

## **Prison Rape Elimination Act (PREA) 2025 Annual Report**

### **Alabama Department of Corrections**

#### **Introduction:**

The Prison Rape Elimination Act of 2003 (PREA) was signed into federal law with the purposes of providing information, resources, recommendations, and funding to protect adult and juvenile offenders from prison rape and for providing a mechanism for the analysis of incidents and effects of prison rape in Federal, State, and local institutions. In 2012, the Department of Justice published the final rule of PREA standards promulgated by the Attorney General of the United States.

The Alabama Department of Corrections (ADOC) maintains a zero-tolerance policy regarding sexual abuse, sexual misconduct, and sexual harassment of offenders and employees. The agency's zero-tolerance policy, Administration Regulation 454, Inmate Sexual Abuse and Sexual Harassment (Prison Rape Elimination Act [PREA]), was updated in 2025 to include form revisions. AR 454 not only aims to protect all offenders under ADOC jurisdiction from sexual abuse and sexual harassment, but it also protects against retaliation for anyone who reports sexual abuse and sexual harassment and who participates in an investigation of sexual abuse and sexual harassment.

The ADOC's zero tolerance policy for sexual abuse and sexual harassment adopts and incorporates the following from PREA:

1. The right of offenders to be free from sexual abuse and sexual harassment;
2. The right of inmates and employees to be free from retaliation for reporting sexual abuse and sexual harassment;
3. How to fulfill the responsibilities under ADOC's sexual abuse and sexual harassment prevention, detection, reporting, and responding policies and procedures;
4. The dynamics of sexual abuse and sexual harassment;
5. Common reactions of sexual abuse and sexual harassment among victims;
6. How to detect and respond to signs of threatened and actual sexual abuse;
7. How to avoid inappropriate relationships with inmates;
8. How to communicate effectively and professionally with inmates, including lesbian, gay, bi-sexual, transgender, intersex, and gender non-conforming inmates; and
9. How to comply with relevant laws related to mandatory reporting of sexual abuse and sexual harassment to outside authorities.

The PREA Division established Survivor Awareness Group Education (SAGE), an ongoing support group for all inmate victims of sexual abuse and sexual harassment. SAGE is facilitated by the Institutional PREA Compliance Manager (IPCM) once a month. The PREA Division established Special Investigator/IPCM positions at all level four (4) and level five (5) custody facilities, in which the SI/IPCM reports directly to the PREA Director. The PREA Division is currently under the ADOC Legal Division in the organizational hierarchy. The PREA Assistant Director trains all new incoming IPCMS on the 48 PREA standards and AR 454 forms. She attends monthly Sexual Abuse Incident Review Committee (SAIRC) meetings throughout the state at all 26 ADOC facilities. The PREA Division appointed a Special Investigator Field Training Officer, who trains all IPCMS for Specialized Investigation Training and facilitates all IPCM training at the facility level. He also serves as an SI/IPCM backup to all 26 ADOC facilities.

The ADOC is continually evaluating and improving the reporting methods for inmates, employees, and third parties to ensure the highest level of responsiveness. The ADOC provides many reporting mechanisms for both victims and third parties. The ADOC encourages inmates to report directly to staff as their first avenue of reporting. Inmates are provided free envelopes to write directly to ADOC's Law Enforcement Services Division (LESD). Inmates can call outside confidential support services (1-800-NEW-HELP) through the inmate phone system at no charge to the inmate. PREA drop boxes for staff and inmates have been made available throughout the facilities so confidential and anonymous reports can be made. Inmates may also report to an entity outside of ADOC by dialing \*661 through the inmate phone system at no charge to the inmate.

Third parties such as family, friends, and attorneys outside of the facilities can report using an internet reporting form on the ADOC website, that goes directly to LESD. LESD also has the Stop Corruption banner on the ADOC website address, which offers a direct reporting phone number. Another third-party reporting method is an email sent directly to the ADOC PREA Division at [DOC.PREA@doc.alabama.gov](mailto:DOC.PREA@doc.alabama.gov). All third-party reporting methods can be found on the public ADOC website at [www.doc.alabama.gov](http://www.doc.alabama.gov).

All allegations of sexual abuse, sexual misconduct, and sexual harassment within ADOC facilities will be investigated. To provide a clear understanding of each type allegation, definitions of each are listed below:

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

1. Sexual abuse of an inmate by another inmate; and
2. Sexual abuse of an inmate by a staff member, contractor, or volunteer.

Sexual abuse of an inmate by another inmate 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:

1. 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;
3. Penetration of the anal or genital opening of another person, however slight, by a hand, finger, object, or other instrument; and
4. 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 by a staff member, contractor, or volunteer includes any of the following acts, with or without consent of the inmate:

1. 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;
3. 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;
5. Any other intentional contact, either directly or through the clothing, of or with the genitalia, anus, groin, breast, inner thigh, or the buttocks, that is unrelated to official duties or where the staff member, contractor, or volunteer has the intent to abuse, arouse, or gratify sexual desire;
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;
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; and
8. Voyeurism by a staff member, contractor, or volunteer means an invasion of privacy of an inmate by staff for reasons unrelated to official duties, such as peering at an inmate who is using a toilet in his or her cell to perform bodily functions; requiring an inmate to expose his or her buttocks, genitals, or breasts; or taking images of all or part of an inmate's naked body or of an inmate performing bodily functions.

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

1. 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 directed toward another; or
2. Repeated verbal comments or gestures of a sexual nature to an inmate by a staff member, contractor, or volunteer, including demeaning references to gender, sexually suggestive or derogatory comments about body or clothing, or obscene language or gestures.

**Custodial Sexual Misconduct:** (as defined in Alabama Code Section 14-11-31) includes:

1. It shall be unlawful for any employee to engage in sexual conduct with a person who is in the custody of the Department of Corrections.
2. Any person violating this code, upon conviction, will be guilty of custodial sexual misconduct.
3. Custodial sexual misconduct is a Class C felony.
4. The consent of the person in custody shall not be a defense to a prosecution under this article.

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

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

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

**ADOC PREA Implementation Efforts:**

This report summarizes PREA implementation efforts at the 26 ADOC facilities. These actions are necessary to ensure ADOC remains PREA compliant by enhancing sexual safety at each of its prisons, by increasing staff awareness and creating a zero-tolerance culture.

**Institutions Audited During Year 3 of Cycle 4****Alex City Work Center (ACWC):**

The IPCM developed a Standards in Focus binder which includes standards that have been explained in detail by the PREA Resource Center (PRC). The IPCM conducted Transgender strip and pat search training with all staff. The IPCM conducts inmate PREA education and orientation within the required timeframes. The IPCM conducts contractor and volunteer PREA orientation. The IPCM checks the inmate PREA drop box. The IPCM ensures that all risk reassessments are completed within the required timeframes. The PREA Director completed ACWC's Annual Staffing Plan Standard Operating Procedure (SOP) review during the 2025 internal audit. The IPCM maintains monthly staff meetings to ensure all staff are aware of any PREA policy and procedural changes. The IPCM continues to update the staff PREA Information Board monthly. The IPCM posted the First Responder Duties in central control for staff awareness. The IPCM conducts staff orientation for new facility staff. The IPCM monitors the completion of unannounced rounds, deviation logs, hotline and video checks. The IPCM replaced PREA posters and added the lower functioning reporting flyer, used to explain reporting methods for lower functioning inmates, throughout the facility. The IPCM sends the PREA Director bi-monthly facility reports as well as quarterly statistical data reports. The IPCM conducts Sexual Abuse Incident Reviews within the required timeframe. The IPCM conducts Survivor Awareness Group Education (SAGE) classes monthly to victims of violence. The IPCM placed cross-gender staff announcement posters at all dorms. The IPCM had (six) 6 lights replaced within the main dorm living area. The IPCM continues to ensure that relevant PREA information is shared within the monthly inmate newsletter. The IPCM responds to inmate hotline calls and third-party reports sent by the PREA Director. The IPCM conducts a Vulnerability Assessment of the facility twice a year. The IPCM won a gift card for the Sexual Abuse Awareness Month PREA Information Board contest. The IPCM attended the annual IPCM Refresher Training on May 19-21, 2025, conducted by the PREA Director. The SI Field Training Officer (FTO) toured ACWC on June 5, 2025. The IPCM attended an online TEAMS Chaplain PREA training on June 23, 2025, conducted by the Director of Chaplaincy.

Alex City Work Center completed Year 3, Cycle 4 PREA audit with no corrective action and received the final report on July 4, 2025.

Alex City WC is scheduled for its next PREA audit in Year 3, Cycle 5.

**Birmingham Work Center (BWC):**

The IPCM developed a Standards in Focus binder which includes standards that have been explained in detail by the PREA Resource Center (PRC). The IPCM conducted Transgender strip and pat search training with all staff. The IPCM conducts inmate PREA education and orientation within the required timeframes. The IPCM conducts contractor and volunteer PREA orientation. The IPCM conducts Survivor Awareness Group Educations (SAGE) classes once a month for victims of violence. The IPCM ensures that all risk reassessments are completed within the required timeframes. The IPCM checks the inmate PREA drop box. The PREA Director completed BWC's Annual Staffing Plan Standard Operating Procedure (SOP) review during the 2025 internal audit. The IPCM maintains monthly staff meetings to ensure all staff are aware of any PREA policy and procedural changes. The IPCM continues to update the staff PREA Information Board monthly. The IPCM posted the First Responder Duties in central control for staff awareness. The IPCM conducts staff orientation for new facility staff. The IPCM monitors the completion of unannounced rounds, deviation logs, hotline and video checks. The IPCM replaced PREA posters and added the lower functioning reporting flyer, used to explain reporting methods for lower functioning inmates, throughout the facility. The IPCM sends the PREA Director bi-monthly facility reports as well as quarterly statistical data reports. The IPCM conducts Sexual Abuse Incident Reviews within the required timeframe. The IPCM placed cross-gender staff announcement posters at all dorms. The IPCM continues to ensure that relevant PREA information is shared within the monthly inmate newsletter. The IPCM conducts a Vulnerability Assessment of the facility twice a year. The IPCM responds to inmate hotline calls and third-party reports sent by the PREA Director. The SI Field Training Officer (FTO) toured BWC on May 12, 2025. The IPCM attended the annual IPCM Refresher Training on May 19-21, 2025, conducted by the PREA Director. The IPCM attended Specialized Investigation Training on May 27, 2025, conducted by the Special Investigator Field Training Officer. The IPCM attended IPCM Training on June 9-10, 2025, conducted by the PREA Director Assistant. The IPCM attended an online TEAMS Chaplain PREA training on June 23, 2025, conducted by the Director of Chaplaincy. The IPCM attended an online webinar conducted by the Moss Group on August 13, 2025.

Birmingham Work Center completed Year 3, Cycle 4 PREA audit with no corrective action and received the final report on July 7, 2025.

Birmingham WC is scheduled for its next PREA audit in Year 3, Cycle 5.

**Bullock Correctional Facility (BCF):**

The Special Investigator/IPCM developed a Standards in Focus binder which includes standards that have been explained in detail by the PREA Resource Center (PRC). The SI/IPCM conducted Transgender strip and pat search training with all staff. The SI/IPCM checks the

inmate PREA drop box. The SI/IPCM conducts inmate PREA education and orientation within the required timeframes. The SI/IPCM conducts contractor and volunteer PREA orientation. The SI/IPCM ensures that all risk reassessments are completed within the required timeframes. The PREA Director completed BCF's Annual Staffing Plan Standard Operating Procedure (SOP) review during the 2025 internal audit. The SI/IPCM conducts a Vulnerability Assessment of the facility twice a year. The SI/IPCM maintains monthly staff meetings to ensure all staff are aware of any PREA policy and procedural changes. The SI/IPCM continues to update the staff PREA Information Board monthly. The SI/IPCM posted the First Responder Duties in central control for staff awareness. The SI/IPCM conducts staff orientation for new facility staff. The SI/IPCM monitors the completion of unannounced rounds, deviation logs, and hotline checks. The SI/IPCM replaced PREA posters and added the lower functioning reporting flyer, used to explain reporting methods for lower functioning inmates, throughout the facility. The SI/IPCM sends the PREA Director bi-monthly facility reports as well as quarterly statistical data reports. The SI/IPCM conducts Sexual Abuse Incident Reviews within the required timeframe. The SI/IPCM placed cross-gender staff announcement posters at all dorms. The SI/IPCM continues to ensure that relevant PREA information is shared within the monthly inmate newsletter. The SI/IPCM responds to inmate hotline calls and third-party reports sent by the PREA Director. The SI/IPCM attended Crisis Intervention and De-escalation Training on April 30-May 2, 2025, conducted by Montgomery County Sheriff's Office. The SI Field Training Officer (FTO) toured BCF on May 16, 2025. The SI/IPCM attended the annual IPCM Refresher Training on May 19-21, 2025, conducted by the PREA Director. The SI/IPCM attended an online collaboration meeting between Alabama Department of Corrections (ADOC) and Alabama Coalition Against Rape (ACAR) on June 6, 2025. The SI/IPCM attended an online TEAMS Chaplain PREA training on June 23, 2025, conducted by the Director of Chaplaincy.

Bullock Correctional Facility completed Year 3, Cycle 4 PREA audit with no corrective action and received the final report on April 19, 2025.

Bullock CF is scheduled for its next PREA audit in Year 3, Cycle 5.

### **Childersburg Work Center (CWC):**

The IPCM developed a Standards in Focus binder which includes standards that have been explained in detail by the PREA Resource Center (PRC). The IPCM conducted Transgender strip and pat search training with all staff. The IPCM conducts inmate PREA education and orientation within the required timeframes. The IPCM conducts contractor and volunteer PREA orientation. The IPCM conducts a Vulnerability Assessment of the facility twice a year. The IPCM ensures that all risk reassessments are completed within the required timeframes. The PREA Director completed CWC's Annual Staffing Plan Standard Operating Procedure (SOP) review during the 2025 internal audit. The IPCM checks the inmate PREA drop box. The IPCM maintains monthly staff meetings to ensure all staff are aware of any PREA

policy and procedural changes. The IPCM continues to update the staff PREA Information Board monthly. The IPCM posted the First Responder Duties in central control for staff awareness. The IPCM conducts staff orientation for new facility staff. The IPCM monitors the completion of unannounced rounds, deviation logs, and hotline checks. The IPCM replaced PREA posters and added the lower functioning reporting flyer, used to explain reporting methods for lower functioning inmates, throughout the facility. The IPCM sends the PREA Director bi-monthly facility reports as well as quarterly statistical data reports. The IPCM conducts Sexual Abuse Incident Reviews within the required timeframe. The IPCM placed cross-gender staff announcement posters at all dorms. The IPCM continues to ensure that relevant PREA information is shared within the monthly inmate newsletter. The IPCM responds to inmate hotline calls and third-party reports sent by the PREA Director. The IPCM attended the annual IPCM Refresher Training on May 19-21, 2025, conducted by the PREA Director. The SI Field Training Officer (FTO) toured CWC on June 17, 2025. The IPCM attended an online TEAMS Chaplain PREA training on June 23, 2025, conducted by the Director of Chaplaincy.

Childersburg Work Center completed Year 3, Cycle 4 PREA audit with no corrective action and received the final report on July 15, 2025.

Childersburg WC is scheduled for its next PREA audit in Year 3, Cycle 5.

#### **Elmore Correctional Facility (ECF):**

The Special Investigator/IPCM developed a Standards in Focus binder which includes standards that have been explained in detail by the PREA Resource Center (PRC). The SI/IPCM conducted Transgender strip and pat search training with all staff. The SI/IPCM conducts inmate PREA education and orientation within the required timeframes. The SI/IPCM conducts contractor and volunteer PREA orientation. The SI/IPCM conducts a Vulnerability Assessment of the facility twice a year. The SI/IPCM checks the inmate PREA drop box. The SI/IPCM ensures that all risk reassessments are completed within the required timeframes. The PREA Director completed ECF's Annual Staffing Plan Standard Operating Procedure (SOP) review during the 2025 internal audit. The SI/IPCM maintains monthly staff meetings to ensure all staff are aware of any PREA policy and procedural changes. The SI/IPCM continues to update the staff PREA Information Board monthly. The SI/IPCM posted the First Responder Duties in central control for staff awareness. The SI/IPCM conducts staff orientation for new facility staff. The SI/IPCM monitors the completion of unannounced rounds, deviation logs, and hotline checks. The SI/IPCM replaced PREA posters and added the lower functioning reporting flyer, used to explain reporting methods for lower functioning inmates, throughout the facility. The SI/IPCM sends the PREA Director bi-monthly facility reports as well as quarterly statistical data reports. The SI/IPCM conducts Sexual Abuse Incident Reviews within the required timeframe. The SI/IPCM placed cross-gender staff announcement posters at all dorms. The SI/IPCM continues to ensure that relevant PREA information is shared within the monthly inmate



newsletter. The SI/IPCM responds to inmate hotline calls and third-party reports sent by the PREA Director. The SI/IPCM attended Crisis Intervention and De-escalation Training on April 30-May 2, 2025, conducted by Montgomery County Sheriff's Office. The IPCM attended the annual IPCM Refresher Training on May 19-21, 2025, conducted by the PREA Director. The SI Field Training Officer (FTO) toured ECF on May 30, 2025. The SI/IPCM attended an online TEAMS Chaplain PREA training on June 23, 2025, conducted by the Director of Chaplaincy.

Elmore Correctional Facility completed Year 3, Cycle 4 PREA audit with no corrective action and received the final report on April 24, 2025.

Elmore CF is scheduled for its next PREA audit in Year 3, Cycle 5.

### **Frank Lee Work Center (FLWC):**

The IPCM developed a Standards in Focus binder which includes standards that have been explained in detail by the PREA Resource Center (PRC). The IPCM conducted Transgender strip and pat search training with all staff. The IPCM conducts inmate PREA education and orientation within the required timeframes. The IPCM conducts contractor and volunteer PREA orientation. The IPCM ensures that all risk reassessments are completed within the required timeframes. The IPCM conducts a Vulnerability Assessment of the facility twice a year. The PREA Director completed FLWC's Annual Staffing Plan Standard Operating Procedure (SOP) review during the 2025 internal audit. The IPCM checks the inmate PREA drop box. The IPCM maintains monthly staff meetings to ensure all staff are aware of any PREA policy and procedural changes. The IPCM continues to update the staff PREA Information Board monthly. The IPCM posted the First Responder Duties in central control for staff awareness. The IPCM conducts staff orientation for new facility staff. The IPCM monitors the completion of unannounced rounds, deviation logs, and hotline checks. The IPCM replaced PREA posters and added the lower functioning reporting flyer, used to explain reporting methods for lower functioning inmates, throughout the facility. The IPCM sends the PREA Director bi-monthly facility reports as well as quarterly statistical data reports. The IPCM conducts Sexual Abuse Incident Reviews within the required timeframe. The IPCM placed cross-gender staff announcement posters at all dorms. The IPCM continues to ensure that relevant PREA information is shared within the monthly inmate newsletter. The IPCM responds to inmate hotline calls and third-party reports sent by the PREA Director. The SI Field Training Officer (FTO) toured FLWC on May 13, 2025. The IPCM attended the annual IPCM Refresher Training on May 19-21, 2025, conducted by the PREA Director. The IPCM attended an online TEAMS Chaplain PREA training on June 23, 2025, conducted by the Director of Chaplaincy.

Frank Lee Work Center completed Year 3, Cycle 4 PREA audit with no corrective action and received the final report on July 3, 2025.

Frank Lee WC is scheduled for its next PREA audit in Year 3, Cycle 5.

**Tutwiler Prison for Women (TPFW):**

The PREA Director assigned two (2) SI/IPCMs to TPFW due to the facility being the female intake facility for 3 facilities. The Special Investigator/IPCMs developed a Standards in Focus binder which includes standards that have been explained in detail by the PREA Resource Center (PRC). The SI/IPCMs conducted Transgender strip and pat search training with all staff. The SI/IPCMs conducts inmate PREA education and orientation within the required timeframes. The SI/IPCMs conducts contractor and volunteer PREA orientation. The SI/IPCMs checks the inmate PREA drop box. The SI/IPCM conducts a Vulnerability Assessment of the facility twice a year. The SI/IPCMs ensure that all risk reassessments are completed within the required timeframes. The PREA Director completed TPFW's Annual Staffing Plan Standard Operating Procedure (SOP) review during the 2025 internal audit. The SI/IPCMs maintains monthly staff meetings to ensure all staff are aware of any PREA policy and procedural changes. The SI/IPCMs continue to update the staff and inmate PREA Information Boards monthly. The SI/IPCMs posted the First Responder Duties in central control for staff awareness. The SI/IPCMs conduct staff orientation for new facility staff. The SI/IPCMs monitors the completion of unannounced rounds, deviation logs, and hotline checks. The SI/IPCMs replaced PREA posters and added the lower functioning reporting flyer, used to explain reporting methods for lower functioning inmates, throughout the facility. The SI/IPCMs send the PREA Director bi-monthly facility reports as well as quarterly statistical data reports. The SI/IPCMs conducts Sexual Abuse Incident Reviews within the required timeframe. The SI/IPCMs placed cross-gender staff announcement posters at all dorms. The SI/IPCMs continue to ensure that relevant PREA information is shared within the monthly inmate newsletter. The SI/IPCMs responds to inmate hotline calls and third-party reports sent by the PREA Director. The SI/IPCMs attended the annual IPCM Refresher Training on May 19-21, 2025, conducted by the PREA Director. The first assigned SI/IPCM attended Specialized Investigation Training conducted by the Special Investigator Field Training Officer on May 27, 2025. The first assigned SI/IPCM attended IPCM Training conducted by the Assistant PREA Director on June 9-10, 2025. The second assigned SI/IPCM attended Specialized Investigation Training conducted by the Special Investigator Field Training Officer on September 3, 2025. The second assigned SI/IPCM attended IPCM Training conducted by the Assistant PREA Director on September 8-9, 2025. The SI Field Training Officer (FTO) toured TPFW on September 12, 2025.

Tutwiler Prison for Women completed Year 3, Cycle 4 PREA audit with no corrective action and received the final report on April 12, 2025.

Tutwiler PFW is scheduled for its next PREA audit in Year 3, Cycle 5.

**Ventress Correctional Facility (VCF):**

The Special Investigator/IPCM developed a Standards in Focus binder which includes standards that have been explained in detail by the PREA Resource Center (PRC). The SI/IPCM conducted Transgender strip and pat search training with all staff. The SI/IPCM checks the inmate PREA drop box. The SI/IPCM conducts a Vulnerability Assessment of the facility twice a year. The SI/IPCM conducts inmate PREA education and orientation within the required timeframes. The SI/IPCM conducts contractor and volunteer PREA orientation. The SI/IPCM ensures that all risk reassessments are completed within the required timeframes. The PREA Director completed VCF's Annual Staffing Plan Standard Operating Procedure (SOP) review during the 2025 internal audit. The SI/IPCM maintains monthly staff meetings to ensure all staff are aware of any PREA policy and procedural changes. The SI/IPCM continues to update the staff PREA Information Board monthly. The IPCM posted the First Responder Duties in central control for staff awareness. The SI/IPCM conducts staff orientation for new facility staff. The SI/IPCM monitors the completion of unannounced rounds, deviation logs, and hotline checks. The SI/IPCM replaced PREA posters and added the lower functioning reporting flyer, used to explain reporting methods for lower functioning inmates, throughout the facility. The SI/IPCM sends the PREA Director bi-monthly facility reports as well as quarterly statistical data reports. The SI/IPCM conducts Sexual Abuse Incident Reviews within the required timeframe. The SI/IPCM placed cross-gender staff announcement posters at all dorms. The SI/IPCM continues to ensure that relevant PREA information is shared within the monthly inmate newsletter. The SI/IPCM responds to inmate hotline calls and third-party reports sent by the PREA Director. The SI/IPCM attended Crisis Intervention and De-escalation Training on April 30-May 2, 2025, conducted by Montgomery County Sheriff's Office. The SI Field Training Officer (FTO) toured VCF on May 14, 2025. The IPCM attended the annual IPCM Refresher Training on May 19-21, 2025, conducted by the PREA Director. The SI/IPCM attended an online TEAMS Chaplain PREA training on June 23, 2025, conducted by the Director of Chaplaincy. The SI/IPCM attended an online webinar by The Moss Group on August 13, 2025.

Ventress Correctional Facility completed Year 3, Cycle 4 PREA audit with a (four) 4-month corrective action period and received the final report of compliance on June 25, 2025. The detail of the CAP is listed below:

- **115.71 Criminal and Administrative Investigations**

**Corrective Action Plan (CAP):**

- All relevant staff will be trained to assign PREA-related allegations to investigators within two (2) business days of receipt.
- Attendance rosters and signatures due by June 30, 2025
- Facility will submit all completed investigations through June 30, 2025, including:
  - Allegation receipt date

- Assignment date
- Investigation completion date

- **115.86 Sexual Abuse Incident Review**

**Corrective Action Plan (CAP):**

- Provide all completed investigation files, including SAIRCS, for sexual abuse allegations closed from January 1, 2025 through June 30, 2025 that were deemed substantiated or unsubstantiated.

Ventress CF is scheduled for its next PREA audit in Year 3, Cycle 5.

## **Other Facility Implementation Efforts**

### **Bibb County Correctional Facility (BCCF):**

The Special Investigator/IPCM developed a Standards in Focus binder which includes standards that have been explained in detail by the PREA Resource Center (PRC). The SI/IPCM conducted Transgender strip and pat search training with all staff. The SI/IPCM conducts inmate PREA education and orientation within the required timeframes. The SI/IPCM checks the inmate PREA drop box. The SI/IPCM conducts a Vulnerability Assessment of the facility twice a year. The SI/IPCM conducts contractor and volunteer PREA orientation. The SI/IPCM ensures that all risk reassessments are completed within the required timeframes. The PREA Director completed BCCF's Annual Staffing Plan Standard Operating Procedure (SOP) review during the 2025 internal audit. The SI/IPCM maintains monthly staff meetings to ensure all staff are aware of any PREA policy and procedural changes. The SI/IPCM continues to update the staff PREA Information Boards monthly. The SI/IPCM posted the First Responder Duties in central control for staff awareness. The SI/IPCM conducts staff orientation for new facility staff. The SI/IPCM monitors the completion of unannounced rounds, deviation logs, and hotline checks. The SI/IPCM replaced PREA posters and added the lower functioning reporting flyer, used to explain reporting methods for lower functioning inmates, throughout the facility. The SI/IPCM sends the PREA Director bi-monthly facility reports as well as quarterly statistical data reports. The SI/IPCM conducts Sexual Abuse Incident Reviews within the required timeframe. The SI/IPCM placed cross-gender staff announcement posters at all dorms. The SI/IPCM continues to ensure that relevant PREA information is shared within the monthly inmate newsletter. The SI/IPCM responds to inmate hotline calls and third-party reports sent by the PREA Director. The SI/IPCM won a gift card for the Sexual Abuse Awareness Month PREA Information Board contest. The SI/IPCM attended Crisis Intervention and De-escalation Training on April 30-May 2, 2025, conducted by Montgomery County Sheriff's Office. The SI/IPCM attended an online collaboration meeting between Alabama Department of Corrections (ADOC) and Alabama Coalition Against Rape (ACAR) on June 6, 2025. The SI/IPCM attended the annual IPCM Refresher Training on May 19-21, 2025, conducted by the PREA Director. The SI Field Training Officer (FTO) toured BCF on June 10, 2025. The SI/IPCM attended an online TEAMS Chaplain PREA training on June 23, 2025, conducted by the Director of Chaplaincy. The SI/IPCM attended a Pre-audit training conducted by the PREA Director on October 17, 2025.

Bibb CF is scheduled for its next PREA audit in Year 1, Cycle 5.

### **Camden Work Center (CWC):**

The IPCM conducted Transgender strip and pat search training with all staff. The IPCM conducts inmate PREA education and orientation within the required timeframes. The IPCM conducts contractor and volunteer PREA orientation. The IPCM conducts a Vulnerability

Assessment of the facility twice a year. The IPCM checks the inmate PREA drop box. The IPCM ensures that all risk reassessments are completed within the required timeframes. The PREA Director completed CWC's Annual Staffing Plan Standard Operating Procedure (SOP) review during the 2025 internal audit. The IPCM maintains monthly staff meetings to ensure all staff are aware of any PREA policy and procedural changes. The IPCM continues to update the staff PREA Information Board monthly. The IPCM posted the First Responder Duties in central control for staff awareness. The IPCM conducts staff orientation for new facility staff. The IPCM monitors the completion of unannounced rounds, deviation logs, hotline and video checks. The IPCM replaced PREA posters and added the lower functioning reporting flyer, used to explain reporting methods for lower functioning inmates, throughout the facility. The IPCM sends the PREA Director bi-monthly facility reports as well as quarterly statistical data reports. The IPCM conducts Sexual Abuse Incident Reviews within the required timeframe. The IPCM placed cross-gender staff announcement posters at all dorms. The IPCM continues to ensure that relevant PREA information is shared within the monthly inmate newsletter. The IPCM responds to inmate hotline calls and third-party reports sent by the PREA Director. The IPCM attended the annual IPCM Refresher Training on May 19-21, 2025, conducted by the PREA Director. The SI Field Training Officer (FTO) toured CWC on June 12, 2025. The IPCM attended an online TEAMS Chaplain PREA training on June 23, 2025, conducted by the Director of Chaplaincy.

Camden WC is scheduled for its next PREA audit in Year 2, Cycle 5.

### **Donaldson Correctional Facility (DCF):**

The Special Investigator/IPCM developed a Standards in Focus binder which includes standards that have been explained in detail by the PREA Resource Center (PRC). The SI/IPCM conducted Transgender strip and pat search training with all staff. The SI/IPCM conducts inmate PREA education and orientation within the required timeframes. The SI/IPCM conducts contractor and volunteer PREA orientation. The SI/IPCM conducts a Vulnerability Assessment of the facility twice a year. The SI/IPCM checks the inmate PREA drop box. The SI/IPCM ensures that all risk reassessments are completed within the required timeframes. The PREA Director completed DCF's Annual Staffing Plan Standard Operating Procedure (SOP) review during the 2025 internal audit. The SI/IPCM maintains monthly staff meetings to ensure all staff are aware of any PREA policy and procedural changes. The SI/IPCM continues to update the staff PREA Information Board monthly. The SI/IPCM posted the First Responder Duties in central control for staff awareness. The SI/IPCM conducts staff orientation for new facility staff. The SI/IPCM monitors the completion of unannounced rounds, deviation logs, and hotline checks. The SI/IPCM replaced PREA posters and added the lower functioning reporting flyer, used to explain reporting methods for lower functioning inmates, throughout the facility. The SI/IPCM sends the PREA Director bi-monthly facility reports as well as quarterly statistical data reports. The SI/IPCM conducts Sexual Abuse Incident Reviews within the required timeframe. The SI/IPCM placed cross-gender staff announcement posters at all dorms. The SI/IPCM

continues to ensure that relevant PREA information is shared within the monthly inmate newsletter. The SI/IPCM responds to inmate hotline calls and third-party reports sent by the PREA Director. The SI/IPCM attended Crisis Intervention and De-escalation Training on April 30-May 2, 2025, conducted by Montgomery County Sheriff's Office. The SI/IPCM attended the annual IPCM Refresher Training on May 19-21, 2025, conducted by the PREA Director. The SI/IPCM attended an online TEAMS Chaplain PREA training on June 23, 2025, conducted by the Director of Chaplaincy. The SI Field Training Officer (FTO) toured DCF on July 8, 2025. The SI/IPCM attended a Pre-audit training conducted by the PREA Director on October 17, 2025.

Donaldson CF is scheduled for its next PREA audit in Year 1, Cycle 5.

### **Easterling Correctional Facility (ECF):**

The Special Investigator/IPCM developed a Standards in Focus binder which includes standards that have been explained in detail by the PREA Resource Center (PRC). The SI/IPCM conducted Transgender strip and pat search training with all staff. The SI/IPCM conducts inmate PREA education and orientation within the required timeframes. The SI/IPCM conducts a Vulnerability Assessment of the facility twice a year. The SI/IPCM checks the inmate PREA drop box. The SI/IPCM conducts contractor and volunteer PREA orientation. The SI/IPCM ensures that all risk reassessments are completed within the required timeframes. The PREA Director completed ECF's Annual Staffing Plan Standard Operating Procedure (SOP) review during the 2025 internal audit. The SI/IPCM maintains monthly staff meetings to ensure all staff are aware of any PREA policy and procedural changes. The SI/IPCM continues to update the staff PREA Information Board monthly. The SI/IPCM posted the First Responder Duties in central control for staff awareness. The SI/IPCM conducts staff orientation for new facility staff. The SI/IPCM monitors the completion of unannounced rounds, deviation logs, and hotline checks. The SI/IPCM replaced PREA posters and added the lower functioning reporting flyer, used to explain reporting methods for lower functioning inmates, throughout the facility. The SI/IPCM sends the PREA Director bi-monthly facility reports as well as quarterly statistical data reports. The SI/IPCM conducts Sexual Abuse Incident Reviews within the required timeframe. The SI/IPCM placed cross-gender staff announcement posters at all dorms. The SI/IPCM continues to ensure that relevant PREA information is shared within the monthly inmate newsletter. The SI/IPCM responds to inmate hotline calls and third-party reports sent by the PREA Director. The SI Field Training Officer (FTO) toured ECF on May 14, 2025. The SI/IPCM attended the annual IPCM Refresher Training on May 19-21, 2025, conducted by the PREA Director. The SI/IPCM attended an online TEAMS Chaplain PREA training on June 23, 2025, conducted by the Director of Chaplaincy.

Easterling CF is scheduled for its next PREA audit in Year 2, Cycle 5.

**Elba Work Center (EWC):**

The IPCM developed a Standards in Focus binder which includes standards that have been explained in detail by the PREA Resource Center (PRC). The IPCM conducted Transgender strip and pat search training with all staff. The IPCM checks the inmate PREA drop box. The IPCM conducts inmate PREA education and orientation within the required timeframes. The IPCM conducts contractor and volunteer PREA orientation. The IPCM conducts a Vulnerability Assessment of the facility twice a year. The IPCM ensures that all risk reassessments are completed within the required timeframes. The PREA Director completed EWC's Annual Staffing Plan Standard Operating Procedure (SOP) review during the 2025 internal audit. The IPCM maintains monthly staff meetings to ensure all staff are aware of any PREA policy and procedural changes. The IPCM continues to update the staff PREA Information Board monthly. The IPCM posted the First Responder Duties in central control for staff awareness. The IPCM conducts staff orientation for new facility staff. The IPCM monitors the completion of unannounced rounds, deviation logs, hotline and video checks. The IPCM replaced PREA posters and added the lower functioning reporting flyer, used to explain reporting methods for lower functioning inmates, throughout the facility. The IPCM sends the PREA Director bi-monthly facility reports as well as quarterly statistical data reports. The IPCM conducts Sexual Abuse Incident Reviews within the required timeframe. The IPCM placed cross-gender staff announcement posters at all dorms. The IPCM replaced shower curtains in Dorms B and C. The IPCM continues to ensure that relevant PREA information is shared within the monthly inmate newsletter. The IPCM responds to inmate hotline calls and third-party reports sent by the PREA Director. The IPCM attended the annual IPCM Refresher Training on May 19-21, 2025, conducted by the PREA Director. The SI Field Training Officer (FTO) toured EWC on May 23, 2025. The IPCM attended an online TEAMS Chaplain PREA training on June 23, 2025, conducted by the Director of Chaplaincy.

Elba WC is scheduled for its next PREA audit in Year 2, Cycle 5.

**Fountain Correctional Facility (FCF):**

The IPCM developed a Standards in Focus binder which includes standards that have been explained in detail by the PREA Resource Center (PRC). The IPCM conducted Transgender strip and pat search training with all staff. The IPCM conducts inmate PREA education and orientation within the required timeframes. The IPCM conducts contractor and volunteer PREA orientation. The IPCM checks the inmate PREA drop box. The IPCM conducts a Vulnerability Assessment of the facility twice a year. The IPCM ensures that all risk reassessments are completed within the required timeframes. The PREA Director completed FCF's Annual Staffing Plan Standard Operating Procedure (SOP) review during the 2025 internal audit. The IPCM maintains monthly staff meetings to ensure all staff are aware of any PREA policy and procedural changes. The IPCM continues to update the staff PREA



Information Board monthly. The IPCM posted the First Responder Duties in central control for staff awareness. The IPCM conducts staff orientation for new facility staff. The IPCM monitors the completion of unannounced rounds, deviation logs, and hotline checks. The IPCM replaced PREA posters and added the lower functioning reporting flyer, used to explain reporting methods for lower functioning inmates, throughout the facility. The IPCM sends the PREA Director bi-monthly facility reports as well as quarterly statistical data reports. The IPCM conducts Sexual Abuse Incident Reviews within the required timeframe. The IPCM placed cross-gender staff announcement posters at all dorms. The IPCM continues to ensure that relevant PREA information is shared within the monthly inmate newsletter. The IPCM responds to inmate hotline calls and third-party reports sent by the PREA Director. The SI Field Training Officer (FTO) toured FCF on May 23, 2025. The IPCM attended Specialized Investigation Training conducted by the Special Investigator Field Training Officer on May 27, 2025. The IPCM attended IPCM Training conducted by the PREA Director Assistant on June 9-10, 2025. The IPCM attended an online TEAMS Chaplain PREA training on June 23, 2025, conducted by the Director of Chaplaincy.

Fountain CF is scheduled for its next PREA audit in Year 2, Cycle 5.

### **Hamilton Aged and Infirm (HAI):**

The IPCM developed a Standards in Focus binder which includes standards that have been explained in detail by the PREA Resource Center (PRC). The IPCM conducted Transgender strip and pat search training with all staff. The IPCM checks the inmate PREA drop box. The IPCM conducts inmate PREA education and orientation within the required timeframes. The IPCM conducts contractor and volunteer PREA orientation. The IPCM ensures that all risk reassessments are completed within the required timeframes. The IPCM conducts a Vulnerability Assessment of the facility twice a year. The PREA Director completed HAI's Annual Staffing Plan Standard Operating Procedure (SOP) review during the 2025 internal audit. The IPCM maintains monthly staff meetings to ensure all staff are aware of any PREA policy and procedural changes. The IPCM continues to update the staff PREA Information Board monthly. The IPCM posted the First Responder Duties in central control for staff awareness. The IPCM conducts staff orientation for new facility staff. The IPCM monitors the completion of unannounced rounds, deviation logs, and hotline checks. The IPCM replaced PREA posters and added the lower functioning reporting flyer, used to explain reporting methods for lower functioning inmates, throughout the facility. The IPCM replaced PREA posters and added the lower functioning flyer throughout the facility. The IPCM sends the PREA Director bi-monthly facility reports as well as quarterly statistical data reports. The IPCM conducts Sexual Abuse Incident Reviews within the required timeframe. The IPCM placed cross-gender staff announcement posters at all dorms. The IPCM continues to ensure that relevant PREA information is shared within the monthly inmate newsletter. The IPCM responds to inmate hotline calls and third-party reports sent by the PREA Director. The IPCM won a gift card for the

Sexual Abuse Awareness Month PREA Information Board contest. The IPCM attended the annual IPCM Refresher Training on May 19-21, 2025, conducted by the PREA Director. The IPCM attended an online TEAMS Chaplain PREA training on June 23, 2025, conducted by the Director of Chaplaincy. The SI Field Training Officer (FTO) toured HAI on August 7, 2025. The IPCM attended a Pre-audit training conducted by the PREA Director on October 17, 2025.

Hamilton AI is scheduled for its next PREA audit in Year 1, Cycle 5.

### **Hamilton Work Center (HWC):**

The IPCM developed a Standards in Focus binder which includes standards that have been explained in detail by the PREA Resource Center (PRC). The IPCM conducted Transgender strip and pat search training with all staff. The IPCM checks the inmate PREA drop box. The IPCM conducts inmate PREA education and orientation within the required timeframes. The IPCM conducts contractor and volunteer PREA orientation. The IPCM ensures that all risk reassessments are completed within the required timeframes. The IPCM conducts a Vulnerability Assessment of the facility twice a year. The PREA Director completed HWC's Annual Staffing Plan Standard Operating Procedure (SOP) review during the 2025 internal audit. The IPCM maintains monthly staff meetings to ensure all staff are aware of any PREA policy and procedural changes. The IPCM continues to update the staff PREA Information Board monthly. The IPCM posted the First Responder Duties in central control for staff awareness. The IPCM conducts staff orientation for new facility staff. The IPCM monitors the completion of unannounced rounds, deviation logs, and hotline checks. The IPCM replaced PREA posters and added the lower functioning reporting flyer, used to explain reporting methods for lower functioning inmates, throughout the facility. The IPCM replaced PREA posters and added the lower functioning flyer throughout the facility. The IPCM sends the PREA Director bi-monthly facility reports as well as quarterly statistical data reports. The IPCM conducts Sexual Abuse Incident Reviews within the required timeframe. The IPCM placed cross-gender staff announcement posters at all dorms. The IPCM continues to ensure that relevant PREA information is shared within the monthly inmate newsletter. The IPCM responds to inmate hotline calls and third-party reports sent by the PREA Director. The IPCM attended the annual IPCM Refresher Training on May 19-21, 2025, conducted by the PREA Director. The IPCM attended an online TEAMS Chaplain PREA training on June 23, 2025, conducted by the Director of Chaplaincy. The SI Field Training Officer (FTO) toured HWC on August 8, 2025. The IPCM attended a Pre-audit training conducted by the PREA Director on October 17, 2025.

Hamilton WC is scheduled for its next PREA audit in Year 1, Cycle 5.

### **Holman Correctional Facility (HCF):**

The IPCM developed a Standards in Focus binder which includes standards that have been explained in detail by the PREA Resource Center (PRC). The IPCM conducted

Transgender strip and pat search training with all staff. The IPCM conducts inmate PREA education and orientation within the required timeframes. The IPCM checks the inmate PREA drop box. The IPCM conducts contractor and volunteer PREA orientation. The IPCM conducts a Vulnerability Assessment of the facility twice a year. The IPCM ensures that all risk reassessments are completed within the required timeframes. The PREA Director completed HCF's Annual Staffing Plan Standard Operating Procedure (SOP) review during the 2025 internal audit. The IPCM maintains monthly staff meetings to ensure all staff are aware of any PREA policy and procedural changes. The IPCM continues to update the staff PREA Information Board monthly. The IPCM posted the First Responder Duties in central control for staff awareness. The IPCM conducts staff orientation for new facility staff. The IPCM monitors the completion of unannounced rounds, deviation logs, and hotline checks. The IPCM replaced PREA posters and added the lower functioning reporting flyer, used to explain reporting methods for lower functioning inmates, throughout the facility. The IPCM sends the PREA Director bi-monthly facility reports as well as quarterly statistical data reports. The IPCM conducts Sexual Abuse Incident Reviews within the required timeframe. The IPCM placed cross-gender staff announcement posters at all dorms. The IPCM continues to ensure that relevant PREA information is shared within the monthly inmate newsletter. The IPCM responds to inmate hotline calls and third-party reports sent by the PREA Director. The IPCM won a gift card for the Sexual Abuse Awareness Month PREA Information Board contest. The IPCM attended the annual IPCM Refresher Training on May 19-21, 2025, conducted by the PREA Director. The SI Field Training Officer (FTO) toured HCF on June 3, 2025. The IPCM attended an online TEAMS Chaplain PREA training on June 23, 2025, conducted by the Director of Chaplaincy. The IPCM attended a Pre-audit conducted by the PREA Director on October 17, 2025.

Holman CF is scheduled for its next PREA audit in Year 1, Cycle 5.

### **Kilby Correctional Facility (KCF):**

The PREA Director assigned two (2) SI/IPCMs to KCF due to the facility being the male intake facility for 23 facilities. The Special Investigator/IPCMs developed a Standards in Focus binder which includes standards that have been explained in detail by the PREA Resource Center (PRC). The SI/IPCMs conducted Transgender strip and pat search training with all staff. The SI/IPCMs conduct inmate PREA education and orientation within the required timeframes. The SI/IPCMs conduct contractor and volunteer PREA orientation. The SI/IPCMs conduct a Vulnerability Assessment of the facility twice a year. The SI/IPCMs checks the inmate PREA drop box. The SI/IPCMs ensures that all risk reassessments are completed within the required timeframes. The PREA Director completed KCF's Annual Staffing Plan Standard Operating Procedure (SOP) review during the 2025 internal audit. The SI/IPCMs maintain monthly staff meetings to ensure all staff are aware of any PREA policy and procedural changes. The SI/IPCMs continue to update the staff PREA Information Board monthly. The SI/IPCMs posted the First Responder Duties in central control for staff awareness. The SI/IPCMs conduct staff

orientation for new facility staff. The SI/IPCMs monitor the completion of unannounced rounds, deviation logs, and hotline checks. The SI/IPCMs replaced PREA posters and added the lower functioning reporting flyer, used to explain reporting methods for lower functioning inmates, throughout the facility. The SI/IPCMs send the PREA Director bi-monthly facility reports as well as quarterly statistical data reports. The SI/IPCMs conduct Sexual Abuse Incident Reviews within the required timeframe. The IPCM conducts a Vulnerability Assessment of the facility twice a year. The SI/IPCMs placed cross-gender staff announcement posters at all dorms. The SI/IPCMs continue to ensure that relevant PREA information is shared within the monthly inmate newsletter. The SI/IPCMs responds to inmate hotline calls and third-party reports sent by the PREA Director. The SI/IPCMs attended Crisis Intervention and De-escalation Training on April 30-May 2, 2025, conducted by Montgomery County Sheriff's Office. The SI/IPCMs attended the annual IPCM Refresher Training on May 19-21, 2025, conducted by the PREA Director. The SI Field Training Officer (FTO) toured KCF on June 6, 2025. The SI/IPCMs attended an online TEAMS Chaplain PREA training on June 23, 2025, conducted by the Director of Chaplaincy. The SI/IPCMs attended a Pre-audit training conducted by the PREA Director on October 17, 2025.

Kilby CF is scheduled for its next PREA audit in Year 1, Cycle 5.

### **Limestone Correctional Facility (LCF):**

The Special Investigator/IPCM developed a Standards in Focus binder which includes standards that have been explained in detail by the PREA Resource Center (PRC). The SI/IPCM conducted Transgender strip and pat search training with all staff. The SI/IPCM conducts inmate PREA education and orientation within the required timeframes. The SI/IPCM conducts a Vulnerability Assessment of the facility twice a year. The SI/IPCM conducts contractor and volunteer PREA orientation. The SI/IPCM ensures that all risk reassessments are completed within the required timeframes. The SI/IPCM checks the inmate PREA drop box. The PREA Director completed LCF's Annual Staffing Plan Standard Operating Procedure (SOP) review during the 2025 internal audit. The SI/IPCM revised the Housing Designation SOP. The SI/IPCM maintains monthly staff meetings to ensure all staff are aware of any PREA policy and procedural changes. The SI/IPCM continues to update the staff PREA Information Board monthly. The SI/IPCM posted the First Responder Duties in central control for staff awareness. The SI/IPCM conducts staff orientation for new facility staff. The SI/IPCM monitors the completion of unannounced rounds, deviation logs, and hotline checks. The SI/IPCM replaced PREA posters and added the lower functioning reporting flyer, used to explain reporting methods for lower functioning inmates, throughout the facility. The SI/IPCM sends the PREA Director bi-monthly facility reports as well as quarterly statistical data reports. The SI/IPCM conducts Sexual Abuse Incident Reviews within the required timeframe. The SI/IPCM placed cross-gender staff announcement posters at all dorms. The SI/IPCM continues to ensure that relevant PREA information is shared within the monthly inmate newsletter. The IPCM responds to

inmate hotline calls and third-party reports sent by the PREA Director. The SI/IPCM attended the annual IPCM Refresher Training on May 19-21, 2025, conducted by the PREA Director. The SI/IPCM attended an online TEAMS Chaplain PREA training on June 23, 2025, conducted by the Director of Chaplaincy. The SI Field Training Officer (FTO) toured LCF on June 26, 2025. The SI FTO assisted the SI/IPCM in audit preparedness on September 17-18, 2025. The SI/IPCMs attended a Pre-audit training conducted by the PREA Director on October 17, 2025.

Limestone CF is scheduled for its next PREA audit in Year 1, Cycle 5.

### **Loxley Work Center (LWC):**

The IPCM developed a Standards in Focus binder which includes standards that have been explained in detail by the PREA Resource Center (PRC). The IPCM conducted Transgender strip and pat search training with all staff. The IPCM conducts inmate PREA education and orientation within the required timeframes. The IPCM checks the inmate PREA drop box. The IPCM conducts contractor and volunteer PREA orientation. The IPCM conducts a Vulnerability Assessment of the facility twice a year. The IPCM ensures that all risk reassessments are completed within the required timeframes. The PREA Director completed LWC's Annual Staffing Plan Standard Operating Procedure (SOP) review during the 2025 internal audit. The IPCM maintains monthly staff meetings to ensure all staff are aware of any PREA policy and procedural changes. The IPCM continues to update the staff PREA Information Board monthly. The IPCM posted the First Responder Duties in central control for staff awareness. The IPCM conducts staff orientation for new facility staff. The IPCM monitors the completion of unannounced rounds, deviation logs, and hotline checks. The IPCM replaced PREA posters and added the lower functioning reporting flyer, used to explain reporting methods for lower functioning inmates, throughout the facility. The IPCM sends the PREA Director bi-monthly facility reports as well as quarterly statistical data reports. The IPCM conducts Sexual Abuse Incident Reviews within the required timeframe. The IPCM placed cross-gender staff announcement posters at all dorms. The IPCM continues to ensure that relevant PREA information is shared within the monthly inmate newsletter. The IPCM responds to inmate hotline calls and third-party reports sent by the PREA Director. The IPCM won a gift card for the Sexual Abuse Awareness Month PREA Information Board contest. The IPCM attended the annual IPCM Refresher Training on May 19-21, 2025, conducted by the PREA Director. The SI Field Training Officer (FTO) toured LWC on June 16, 2025. The IPCM attended an online TEAMS Chaplain PREA training on June 23, 2025, conducted by the Director of Chaplaincy. The IPCM attended a Pre-audit training conducted by the PREA Director on October 17, 2025.

Loxley WC is scheduled for its next PREA audit in Year 1, Cycle 5.

### **Mobile Work Center (MWC):**

The IPCM developed a Standards in Focus binder which includes standards that have been explained in detail by the PREA Resource Center (PRC). The IPCM conducted Transgender strip and pat search training with all staff. The IPCM conducts a Vulnerability Assessment of the facility twice a year. The IPCM conducts inmate PREA education and orientation within the required timeframes. The IPCM checks the inmate PREA drop box. The IPCM conducts contractor and volunteer PREA orientation. The IPCM ensures that all risk reassessments are completed within the required timeframes. The PREA Director completed MWC's Annual Staffing Plan Standard Operating Procedure (SOP) review during the 2025 internal audit. The IPCM maintains monthly staff meetings to ensure all staff are aware of any PREA policy and procedural changes. The IPCM continues to update the staff PREA Information Board monthly. The IPCM posted the First Responder Duties in central control for staff awareness. The IPCM conducts staff orientation for new facility staff. The IPCM monitors the completion of unannounced rounds, deviation logs, and hotline checks. The IPCM replaced PREA posters and added the lower functioning reporting flyer, used to explain reporting methods for lower functioning inmates, throughout the facility. The IPCM sends the PREA Director bi-monthly facility reports as well as quarterly statistical data reports. The IPCM conducts Sexual Abuse Incident Reviews within the required timeframe. The IPCM placed cross-gender staff announcement posters at all dorms. The IPCM continues to ensure that relevant PREA information is shared within the monthly inmate newsletter. The IPCM responds to inmate hotline calls and third-party reports sent by the PREA Director. The IPCM attended the annual IPCM Refresher Training on May 19-21, 2025, conducted by the PREA Director. The SI Field Training Officer (FTO) toured MWC on June 3, 2025. The IPCM attended an online TEAMS Chaplain PREA training on June 23, 2025, conducted by the Director of Chaplaincy. The IPCM attended a Pre-audit training conducted by the PREA Director on October 17, 2025.

Mobile WC is scheduled for its next PREA audit in Year 1, Cycle 5.

### **Montgomery Woman's Facility (MWF):**

The Special Investigator/IPCM developed a Standards in Focus binder which includes standards that have been explained in detail by the PREA Resource Center (PRC). The SI/IPCM conducted Transgender strip and pat search training with all staff. The SI/IPCM conducts inmate PREA education and orientation within the required timeframes. The SI/IPCM conducts contractor and volunteer PREA orientation. The SI/IPCM conducts a Vulnerability Assessment of the facility twice a year. The SI/IPCM checks the inmate PREA drop box. The SI/IPCM ensures that all risk reassessments are completed within the required timeframes. The PREA Director completed MWF's Annual Staffing Plan Standard Operating Procedure (SOP) review during the 2025 internal audit. The SI/IPCM maintains monthly staff meetings to ensure all staff are aware of any PREA policy and procedural changes. The SI/IPCM continues to update the staff PREA Information Board monthly. The SI/IPCM posted the First Responder Duties in central control for staff awareness. The SI/IPCM conducts staff orientation for new facility staff.

The SI/IPCM monitors the completion of unannounced rounds, deviation logs, and hotline checks. The SI/IPCM replaced all shower curtains in the dorm bathroom. The SI/IPCM replaced PREA posters and added the lower functioning reporting flyer, used to explain reporting methods for lower functioning inmates, throughout the facility. The SI/IPCM sends the PREA Director bi-monthly facility reports as well as quarterly statistical data reports. The SI/IPCM conducts Sexual Abuse Incident Reviews within the required timeframe. The SI/IPCM placed cross-gender staff announcement posters at all dorms. The SI/IPCM continues to ensure that relevant PREA information is shared within the monthly inmate newsletter. The SI/IPCM responds to inmate hotline calls and third-party reports sent by the PREA Director. The SI/IPCM won a gift card for the Sexual Abuse Awareness Month PREA Information Board contest. The SI/IPCM hosted two events for SAAM on April 2 and April 16, 2025. The SI/IPCM attended Crisis Intervention and De-escalation Training on April 30-May 2, 2025, conducted by Montgomery County Sheriff's Office. The SI/IPCM attended the annual IPCM Refresher Training on May 19-21, 2025, conducted by the PREA Director. The SI Field Training Officer (FTO) toured MWF on June 13, 2025. The SI/IPCM attended an online TEAMS Chaplain PREA training on June 23, 2025, conducted by the Director of Chaplaincy.

Montgomery WF is scheduled for its next PREA audit in Year 2, Cycle 5.

### **North Alabama Work Center (NAWC):**

The IPCM developed a Standards in Focus binder which includes standards that have been explained in detail by the PREA Resource Center (PRC). The IPCM conducted Transgender strip and pat search training with all staff. The IPCM checks the inmate PREA drop box. The IPCM conducts inmate PREA education and orientation within the required timeframes. The IPCM conducts contractor and volunteer PREA orientation. The IPCM conducts a Vulnerability Assessment of the facility twice a year. The IPCM ensures that all risk reassessments are completed within the required timeframes. The PREA Director completed NAWC's Annual Staffing Plan Standard Operating Procedure (SOP) review during the 2025 internal audit. The IPCM maintains monthly staff meetings to ensure all staff are aware of any PREA policy and procedural changes. The IPCM continues to update the staff PREA Information Board monthly. The IPCM posted the First Responder Duties in central control for staff awareness. The IPCM conducts staff orientation for new facility staff. The IPCM monitors the completion of unannounced rounds, deviation logs, and hotline checks. The IPCM replaced PREA posters and added the lower functioning reporting flyer, used to explain reporting methods for lower functioning inmates, throughout the facility. The IPCM sends the PREA Director bi-monthly facility reports as well as quarterly statistical data reports. The IPCM conducts Sexual Abuse Incident Reviews within the required timeframe. The IPCM placed cross-gender staff announcement posters at all dorms. The IPCM continues to ensure that relevant PREA information is shared within the monthly inmate newsletter. The IPCM responds to inmate hotline calls and third-party reports sent by the PREA Director. The IPCM attended the annual

IPCM Refresher Training on May 19-21, 2025, conducted by the PREA Director. The IPCM attended an online TEAMS Chaplain PREA training on June 23, 2025, conducted by the Director of Chaplaincy. The SI Field Training Officer (FTO) toured NAWC on June 25, 2025.

North Alabama Work Center is scheduled for its next PREA audit in Year 2, Cycle 5.

### **Red Eagle Honor Farm (REHF):**

The IPCM developed a Standards in Focus binder which includes standards that have been explained in detail by the PREA Resource Center (PRC). The IPCM conducted Transgender strip and pat search training with all staff. The IPCM conducts inmate PREA education and orientation within the required timeframes. The IPCM conducts contractor and volunteer PREA orientation. The IPCM checks the inmate PREA drop box. The IPCM ensures that all risk reassessments are completed within the required timeframes. The PREA Director completed REHF's Annual Staffing Plan Standard Operating Procedure (SOP) review during the 2025 internal audit. The IPCM maintains monthly staff meetings to ensure all staff are aware of any PREA policy and procedural changes. The IPCM continues to update the staff PREA Information Board monthly. The IPCM conducts a Vulnerability Assessment of the facility twice a year. The IPCM posted the First Responder Duties in central control for staff awareness. The IPCM conducts staff orientation for new facility staff. The IPCM monitors the completion of unannounced rounds, deviation logs, and hotline checks. The IPCM replaced PREA posters and added the lower functioning reporting flyer, used to explain reporting methods for lower functioning inmates, throughout the facility. The IPCM sends the PREA Director bi-monthly facility reports as well as quarterly statistical data reports. The IPCM conducts Sexual Abuse Incident Reviews within the required timeframe. The IPCM placed cross-gender staff announcement posters at all dorms. The IPCM continues to ensure that relevant PREA information is shared within the monthly inmate newsletter. The IPCM responds to inmate hotline calls and third-party reports sent by the PREA Director. The IPCM attended the annual IPCM Refresher Training on May 19-21, 2025, conducted by the PREA Director. The SI Field Training Officer (FTO) toured REHF on July 25, 2025.

Red Eagle HF is scheduled for its next PREA audit in Year 2, Cycle 5.

### **St. Clair Correctional Facility (SCCF):**

The Special Investigator/IPCM developed a Standards in Focus binder which includes standards that have been explained in detail by the PREA Resource Center (PRC). The SI/IPCM conducted Transgender strip and pat search training with all staff. The SI/IPCM conducts inmate PREA education and orientation within the required timeframes. The SI/IPCM conducts contractor and volunteer PREA orientation. The SI/IPCM conducts a Vulnerability Assessment of the facility twice a year. The SI/IPCM checks the inmate PREA drop box. The SI/IPCM ensures that all risk reassessments are completed within the required timeframes. The PREA



Director completed SCCF's Annual Staffing Plan Standard Operating Procedure (SOP) review during the 2025 internal audit. The SI/IPCM maintains monthly staff meetings to ensure all staff are aware of any PREA policy and procedural changes. The SI/IPCM continues to update the staff PREA Information Board monthly. The SI/IPCM posted the First Responder Duties in central control for staff awareness. The SI/IPCM conducts staff orientation for new facility staff. The SI/IPCM monitors the completion of unannounced rounds, deviation logs, and hotline checks. The SI/IPCM replaced PREA posters and added the lower functioning reporting flyer, used to explain reporting methods for lower functioning inmates, throughout the facility. The SI/IPCM sends the PREA Director bi-monthly facility reports as well as quarterly statistical data reports. The SI/IPCM conducts Sexual Abuse Incident Reviews within the required timeframe. The SI/IPCM placed cross-gender staff announcement posters at all dorms. The SI/IPCM continues to ensure that relevant PREA information is shared within the monthly inmate newsletter. The SI/IPCM responds to inmate hotline calls and third-party reports sent by the PREA Director. The SI/IPCM attended Crisis Intervention and De-escalation Training on April 30-May 2, 2025, conducted by Montgomery County Sheriff's Office. The SI/IPCM attended the annual IPCM Refresher Training on May 19-21, 2025, conducted by the PREA Director. The SI Field Training Officer (FTO) toured SCCF on June 9, 2025. The SI/IPCM attended an online TEAMS Chaplain PREA training on June 23, 2025, conducted by the Director of Chaplaincy.

St. Clair CF is scheduled for its next PREA audit in Year 2, Cycle 5.

### **Staton Correctional Facility (SCF):**

The Special Investigator/IPCM developed a Standards in Focus binder which includes standards that have been explained in detail by the PREA Resource Center (PRC). The SI/IPCM conducted Transgender strip and pat search training with all staff. The SI/IPCM conducts inmate PREA education and orientation within the required timeframes. The SI/IPCM conducts a Vulnerability Assessment of the facility twice a year. The SI/IPCM checks the inmate PREA drop box. The SI/IPCM conducts contractor and volunteer PREA orientation. The SI/IPCM ensures that all risk reassessments are completed within the required timeframes. The PREA Director completed SCF's Annual Staffing Plan Standard Operating Procedure (SOP) review during the 2025 internal audit. The SI/IPCM maintains monthly staff meetings to ensure all staff are aware of any PREA policy and procedural changes. The SI/IPCM continues to update the staff PREA Information Board monthly. The SI/IPCM posted the First Responder Duties in central control for staff awareness. The SI/IPCM conducts staff orientation for new facility staff. The SI/IPCM monitors the completion of unannounced rounds, deviation logs, and hotline checks. The SI/IPCM replaced PREA posters and added the lower functioning reporting flyer, used to explain reporting methods for lower functioning inmates, throughout the facility. The SI/IPCM sends the PREA Director bi-monthly facility reports as well as quarterly statistical data reports. The SI/IPCM conducts Sexual Abuse Incident Reviews within the required timeframe. The SI/IPCM placed cross-gender staff announcement posters at all dorms. The SI/IPCM

continues to ensure that relevant PREA information is shared within the monthly inmate newsletter. The SI/IPCM responds to inmate hotline calls and third-party reports sent by the PREA Director. The SI/IPCM attended Crisis Intervention and De-escalation Training on April 30-May 2, 2025, conducted by Montgomery County Sheriff's Office. The SI/IPCM attended the annual IPCM Refresher Training on May 19-21, 2025, conducted by the PREA Director. The SI Field Training Officer (FTO) toured SCF on May 30, 2025. The SI/IPCM attended an online collaboration meeting between ADOC and ACAR on June 6, 2025. The SI/IPCM attended an online TEAMS Chaplain PREA training on June 23, 2025, conducted by the Director of Chaplaincy. The SI/IPCM attended an online webinar by The Moss Group on August 13, 2025.

Staton CF is scheduled for its next PREA audit in Year 2, Cycle 5.

## **Data Comparison**

**The following statistical data was reported in the 2022 year end Survey of Sexual Violence data report:**

### **Inmate-on-Inmate Sexual Harassment:**

The status of the 11 reported incidents was as follows:

- 1 substantiated,
- 7 unsubstantiated,
- 3 unfounded, and
- 0 open.

### **Inmate-on-Inmate Sexual Abuse:**

The status of the 394 reported incidents was as follows:

- 13 substantiated,
- 240 unsubstantiated,
- 118 unfounded, and
- 23 open.

### **Inmate-on-Inmate Abusive Sexual Contact:**

The status of the 0 reported incidents was as follows:

- 0 substantiated,
- 2 unsubstantiated,
- 0 unfounded, and
- 0 open.

### **Staff Sexual Harassment:**

The status of the 31 reported incidents was as follows:

- 0 substantiated,
- 15 unsubstantiated,
- 16 unfounded, and
- 0 open.

### **Staff Sexual Misconduct:**

The status of the 58 reported incidents was as follows:

- 0 substantiated,
- 20 unsubstantiated,
- 33 unfounded, and
- 5 open.

**The following statistical data was reported in the 2023 year end Survey of Sexual Violence data report:**

**Inmate-on-Inmate Sexual Harassment:**

The status of the 67 reported incidents was as follows:

0 substantiated,  
44 unsubstantiated,  
23 unfounded, and  
0 open.

**Inmate-on-Inmate Sexual Abuse:**

The status of the 429 reported incidents was as follows:

10 substantiated,  
346 unsubstantiated,  
46 unfounded, and  
27 open.

**Staff Sexual Harassment:**

The status of the 36 reported incidents was as follows:

0 substantiated,  
17 unsubstantiated,  
19 unfounded, and  
0 open.

**Staff Sexual Misconduct:**

The status of the 42 reported incidents was as follows:

0 substantiated,  
17 unsubstantiated,  
23 unfounded, and  
2 open.

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**The following statistical data was reported in the 2024 year end Survey of Sexual Violence data report:**

**Inmate-on-Inmate Sexual Harassment:**

The status of the 98 reported incidents was as follows:

03 substantiated,  
77 unsubstantiated,  
18 unfounded, and  
0 open.

**Inmate-on-Inmate Sexual Abuse:**

The status of the 757 reported incidents was as follows:

12 substantiated,  
437 unsubstantiated,  
262 unfounded, and  
46 open.

**Staff Sexual Harassment:**

The status of the 65 reported incidents was as follows:

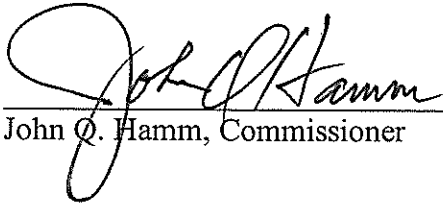
0 substantiated,  
26 unsubstantiated,  
38 unfounded, and  
1 open.

**Staff Sexual Misconduct:**

The status of the 54 reported incidents was as follows:

03 substantiated,  
19 unsubstantiated,  
32 unfounded, and  
0 open.

The 2025 Annual Report has been approved by:

A handwritten signature in black ink, appearing to read "John Q. Hamm", written over a horizontal line.

John Q. Hamm, Commissioner

Date: 9.29.2025