



**PREA Annual Data & Corrective Actions Report:
Arizona Department of Juvenile Corrections
2018-2019**

PREA ANNUAL DATA 2018-2019

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 three PREA Audits. The PREA reports submitted by the PREA Auditor can be located in our website www.azdjic.gov under “Resources-PREA.”

2018 - 2019 COMPARISON OF PREA ALLEGATIONS

This report includes a comparison of calendar years 2018 and 2019 data on sexual abuse and sexual harassment allegations and provides an assessment of the Department’s progress in preventing sexual abuse and sexual harassment of juvenile offenders.

<u>REPORTING CRITERIA</u>	<u>2018</u>	<u>2019</u>
Number of youth held in the facility on December 31 st	193	214
Number of youth admitted during the target year	274	199
Number of <i>alleged</i> non-consensual youth-on-youth sexual acts reported	0	2
Number of <i>substantiated</i> non-consensual youth-on-youth sexual acts	0	1
Number of <i>alleged</i> youth-on-youth abusive sexual contacts reported	14	14
Number of <i>substantiated</i> youth-on-youth abusive sexual contacts	10	12
Number of <i>alleged</i> youth-on-youth sexual harassment reported	4	6
Number of <i>substantiated</i> youth-on-youth sexual harassment	2	3
Number of <i>alleged</i> staff-on-youth sexual misconduct reported	1	5
Number of <i>substantiated</i> staff-on-youth sexual misconduct	0	0
Number of <i>alleged</i> staff-on-youth sexual harassment reported	1	1
Number of <i>substantiated</i> staff-on-youth sexual harassment	0	0

Additional data from previous years is available in the agency’s public website: **PREA Data Report 2014-2019

2018 - 2019 COMPARATIVE ANALYSIS

The Department has seen a slight increase of reported PREA allegations from 2018 to 2019. The increase in reported allegations has been reviewed and all allegations have been assessed to formulate an effective action plan to address future allegations.

The agency 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 methods of reporting allegations by victims, staff, first responders etc. The agency is dedicated in promoting youth victims to report and encourages employees, support staff, volunteers to report promptly and according to policy.

ADJC is committed to ensuring a continued compliance with PREA Juveniles Standards as well as the health and safety of the juveniles in our care.

A comparative analysis of 2018 and 2019 data indicates the following:

- There was an *increase* in the number of reported allegation of *non-consensual sexual acts*. In 2019 there were two reported allegations between juveniles. One allegation was *substantiated*. A thorough investigation was completed and the case was submitted to the County Attorney.
 - There was *no change* in the number of reported allegations of *youth-on-youth abusive sexual contacts* between 2018 and 2019 (14 reported allegations for each year). There was an *increase* in the number of substantiated incidents. In 2019, 12 allegations were *substantiated*. All substantiated cases were investigated and submitted to the County Attorney.
 - There was an *increase* in the number of reported allegations of *youth-on-youth sexual harassment*. In 2019, there were six (6) reported allegations compared to four (4) reported allegations in 2018. In 2019, three (3) allegations were *substantiated*. All substantiated cases were investigated and submitted to the County Attorney.
 - There was an *increase* in the number of reported allegations of *staff sexual misconduct*. There were five (5) allegations in 2019. All allegations were determined to be *unfounded* after a thorough investigation was completed for each allegation.
 - There was *no change* in the number of reported allegations of *staff sexual harassment*. There was one (1) reported allegation in each year. In 2019 the allegation was *unsubstantiated*.
-

CORRECTIVE ACTION PLAN 2019

2019 CORRECTIVE ACTIONS

The agency has made it a priority to address all forms of youth victimization and effectively implement action steps to promote a zero tolerance policy against sexual abuse and harassment. The agency regularly assesses policies, practices, trainings, records and documentation, and automated system to ensure the PREA Juvenile Standards are met and/or exceeded. The agency's PREA Coordinator in collaboration with Department leads, process owners and the Quality Assurance Team completes routine scheduled evaluations, trainings, inspections and audits to ensure compliance. The following action items were completed to address youth victimization at Adobe Mountain School.

- The Quality Assurance Team completed an internal formal PREA audit. The audit consisted of the assessment of several PREA standards and it included a comprehensive report outlining areas that required follow up. The report was submitted to the agency Director and facility administrators. All corrective actions were assigned and completed by the appropriate supervisors or process owners.
- The agency partnered with the Arizona Coalition to End Sexual and Domestic Violence (ACESDV) to provide advocacy training to selected agency employees. Historically, ACESDV provided a short training to our staff (at no cost) to review basic advocacy materials. In an effort to provide more intensive training, the PREA Coordinator researched the benefits of having selected staff attend a full 40 hour training. ADJC pays the cost of the training for the employees selected and each participant receives a certification of completion to provide advocacy services to youth victims upon request. The agency sent the first set of clinical staff in October 2019 and will continue to select support staff and clinical staff to attend future trainings when available.
- An automated database system was created to better safeguard confidential information and compile important records on transgender and intersex youth. The system allows specific data to transfer directly from other programs and systems in regards to the youth's history and classifications. The PREA Coordinator in collaboration with the Clinical Team maintain the system and update it regularly with pertinent information about each transgender and intersex juvenile including behaviors, treatment progresses, programming concerns and accommodation changes.
- The agency provides several ways for youth to report sexual abuse and harassment. Per the PREA standards, one way of reporting must be anonymous and confidential. The mail reporting process was updated to provide youth with more privacy if they choose to report to the Department of Child Safety via mail. Youth are now able to mail in allegations using a secure process that allows them to remain completely anonymous and prevent possible identification from staff and/or other youth.
- Per PREA Standards and agency policy, employees must receive training at every two years and receive refresher information every year in between. In 2019, all employees received PREA training in a class setting. The PREA Coordinator developed the training curriculum based on required PREA objectives and information gathered from the PREA Resource Center (PRC) website. The PRC has training materials available to all agencies.

CORRECTIVE ACTION PLANS FROM PREVIOUS YEARS

2018 CORRECTIVE ACTIONS

The agency has been in compliance with PREA Juvenile Standards for several years. Facility efforts to ensure continued compliance are implanted regularly throughout the year. The following actions have contributed to our facility's success in overall compliance and have positively impacted/improved employees' response to PREA incidents, youth's knowledge of reporting mechanisms, investigators investigation techniques, and follow up responsibilities by mental health staff and medical professionals.

- A specialized training was conducted with Investigators to review investigation protocols. The PREA Resource Center has provided tools and resources to complete specialized trainings. The Inspector General in collaboration with the PREA Coordinator completed the training with both Administrative and Criminal Investigators.
- The PREA Coordinator completes a PREA In-service training at least once every two years and provides refresher information in the years where training is not required.

In 2018, an interactive training was developed for staff to acquire PREA specific knowledge/skills to better interact with youth and bring awareness to Sexual Abuse and Harassment allegations.

The training included:

- ❖ First Responder Duties
 - ❖ PREA Expectations
 - ❖ Boundaries (staff and youth)
 - ❖ Female Youth (specific needs)
 - ❖ LGBTI Youth
 - ❖ Facility Dynamics (trends of PREA reports and how it affects both youth and staff)
 - ❖ Supervisor roles and responsibilities
- A New PREA Coordinator was appointed to continue the agency's efforts in PREA Compliance. Formally the Compliance Manager, the new Coordinator is a certificate PREA Auditor with the knowledge and experience to lead the agency in all PREA efforts.
 - In addition to PREA training, the agency provided facility employees with a Boundaries In-service training focusing on staff and youth relationships. The training covered the following:
 - ❖ Review and discuss how boundaries are violated
 - ❖ Discuss self-disclosure
 - ❖ Discuss youth initiated boundary challenges and how they can/should be addressed
 - ❖ Discuss "Hooks" and their impact
 - ❖ Review ways youth victimize staff and how to keep yourself safe
 - ❖ Review "TIPS" for good boundaries

- The yearly staffing plan meeting focused on all items listed in Juvenile Standards 115.313. The committee members took significant time discussing several items to include staff positioning, cameras, blind spots, supervision and programming.
- A staff to youth ratio audit was completed in October 2018. A review was completed to ensure staff to youth ratios had been maintained per PREA Standards throughout the year (since the last audit in 2017). The audit findings were presented to facility administrators and action items were completed to rectify any concerns.

2017 CORRECTIVE ACTIONS

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.

The agency worked towards enforcing a 1:8 staff to youth ratio (during waking hours) as prescribed in PREA Juvenile Standard §115.313.

- An internal audit was completed to ensure the agency met these requirements. The audit was completed by Quality Assurance Inspections Team.
- Support staff were tasked with temporally assisting with shift coverage. Available staff (parole officers, Investigator, Inspectors etc.) with specific training, worked one shift per week to assist with coverage.
- The Background Investigator and Human Resources worked towards adding additional academies to enlist new Youth Correctional Officers.
- PREA training for all new cadets was completed as well as In-service training for current staff.

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 (5) 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 (2) 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 (10) 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.