# Prison Rape Elimination Act (PREA) 2016 Annual Report

## **Alabama Department of Corrections**

reports illegal activity and participates in an investigation. offenders under ADOC jurisdiction from sexual abuse and sexual harassment, but also protects against retaliation of anyone who misconduct, and sexual harassment of offenders and employees. The agency's zero-tolerance policy not only aims to protect all juvenile offenders. The Alabama Department of Corrections (ADOC) maintains a zero-tolerance policy regarding sexual abuse, sexual promulgated by the Attorney General of the United States. PREA applies to all public and private institutions that house adult and and funding to protect individuals from prison rape. In 2012, The Department of Justice published the final rule of standards incidents and effects of prison rape in Federal, State, and local institutions and to provide information, resources, recommendations, The Prison Rape Elimination Act of 2003 (PREA) was signed into federal law with the purpose to provide for the analysis of

and employee drop boxes have been made available throughout the facilities so confidential, anonymous reports can be made. internal investigation envelopes in order to write directly to ADOC's Investigations & Intelligence (I&I) division; and PREA inmate through an internet third party reporting form; third party reporting email linked directly to the PREA Division; inmates are given outside agency by dialing #66 through the inmate phone system; third party reporting to ADOC's internal investigations division compliance and that swift corrective action is taken when needed. ADOC's reporting methods include third party reporting with an ADOC is continually improving the reporting methods for both immates and employees to ensure the highest level of

better understand the meaning of each type allegation, definitions of each are provided below: All allegations of sexual abuse, sexual misconduct, and sexual harassment within ADOC facilities will be investigated. To

# Sexual Abuse: (as defined in PREA Standard §115.6) includes:

- Sexual abuse of an inmate, detainee, or resident by another inmate, detainee, or resident; and,
- Sexual abuse of an inmate, detainee, or resident by a staff member, contractor, or volunteer

Sexual abuse of an inmate, detainee, or resident by another inmate, detainee, or resident includes any of the following acts, if the victim does not consent, is coerced into such act by overt or implied threats of violence, or is unable to consent or refuse:

- Contact between the penis and the vulva or the penis and the anus, including penetration, however slight;
- 2 Contact between the mouth and the penis, vulva, or anus;
- $\dot{\omega}$ Penetration of the anal or genital opening of another person, however slight, by a hand, finger, object, or other instrument; and
- Any other intentional touching, either directly or through the clothing, of the genitalia, anus, groin, breast, inner thigh, or the buttocks of another person, excluding contact incidental to a physical altercation.

Sexual abuse of an inmate, detainee, or resident by a staff member, contractor, or volunteer includes any of the following acts, with or without consent of the inmate, detainee, or resident:

- Contact between the penis and the vulva or the penis and the anus, including penetration, however slight;
- 2 Contact between the mouth and the penis, vulva, or anus
- $\dot{\omega}$ Contact between the mouth and any body part where the staff member, contractor, or volunteer has the intent to abuse, ` arouse, or gratify sexual desire;
- 4. Penetration of the anal or genital opening, however slight, by a hand, finger, object, or other instrument, that is unrelated to official duties or where the staff member, contractor, or volunteer has the intent to abuse, arouse, or gratify sexual desire;
- S Any other intentional contact, either directly or through the clothing, of or with the genitalia, anus, groin, breast, inner thigh, or arouse, or gratify sexual desire; the buttocks, that is unrelated to official duties or where the staff member, contractor, or volunteer has the intent to abuse,

- 6 Any attempt, threat, or request by a staff member, contractor, or volunteer to engage in the activities described in paragraphs (1)-(5) of this section; and
- 7. Any display by a staff member, contractor, or volunteer of his or her uncovered genitalia, buttocks, or breast in the presence of an inmate, detainee, or resident, and
- Voyeurism by a staff member, contractor, or volunteer

# Sexual Harassment: (as defined in PREA Standard §115.6) includes:

- Repeated and unwelcome sexual advances, requests for sexual favors, or verbal comments, gestures, or actions of a derogatory or offensive sexual nature by one inmate, detainee, or resident directed toward another; or
- 2. Repeated verbal comments or gestures of a sexual nature to an inmate, detainee, or resident by a staff member, contractor, or obscene language or gestures volunteer, including demeaning references to gender, sexually suggestive or derogatory comments about body or clothing, or

# Sexual Misconduct: (as defined in Alabama Code Section 13A-6-65) includes:

- A person commits the crime of sexual misconduct if
- ā Being a male, he engages in sexual intercourse with a female without her consent, under circumstances other than those or artifice; or covered by Sections 13A-6-61 and 13A-6-62; or with her consent where consent was obtained by the use of any fraud
- Ġ Being a female, she engages in sexual intercourse with a male without his consent; or

- Ċ Sections 13A-6-63 and 13A-6-64. Consent is no defense to a prosecution under this subdivision He or she engages in deviate sexual intercourse with another person under circumstances other than those covered by
- 2 Sexual misconduct is a Class A misdemeanor

assigned to the case, if applicable. Upon completion of each investigation, appropriate disciplinary action is taken against the perpetrator, and all inmate victims are given a written notification of investigative outcome based on the following categories Manager (IPCM) at each facility tracks the progress of PREA related investigations, maintaining contact with the investigator Allegations can be administrative or criminal in nature depending on the alleged incident. The Institutional PREA Compliance

- Substantiated: an allegation that was investigated and determined to have occurred
- determination as to whether or not the event occurred. Unsubstantiated: an allegation that was investigated and the investigation produced insufficient evidence to make a final
- Unfounded: an allegation that was investigated and determined not to have occurred

All PREA investigations are forwarded to the appropriate District Attorney office for further review and potential prosecution

compliant by enhancing sexual safety This Report summarizes corrective action taken at both the agency and facility levels to ensure each facility becomes PREA

#### Agency Corrective Action

required objectives: standards. ADOC developed an Employee PREA Awareness, Training, and Education Curricula that covers the following PREA 454, Inmate Sexual Abuse and Harassment (Prison Rape Elimination Act), and The Prison Rape Elimination Act of 2003 (PREA) Should Know about Sexual Misconduct with Inmates, and distributing a PREA test that covers both ADOC Administrative Regulation began implementing additional employee education at the facility level by giving each employee an information pamphlet, What Staff Assault. A new inmate education video, PREA: What You Need to Know, was also introduced as part of the intake process. ADOC orientation by implementing a new PREA inmate information pamphlet, What You Should Know about Sexual Abuse and Sexual ADOC updated its female and male inmate handbooks to include PREA information. ADOC continued to improve inmate

- ADOC's zero tolerance policy for sexual abuse and sexual harassment;
- and responding policies and procedures; How to fulfill the responsibilities under ADOC sexual abuse and sexual harassment prevention, detection, reporting,
- The right of inmates to be free from sexual abuse and sexual harassment;
- The right of inmates and employees to be free from retaliation for reporting sexual abuse and sexual harassment;
- The dynamics of sexual abuse and sexual harassment victims:
- Common reactions by sexual abuse and sexual harassment victims;
- How to detect and respond to signs of threatened and actual sexual abuse;
- How to avoid inappropriate relationships with inmates;
- How to communicate effectively and professionally with immates, including LGBTI or gender non-conforming ınmates; and
- 10. How to comply with relevant laws related to mandatory reporting of sexual abuse and sexual harassment to outside authorities

#### Institution Corrective Action

# Alex City Work Release/Work Center

changes in form and procedure. Alex City WR/WC began conducting Incident Review Meetings at the conclusion of all the IPCM and Warden, along with all Classification Specialists, attended PREA Risk Assessment Screening training to explain separating inmates at high risk for sexual victimization from those who are at high risk of sexual abusiveness. In August 2016, teamed up to develop a Risk Assessment spreadsheet that would allow both teams to track the progress of the Risk Factors Checklist assessments of each assigned inmate. Alex City WR/WC developed a Designated Housing SOP for the purpose of new intakes and transfers. On May 23, 2016, the IPCM and Warden attended PREA/A.C.A.R. training in Clanton, Alabama. February 11, 2016. The IPCM began utilizing the Risk Assessment Screening Checklist and the 30 day reassessments for all Selma, Alabama. Unannounced rounds were conducted as required by ADOC Administrative Regulation 454, Inmate Sexual tracking spreadsheet in order to identify areas of concern during an investigation. The IPCM and Classification Specialists Flyers for the new ACAR support hotline were posted throughout the facility. Alex City WR/WC developed an investigation Abuse and Harassment (Prison Rape Elimination Act). The IPCM and Warden attended specialized PREA training on In January 2016, the Institutional PREA Compliance Manager (IPCM) attended a three day audit preparation training in

audits of all ADOC facilities. Alex City WR/WC completed the third year PREA audit cycle on August 10, 2016, and was completed investigations. The IPCM began conducting PREA training for volunteer and contract employees, to include how to found to be in full compliance with the PREA Prison and Jails Standards. PREA Compliance Celebration, hosted by the PREA Division, where a "lessons learned" panel was presented to discuss the prevent, detect, and respond to sexual abuse and sexual harassment. On December 12, 2016, the IPCM and Warden attended a

#### Atmore Work Center

the PREA Prison and Jails Standards. close Atmore WC. Atmore WC completed the third year PREA audit cycle on June 14, 2016, and was in full compliance with "lessons learned" panel was presented to discuss the audits of all ADOC facilities. On December 15, 2016, ADOC decided to December 12, 2016, the IPCM and Warden attended a PREA Compliance Celebration, hosted by the PREA Division, where a and contract employees. The training includes how to prevent, detect, and respond to sexual abuse and sexual harassment. On Review Meetings at the conclusion of all completed investigations. The IPCM began conducting PREA training for volunteer PREA Risk Assessment Screening training to explain changes in form and procedure. Atmore WC began conducting Incident were posted throughout the facility. In August 2016, the IPCM and Warden, along with all Classification Specialists, attended the IPCM and Warden attended PREA/A.C.A.R. training in Clanton, Alabama. Flyers for the new A.C.A.R. support hotline PREA training on February 11, 2016. Atmore WC designed a PREA information board for the dormitory. On May 23, 2016, sexual victimization from those who are at high risk of sexual abusiveness. The IPCM and Warden attended a specialized each assigned inmate. Atmore WC developed a Designated Housing SOP for the purpose of separating inmates at high risk for Risk Assessment spreadsheet that would allow both teams to track the progress of the Risk Factors Checklist assessments of order to identify areas of concern during an investigation. The IPCM and Classification Specialists teamed up to develop a Sexual Abuse and Harassment (Prison Rape Elimination Act). Atmore WC developed an investigation tracking spreadsheet in administrative personnel. Unannounced rounds are conducted as required by ADOC Administrative Regulation 454, Inmate intakes and transfers. Atmore WC revised their First Responder cards and reissued the new cards to all staff to include Selma, Alabama. The IPCM began utilizing the Risk Assessment Screening Checklist and the 30 day reassessments for all new In January 2016, the Institutional PREA Compliance Manager (IPCM) attended a three day audit preparation training in

#### **Bibb Correction Facility**

all ADOC facilities. Bibb CF completed the third year PREA audit cycle on October 21, 2016, and was in full compliance with detect, and respond to sexual abuse and sexual harassment. On December 12, 2016, the IPCM and Warden attended a PREA and Warden, along with all Classification Specialists attended PREA Risk Assessment Screening training to explain changes in developed a Designated Housing SOP for the purpose of separating inmates at high risk for sexual victimization from those that would allow both teams to track the progress of the Risk Factors Checklist assessments of each assigned inmate. Bibb CF concern during an investigation. The IPCM and Classification Specialists teamed up to develop a Risk Assessment spreadsheet completing all 30 day reassessments. Bibb CF developed an investigation tracking spreadsheet in order to identify areas of the PREA Prison and Jails Standards. Compliance Celebration, hosted by the PREA Division, where a "lessons learned" panel was presented to discuss the audits of The IPCM began conducting PREA training for volunteer and contract employees. The training includes how to prevent, form and procedure. Bibb CF began conducting Incident Review Meetings at the conclusion of all completed investigations. Clanton, Alabama. Flyers for the new A.C.A.R. support hotline were posted throughout the facility. In August 2016, the IPCM who are at high risk of sexual abusiveness. On May 23, 2016, the IPCM and Warden attended PREA/A.C.A.R. training in February 11, 2016. Classification Specialists began utilizing the Risk Assessment Screening Checklist. The IPCM began Abuse and Harassment (Prison Rape Elimination Act). The IPCM and Warden attended a specialized PREA training on Selma, Alabama. Unannounced rounds were conducted as required by ADOC Administrative Regulation 454, Inmate Sexual In January 2016, the Institutional PREA Compliance Manager (IPCM) attended a three day audit preparation training in

# Birmingham Work Release/Work Center

February 11, 2016. The IPCM began utilizing the Risk Assessment Screening Checklist and 30 day reassessments for all new policy and PREA. Unannounced rounds are conducted as required by ADOC Administrative Regulation 454, Inmate Sexual tracking spreadsheet in order to identify areas of concern during an investigation. The IPCM and Classification Specialists intakes and transfers. On May 23, 2016, the IPCM and Warden attended PREA/A.C.A.R. training in Clanton, Alabama. Flyers Selma, Alabama. In February 2016, Birmingham WR/WC conducted Inmate Education Training on the new female grievance for the new A.C.A.R. support hotline were posted throughout the facility. Birmingham WR/WC developed an investigation Abuse and Harassment (Prison Rape Elimination Act). The IPCM and Warden attended specialized PREA training on In January 2016, the Institutional PREA Compliance Manager (IPCM) attended a three day audit preparation training in

WR/WC completed the third year PREA audit cycle on July 5, 2016, and was in full compliance with the PREA Prison and PREA Division, where a "lessons learned" panel was presented to discuss the audits of all ADOC facilities. Birmingham sexual harassment. On December 12, 2016, the IPCM and Warden attended a PREA Compliance Celebration, hosted by the training for volunteer and contract employees. The training includes how to prevent, detect, and respond to sexual abuse and IPCM attended a mandatory training concerning the female Inmate Grievance Procedures. The IPCM began conducting PREA WR/WC began conducting Incident Review Meetings at the conclusion of all completed investigations. In August 2016, the Specialists, attended PREA Risk Assessment Screening training to explain changes in form and procedure. Birmingham Checklist assessments of each assigned inmate. In August 2016, the IPCM and Warden, along with all Classification teamed up to develop a Risk Assessment spreadsheet that would allow both teams to track the progress of the Risk Factors Jails Standards

#### **Bullock Correctional Facility**

prevent, detect, and respond to sexual abuse and sexual harassment. On December 12, 2016, the IPCM and Warden attended a changes in form and procedure. Bullock CF began conducting Incident Review Meetings at the conclusion of all completed separating immates at high risk for sexual victimization from those who are at high risk of sexual abusiveness. In August 2016, PREA Compliance Celebration, hosted by the PREA Division, where a "lessons learned" panel was presented to discuss the investigations. The IPCM began conducting PREA training for volunteer and contract employees. The training includes how to the IPCM and Warden, along with all Classification Specialists, attended PREA Risk Assessment Screening training to explain Factors Checklist assessments of each assigned inmate. Bullock CF developed a Designated Housing SOP for the purpose of Specialists teamed up to develop a Risk Assessment spreadsheet that would allow both teams to track the progress of the Risk investigation tracking spreadsheet in order to identify areas of concern during an investigation. The IPCM and Classification Alabama. Flyers for the new ACAR support hotline were posted throughout the facility. Bullock CF developed an completing all 30 day reassessments. On May 23, 2016, the IPCM and Warden attended PREA/A.C.A.R. training in Clanton, February 11, 2016. Classification Specialists began utilizing the Risk Assessment Screening Checklist. The IPCM began Selma, Alabama. Unannounced rounds were conducted as required by ADOC Administrative Regulation 454, Inmate Sexual Abuse and Harassment (Prison Rape Elimination Act). The IPCM and Warden attended a specialized PREA training on In January 2016, the Institutional PREA Compliance Manager (IPCM) attended a three day audit preparation training in

compliance with the PREA Prison and Jails Standards. audits for all ADOC facilities. Bullock CF completed the third year PREA audit cycle on September 9, 2016, and was in full

## Camden Work Release/Work Center

September 5, 2016, and was in full compliance with the PREA Prison and Jails Standards. presented to discuss the audits of all ADOC facilities. Camden WR/WC completed the third year PREA audit cycle on completed investigations. The IPCM began conducting PREA training for volunteer and contract employees. The training Warden attended a PREA Compliance Celebration, hosted by the PREA Division, where a "lessons learned" panel was includes how to prevent, detect, and respond to sexual abuse and sexual harassment. On December 12, 2016, the IPCM and changes in form and procedure. Camden WR/WC began conducting Incident Review Meetings at the conclusion of all the IPCM and Warden, along with all Classification Specialists, attended PREA Risk Assessment Screening training to explain training in Clanton, Alabama. Flyers for the new A.C.A.R. support hotline were posted throughout the facility. In August 2016, Screening Checklist for all new intakes and transfers. On May 23, 2016, the IPCM and Warden attended PREA/A.C.A.R. IPCM and Warden attended specialized PREA training on February 11, 2016. The IPCM began utilizing the Risk Assessment required by ADOC Administrative Regulation 454, Inmate Sexual Abuse and Harassment (Prison Rape Elimination Act). The Regulation 454, Immate Sexual Abuse and Harassment (Prison Rape Elimination Act). Unannounced rounds were conducted as Need to Know. Camden WR/WC revised their PREA SOPs to reflect changes that were made in the ADOC Administrative those who are at high risk of sexual abusiveness. The IPCM continues to show all new intake arrivals the video, What You WR/WC developed a Designated Housing SOP for the purpose of separating inmates at high risk for sexual victimization from would allow both teams to track the progress of the Risk Factors Checklist assessments of each assigned inmate. Camden during an investigation. The IPCM and Classification Specialists teamed up to develop a Risk Assessment spreadsheet that Selma, Alabama. Camden WR/WC developed an investigation tracking spreadsheet in order to identify areas of concern In January 2016, the Institutional PREA Compliance Manager (IPCM) attended a three day audit preparation training in

# Childersburg Work Release/Work Center

Selma, Alabama. Unannounced rounds were conducted as required by ADOC Administrative Regulation 454, Inmate Sexual Abuse and Harassment (Prison Rape Elimination Act). Childersburg WR/WC developed an investigation tracking spreadsheet In January 2016, the Institutional PREA Compliance Manager (IPCM) attended a three day audit preparation training in was in full compliance with the PREA Prison and Jails Standards. audits of all ADOC facilities. Childersburg WR/WC completed the third year PREA audit cycle on September 5, 2016, and PREA Compliance Celebration, hosted by the PREA Division, where a "lessons learned" panel was presented to discuss the prevent, detect, and respond to sexual abuse and sexual harassment. On December 12, 2016, the IPCM and Warden attended a investigations. The IPCM began conducting PREA training for volunteer and contract employees. The training includes how to in form and procedure. Childersburg WR/WC began conducting Incident Review Meetings at the conclusion of all completed and Warden, along with all Classification Specialists, attended PREA Risk Assessment Screening training to explain changes saloon door stability. Unannounced rounds continue to be conducted and results are documented. In August 2016, the IPCM posted throughout the facility. Construction to Dorm A bathroom was completed; the brick walls were elevated to ensure IPCM and Warden attended PREA/A.C.A.R. training in Clanton, Alabama. Flyers for the new A.C.A.R. support hotline were specialized PREA training on February 11, 2016. The Classification Specialists began utilizing the Risk Assessment Screening each assigned inmate. Childersburg WR/WC developed a Designated Housing SOP for the purpose of separating inmates at Checklist for all new intakes and transfers. The IPCM began completing the 30 day reassessments. On May 23, 2016, the high risk for sexual victimization from those who are at high risk of sexual abusiveness. The IPCM and Warden attended Risk Assessment spreadsheet that would allow both teams to track the progress of the Risk Factors Checklist assessments of in order to identify areas of concern during an investigation. The IPCM and Classification Specialists teamed up to develop a

### Decatur Work Release/Work Center

reassessments. Mirrors have been installed throughout the facility. On May 23, 2016, the IPCM and Warden attended Regulation 454, Inmate Sexual Abuse and Harassment (Prison Rape Elimination Act). The Classification Specialists began February 11, 2016. Decatur WR/WC revised their PREA SOPs to reflect changes that were made in the ADOC Administrative Selma, Alabama. Unannounced rounds were conducted as required by ADOC Administrative Regulation 454, Inmate Sexual WR/WC developed an investigation tracking spreadsheet in order to identify areas of concern during an investigation. The facility. Maintenance removed light switches that were installed inside the shower areas to ensure sexual safety. Decatur PREA/A.C.A.R. training in Clanton, Alabama. Flyers for the new A.C.A.R. support hotline were posted throughout the utilizing the Risk Assessment Screening Checklist for all new intakes and transfers. The IPCM began completing the 30 day Abuse and Harassment (Prison Rape Elimination Act). The IPCM and Warden attended specialized PREA training on In January 2016, the Institutional PREA Compliance Manager (IPCM) attended a three day audit preparation training in

compliance with the PREA Prison and Jails Standards. audits of all ADOC facilities. Decatur WR/WC completed the third year PREA audit cycle on July 5, 2016, and was in full a PREA Compliance Celebration, hosted by the PREA Division, where a "lessons learned" panel was presented to discuss the prevent, detect, and respond to sexual abuse and sexual harassment. . On December 12, 2016, the IPCM and Warden attended investigations. The IPCM began conducting PREA training for volunteer and contract employees. The training includes how to sexual abusiveness. Lighting throughout the facility has been improved to ensure sexual safety. In August 2016, the IPCM and form and procedure. Decatur WR/WC began conducting Incident Review Meetings at the conclusion of all completed Warden, along with all Classification Specialists, attended PREA Risk Assessment Screening training to explain changes in Housing SOP for the purpose of separating inmates at high risk for sexual victimization from those who are at high risk of the progress of the Risk Factors Checklist assessments of each assigned inmate. Decatur WR/WC developed a Designated IPCM and Classification Specialists teamed up to develop a Risk Assessment spreadsheet that would allow both teams to track

#### **Draper Correctional Facility**

conclusion of all completed investigations. The IPCM began conducting PREA training for volunteer and contract employees Screening training to explain changes in form and procedure. Draper CF began conducting Incident Review Meetings at the abusiveness. In August 2016, the IPCM and Warden; along with all Classification Specialists attended PREA Risk Assessment progress of the Risk Factors Checklist assessments of each assigned inmate. Draper CF developed a Designated Housing SOP an investigation tracking spreadsheet in order to identify areas of concern during an investigation. The IPCM and IPCM and Warden attended a PREA Compliance Celebration, hosted by the PREA Division, where a "lessons learned" panel for the purpose of separating inmates at high risk for sexual victimization from those who are at high risk of sexual Classification Specialists teamed up to develop a Risk Assessment spreadsheet that would allow both teams to track the in Clanton, Alabama. Flyers for the new A.C.A.R. support hotline were posted throughout the facility. Draper CF developed specialized PREA training on February 11, 2016. On May 23, 2016, the IPCM and Warden attended PREA/A.C.A.R. training Regulation 454, Inmate Sexual Abuse and Harassment (Prison Rape Elimination Act). The IPCM and Warden attended IPCM began completing the 30 day reassessments. Unannounced rounds were conducted as required by ADOC Administrative Selma, Alabama. Draper CF began to utilize the Risk Assessment Screening Checklist for all ne intakes and transfers. The The training includes how to prevent, detect, and respond to sexual abuse and sexual harassment. On December 12, 2016, the In January 2016, the Institutional PREA Compliance Manager (IPCM) attended a three day audit preparation training in

was presented to discuss the audits of all ADOC facilities. Draper CF completed the third year PREA audit cycle on August 17, 2016, and was in full compliance with the PREA Prison and Jails Standards.

### **Easterling Correctional Facility**

and inmates. On December 12, 2016, the IPCM and Warden attended a PREA Compliance Celebration, hosted by the PREA prevent, detect, and respond to sexual abuse and sexual harassment. On November 17, 2016, the IPCM attended the third year PREA audit cycle on September 6, 2016, and was in full compliance with the PREA Prison and Jails Standards Division, where a "lessons learned" panel was presented to discuss the audits of all ADOC facilities. Easterling CF completed PREA/A.C.A.R. training to discuss the Outside Confidential Support Service hotline and SANE center requirements for staff investigations. The IPCM began conducting PREA training for volunteer and contract employees. The training includes how to form and procedure. Easterling CF began conducting Incident Review Meetings at the conclusion of all completed Warden, along with all Classification Specialists, attended PREA Risk Assessment Screening training to explain changes in entrance way of dorm bathroom to ensure privacy and to prevent cross-gender viewing. In August 2016, the IPCM and Alabama. Flyers for the new A.C.A.R. support hotline were posted throughout the facility. Saloon doors were added to the completing all 30 day reassessments. On May 23, 2016, the IPCM and Warden attended PREA/A.C.A.R. training in Clanton, February 11, 2016. Classification Specialists began utilizing the Risk Assessment Screening Checklist. The IPCM began Sexual Abuse and Harassment (Prison Rape Elimination Act). The IPCM and Warden attended specialized PREA training on risk of sexual abusiveness. Unannounced rounds are conducted as required by ADOC Administrative Regulation 454, Inmate Designated Housing SOP for the purpose of separating inmates at high risk for sexual victimization from those who are at high both teams to track the progress of the Risk Factors Checklist assessments of each assigned immate. Easterling CF developed a investigation. The IPCM and Classification Specialists teamed up to develop a Risk Assessment spreadsheet that would allow Selma, Alabama. Easterling CF developed an investigation tracking spreadsheet in order to identify areas of concern during an In January 2016, the Institutional PREA Compliance Manager (IPCM) attended a three day audit preparation training in

#### Elba Work Release Center

Selma, Alabama. Unannounced rounds are conducted as required by ADOC Administrative Regulation 454, Inmate Sexual Abuse and Harassment (Prison Rape Elimination Act). The IPCM and Warden attended specialized PREA training on In January 2016, the Institutional PREA Compliance Manager (IPCM) attended a three day audit preparation training in

all ADOC facilities. Elba WRC completed the third year PREA audit cycle on June 14, 2016, and was in full compliance with detect, and respond to sexual abuse and sexual harassment. On December 12, 2016, the IPCM and Warden attended a PREA the PREA Prison and Jails Standards. Compliance Celebration, hosted by the PREA Division, where a "lessons learned" panel was presented to discuss the audits of The IPCM began conducting PREA training for volunteer and contract employees. The training includes how to prevent form and procedure. Elba WRC began conducting Incident Review Meetings at the conclusion of all completed investigations. Warden, along with all Classification Specialists, attended PREA Risk Assessment Screening training to explain changes in abusiveness. Flyers for the new A.C.A.R. support hotline were posted throughout the facility. In August 2016, the IPCM and SOP for the purpose of separating inmates at high risk for sexual victimization from those who are at high risk of sexual new intakes and transfers. On May 23, 2016, the IPCM and Warden attended PREA/A.C.A.R. training in Clanton, Alabama. the progress of the Risk Factors Checklist assessments of each assigned inmate. Elba WRC developed a Designated Housing February 11, 2016. The IPCM began utilizing the Risk Assessment Screening Checklist and the 30 day reassessments for all IPCM and Classification Specialists teamed up to develop a Risk Assessment spreadsheet that would allow both teams to track Elba WRC developed an investigation tracking spreadsheet in order to identify areas of concern during an investigation. The

#### **Elmore Correctional Facility**

who are at high risk of sexual abusiveness. PREA Employee training continues on a weekly basis. The IPCM conducted developed a Designated Housing SOP for the purpose of separating immates at high risk for sexual victimization from those posted throughout the facility. Elmore CF developed an investigation tracking spreadsheet in order to identify areas of concern 454, Inmate Sexual Abuse and Harassment (Prison Rape Elimination Act). Flyers for the new A.C.A.R. support hotline were would allow both teams to track the progress of the Risk Factors Checklist assessments of each assigned inmate. Elmore CF during an investigation. The IPCM and Classification Specialists teamed up to develop a Risk Assessment spreadsheet that Alabama. Elmore CF revised their PREA SOPs to reflect changes that were made in the ADOC Administrative Regulation completing all 30 day reassessments. On May 23, 2016, the IPCM and Warden attended PREA/A.C.A.R. training in Clanton, February 11, 2016. Classification Specialists began utilizing the Risk Assessment Screening Checklist. The IPCM began Abuse and Harassment (Prison Rape Elimination Act). The IPCM and Warden attended specialized PREA training on Selma, Alabama. Unannounced rounds were conducted as required by ADOC Administrative Regulation 454, Inmate Sexual In January 2016, the Institutional PREA Compliance Manager (IPCM) attended a three day audit preparation training in

audit cycle on June 21, 2016, and was in full compliance with the PREA Prison and Jails Standards. "lessons learned" panel was presented to discuss the audits of all ADOC facilities. Elmore CF completed the third year PREA December 12, 2016, the IPCM and Warden attended a PREA Compliance Celebration, hosted by the PREA Division, where a contract employees. The training includes how to prevent, detect, and respond to sexual abuse and sexual harassment. On Meetings at the conclusion of all completed investigations. The IPCM began conducting PREA training for volunteer and viewing into the bathrooms. In August 2016, the IPCM and Warden, along with all Classification Specialists, attended PREA Risk Assessment Screening training to explain changes in form and procedure. Elmore CF began conducting Incident Review based upon recommendations per PREA auditor. Black strip tape was applied to the cubicle windows to prevent cross-gender recommendations per PREA auditor. Elmore CF placed a security fence around the back side of dryers to ensure sexual safety comprehensive inmate education training over PREA. Elmore CF placed additional mirrors throughout the facility based upon

# Fountain/J.O. Davis Correctional Facility

of all completed investigations. The IPCM began conducting PREA training for volunteer and contract employees. The explain changes in form and procedure. Fountain/I.O. Davis CF began conducting Incident Review Meetings at the conclusion 2016, the IPCM and Warden, along with all Classification Specialists, attended PREA Risk Assessment Screening training to of separating inmates at high risk for sexual victimization from those who are at high risk of sexual abusiveness. In August Checklist assessments of each assigned inmate. Fountain/J.O. Davis CF developed a Designated Housing SOP for the purpose teamed up to develop a Risk Assessment spreadsheet that would allow both teams to track the progress of the Risk Factors tracking spreadsheet in order to identify areas of concern during an investigation. The IPCM and Classification Specialists day reassessments. On May 23, 2016, the IPCM and Warden attended PREA/A.C.A.R. training in Clanton, Alabama. Flyers 2016. Classification Specialists began utilizing the Risk Assessment Screening Checklist. The IPCM began completing all 30 and Harassment (Prison Rape Elimination Act). The IPCM and Warden attended specialized PREA training on February 11, cameras. Unannounced rounds were conducted as required by ADOC Administrative Regulation 454, Inmate Sexual Abuse conducted on all shifts to ensure the hotline is operational. The IPCM created a PREA facts whiteboard at the entrance of the Selma, Alabama. Fountain/J.O. Davis CF completed their PREA Staffing Plan SOP. PREA hotline checks were being for the new A.C.A.R. support hotline were posted throughout the facility. Fountain/J.O. Davis CF developed an investigation facility. Monthly PREA staff trainings were being conducted. Fountain/J.O. Davis CF received and installed nine additional In January 2016, the Institutional PREA Compliance Manager (IPCM) attended a three day audit preparation training in

on September 20, 2016, and was in full compliance with the PREA Prison and Jails Standards. was presented to discuss the audits of all ADOC facilities. Fountain/J.O.Davis CF completed the third year PREA audit cycle IPCM and Warden attended a PREA Compliance Celebration, hosted by the PREA Division, where a "lessons learned" panel training includes how to prevent, detect, and respond to sexual abuse and sexual harassment. On December 12, 2016, the

### Frank Lee Work Release Center

PREA audit cycle on September 5, 2016, and was in full compliance with the PREA Prison and Jails Standards "lessons learned" panel was presented to discuss the audits of all ADOC facilities. Frank Lee WRC completed the third year December 12, 2016, the IPCM and Warden attended a PREA Compliance Celebration, hosted by the PREA Division, where a contract employees. The training includes how to prevent, detect, and respond to sexual abuse and sexual harassment. On Meetings at the conclusion of all completed investigations. The IPCM began conducting PREA training for volunteer and abusiveness. In August 2016, the IPCM and Warden, along with all Classification Specialists, attended PREA Risk developed an investigation tracking spreadsheet in order to identify areas of concern during an investigation. The IPCM and include administrative personnel. The IPCM began utilizing the Risk Assessment Screening Checklist and the 30 day training on February 11, 2016. Frank Lee WRC revised their First Responder cards and reissued the new cards to all staff to 454, Inmate Sexual Abuse and Harassment (Prison Rape Elimination Act). The IPCM and Warden attended specialized PREA to write a professional report. Frank Lee WRC installed mirrors throughout the facility and placed two PREA reporting boxes Selma, Alabama. The Institutional PREA Compliance Manager (IPCM) uses incident scenarios as a way to train staff on how Assessment Screening training to explain changes in form and procedure. Frank Lee WRC began conducting Incident Review SOP for the purpose of separating inmates at high risk for sexual victimization from those who are at high risk of sexual progress of the Risk Factors Checklist assessments of each assigned inmate. Frank Lee WRC developed a Designated Housing Classification Specialists teamed up to develop a Risk Assessment spreadsheet that would allow both teams to track the Clanton, Alabama. Flyers for the new A.C.A.R. support hotline were posted throughout the facility. Frank Lee WRC reassessments for all new intakes and transfers. On May 23, 2016, the IPCM and Warden attended PREA/A.C.A.R. training in for inmates within the living units. Unannounced rounds were conducted as required by ADOC Administrative Regulation In January 2016, the Institutional PREA Compliance Manager (IPCM) attended a three day audit preparation training in

#### Hamilton Aged and Infirmed

PREA Prison and Jails Standards. facilities. Hamilton A&I completed the third year PREA audit cycle on July 5, 2016, and was in full compliance with the Celebration, hosted by the PREA Division, where a "lessons learned" panel was presented to discuss the audits of all ADOC sexual abuse and sexual harassment. On December 12, 2016, the IPCM and Warden attended a PREA Compliance conducting PREA training for volunteer and contract employees. The training includes how to prevent, detect, and respond to Hamilton A&I began conducting Incident Review Meetings at the conclusion of all completed investigations. The IPCM began spreadsheet that would allow both teams to track the progress of the Risk Factors Checklist assessments of each assigned areas of concern during an investigation. The IPCM and Classification Specialists teamed up to develop a Risk Assessment Classification Specialists, attended PREA Risk Assessment Screening training to explain changes in form and procedure. victimization from those who are at high risk of sexual abusiveness. In August 2016, the IPCM and Warden, along with all inmate. Hamilton A&I developed a Designated Housing SOP for the purpose of separating inmates at high risk for sexual 2016, the IPCM and Warden attended PREA/A.C.A.R. training in Clanton, Alabama. Flyers for the new A.C.A.R. support new intakes and transfers. The IPCM continues to issue the PREA test to all staff including administrative personnel. Hamilton February 11, 2016. The IPCM began utilizing the Risk Assessment Screening Checklist and the 30 day reassessments for all Selma, Alabama. Unannounced rounds were conducted as required by ADOC Administrative Regulation 454, Inmate Sexual hotline were posted throughout the facility. Hamilton A&I developed an investigation tracking spreadsheet in order to identify Abuse and Harassment (Prison Rape Elimination Act). Hamilton A&I developed a Coordinated Response SOP. On May 23, A&I revised their PREA SOPs to reflect changes that were made in the ADOC Administrative Regulation 454, Inmate Sexual Abuse and Harassment (Prison Rape Elimination Act). The IPCM and Warden attended specialized PREA training on In January 2016, the Institutional PREA Compliance Manager (IPCM) attended a three day audit preparation training in

#### Hamilton Work Release Center

reassessments. Hamilton WRC began completing deviation logs for staffing deviations. Hamilton WRC has a written February 11, 2016. The IPCM has begun utilizing the Risk Assessment Screening Checklist as well as completed all 30 day Selma, Alabama. Unannounced rounds are conducted as required by ADOC Administrative Regulation 454, Inmate Sexual In January 2016, the Institutional PREA Compliance Manager (IPCM) attended a three day audit preparation training in Abuse and Harassment (Prison Rape Elimination Act). The IPCM and Warden attended specialized PREA training on

all Classification Specialists, attended PREA Risk Assessment Screening training to explain changes in form and procedure. administrative personnel. On April 5, 2016, the IPCM attended a specialized Rape Response Training at Bevill State concern during an investigation. The IPCM and Classification Specialists teamed up to develop a Risk Assessment spreadsheet PREA Prison and Jails Standards facilities. Hamilton WRC completed the third year PREA audit cycle on July 5, 2016, and was in full compliance with the Celebration, hosted by the PREA Division, where a "lessons learned" panel was presented to discuss the audits of all ADOC respond to sexual abuse and sexual harassment. On December 12, 2016, the IPCM and Warden attended a PREA Compliance began conducting PREA training for volunteer and contract employees. The training includes how to prevent, detect, and Hamilton WRC began conducting Incident Review Meetings at the conclusion of all completed investigations. The IPCM for the new A.C.A.R. support hotline were posted throughout the facility. In August 2016, the IPCM and Warden, along with Community College. On May 23, 2016, the IPCM and Warden attended PREA/A.C.A.R. training in Clanton, Alabama. Flyers those who are at high risk of sexual abusiveness. The IPCM continues to issue the PREA test to all staff including WRC developed a Designated Housing SOP for the purpose of separating inmates at high risk for sexual victimization from that would allow both teams to track the progress of the Risk Factors Checklist assessments of each assigned inmate. Hamilton Coordinated Response SOP. Hamilton WRC developed an investigation tracking spreadsheet in order to identify areas

### Julia Tutwiler Prison for Women

Selma, Alabama. Julia Tutwiler PFW revised their PREA SOPs to reflect changes that were made in the ADOC Administrative 2016, the IPCM and Warden, along with all Classification Specialists, attended PREA Risk Assessment Screening training to that would allow both teams to track the progress of the Risk Factors Checklist assessments of each assigned inmate. In August concern during an investigation. The IPCM and Classification Specialists teamed up to develop a Risk Assessment spreadsheet Risk Assessment Screening Checklist. The IPCM began completing all 30 day reassessments. On May 23, 2016, the IPCM and required by ADOC Administrative Regulation 454, Inmate Sexual Abuse and Harassment (Prison Rape Elimination Act). The Regulation 454, Inmate Sexual Abuse and Harassment (Prison Rape Elimination Act). Unannounced rounds were conducted as throughout the facility. Julia Tutwiler PFW developed an investigation tracking spreadsheet in order to identify areas of Warden attended PREA/A.C.A.R. training in Clanton, Alabama. Flyers for the new A.C.A.R. support hotline were posted IPCM and Warden attended specialized PREA training on February 11, 2016. Classification Specialists began utilizing the In January 2016, the Institutional PREA Compliance Manager (IPCM) attended a three day audit preparation training in

8, 2016, and was in full compliance with the PREA Prison and Jails Standards. presented to discuss the audits of all ADOC facilities. Julia Tutwiler PFW completed the third year PREA audit cycle on June Grievance Procedures. The IPCM began conducting PREA training for volunteer and contract employees. The training all completed investigations. In August 2016, the IPCM attended a mandatory training concerning the female Inmate explain changes in form and procedure. Julia Tutwiler PFW began conducting Incident Review Meetings at the conclusion of Warden attended a PREA Compliance Celebration, hosted by the PREA Division, where a "lessons learned" panel was includes how to prevent, detect, and respond to sexual abuse and sexual harassment. On December 12, 2016, the IPCM and

#### Kilby Correctional Facility

Prison and Jails Standards sexual abuse and sexual harassment. On December 12, 2016, the IPCM and Warden attended a PREA Compliance conducting PREA training for volunteer and contract employees. The training includes how to prevent, detect, and respond to tracking spreadsheet in order to identify areas of concern during an investigation. The IPCM and Classification Specialists completing all 30 day reassessments. On May 23, 2016, the IPCM and Warden attended PREA/A.C.A.R .training in Clanton, February 11, 2016. Classification Specialists began utilizing the Risk Assessment Screening Checklist. The IPCM began Selma, Alabama. Unannounced rounds were conducted as required by ADOC Administrative Regulation 454, Inmate Sexual facilities. Kilby CF completed the third year PREA audit cycle on August 26, 2016, and was in full compliance with the PREA Celebration, hosted by the PREA Division, where a "lessons learned" panel was presented to discuss the audits of all ADOC CF began conducting Incident Review Meetings at the conclusion of all completed investigations. The IPCM began Classification Specialists attended PREA Risk Assessment Screening training to explain changes in form and procedure. Kilby the new ACAR support hotline were posted throughout the facility. In August 2016, the IPCM and Warden; along with all installed throughout the facility. A partition was added to the visitation area to ensure privacy during strip searches. Flyers for inmates at high risk for sexual victimization from those who are at high risk of sexual abusiveness. New A.C.A.R. flyers were Checklist assessments of each assigned inmate. Kilby CF developed a Designated Housing SOP for the purpose of separating teamed up to develop a Risk Assessment spreadsheet that would allow both teams to track the progress of the Risk Factors Alabama. Partitions were added to Dorms J, A, and B to ensure bathroom privacy. Kilby CF developed an investigation Abuse and Harassment (Prison Rape Elimination Act). The IPCM and Warden attended specialized PREA training on In January 2016, the Institutional PREA Compliance Manager (IPCM) attended a three day audit preparation training in

#### **Limestone Correctional Facility**

procedure. Limestone CF began conducting Incident Review Meetings at the conclusion of all completed investigations. The along with all Classification Specialists, attended PREA Risk Assessment Screening training to explain changes in form and risk of sexual abusiveness. Unannounced rounds continue to be conducted and logged. In August 2016, the IPCM and Warden, Specialists began utilizing the Risk Assessment Screening Checklist. The IPCM has begun completing all 30 day compliance with the PREA Prison and Jails Standards. all ADOC facilities. Limestone CF completed the third year PREA audit cycle on September 22, 2016, and was in full Compliance Celebration, hosted by the PREA Division, where a "lessons learned" panel was presented to discuss the audits of and respond to sexual abuse and sexual harassment. On December 12, 2016, the IPCM and Warden attended a PREA IPCM began conducting PREA training for volunteer and contract employees. The training includes how to prevent, detect, Designated Housing SOP for the purpose of separating inmates at high risk for sexual victimization from those who are at high both teams to track the progress of the Risk Factors Checklist assessments of each assigned inmate. Limestone CF developed a investigation. The IPCM and Classification Specialists teamed up to develop a Risk Assessment spreadsheet that would allow facility. Limestone CF developed an investigation tracking spreadsheet in order to identify areas of concern during an CF conducted a comprehensive inmate education. Flyers for the new A.C.A.R. support hotline were posted throughout the reassessments. On May 23, 2016, the IPCM and Warden attended PREA/A.C.A.R. training in Clanton, Alabama. Limestone February 11, 2016. Staff meetings are held every week in which the PREA standards are discussed. Limestone Classification Abuse and Harassment (Prison Rape Elimination Act). The IPCM and Warden attended specialized PREA training on Selma, Alabama. Unannounced rounds were conducted as required by ADOC Administrative Regulation 454, Inmate Sexual In January 2016, the Institutional PREA Compliance Manager (IPCM) attended a three day audit preparation training in

allow both teams to track the progress of the Risk Factors Checklist assessments of each assigned inmate. Loxley WRC an investigation. The IPCM and Classification Specialists teamed up to develop a Risk Assessment spreadsheet that would February 11, 2016. Loxley WRC developed an investigation tracking spreadsheet in order to identify areas of concern during Selma, Alabama. Unannounced rounds are conducted as required by ADOC Administrative Regulation 454, Inmate Sexual Abuse and Harassment (Prison Rape Elimination Act). The IPCM and Warden attended specialized PREA training on In January 2016, the Institutional PREA Compliance Manager (IPCM) attended a three day audit preparation training in

compliance with the PREA Prison and Jails Standards. audits of all ADOC facilities. Loxley WRC completed the third year PREA audit cycle on June 14, 2016 and was in full PREA Compliance Celebration, hosted by the PREA Division, where a "lessons learned" panel was presented to discuss the prevent, detect, and respond to sexual abuse and sexual harassment. On December 12, 2016, the IPCM and Warden attended a investigations. The IPCM began conducting PREA training for volunteer and contract employees. The training includes how to in form and procedure. Loxley WRC began conducting Incident Review Meetings at the conclusion of all completed and Warden, along with all Classification Specialists, attended PREA Risk Assessment Screening training to explain changes Clanton, Alabama. Flyers for the new A.C.A.R. support hotline were posted throughout the facility. In August 2016, the IPCM reassessments for all new intakes and transfers. On May 23, 2016, the IPCM and Warden attended PREA/A.C.A.R. training in who are at high risk of sexual abusiveness. The IPCM began utilizing the Risk Assessment Screening Checklist and the 30 day developed a Designated Housing SOP for the purpose of separating inmates at high risk for sexual victimization from those

#### **Mobile Work Release Center**

prevent, detect, and respond to sexual abuse and sexual harassment. On December 12, 2016, the IPCM and Warden attended a and Warden, along with all Classification Specialists, attended PREA Risk Assessment Screening training to explain changes Clanton, Alabama. Flyers for the new A.C.A.R. support hotline were posted throughout the facility. In August 2016, the IPCM who are at high risk of sexual abusiveness. On May 23, 2016, the IPCM and Warden attended PREA/A.C.A.R. training in developed a Designated Housing SOP for the purpose of separating immates at high risk for sexual victimization from those would allow both teams to track the progress of the Risk Factors Checklist assessments of each assigned inmate. Mobile WRC during an investigation. The IPCM and Classification Specialists teamed up to develop a Risk Assessment spreadsheet that new intakes and transfers. Mobile WRC developed an investigation tracking spreadsheet in order to identify areas of concern PREA Compliance Celebration, hosted by the PREA Division, where a "lessons learned" panel was presented to discuss the investigations. The IPCM began conducting PREA training for volunteer and contract employees. The training includes how to in form and procedure. Mobile WRC began conducting Incident Review Meetings at the conclusion of all completed February 11, 2016. The IPCM began utilizing the Risk Assessment Screening Checklist and the 30 day reassessments for all Abuse and Harassment (Prison Rape Elimination Act). The IPCM and Warden attended specialized PREA training on Selma, Alabama. Unannounced rounds are conducted as required by ADOC Administrative Regulation 454, Inmate Sexual In January 2016, the Institutional PREA Compliance Manager (IPCM) attended a three day audit preparation training in

audits of all ADOC facilities. Mobile WRC completed the third year PREA audit cycle on June 14, 2016, and was in full compliance with the PREA Prison and Jails Standards.

### Montgomery Work Release Center

completed the third year PREA audit cycle on August 10, 2016, and was in full compliance with the PREA Prison and Jails Division, where a "lessons learned" panel was presented to discuss the audits of all ADOC facilities. Montgomery WRC harassment. On December 12, 2016, the IPCM and Warden attended a PREA Compliance Celebration, hosted by the PREA volunteer and contract employees. The training includes how to prevent, detect, and respond to sexual abuse and sexual mandatory training concerning the female Inmate Grievance Procedures. The IPCM began conducting PREA training for conducting Incident Review Meetings at the conclusion of all completed investigations. In August 2016, the IPCM attended a attended PREA Risk Assessment Screening training to explain changes in form and procedure. Montgomery WRC began system was installed throughout the facility. In August 2016, the IPCM and Warden, along with all Classification Specialists, the bathroom door with a more stable door. Unannounced round continue to be conducted and logged. A state of the art camera to the inmate bathroom in kitchen area based upon recommendations PREA auditor. Maintenance replaced the saloon door on both teams to track the progress of the Risk Factors Checklist assessments of each assigned inmate. Maintenance added a lock investigation. The IPCM and Classification Specialists teamed up to develop a Risk Assessment spreadsheet that would allow facility. Montgomery WRC developed an investigation tracking spreadsheet in order to identify areas of concern during an PREA/A.C.A.R. training in Clanton, Alabama. Flyers for the new A.C.A.R. support hotline were posted throughout the and transfers. The IPCM began completing the 30 day reassessments. On May 23, 2016, the IPCM and Warden attended February 11, 2016. The Classification Specialists began utilizing the Risk Assessment Screening Checklist for all new intakes Abuse and Harassment (Prison Rape Elimination Act). The IPCM and Warden attended specialized PREA training on In January 2016, the Institutional PREA Compliance Manager (IPCM) attended a three day audit preparation training in Selma, Alabama. Unannounced rounds are conducted as required by ADOC Administrative Regulation 454, Inmate Sexual

#### Red Eagle Work Center

conclusion of all completed investigations. The IPCM began conducting PREA training for volunteer and contract employees a Designated Housing SOP for the purpose of separating immates at high risk for sexual victimization from those who are at both teams to track the progress of the Risk Factors Checklist assessments of each assigned inmate. Red Eagle WC developed utilizing the Risk Assessment Screening Checklist and the 30 day reassessments for all new intakes and transfers. Mirrors have Selma, Alabama. Unannounced rounds are conducted as required by ADOC Administrative Regulation 454, Inmate Sexual was presented to discuss the audits of all ADOC facilities. Red Eagle WC completed the third year PREA audit cycle on training to explain changes in form and procedure. Red Eagle WC began conducting Incident Review Meetings at the August 2016, the IPCM and Warden, along with all Classification Specialists, attended PREA Risk Assessment Screening recommendations per PREA auditor. Flyers for the new A.C.A.R. support hotline were posted throughout the facility. In high risk of sexual abusiveness. Red Eagle WC replaced smaller globe mirrors with larger globe mirrors based upon investigation. The IPCM and Classification Specialists teamed up to develop a Risk Assessment spreadsheet that would allow Alabama. Red Eagle WC developed an investigation tracking spreadsheet in order to identify areas of concern during an been installed throughout the facility. On May 23, 2016, the IPCM and Warden attended PREA/A.C.A.R. training in Clanton, bathroom area doorway. The IPCM and Warden attended specialized PREA training on February 11, 2016. The IPCM began Abuse and Harassment (Prison Rape Elimination Act). Toilet curtains were replaced and saloon doors were added to the In January 2016, the Institutional PREA Compliance Manager (IPCM) attended a three day audit preparation training in August 10, 2016, and was in full compliance with the PREA Prison and Jails Standards. IPCM and Warden attended a PREA Compliance Celebration, hosted by the PREA Division, where a "lessons learned" panel The training includes how to prevent, detect, and respond to sexual abuse and sexual harassment. On December 12, 2016, the

#### St. Clair Correctional Facility

changes that were made in the ADOC Administrative Regulation 454, Inmate Sexual Abuse and Harassment (Prison Rape checks were being conducted on all shifts to ensure the hotline is operational. St. Clair CF revised their PREA SOPs to reflect Selma, Alabama. The IPCM continues to show all new intake arrivals the video, What You Need to Know. Risk PREA hotline In January 2016, the Institutional PREA Compliance Manager (IPCM) attended a three day audit preparation training in Abuse and Harassment (Prison Rape Elimination Act). The IPCM and Warden attended a specialized PREA training on Elimination Act). Unannounced rounds are conducted as required by ADOC Administrative Regulation 454, Inmate Sexual

attended PREA Risk Assessment Screening training to explain changes in form and procedure. St. Clair CF began conducting developed a Designated Housing SOP for the purpose of separating inmates at high risk for sexual victimization from those would allow both teams to track the progress of the Risk Factors Checklist assessments of each assigned inmate. St. Clair CF and Warden attended PREA/A.C.A.R. training in Clanton, Alabama. Flyers for the new A.C.A.R. support hotline were posted the third year PREA audit cycle on November 19,, 2016, and was in full compliance with the PREA Prison and Jails Division, where a "lessons learned" panel was presented to discuss the audits of all ADOC facilities. St. Clair CF completed harassment. On December 12, 2016, the IPCM and Warden attended a PREA Compliance Celebration, hosted by the PREA volunteer and contract employees. The training includes how to prevent, detect, and respond to sexual abuse and sexual who are at high risk of sexual abusiveness. In August 2016, the IPCM and Warden, along with all Classification Specialists, during an investigation. The IPCM and Classification Specialists teamed up to develop a Risk Assessment spreadsheet that throughout the facility. St. Clair CF developed an investigation tracking spreadsheet in order to identify areas of concern the change. The IPCM conducts inmate education in the Segregation Unit on a consistent basis. On May 23, 2016, the IPCM cross gender viewing into the bathroom areas. Dorm H was made a gender-specific posting and a SOP was written to support throughout the facility. St. Clair CF has a written Coordinated Response SOP. All cubicle windows have been tinted to prevent Risk Assessment Screening Checklist. The IPCM has begun completing all 30 day reassessments. Mirrors have been installed February 11, 2016. Windows were installed in the trade school classroom doors. Classification Specialists began utilizing the Incident Review Meetings at the conclusion of all completed investigations. The IPCM began conducting PREA training for

#### **Staton Correctional Facility**

attended PREA/A.C.A.R. training in Clanton, Alabama. Flyers for the new A.C.A.R. support hotline were posted throughout Screening Checklist. The IPCM has begun completing all 30 day reassessments. On May 23, 2016, the IPCM and Warden shakedown area to ensure privacy during strip searches. Classification Specialists began utilizing the Risk Assessment 2016. The PREA hotlines were being checked to ensure that they are operational. Dividers were added to the backgate and Harassment (Prison Rape Elimination Act). The IPCM and Warden attended specialized PREA training on February 11, personnel. Unannounced rounds were conducted as required by ADOC Administrative Regulation 454, Inmate Sexual Abuse Selma, Alabama. Staton CF revised their First Responder cards and reissued the new cards to all staff to include administrative In January 2016, the Institutional PREA Compliance Manager (IPCM) attended a three day audit preparation training in

audit cycle on September 24,, 2016, and was in full compliance with the PREA Prison and Jails Standards. "lessons learned" panel was presented to discuss the audits of al ADOC facilities. Staton CF completed the third year PREA contract employees. The training includes how to prevent, detect, and respond to sexual abuse and sexual harassment. On risk of sexual abusiveness. In August 2016, the IPCM and Warden, along with all Classification Specialists, attended PREA December 12, 2016, the IPCM and Warden attended a PREA Compliance Celebration, hosted by the PREA Division, where a Meetings at the conclusion of all completed investigations. The IPCM began conducting PREA training for volunteer and Risk Assessment Screening training to explain changes in form and procedure. Staton CF began conducting Incident Review Designated Housing SOP for the purpose of separating inmates at high risk for sexual victimization from those who are at high both teams to track the progress of the Risk Factors Checklist assessments of each assigned inmate. Staton CF developed a investigation. The IPCM and Classification Specialists teamed up to develop a Risk Assessment spreadsheet that would allow the facility. Staton CF developed an investigation tracking spreadsheet in order to identify areas of concern during an

#### **Ventress Correctional Facility**

Saloon doors were added to the entrance way of the dorm bathrooms to ensure privacy and to prevent cross-gender viewing. In SOP for the purpose of separating inmates at high risk for sexual victimization from those who are at high risk of sexual progress of the Risk Factors Checklist assessments of each assigned inmate. Ventress CF developed a Designated Housing Classification Specialists teamed up to develop a Risk Assessment spreadsheet that would allow both teams to track the developed an investigation tracking spreadsheet in order to identify areas of concern during an investigation. The IPCM and began utilizing the Risk Assessment Screening Checklist. The IPCM began completing all 30 day reassessments. Ventress CF conducted as required by ADOC Administrative Regulation 454, Inmate Sexual Abuse and Harassment (Prison Rape Selma, Alabama. The PREA hotlines were being checked to ensure that they are operational. Unannounced rounds were began conducting Incident Review Meetings at the conclusion of all completed investigations. The IPCM began conducting training to explain changes in form and procedure. Shower curtains were installed at all dorm bathroom entrances. Ventress CF August 2016, the IPCM and Warden, along with all Classification Specialists, attended PREA Risk Assessment Screening new A.C.A.R. support hotline were posted throughout the facility. Unannounced rounds continue to be conducted and logged abusiveness. On May 23, 2016, the IPCM and Warden attended PREA/A.C.A.R. training in Clanton, Alabama. Flyers for the Elimination Act). The IPCM and Warden attended specialized PREA training on February 11, 2016. Classification Specialists In January 2016, the Institutional PREA Compliance Manager (IPCM) attended a three day audit preparation training in

completed the third year PREA audit cycle on October 19, 2016, and was in full compliance with the PREA Prison and Jails the PREA Division, where a "lessons learned" panel was presented to discuss the audits of all ADOC facilities. Ventress CF and sexual harassment. On December 12, 2016, the IPCM and Warden attended a PREA Compliance Celebration, hosted by PREA training for volunteer and contract employees. The training includes how to prevent, detect, and respond to sexual abuse

# William C. Holman Correctional Facility

year PREA audit cycle on September 17, 2016, and was in full compliance with the PREA Prison and Jails Standards "lessons learned" panel was presented to discuss the audits of all ADOC facilities. William C. Holman CF completed the third and contract employees. The training includes how to prevent, detect, and respond to sexual abuse and sexual harassment. On of separating inmates at high risk for sexual victimization from those who are at high risk of sexual abusiveness. The IPCM December 12, 2016, the IPCM and Warden attended a PREA Compliance Celebration, hosted by the PREA Division, where a Review Meetings at the conclusion of all completed investigations. The IPCM began conducting PREA training for volunteer Assessment Screening training to explain changes in form and procedure. William C. Holman CF began conducting Incident throughout the facility. In August 2016, the IPCM and Warden, along with all Classification Specialists, attended PREA Risk Warden attended PREA/A.C.A.R. training in Clanton, Alabama. Flyers for the new A.C.A.R. support hotline were posted throughout the facility. Maintenance cut a window in the Chaplain's door to ensure visibility. On May 23, 2016, the IPCM and Assessment Screening Checklist. The IPCM began completing all 30 day reassessments. Mirrors have been installed Misconduct pamphlet to all staff including administrative personnel. Classification Specialists began utilizing the Risk and Warden attended specialized PREA training on February 11, 2016. The IPCM handed out the new Staff Sexual tracking spreadsheet in order to identify areas of concern during an investigation. The IPCM and Classification Specialists regular PREA staff meetings. Unannounced rounds were conducted as required by ADOC Administrative Regulation 454, Checklist assessments of each assigned inmate. William C. Holman CF developed a Designated Housing SOP for the purpose teamed up to develop a Risk Assessment spreadsheet that would allow both teams to track the progress of the Risk Factors Selma, Alabama. William C. Holman CF revised their PREA SOPs to reflect changes that were made in the ADOC Inmate Sexual Abuse and Harassment (Prison Rape Elimination Act). William C. Holman CF developed an investigation Administrative Regulation 454, Inmate Sexual Abuse and Harassment (Prison Rape Elimination Act). The IPCM conducts In January 2016, the Institutional PREA Compliance Manager (IPCM) attended a three day audit preparation training in

# William E. Donaldson Correctional Facility

third year PREA audit cycle on September 24, 2016, and was in full compliance with the PREA Prison and Jails Standards. "lessons learned" panel was presented to discuss the audits of all ADOC facilities. William E. Donaldson CF completed the December 12, 2016, the IPCM and Warden attended a PREA Compliance Celebration, hosted by the PREA Division, where a and contract employees. The training includes how to prevent, detect, and respond to sexual abuse and sexual harassment. On Review Meetings at the conclusion of all completed investigations. The IPCM began conducting PREA training for volunteer designated victims. In August 2016, the IPCM and Warden, along with all Classification Specialists, attended PREA Risk that would allow both teams to track the progress of the Risk Factors Checklist assessments of each assigned inmate. William concern during an investigation. The IPCM and Classification Specialists teamed up to develop a Risk Assessment spreadsheet completing all 30 day reassessments. On May 23, 2016, the IPCM and Warden attended PREA/A.C.A.R. training in Clanton, C. Donaldson CF developed a Designated Housing SOP for the purpose of separating all designated predators from all throughout the facility. William C. Donaldson CF developed an investigation tracking spreadsheet in order to identify areas of Alabama. The IPCM conducted an immate education class titled, The Prevalence of Substance Abuse as it relates to Sexual February 11, 2016. Classification Specialists began utilizing the Risk Assessment Screening Checklist. The IPCM began Selma, Alabama. Unannounced rounds were conducted as required by ADOC Administrative Regulation 454, Inmate Sexual Assessment Screening training to explain changes in form and procedure. William E. Donaldson CF began conducting Incident Assault and Sexual Harassment in the Confinement Setting. Flyers for the new A.C.A.R. support hotline were posted Abuse and Harassment (Prison Rape Elimination Act). The IPCM and Warden attended specialized PREA training on In January 2016, the Institutional PREA Compliance Manager (IPCM) attended a three day audit preparation training in

The 2016 Annual Report has been approved by:

Jefferson S. Dunn, Commissioner

Date: 6 Nov 17