standards:

- Conducted PREA Education refresher groups with youth and reviewed multiple ways of reporting sexual abuse and sexual harassment.
- Conducted PREA refresher trainings with housing unit staff and support staff and reviewed

first responder steps, coordinated response plans, supervision of juveniles and reporting responsibilities.

- Implemented automated systems to document and store PREA information.
- Revised existing forms and updated practices to ensure compliance with PREA standards.
- Revised agency policies related to PREA to match practices more effectively as prescribed by the PREA standards.
- Installed video recording cameras in various locations (housing units and other buildings/areas) to minimize blind spots.
- Added a confidential way for youth to report sexual abuse via mail.

2014 CORRECTIVE ACTIONS

In an effort to ensure PREA compliance, ADJC has implemented the following corrective actions:

- Appointed an ADJC PREA Compliance Manager with sufficient time and authority to coordinate the facility's efforts to comply with the PREA Standards. Although not specifically required by PREA Standards for Juvenile Facilities § 115.331(c), because ADJC operates only one facility, ADJC created the dedicated position to ensure ongoing compliance and monitoring of all PREA Standards.
- Installed a telephone intended solely for youth to report sexual abuse and harassment. The telephone is located in the Health Unit to allow youth to use the reporting hotline in private and remain anonymous. The telephone is a one way phone that connects youth to the Department of Child Safety.
- Sent five ADJC auditors/inspectors to the United States Department of Justice (DOJ) training for Juvenile Facility Auditor certification in February 2014.
- An ADJC PREA Video was created to demonstrate how ADJC (1) uses the PREA posters to expand awareness of PREA at ADJC/Adobe Mountain School (AMS) and (2) uses the posters as a tool for discussing ADJC's zero-tolerance standard for sexual abuse and sexual harassment with youth in group settings.
- Conducted an Internal PREA Pre-Audit in June 2014 completed by certified agency auditors.
- Created a PREA brochure to be provided to youth upon arrival to ADJC. The PREA brochure/leaflet is designed to help educate youth on how to identify abuse; to provide guidelines on how to stay safe; to inform on how to report abuse; and to provide guidance on what to do if abuse does occur.
- Finalized a comprehensive agency PREA Policy and revised 23 other agency policies to ensure strict compliance with PREA Standards.

- Completed mandated in-service training for every agency employee that included a two-hour PREA presentation. Trainings were conducted by Staff Development Trainers, the PREA Coordinator and/or the PREA Compliance Manager.
- In addition to mandatory PREA education groups that occur within ten days of a youth's arrival to AMS, facility-wide trainings were completed to include: youth reporting methods, access to outside services, investigation protocols, the right to be free from retaliation, and PREA education material.
- The Inspections Bureau developed an inspection plan to continue monitoring compliance with PREA Standards as prescribed by agency policy. Inspections will be completed periodically by the certified PREA Auditors working for the agency.
- A camera assessment was completed by the Inspections Team and support staff to determine the need of additional cameras. The assessment was submitted to agency's Assistant Director for review. The assessment was then utilized to request for funds in an effort to purchase new camera equipment.