



**PREA Annual Data & Corrective Actions Report:  
Arizona Department of Juvenile Corrections  
2020-2021**

# PREA ANNUAL DATA 2020-2021

## 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 and support 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 on our website [www.azdjic.gov](http://www.azdjic.gov) under “Resources-PREA.”

## 2020 - 2021 COMPARISON OF PREA ALLEGATIONS

This report includes a comparison of calendar years 2020 and 2021 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>2020</u>	<u>2021</u>
Number of youth held in the facility on December 31 <sup>st</sup>	182	150
Number of youth admitted during the target year	184	110
Number of <i>alleged</i> non-consensual youth-on-youth sexual acts reported	1	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	8	1
Number of <i>substantiated</i> youth-on-youth abusive sexual contacts	6	0
Number of <i>alleged</i> youth-on-youth sexual harassment reported	10	4
Number of <i>substantiated</i> youth-on-youth sexual harassment	6	3
Number of <i>alleged</i> staff-on-youth sexual misconduct reported	6	4
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

\*\*Additional data from previous years is available in the agency’s public website: **PREA Data Report 2016-2021**

## 2020- 2021 COMPARATIVE ANALYSIS

Based on the data listed, the Department had a decrease in the reported PREA allegations from 2020 to 2021 in all five (5) categories including those allegations involving juvenile and staff who were potential suspects. In each case that was reported to the Department, the allegations were investigated either criminally or administratively. The Office of Inspector General and the PREA Coordinator, will continue to monitor all reported allegations, including those that are reported from third parties.

The agency continues to educate and train juveniles, staff, volunteers, mentors, interns, and contractors in the agency's Zero Tolerance policy, as well as the methods of reporting allegations by victims, correctional officers, support staff, first responders, third party reporters, etc. The agency is dedicated in promoting youth victims and witnesses to report all PREA allegations and encourages employees, support staff, contractors and volunteers to report sexual abuse and harassment promptly and according to policy.

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

A comparative analysis of 2020 and 2021 data indicates the following:

- There was a ***decrease*** in the number of reported allegations of ***non-consensual sexual acts***. In 2021 there was zero reported allegation between juveniles.
- There was a ***decrease*** in the number of reported allegations of ***youth-on-youth abusive sexual contacts*** between 2020 and 2021. In 2021, there was one case that was reported and determined as unfounded. This is a significant decrease from the previous year.
- There was an ***decrease*** in the number of reported allegations of ***youth-on-youth sexual harassment***. In 2020, there were 10 reported allegations compared to four (4) reported allegations in 2021. In 2021, three (3) allegations were ***substantiated***. All substantiated cases were investigated and submitted to the County Attorney.
- There was an ***decrease*** in the number of reported allegations of ***staff sexual misconduct***. There were six (6) in 2020 and four (4) allegations in 2021. One allegation in 2020 was determined to be unsubstantiated. All other allegations were determined to be ***unfounded*** after a thorough investigation was completed for each allegation.
- There was ***decrease*** in the number of reported allegations of ***staff sexual harassment***. There was one (1) reported allegation in 2020 compared to zero allegations reported in 2021.

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## CORRECTIVE ACTION PLAN 2022

ADJC is committed to creating a safe environment and protecting youth against sexual victimization. The agency has zero tolerance for sexual contact of any kind with juveniles, including sexual conduct, assault/abuse, contact and/or harassment, by youth, staff, contractors, volunteers, interns and any other person who may enter Adobe Mountain School.

The agency has established policies and procedures to facilitate a safe environment for the juveniles committed to the department. In addition to policies, employees are educated in PREA expectations prior to having youth contact and they receive training on proper boundaries with youth, how to report allegations of sexual abuse and harrassment, how to promote a safe enviroment and encourage youth to report PREA allegations. Additionally, staff are made aware of state laws requiring employees to report all types of abuse against youth and the agency's responsibilities to investigate all reports made by staff, youth, and third party reporters.

Both staff and youth have access to several reporting mechanisms including confidential and anonymous ways of reporting. The agency acts quickly to investigate all reports made involving potential youth victims and promptly submits all substantiated allegations to the County Attorney for prosecution.

In 2022, the agency completed the following action steps to continue maintaining full compliance with the Juvenile PREA Standards and promoting youth safety:

- Completed PREA training for each cadet during scheduled academy classes.
- Completed PREA Refresher information review through a PREA info sheet that was provided to every agency employee.
- Conducted a review of clinical intake PREA assessments to better identify potential youth victims and aggressors and provide appropriate accommodations to vulnerable youth populations.
- Conducted an internal Quality Assurance Audit to assess the facilities compliance with the standards and correct any potential deficiencies.
- Hiring of two criminal investigators who will be responsible for conducting all PREA allegations.

The department has certified compliance with the PREA Standards since 2015 and will continue to assess and review the facility's protocols to identify concerns. Action plans will be implemented to quickly rectify problem areas and the proper department leads will be notified to collaborate compliance efforts.

The PREA data collected of 2021 allegations shows a decrease in reported incidents, however, the agency will continue to enforce both state and federal laws to maintain compliance and will implement safety precautions in the form of internal assessments, trainings, inspections and investigations.

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## CORRECTIVE ACTION PLANS FROM PREVIOUS YEARS

### Corrective Action for 2021

The agency scheduled its third PREA Formal Audit in July of 2020. Originally, the audit was scheduled to take place in May of 2020. Due to the rise in Covid-19 cases at the facility, our agency Director postponed the audit until July of 2020. The PREA Management Office (PMO) was notified by the contracted Federal PREA Auditor of our intent to postpone our audit.

During the pandemic, the agency has been committed to enforcing protocols and procedures that continue to promote zero tolerance towards sexual abuse and sexual harassment of juveniles. The PREA Coordinator worked closely with facility administrators and Housing Unit Managers to ensure the agency remained in full compliance with the PREA Juvenile Standards. This was completed by monitoring practices, updating protocols and completing internal Quality Assurance Inspections.

The agency's Office of Inspector General which oversees all PREA related practices focused their inspections and reviews on the following protocols:

- The monitoring of juvenile victims by the Juvenile Ombudsman (per standard 115.367);
- Medical and mental health services provided to juveniles free of cost;
- Reporting allegations to victims' legal guardians and/or parents;
- Investigating all allegations of sexual abuse and harassment;
- Ensuring PREA education and other PREA materials were provided to juveniles within 10 days;
- And ensuring training was provided to employees before having youth contact per Standard 115.331 on how to prevent, respond and report PREA incidents.

In addition to preparing for a PREA audit in 2020, the agency focused efforts in ensuring youth safety by providing the following:

- PREA information to staff and juveniles on reporting methods;
- Certification opportunity for four (4) additional staff who completed the 40 hour Advocate Training provided by the Arizona Coalition to End Domestic and Sexual Violence; and
- An updated PREA CBT for specialized employees and contractors (required for contractors and employees with juvenile contact).

During our third PREA Audit, the auditor completed a facility tour, interviews of youth and staff, and reviewed documentation of proof of compliance for each PREA standard. The agency was 100% compliant.

In 2021 the agency completed the following action plans in an effort to maintain compliance with the PREA Juvenile Standards:

- Camera Upgrades: Additional cameras added in selected housing units and a system upgrade was completed.
- In person PREA training (during in-service): Training information included response by first responder, responsibilities of Shift Commanders, medical health and mental health staff.

### 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 systems 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 basic training to our staff (at no cost) to review advocacy materials. In an effort to provide a more in depth and comprehensive training, our PREA Coordinator partnered with ACESDV to provide the training to selected facility individuals. The selected employees received 40 hours of training. Our agency was responsible for the full cost of the training and each participant received a certification of completion and was able 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 maintains 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 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.

### 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.