

Disclaimer: This report, as required per 28 CFR §115.403, details the findings of an audit that was conducted by an outside contractor to determine the Federal Bureau of Prisons' (FBOP) compliance with the Prison Rape Elimination Act (PREA). As the work product of independent auditors subcontracted by [PREA Auditors of America \(PAOA\)](#), the FBOP is **not** responsible for grammatical or typographical errors. Additionally, any questions or comments regarding the discrepancies or inaccuracies found within this report should be directed to the subcontracted independent auditor (name and email address can be found on page one of the report), for explanation and resolution.

PREA Facility Audit Report: Final

Name of Facility: FCI Fort Dix

Facility Type: Prison / Jail

Date Interim Report Submitted: NA

Date Final Report Submitted: 03/17/2024

Auditor Certification	
The contents of this report are accurate to the best of my knowledge.	<input type="checkbox"/>
No conflict of interest exists with respect to my ability to conduct an audit of the agency under review.	<input type="checkbox"/>
I have not included in the final report any personally identifiable information (PII) about any inmate/resident/detainee or staff member, except where the names of administrative personnel are specifically requested in the report template.	<input type="checkbox"/>
Auditor Full Name as Signed: Valerie Wolfe Mahfood	Date of Signature: 03/17/ 2024

AUDITOR INFORMATION	
Auditor name:	Mahfood, Valerie Wolfe
Email:	wolfemahfood@aol.com
Start Date of On-Site Audit:	01/30/2024
End Date of On-Site Audit:	02/01/2024

FACILITY INFORMATION	
Facility name:	FCI Fort Dix
Facility physical address:	5756 Hartford & Pointville Road, Joint Base MDL, New Jersey - 08640
Facility mailing address:	P.O. Box 38, Joint Base MDL, New Jersey - 08640

Primary Contact	
Name:	Thomas Gubbiotti, Associate Warden of Programs, PREA Compliance Manager
Email Address:	FTD-PREAComplianceMgr-S@bop.gov
Telephone Number:	609-723-1100

Warden/Jail Administrator/Sheriff/Director	
Name:	Rachel Thompson
Email Address:	FTD-PREAComplianceMgr-S@bop.gov
Telephone Number:	609-723-1100

Facility PREA Compliance Manager	
Name:	
Email Address:	
Telephone Number:	

Facility Health Service Administrator On-site	
Name:	Travis Haczynski
Email Address:	FTD-PREAComplianceMgr-S@bop.gov
Telephone Number:	609-723-1100

Facility Characteristics	
Designed facility capacity:	4375
Current population of facility:	3753
Average daily population for the past 12 months:	3647
Has the facility been over capacity at any point in the past 12 months?	No

Which population(s) does the facility hold?	Males
Age range of population:	FCI 19-82, Camp 19-86
Facility security levels/inmate custody levels:	Low, Minimum/Community In, Out
Does the facility hold youthful inmates?	No
Number of staff currently employed at the facility who may have contact with inmates:	507
Number of individual contractors who have contact with inmates, currently authorized to enter the facility:	108
Number of volunteers who have contact with inmates, currently authorized to enter the facility:	138

AGENCY INFORMATION

Name of agency:	Federal Bureau of Prisons
Governing authority or parent agency (if applicable):	U.S. Department of Justice
Physical Address:	320 1st Street Northwest, Washington , Dist. Columbia - 20534
Mailing Address:	
Telephone number:	2023073250

Agency Chief Executive Officer Information:

Name:	Colette S. Peters, Director
Email Address:	bop-rsd-preacoordinator@bop.gov
Telephone Number:	(202) 307-3250

Agency-Wide PREA Coordinator Information

Name:	Cynthia Campagna	Email Address:	ccampagna@bop.gov
--------------	------------------	-----------------------	-------------------

Facility AUDIT FINDINGS

Summary of Audit Findings

The OAS automatically populates the number and list of Standards exceeded, the number of Standards met, and the number and list of Standards not met.

Auditor Note: In general, no standards should be found to be "Not Applicable" or "NA." A compliance determination must be made for each standard. In rare instances where an auditor determines that a standard is not applicable, the auditor should select "Meets Standard" and include a comprehensive discussion as to why the standard is not applicable to the facility being audited.

Number of standards exceeded:

6	<ul style="list-style-type: none"> 115.11 - Zero tolerance of sexual abuse and sexual harassment; PREA coordinator 115.13 - Supervision and monitoring 115.16 - Inmates with disabilities and inmates who are limited English proficient 115.33 - Inmate education 115.83 - Ongoing medical and mental health care for sexual abuse victims and abusers 115.401 - Frequency and scope of audits
---	---

Number of standards met:

35

Number of standards not met:

0

Not audited at the facility level: Audited at the agency-level, and not relevant to the facility-level audit because the facility	4
---	---

has no independent responsibility for the operation of these standards.

AGENCY AUDIT FINDINGS

Summary of Audit Findings

These standards were audited at the agency-level. For more information, please see the attached agency audit report found at the end of this document.

The OAS automatically populates the number and list of Standards exceeded, the number of Standards met, and the number and list of Standards not met.

Auditor Note: In general, no standards should be found to be "Not Applicable" or "NA." A compliance determination must be made for each standard. In rare instances where an auditor determines that a standard is not applicable, the auditor should select "Meets Standard" and include a comprehensive discussion as to why the standard is not applicable to the facility being audited.

Number of standards exceeded:

0

Number of standards met:

10

Number of standards not met:

0

POST-AUDIT REPORTING INFORMATION

GENERAL AUDIT INFORMATION

On-site Audit Dates

1. Start date of the onsite portion of the audit:	2024-01-30
2. End date of the onsite portion of the audit:	2024-02-01

Outreach

10. Did you attempt to communicate with community-based organization(s) or victim advocates who provide services to this facility and/or who may have insight into relevant conditions in the facility?	<input checked="" type="radio"/> Yes <input type="radio"/> No
a. Identify the community-based organization(s) or victim advocates with whom you communicated:	Just Detention International, Contact Sexual Assault Services

AUDITED FACILITY INFORMATION

14. Designated facility capacity:	4375
15. Average daily population for the past 12 months:	3647
16. Number of inmate/resident/detainee housing units:	12
17. Does the facility ever hold youthful inmates or youthful/juvenile detainees?	<input type="radio"/> Yes <input checked="" type="radio"/> No <input type="radio"/> Not Applicable for the facility type audited (i.e., Community Confinement Facility or Juvenile Facility)

Audited Facility Population Characteristics on Day One of the Onsite Portion of the Audit

Inmates/Residents/Detainees Population Characteristics on Day One of the Onsite Portion of the Audit

36. Enter the total number of inmates/residents/detainees in the facility as of the first day of onsite portion of the audit:	3859
38. Enter the total number of inmates/residents/detainees with a physical disability in the facility as of the first day of the onsite portion of the audit:	10
39. Enter the total number of inmates/residents/detainees with a cognitive or functional disability (including intellectual disability, psychiatric disability, or speech disability) in the facility as of the first day of the onsite portion of the audit:	4
40. Enter the total number of inmates/residents/detainees who are Blind or have low vision (visually impaired) in the facility as of the first day of the onsite portion of the audit:	17
41. Enter the total number of inmates/residents/detainees who are Deaf or hard-of-hearing in the facility as of the first day of the onsite portion of the audit:	60
42. Enter the total number of inmates/residents/detainees who are Limited English Proficient (LEP) in the facility as of the first day of the onsite portion of the audit:	987
43. Enter the total number of inmates/residents/detainees who identify as lesbian, gay, or bisexual in the facility as of the first day of the onsite portion of the audit:	13

<p>44. Enter the total number of inmates/residents/detainees who identify as transgender or intersex in the facility as of the first day of the onsite portion of the audit:</p>	<p>11</p>
<p>45. Enter the total number of inmates/residents/detainees who reported sexual abuse in the facility as of the first day of the onsite portion of the audit:</p>	<p>29</p>
<p>46. Enter the total number of inmates/residents/detainees who disclosed prior sexual victimization during risk screening in the facility as of the first day of the onsite portion of the audit:</p>	<p>17</p>
<p>47. Enter the total number of inmates/residents/detainees who were ever placed in segregated housing/isolation for risk of sexual victimization in the facility as of the first day of the onsite portion of the audit:</p>	<p>0</p>
<p>48. Provide any additional comments regarding the population characteristics of inmates/residents/detainees in the facility as of the first day of the onsite portion of the audit (e.g., groups not tracked, issues with identifying certain populations):</p>	<p>Inmates were allowed to self-select out of and/or into all targeted categories during the interview process. As such, while facility records may or may not include inmates within targeted categories, targeted protocols were still completed for any inmate who self-selected into any targeted protocol at the time of the interview. Also, it should be noted that if there were not sufficient numbers of inmates assigned to the facility within a targeted group, oversampling was done in other targeted groups to ensure the minimum number of targeted interviews were conducted.</p>
<p>Staff, Volunteers, and Contractors Population Characteristics on Day One of the Onsite Portion of the Audit</p>	
<p>49. Enter the total number of STAFF, including both full- and part-time staff, employed by the facility as of the first day of the onsite portion of the audit:</p>	<p>517</p>

50. Enter the total number of VOLUNTEERS assigned to the facility as of the first day of the onsite portion of the audit who have contact with inmates/residents/detainees:	132
51. Enter the total number of CONTRACTORS assigned to the facility as of the first day of the onsite portion of the audit who have contact with inmates/residents/detainees:	98
52. Provide any additional comments regarding the population characteristics of staff, volunteers, and contractors who were in the facility as of the first day of the onsite portion of the audit:	NA

INTERVIEWS

Inmate/Resident/Detainee Interviews

Random Inmate/Resident/Detainee Interviews

53. Enter the total number of RANDOM INMATES/RESIDENTS/DETAINEES who were interviewed:	25
54. Select which characteristics you considered when you selected RANDOM INMATE/RESIDENT/DETAINEE interviewees: (select all that apply)	<input checked="" type="checkbox"/> Age <input checked="" type="checkbox"/> Race <input checked="" type="checkbox"/> Ethnicity (e.g., Hispanic, Non-Hispanic) <input checked="" type="checkbox"/> Length of time in the facility <input checked="" type="checkbox"/> Housing assignment <input checked="" type="checkbox"/> Gender <input checked="" type="checkbox"/> Other <input type="checkbox"/> None

<p>If "Other," describe:</p>	<p>Custody, Job Assignment, Program Activity, Physical Characteristics, Psychological Characteristics, Primary Language Spoken, or other distinguishing factors amongst population.</p>
<p>55. How did you ensure your sample of RANDOM INMATE/RESIDENT/DETAINEE interviewees was geographically diverse?</p>	<p>Housing rosters</p>
<p>56. Were you able to conduct the minimum number of random inmate/resident/detainee interviews?</p>	<p><input checked="" type="radio"/> Yes <input type="radio"/> No</p>
<p>57. Provide any additional comments regarding selecting or interviewing random inmates/residents/detainees (e.g., any populations you oversampled, barriers to completing interviews, barriers to ensuring representation):</p>	<p>No barriers to completing random interviews were noted.</p>
<p>Targeted Inmate/Resident/Detainee Interviews</p>	
<p>58. Enter the total number of TARGETED INMATES/RESIDENTS/DETAINEES who were interviewed:</p>	<p>26</p>
<p>As stated in the PREA Auditor Handbook, the breakdown of targeted interviews is intended to guide auditors in interviewing the appropriate cross-section of inmates/residents/detainees who are the most vulnerable to sexual abuse and sexual harassment. When completing questions regarding targeted inmate/resident/detainee interviews below, remember that an interview with one inmate/resident/detainee may satisfy multiple targeted interview requirements. These questions are asking about the number of interviews conducted using the targeted inmate/resident/detainee protocols. For example, if an auditor interviews an inmate who has a physical disability, is being held in segregated housing due to risk of sexual victimization, and disclosed prior sexual victimization, that interview would be included in the totals for each of those questions. Therefore, in most cases, the sum of all the following responses to the targeted inmate/resident/detainee interview categories will exceed the total number of targeted inmates/residents/detainees who were interviewed. If a particular targeted population is not applicable in the audited facility, enter "0".</p>	
<p>60. Enter the total number of interviews conducted with inmates/residents/detainees with a physical disability using the "Disabled and Limited English Proficient Inmates" protocol:</p>	<p>3</p>

61. Enter the total number of interviews conducted with inmates/residents/detainees with a cognitive or functional disability (including intellectual disability, psychiatric disability, or speech disability) using the "Disabled and Limited English Proficient Inmates" protocol:	2
62. Enter the total number of interviews conducted with inmates/residents/detainees who are Blind or have low vision (i.e., visually impaired) using the "Disabled and Limited English Proficient Inmates" protocol:	1
63. Enter the total number of interviews conducted with inmates/residents/detainees who are Deaf or hard-of-hearing using the "Disabled and Limited English Proficient Inmates" protocol:	1
64. Enter the total number of interviews conducted with inmates/residents/detainees who are Limited English Proficient (LEP) using the "Disabled and Limited English Proficient Inmates" protocol:	3
65. Enter the total number of interviews conducted with inmates/residents/detainees who identify as lesbian, gay, or bisexual using the "Transgender and Intersex Inmates; Gay, Lesbian, and Bisexual Inmates" protocol:	5
66. Enter the total number of interviews conducted with inmates/residents/detainees who identify as transgender or intersex using the "Transgender and Intersex Inmates; Gay, Lesbian, and Bisexual Inmates" protocol:	6

<p>67. Enter the total number of interviews conducted with inmates/residents/detainees who reported sexual abuse in this facility using the "Inmates who Reported a Sexual Abuse" protocol:</p>	<p>7</p>
<p>68. Enter the total number of interviews conducted with inmates/residents/detainees who disclosed prior sexual victimization during risk screening using the "Inmates who Disclosed Sexual Victimization during Risk Screening" protocol:</p>	<p>6</p>
<p>69. Enter the total number of interviews conducted with inmates/residents/detainees who are or were ever placed in segregated housing/isolation for risk of sexual victimization using the "Inmates Placed in Segregated Housing (for Risk of Sexual Victimization/Who Allege to have Suffered Sexual Abuse)" protocol:</p>	<p>0</p>
<p>a. Select why you were unable to conduct at least the minimum required number of targeted inmates/residents/detainees in this category:</p>	<p><input checked="" type="checkbox"/> Facility said there were "none here" during the onsite portion of the audit and/or the facility was unable to provide a list of these inmates/residents/detainees.</p> <p><input type="checkbox"/> The inmates/residents/detainees in this targeted category declined to be interviewed.</p>

<p>b. Discuss your corroboration strategies to determine if this population exists in the audited facility (e.g., based on information obtained from the PAQ; documentation reviewed onsite; and discussions with staff and other inmates/residents/detainees).</p>	<p>Reviewed facility documentation. Asked random staff if any inmates were ever placed in segregated housing for the risk of sexual victimization or for having alleged to have been a victim of sexual abuse. Asked all inmates who reported sexual victimization if they had ever placed in segregated housing for the risk of sexual victimization or for having alleged to have been a victim of sexual abuse. Reviewed current assignment rosters, interviewed inmates having filed previously disclosed sexual abuse or filed sexual abuse/harassment allegations to determine if said inmates had been placed in segregation for filing said allegations.</p>
<p>70. Provide any additional comments regarding selecting or interviewing targeted inmates/residents/detainees (e.g., any populations you oversampled, barriers to completing interviews):</p>	<p>Inmates were allowed to self-select out of and/or into all targeted categories during the interview process. As such, while facility records may or may not include inmates within targeted categories, targeted protocols were still completed for any inmate who self-selected into any targeted protocol at the time of the interview. Also, it should be noted that if there were not sufficient numbers of inmates assigned to the facility within a targeted group, oversampling was done in other targeted groups to ensure the minimum number of targeted interviews were conducted.</p>
<p>Staff, Volunteer, and Contractor Interviews</p>	
<p>Random Staff Interviews</p>	
<p>71. Enter the total number of RANDOM STAFF who were interviewed:</p>	<p>12</p>

<p>72. Select which characteristics you considered when you selected RANDOM STAFF interviewees: (select all that apply)</p>	<p><input type="checkbox"/> Length of tenure in the facility</p> <p><input type="checkbox"/> Shift assignment</p> <p><input type="checkbox"/> Work assignment</p> <p><input type="checkbox"/> Rank (or equivalent)</p> <p><input type="checkbox"/> Other (e.g., gender, race, ethnicity, languages spoken)</p> <p><input type="checkbox"/> None</p>
<p>If "Other," describe:</p>	<p>Gender, race, ethnicity, languages spoken, or other distinguishing factors amongst staff relative to their employment.</p>
<p>73. Were you able to conduct the minimum number of RANDOM STAFF interviews?</p>	<p><input checked="" type="radio"/> Yes</p> <p><input type="radio"/> No</p>
<p>74. Provide any additional comments regarding selecting or interviewing random staff (e.g., any populations you oversampled, barriers to completing interviews, barriers to ensuring representation):</p>	<p>No barriers to completing random staff interviews were noted.</p>
<p>Specialized Staff, Volunteers, and Contractor Interviews</p>	
<p>Staff in some facilities may be responsible for more than one of the specialized staff duties. Therefore, more than one interview protocol may apply to an interview with a single staff member and that information would satisfy multiple specialized staff interview requirements.</p>	
<p>75. Enter the total number of staff in a SPECIALIZED STAFF role who were interviewed (excluding volunteers and contractors):</p>	<p>20</p>
<p>76. Were you able to interview the Agency Head?</p>	<p><input checked="" type="radio"/> Yes</p> <p><input type="radio"/> No</p>

77. Were you able to interview the Warden/Facility Director/Superintendent or their designee?	<input checked="" type="radio"/> Yes <input type="radio"/> No
78. Were you able to interview the PREA Coordinator?	<input checked="" type="radio"/> Yes <input type="radio"/> No
79. Were you able to interview the PREA Compliance Manager?	<input checked="" type="radio"/> Yes <input type="radio"/> No <input type="radio"/> NA (NA if the agency is a single facility agency or is otherwise not required to have a PREA Compliance Manager per the Standards)

80. Select which SPECIALIZED STAFF roles were interviewed as part of this audit from the list below: (select all that apply)

- Agency contract administrator
- Intermediate or higher-level facility staff responsible for conducting and documenting unannounced rounds to identify and deter staff sexual abuse and sexual harassment
- Line staff who supervise youthful inmates (if applicable)
- Education and program staff who work with youthful inmates (if applicable)
- Medical staff
- Mental health staff
- Non-medical staff involved in cross-gender strip or visual searches
- Administrative (human resources) staff
- Sexual Assault Forensic Examiner (SAFE) or Sexual Assault Nurse Examiner (SANE) staff
- Investigative staff responsible for conducting administrative investigations
- Investigative staff responsible for conducting criminal investigations
- Staff who perform screening for risk of victimization and abusiveness
- Staff who supervise inmates in segregated housing/residents in isolation
- Staff on the sexual abuse incident review team
- Designated staff member charged with monitoring retaliation
- First responders, both security and non-security staff
- Intake staff

	<input checked="" type="checkbox"/> Other
If "Other," provide additional specialized staff roles interviewed:	Commissary, Laundry, Training Staff, Chaplain, Law Library, and SAFE/SANE staff associated with the local hospital
81. Did you interview VOLUNTEERS who may have contact with inmates/residents/detainees in this facility?	<input checked="" type="radio"/> Yes <input type="radio"/> No
a. Enter the total number of VOLUNTEERS who were interviewed:	2
b. Select which specialized VOLUNTEER role(s) were interviewed as part of this audit from the list below: (select all that apply)	<input checked="" type="checkbox"/> Education/programming <input type="checkbox"/> Medical/dental <input type="checkbox"/> Mental health/counseling <input type="checkbox"/> Religious <input type="checkbox"/> Other
82. Did you interview CONTRACTORS who may have contact with inmates/residents/detainees in this facility?	<input checked="" type="radio"/> Yes <input type="radio"/> No
a. Enter the total number of CONTRACTORS who were interviewed:	3
b. Select which specialized CONTRACTOR role(s) were interviewed as part of this audit from the list below: (select all that apply)	<input type="checkbox"/> Security/detention <input checked="" type="checkbox"/> Education/programming <input checked="" type="checkbox"/> Medical/dental <input type="checkbox"/> Food service <input type="checkbox"/> Maintenance/construction <input type="checkbox"/> Other

83. Provide any additional comments regarding selecting or interviewing specialized staff.	NA
---	----

SITE REVIEW AND DOCUMENTATION SAMPLING

Site Review

PREA Standard 115.401 (h) states, "The auditor shall have access to, and shall observe, all areas of the audited facilities." In order to meet the requirements in this Standard, the site review portion of the onsite audit must include a thorough examination of the entire facility. The site review is not a casual tour of the facility. It is an active, inquiring process that includes talking with staff and inmates to determine whether, and the extent to which, the audited facility's practices demonstrate compliance with the Standards. Note: As you are conducting the site review, you must document your tests of critical functions, important information gathered through observations, and any issues identified with facility practices. The information you collect through the site review is a crucial part of the evidence you will analyze as part of your compliance determinations and will be needed to complete your audit report, including the Post-Audit Reporting Information.

84. Did you have access to all areas of the facility?	<input checked="" type="radio"/> Yes <input type="radio"/> No
--	--

Was the site review an active, inquiring process that included the following:

85. Observations of all facility practices in accordance with the site review component of the audit instrument (e.g., signage, supervision practices, cross-gender viewing and searches)?	<input checked="" type="radio"/> Yes <input type="radio"/> No
---	--

86. Tests of all critical functions in the facility in accordance with the site review component of the audit instrument (e.g., risk screening process, access to outside emotional support services, interpretation services)?	<input checked="" type="radio"/> Yes <input type="radio"/> No
--	--

87. Informal conversations with inmates/residents/detainees during the site review (encouraged, not required)?	<input checked="" type="radio"/> Yes <input type="radio"/> No
---	--

<p>88. Informal conversations with staff during the site review (encouraged, not required)?</p>	<p><input checked="" type="radio"/> Yes</p> <p><input type="radio"/> No</p>
--	---

<p>89. Provide any additional comments regarding the site review (e.g., access to areas in the facility, observations, tests of critical functions, or informal conversations).</p>	<p>NA</p>
--	-----------

Documentation Sampling

Where there is a collection of records to review-such as staff, contractor, and volunteer training records; background check records; supervisory rounds logs; risk screening and intake processing records; inmate education records; medical files; and investigative files-auditors must self-select for review a representative sample of each type of record.

<p>90. In addition to the proof documentation selected by the agency or facility and provided to you, did you also conduct an auditor-selected sampling of documentation?</p>	<p><input checked="" type="radio"/> Yes</p> <p><input type="radio"/> No</p>
--	---

<p>91. Provide any additional comments regarding selecting additional documentation (e.g., any documentation you oversampled, barriers to selecting additional documentation, etc.).</p>	<p>Additional document sampling was done both at random, as well as in coordination with comments received from inmates and staff during the interview process.</p>
---	---

SEXUAL ABUSE AND SEXUAL HARASSMENT ALLEGATIONS AND INVESTIGATIONS IN THIS FACILITY

Sexual Abuse and Sexual Harassment Allegations and Investigations Overview

Remember the number of allegations should be based on a review of all sources of allegations (e.g., hotline, third-party, grievances) and should not be based solely on the number of investigations conducted. Note: For question brevity, we use the term “inmate” in the following questions. Auditors should provide information on inmate, resident, or detainee sexual abuse allegations and investigations, as applicable to the facility type being audited.

92. Total number of SEXUAL ABUSE allegations and investigations overview during the 12 months preceding the audit, by incident type:

	# of sexual abuse allegations	# of criminal investigations	# of administrative investigations	# of allegations that had both criminal and administrative investigations
Inmate-on-inmate sexual abuse	3	0	0	3
Staff-on-inmate sexual abuse	8	0	0	8
Total	11	0	0	11

93. Total number of SEXUAL HARASSMENT allegations and investigations overview during the 12 months preceding the audit, by incident type:

	# of sexual harassment allegations	# of criminal investigations	# of administrative investigations	# of allegations that had both criminal and administrative investigations
Inmate-on-inmate sexual harassment	13	0	13	0
Staff-on-inmate sexual harassment	5	2	1	2
Total	18	2	14	2

Sexual Abuse and Sexual Harassment Investigation Outcomes

Sexual Abuse Investigation Outcomes

Note: these counts should reflect where the investigation is currently (i.e., if a criminal investigation was referred for prosecution and resulted in a conviction, that investigation outcome should only appear in the count for “convicted.”) Do not double count. Additionally, for question brevity, we use the term “inmate” in the following questions. Auditors should provide information on inmate, resident, and detainee sexual abuse investigation files, as applicable to the facility type being audited.

94. Criminal SEXUAL ABUSE investigation outcomes during the 12 months preceding the audit:

	Ongoing	Referred for Prosecution	Indicted/ Court Case Filed	Convicted/ Adjudicated	Acquitted
Inmate-on-inmate sexual abuse	0	0	0	0	0
Staff-on-inmate sexual abuse	0	0	0	0	0
Total	0	0	0	0	0

95. Administrative SEXUAL ABUSE investigation outcomes during the 12 months preceding the audit:

	Ongoing	Unfounded	Unsubstantiated	Substantiated
Inmate-on-inmate sexual abuse	0	0	2	0
Staff-on-inmate sexual abuse	0	0	0	0
Total	0	0	2	0

Sexual Harassment Investigation Outcomes

Note: these counts should reflect where the investigation is currently. Do not double count. Additionally, for question brevity, we use the term “inmate” in the following questions. Auditors should provide information on inmate, resident, and detainee sexual harassment investigation files, as applicable to the facility type being audited.

96. Criminal SEXUAL HARASSMENT investigation outcomes during the 12 months preceding the audit:

	Ongoing	Referred for Prosecution	Indicted/ Court Case Filed	Convicted/ Adjudicated	Acquitted
Inmate-on-inmate sexual harassment	0	2	0	0	0
Staff-on-inmate sexual harassment	0	0	0	0	0
Total	0	2	0	0	0

97. Administrative SEXUAL HARASSMENT investigation outcomes during the 12 months preceding the audit:

	Ongoing	Unfounded	Unsubstantiated	Substantiated
Inmate-on-inmate sexual harassment	0	0	8	2
Staff-on-inmate sexual harassment	4	0	0	0
Total	4	0	8	2

Sexual Abuse and Sexual Harassment Investigation Files Selected for Review

Sexual Abuse Investigation Files Selected for Review

98. Enter the total number of SEXUAL ABUSE investigation files reviewed/ sampled:

12

<p>99. Did your selection of SEXUAL ABUSE investigation files include a cross-section of criminal and/or administrative investigations by findings/outcomes?</p>	<p><input checked="" type="radio"/> Yes</p> <p><input type="radio"/> No</p> <p><input type="radio"/> NA (NA if you were unable to review any sexual abuse investigation files)</p>
<p>Inmate-on-inmate sexual abuse investigation files</p>	
<p>100. Enter the total number of INMATE-ON-INMATE SEXUAL ABUSE investigation files reviewed/sampled:</p>	<p>2</p>
<p>101. Did your sample of INMATE-ON-INMATE SEXUAL ABUSE investigation files include criminal investigations?</p>	<p><input checked="" type="radio"/> Yes</p> <p><input type="radio"/> No</p> <p><input type="radio"/> NA (NA if you were unable to review any inmate-on-inmate sexual abuse investigation files)</p>
<p>102. Did your sample of INMATE-ON-INMATE SEXUAL ABUSE investigation files include administrative investigations?</p>	<p><input checked="" type="radio"/> Yes</p> <p><input type="radio"/> No</p> <p><input type="radio"/> NA (NA if you were unable to review any inmate-on-inmate sexual abuse investigation files)</p>
<p>Staff-on-inmate sexual abuse investigation files</p>	
<p>103. Enter the total number of STAFF-ON-INMATE SEXUAL ABUSE investigation files reviewed/sampled:</p>	<p>0</p>
<p>104. Did your sample of STAFF-ON-INMATE SEXUAL ABUSE investigation files include criminal investigations?</p>	<p><input type="radio"/> Yes</p> <p><input type="radio"/> No</p> <p><input checked="" type="radio"/> NA (NA if you were unable to review any staff-on-inmate sexual abuse investigation files)</p>

<p>105. Did your sample of STAFF-ON-INMATE SEXUAL ABUSE investigation files include administrative investigations?</p>	<p><input type="radio"/> Yes</p> <p><input type="radio"/> No</p> <p><input checked="" type="radio"/> NA (NA if you were unable to review any staff-on-inmate sexual abuse investigation files)</p>
<p>Sexual Harassment Investigation Files Selected for Review</p>	
<p>106. Enter the total number of SEXUAL HARASSMENT investigation files reviewed/sampled:</p>	<p>10</p>
<p>107. Did your selection of SEXUAL HARASSMENT investigation files include a cross-section of criminal and/or administrative investigations by findings/outcomes?</p>	<p><input checked="" type="radio"/> Yes</p> <p><input type="radio"/> No</p> <p><input type="radio"/> NA (NA if you were unable to review any sexual harassment investigation files)</p>
<p>Inmate-on-inmate sexual harassment investigation files</p>	
<p>108. Enter the total number of INMATE-ON-INMATE SEXUAL HARASSMENT investigation files reviewed/sampled:</p>	<p>10</p>
<p>109. Did your sample of INMATE-ON-INMATE SEXUAL HARASSMENT files include criminal investigations?</p>	<p><input checked="" type="radio"/> Yes</p> <p><input type="radio"/> No</p> <p><input type="radio"/> NA (NA if you were unable to review any inmate-on-inmate sexual harassment investigation files)</p>
<p>110. Did your sample of INMATE-ON-INMATE SEXUAL HARASSMENT investigation files include administrative investigations?</p>	<p><input checked="" type="radio"/> Yes</p> <p><input type="radio"/> No</p> <p><input type="radio"/> NA (NA if you were unable to review any inmate-on-inmate sexual harassment investigation files)</p>

Staff-on-inmate sexual harassment investigation files	
111. Enter the total number of STAFF-ON-INMATE SEXUAL HARASSMENT investigation files reviewed/sampled:	0
112. Did your sample of STAFF-ON-INMATE SEXUAL HARASSMENT investigation files include criminal investigations?	<input type="radio"/> Yes <input type="radio"/> No <input checked="" type="radio"/> NA (NA if you were unable to review any staff-on-inmate sexual harassment investigation files)
113. Did your sample of STAFF-ON-INMATE SEXUAL HARASSMENT investigation files include administrative investigations?	<input type="radio"/> Yes <input type="radio"/> No <input checked="" type="radio"/> NA (NA if you were unable to review any staff-on-inmate sexual harassment investigation files)
114. Provide any additional comments regarding selecting and reviewing sexual abuse and sexual harassment investigation files.	All cases are initially treated and reviewed as criminal allegations until the merits of the allegation, or subsequent investigation, determine the complaint to be less than criminal. At that point, the investigation, which continues until exhausted, is deemed administrative in nature.
SUPPORT STAFF INFORMATION	
DOJ-certified PREA Auditors Support Staff	
115. Did you receive assistance from any DOJ-CERTIFIED PREA AUDITORS at any point during this audit? REMEMBER: the audit includes all activities from the pre-onsite through the post-onsite phases to the submission of the final report. Make sure you respond accordingly.	<input type="radio"/> Yes <input checked="" type="radio"/> No

Non-certified Support Staff

<p>116. Did you receive assistance from any NON-CERTIFIED SUPPORT STAFF at any point during this audit? REMEMBER: the audit includes all activities from the pre-onsite through the post-onsite phases to the submission of the final report. Make sure you respond accordingly.</p>	<p><input type="radio"/> Yes</p> <p><input checked="" type="radio"/> No</p>
---	---

AUDITING ARRANGEMENTS AND COMPENSATION

<p>121. Who paid you to conduct this audit?</p>	<p><input type="radio"/> The audited facility or its parent agency</p> <p><input type="radio"/> My state/territory or county government employer (if you audit as part of a consortium or circular auditing arrangement, select this option)</p> <p><input checked="" type="radio"/> A third-party auditing entity (e.g., accreditation body, consulting firm)</p> <p><input type="radio"/> Other</p>
--	---

<p>Identify the name of the third-party auditing entity</p>	<p>Corrections Consulting Services (f/k/a PAOA)</p>
--	---

Standards	
Auditor Overall Determination Definitions	
<ul style="list-style-type: none"> • Exceeds Standard (Substantially exceeds requirement of standard) • Meets Standard (substantial compliance; complies in all material ways with the stand for the relevant review period) • Does Not Meet Standard (requires corrective actions) 	
Auditor Discussion Instructions	
<p>Auditor discussion, including the evidence relied upon in making the compliance or non-compliance determination, the auditor’s analysis and reasoning, and the auditor’s conclusions. This discussion must also include corrective action recommendations where the facility does not meet standard. These recommendations must be included in the Final Report, accompanied by information on specific corrective actions taken by the facility.</p>	

115.11	Zero tolerance of sexual abuse and sexual harassment; PREA coordinator
	Auditor Overall Determination: Exceeds Standard
	Auditor Discussion
	<p>Documents:</p> <ul style="list-style-type: none"> · Program Statement P5324.12, Sexually Abusive Behavior Prevention and Intervention Program, 6-4-15 · Program Statement P3420.11, Standards of Employee Conduct, 12-6-13 · Program Statement P5270.09, Inmate Discipline Program, 7-8-11 · BOP Inmate Notice Zero Tolerance, English · BOP Inmate Notice Zero Tolerance, Spanish · BOP Sexually Abusive Behavior Prevention and Intervention: An Overview for Inmates, English, July 2018

- BOP Sexually Abusive Behavior Prevention and Intervention: An Overview for Inmates, Spanish, July 2018
- BOP MOU, Responsibilities of National PREA Coordinator, 3-11-13
- BOP Reentry Service Division, Assistant Director's Office
- FTD 5324.12E, Sexually Abusive Behavior Prevention & Intervention Program, 8-1-23
- FTD ACA Welcome Book, 2024

Interviews:

- Agency Head
- Agency PREA Coordinator
- PREA Compliance Manager
- Facility Warden
- Intermediate or Higher-Level Facility Staff
- Random Staff

Site Review Observations:

- The Federal Bureau of Prisons (BOP) Agency PREA Coordinator provides guidance to Central Office Management Analysts, who subsequently provide guidance to facility-based PREA Compliance Managers (PCM), to include the PCM assigned to the Federal Correctional Institution (FCI) at Fort Dix.
- The FCI Fort Dix (FTD) PREA Compliance Manager is physically assigned to the FCI Fort Dix and maintains a permanent office, with routine activities, within said institution as a function of that facility assignment.

Standard Subsections:

(A) Program Statement P5324.12, Sexually Abusive Behavior Prevention and Intervention Program, 6-4-15; and Institution Supplement FTD 5324.12E, Sexually

Abusive Behavior Prevention & Intervention Program, 8-1-23, provides written direction mandating a zero-tolerance policy toward all forms of sexual abuse and sexual harassment. Together, they outline both the agency's, and the facility's, approach to preventing, detecting, and responding to such conduct.

(B) The BOP has employed an agency-wide PREA Coordinator. This position, Agency PREA Coordinator, is within the upper hierarchy of organizational authority within the BOP. The Agency PREA Coordinator provides guidance at the national level to six Central Office Management Analysts assigned to the BOP. The Central Office Management Analysts, in turn, provide guidance to the institutional PREA Compliance Managers assigned to agency facilities. As a collective effort, these persons help facilitate institutional needs specific to the implementation and advancement of the PREA standards. As such, the Agency PREA Coordinator, in coordination with the six Central Office Management Analysts, facility wardens, and facility-based PREA Compliance Managers, guide the implementation of PREA standards throughout the agency.

(C) The BOP operates multitudes of correctional institutions. Each warden within these institutions has been charged with designating a PREA Compliance Manager, who holds the supervisory rank of Associate Warden. The FCI Fort Dix Warden affirms his designation of an Associate Warden assigned to the FCI Fort Dix to serve in this capacity. The Associate Warden serving as the FCI Fort Dix PREA Compliance Manager further confirms both sufficient time and authority to coordinate the facility's efforts in complying with the PREA standards.

Reasoning & Findings Statement:

This standard works to ensure the agency operates with a zero-tolerance acceptance level of sexual abuse and sexual harassment of inmates. Additionally, the standard requires that individual facilities operate with respect to the agency's zero-tolerance expectation. In this regard, the agency has implemented policies designed to prevent, detect, and respond to sexual abuse and sexual harassment. Though the standard requires the minimum staffing of one agency-wide PREA Coordinator and then individual PREA Compliance Managers assigned to each facility, the BOP has exceeded this requirement through the additional employment of six Central Office Management Analysts. The sole function of the Central Office Management Analyst position is to better coordinate and advance the implementation of the PREA standards and policies to significantly increase the sexual safety of all inmates incarcerated within the BOP. As such, the agency, and by extension the facility, has clearly exceeded the basic requirements of this standard.

115.12	Contracting with other entities for the confinement of inmates
	<p>Auditor Overall Determination: Meets Standard</p> <hr/> <p>Auditor Discussion</p> <p>Documents:</p> <ul style="list-style-type: none"> · Program Statement P5324.12, Sexually Abusive Behavior Prevention and Intervention Program, 6-4-15 <p>Interviews:</p> <ul style="list-style-type: none"> · Agency Contract Administrator · Agency PREA Coordinator <p>Site Review Observations:</p> <ul style="list-style-type: none"> · The FCI Fort Dix is a publicly operated correctional facility through the Federal BOP. <p>Standard Subsections:</p> <p>(A) The BOP no longer contracts for the confinement of its inmates with private agencies.</p> <p>(B) The BOP no longer contracts for the confinement of its inmates with private agencies.</p> <p>Reasoning & Findings Statement:</p> <p>This standard ensures that all private entities contractually bound to the parent agency; namely, the federal BOP, comply with the PREA standards. However, the BOP</p>

	no longer contracts with private agencies/entities for the confinement of federal inmates.
--	--

115.13	Supervision and monitoring
	Auditor Overall Determination: Exceeds Standard
	Auditor Discussion
	<p>Documents:</p> <ul style="list-style-type: none"> · Program Statement P5324.12, Sexually Abusive Behavior Prevention and Intervention Program, 6-4-15 · Program Statement P3000.03, Human Resource Management Manual, 12-19-07 · Program Statement P5216.06, Juvenile Delinquents, 4-26-19 · BOP Inmate Notice Zero Tolerance, English · BOP Inmate Notice Zero Tolerance, Spanish · FTD 5324.12E, Sexually Abusive Behavior Prevention & Intervention Program, 8-1-23 · FTD 5502.11D, Institutional Duty Officer, 5-25-23 · FTD Quarterly Salary Workforce Minutes: 4-6-23, 9-27-23 · FTD Quarterly WPC Meeting Minutes: March 2023, June 2023, September 2023 · FTD Staffing Report: 10-22-23 · FTD PREA Annual Assurance Audit: 1-28-21, 5-25-22, 1-2-23, 6-30-23 · FTD Institution Duty Officer, Unannounced Institution Rounds, Week of: 1-3-23, 1-10-23, 1-17-23, 1-24-23, 2-2-23, 2-7-23, 2-14-23, 2-21-23, 2-28-23, 3-7-23, 3-14-23, 3-21-23, 3-28-23, 4-4-23, 4-10-23, 4-18-23, 4-25-23, 5-2-23, 5-9-23, 5-16-23, 5-23-23, 5-30-23, 6-1-23, 6-6-23, 6-13-23, 6-20-23, 6-27-23, 7-4-23, 7-11-23, 7-18-23, 7-25-23, 8-1-23, 8-8-23, 8-15-23, 8-26-23, 9-5-23, 9-12-23, 9-20-23, 9-26-23, 10-10-23, 10-17-23, 10-24-23, 10-31-23, 11-6-23, 11-14-23, 11-21-23, 11-28-23, 12-12-23 · FTD Lieutenant's Daily Log: 1-29-24a, 1-29-24b, 1-29-24c, 1-30-24a, 1-30-24b, 1-30-24c

Interviews:

- Agency PREA Coordinator
- PREA Compliance Manager
- Facility Warden
- Intermediate or Higher-Level Facility Staff
- Random Staff

Site Review Observations:

- All inmate housing areas contain at least one custody post that is continuously monitored by staff. All areas of high inmate traffic are assigned staffing positions while in operation.
- During the site review, supervisory staff were observed making routine and frequent rounds throughout the facility. All random staff interviewed did indicate that supervisory staff were available to them as needed and did routinely conduct unannounced rounds within the facility.
- During supervisory rounds, ranking officials were observed reviewing required documentation completed by line staff as a function of their duty posts.
- During the onsite portion of the audit, additional FCI Fort Dix IDO Unannounced Institutional Rounds (Chronological Housing/Building Logs) were inspected to ensure supervisory staff were conducting, and properly documenting, their unannounced rounds. Supervisory signatures were observed in red or blue ink.
- IDO Unannounced Institutional Rounds were also reviewed onsite to ensure that opposite gender announcements on all three facility shifts, where appropriate, were being made and properly documented.

Standard Subsections:

(A) The FCI Fort Dix has developed and documented a staffing plan. Facility administrators are required to make their best efforts in complying with said plan on a regular basis in order to provide for adequate levels of staffing, and, where applicable, video monitoring to protect inmates against abuse (P5324.12). The FTD reviews the facility's staffing plan on a quarterly basis. As noted within the Quarterly Salary Workforce Minutes reviewed onsite, the staffing plan takes into consideration generally accepted correctional practices when determining staffing needs and the need for video monitoring. If present, the staffing plan considers any judicial, federal

investigative agencies, internal, and external oversight bodies' findings of inadequacy. Per the FTD Warden, the quarterly staffing plan review requires that the facility considers components of the facility's physical plant, composition of the inmate population, number and placement of supervisory staff, institutional programming needs, applicable state and local laws, the prevalence of substantiated and unsubstantiated incidents of sexual abuse, as well as any other relevant factors when determining staffing needs and the need for video monitoring. As noted by the FCI Fort Dix PREA Compliance Manager, the facility staffing plan was predicated consistent with average daily number of inmates assigned to the FCI Fort Dix.

(B) BOP policy governs the minimum use of employee staffing (P5324.12). If facility staffing levels fall below these minimum requirements, BOP policy further requires that facility staff properly document each occurrence. Per the FCI Fort Dix PREA Compliance Manager, within the past twelve months, the staffing levels of FCI Fort Dix have fallen below the required levels. As noted by the PCM, the six most common reasons for deviating from the staffing plan were: reassignments, retirements, resignations, lack of qualified applicants, management indicators, and classification.

(C) The facility conducts quarterly reviews of its staffing plan. As evidenced via interviews with agency and facility staff, in completing the FCI Fort Dix staffing plan review, the facility did coordinate with the Central Office Management Analyst, as well as the FCI Fort Dix PREA Compliance Manager, to develop the facility staffing plan in accordance with the aforementioned 115.13(a). PREA staffing members were consulted regarding the use of resources necessary to commit to the staffing plan, as well as the use of video monitoring technologies within the facility.

(D) The agency does have a policy in place to mandate unannounced rounds conducted by intermediate-level or higher-level supervisors (P5324.12). This policy does require that staff document those rounds. The policy requires unannounced rounds to be made on all shifts, both day and night hours. The agency also prohibits staff from alerting others that said rounds are being conducted. The timing of the site review allowed the auditor to observe the facility while employees from all three shifts were on duty. The auditor did observe line and supervisory staff document said rounds as appropriate. Said documentation did reflect that not only were supervisory staff conducting unannounced rounds, but these rounds were also clearly documented using red or blue ink. When interviewed, supervisory staff stated that they performed unannounced rounds at various times, as well as walked varying paces and routes when conducting unannounced rounds to make their presence less predictable. When interviewing random staff, all persons stated that supervisors routinely conduct unannounced rounds. Staff also noted that it was a violation of policy for supervisors to announce their rounds or for other staff to call ahead and warn their co-workers that a supervisor was conducting security rounds. When interviewing random inmates, most inmates stated that they have routinely

witnessed supervisory staff conducting rounds throughout the facility. During the site review, it was further noted that inmates seemed comfortable with the presence of supervisory staff within their housing areas. As well, during the site review, inmates were observed approaching supervisory staff and speaking with ease; thus, further supporting that said staff are routinely present in inmate housing and facility areas.

Reasoning & Findings Statement:

This standard requires the facility to ensure adequate staffing levels that promote the safety of not only all inmates assigned to the facility, but also to ensure the safety of all institutional staff, volunteers, and contractors within the institution. During the audit time frame, the FCI Fort Dix did deviate from its staffing plan. In this, appropriate measures were taken to ensure adequate staffing levels remained on site to help ensure the safety of all staff and incarcerated persons. To ensure that the sexual safety of inmates assigned to the FCI Fort Dix is given sufficient weight in determining facility staffing needs, the FCI Fort Dix staffing plan is reviewed on a quarterly basis in coordination with all FCI Fort Dix PREA staffing components. Lastly, to ensure meaningful and effective correctional supervision, FCI Fort Dix supervisors routinely conduct and document unannounced rounds. The auditor observed, as well as the facility provided, ample evidence of documented unannounced rounds of supervisory ranks of various levels, up to and including, the facility warden. As such, the FCI Fort Dix facility has exceeded in demonstrating its compliance with this provision.

115.14	Youthful inmates
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>Documents:</p> <ul style="list-style-type: none"> · Program Statement P5324.12, Sexually Abusive Behavior Prevention and Intervention Program, 6-4-15 · Program Statement P5216.06, Juvenile Delinquents, 4-26-19 · FTD 5324.12E, Sexually Abusive Behavior Prevention & Intervention Program, 8-1-23

Interviews:

- Agency PREA Coordinator
- PREA Compliance Manager
- Facility Warden
- Random Staff
- Random/Targeted Inmates

Site Review Observations:

- While conducting the onsite review, the auditor did not observe any inmates who appeared excessively youthful.
- In reviewing inmate documents, the auditor did not observe any inmate birthdays to be less than 18 years younger than the date of the onsite review.
- All inmates interviewed stated that they were at least 18 years of age and did not have any knowledge of any inmates assigned to the FCI Fort Dix who were not at least 18 years of age.

Standard Subsections:

(A) The BOP policy (P5216.06) prohibits the placement of any inmate less than 18 years of age in an adult jail or correctional institution.

(B) As FCI Fort Dix does not house any inmates less than the age of 18 years, the facility has most certainly maintained absolute sight and sound separation between youthful Inmates and adult inmates.

(C) As FCI Fort Dix does not house any offender less than 18 years of age, its facility administration has absolutely avoided placing any adolescent offender in isolation in order prevent said offender from living within sight and sound of adult Inmates. Hence, the FCI Fort Dix has not denied any adolescent offender the ability to engage in daily large-muscle exercise or to participate in other program or work opportunities.

	<p>Reasoning & Findings Statement:</p> <p>This standard requires that the agency ensures sight and sound separation between youthful Inmates and adult inmates. Alternatively, the standard requires that there is direct staff supervision when youthful Inmates and adult inmates have the possibility of sight, sound, or physical contact. The BOP prohibits the assignment of youthful Inmates to adult housing units. Hence, as FCI Fort Dix contains only adult housing units, FCI Fort Dix is prohibited from receiving, and subsequently housing, youthful Inmates. As such, the facility has demonstrated compliance with this standard.</p>
--	--

115.15	Limits to cross-gender viewing and searches
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>Documents:</p> <ul style="list-style-type: none"> · Program Statement P5324.12, Sexually Abusive Behavior Prevention and Intervention Program, 6-4-15 · Program Statement, P5521.06, Searches of Housing Units, Inmates, and Inmate Work Areas, 6-4-15 · BOP Inmate Notice Zero Tolerance, English · BOP Inmate Notice Zero Tolerance, Spanish · BOP Transgender Inmates, Annual Refresher Training · BOP Inmate Pat Searches (Male, Female, Transgender) Training PowerPoint · BOP Escort Procedures Annual Training FY2023 Instructor Guide · BOP Escort Procedures Annual Training 2023 PowerPoint · FTD 5324.12E, Sexually Abusive Behavior Prevention & Intervention Program, 8-1-23 · FTD 5502.11D, Institution Duty Officer, 5-25-23 · FTD Employee PREA Training, 8-31-23

- FTD Memo, PREA Standard 115.15, 8-1-23

Interviews:

- PREA Compliance Manager
- Facility Warden
- Intermediate or Higher-Level Facility Staff
- Random Staff
- Inmates Who Identify as Lesbian, Gay, Bisexual, Transgender, or Intersex
- Random Inmates

Site Review Observations:

- During the site review, staff were routinely observed making announcements when persons of the opposite gender entered offender housing areas.
- Supervisory staff were observed conducting their routine security checks within inmate housing areas. Announcements and supervisory rounds, both unannounced rounds and scheduled rounds, were subsequently documented on the Institution Duty Officer (IDO) Unannounced Institutional Rounds where appropriate.
- Observed supervisory staff conducting Main Line, an availability program for incarcerated persons to have daily and direct access to administrative staff during the lunch.
- Observed staff performing routine pat searches of random inmates.
- FCI Fort Dix documentation reflects that during the past twelve months, the facility has not had any cross-gender strip or visual body cavity searches of inmates.
- Privacy shields were in place inhibiting views of all inmate toilets.
- Privacy screens were noted in all shower areas.
- Privacy shields were in place and/or available in all medical examination rooms.
- Video footage did not reveal that any cameras were trained on inmate restrooms, showers, or other areas where inmates might be in a state of undress.

Standard Subsections:

(A) BOP Policy (P5324.12) prohibits cross-gender strip or visual body cavity search of inmates except in exigent circumstances or by medical practitioners. Random staff interviews confirm that staff do not engage in such activities. Furthermore, all inmates interviewed noted that they had not, nor had they witnessed any other inmate, being subjected to a strip or body cavity search by a custody staff member of the opposite gender.

(B) BOP Policy (P5324.12) mandates that staff refrain from conducting cross-gender pat-down searches of female inmates, unless in exigent circumstances. As there aren't any (0) biological females incarcerated within the facility, the facility has never denied any female inmate access to a regularly available program or out of cell activity to prevent a cross-gender pat down search.

(C) Agency policy (P5324.12) requires that all cross-gender strip and visual body cavity searches are documented. The facility has not engaged in any (0) cross-gender strip searches or cross-gender body cavity searches of its prisoners within the audit period. However, under exigent circumstances, should the need arise, staff interviewed understood that such action, while extremely unlikely, would require extensive justification.

(D) The FCI Fort Dix does have a policy (P5324.12, FTD 5324.12E) in place that allows inmates to shower, perform bodily functions, and change clothing without nonmedical staff of the opposite gender viewing inmate buttocks, genitalia, or breasts except in exigent circumstances or when such viewing is incidental to routine cell checks. The facility does follow policy (P5324.12, FTD 5324.12E) requiring that staff of the opposite gender announce their presence when entering an inmate housing unit. In speaking with agency staff, all staff members were aware of the agency's prohibition against cross-gender strip and visual body cavity searches. Program Statement P5324.12, Sexually Abusive Behavior Prevention and Intervention Program, 6-4-15, requires all persons of the opposite gender to announce their presence upon entering an opposite gender housing assignment. All staff interviewed did confirm their adherence to said policy. Additionally, most inmates interviewed confirmed this statement. During the facility site review, modesty barriers and curtains were in place to inhibit the viewing of any inmate in a state of undress. As well, inspected video footage did not capture, nor was it trained to capture, inmates in a state of undress during routine activities, to include strip searches.

(E) BOP Policy (P5324.12) prohibits searching transgender or intersex inmates for the sole purpose of determining the inmates' genital status. In interviewing staff, it was clearly expressed that if the gender of an inmate is unknown, conducting a strip search to determine the gender of the inmate would be inappropriate. It was generally expressed that to determine gender, staff would contact the medical department, their supervisor, or simply ask the inmate.

(F) Records reflect that 100% of FCI Fort Dix custody staff have been trained on proper procedure specific to conducting cross-gender inmate pat searches and transgender pat searches in a professional and least intrusive manner as possible consistent with security needs. All random staff interviewed did affirm their understanding of agency policy prohibiting the search of any transgender or intersex inmate for the sole purpose of determining the inmate's genital status. BOP Policy (P5324.12) specifies that transgender "inmates will be pat-searched in accordance with the gender of the institution, or housing assignment, in which they are assigned. Transgender inmates may request an exception." Policy (P5324.12) provides clear instructions on how staff will perform searches of any inmate, to include transgender inmates. Random custody staff interviewed confirmed their understanding of how to conduct a proper search of transgender/intersex inmates assigned to the FCI Fort Dix. As well, facility training rosters reflect that all correctional staff assigned to the FCI Fort Dix have been trained on how to conduct searches in a professional and least intrusive manner as possible. During interviews with transgender inmates, said inmates did not express any concerns specific to inappropriate searches.

Reasoning & Findings Statement:

This standard requires that the agency place limits on cross-gender strip or cavity searches. The BOP has enacted policies prohibiting said searches in the absence of exigent circumstances. In the event exigent circumstances require cross-gender strip or cavity searches, policy subsequently requires this search to be properly documented. Neither documentation nor staff/inmate interviews reflect that any inmates have been subject to cross-gender strip or cavity searches within the auditing time frame. Agency custody staff are trained on the proper procedures to conduct pat searches on transgender or intersex inmates, which requires said searches to be performed in a professional and least intrusive manner as possible. As well, transgender inmates may seek an exception to being searched by a specific staff gender. The agency requires opposite gender staff to announce their presence upon entering inmate housing areas where persons may be in a state of undress. As such, the FCI Fort Dix facility meets all provisions within this standard.

proficient

Auditor Overall Determination: Exceeds Standard

Auditor Discussion

Documents:

- Program Statement P5324.12, Sexually Abusive Behavior Prevention and Intervention Program, 6-4-15
- BOP LanguageLine Services Blanket Purchase Agreement, 7-13-23
- BOP LanguageLine Solutions, Language Identification Card, 2013
- BOP LanguageLine Services Important Instructions
- BOP Memorandum, Telephonic Language Translations, 9-29-20
- BOP Inmate Notice Zero Tolerance, English
- BOP Inmate Notice Zero Tolerance, Spanish
- BOP PREA Reminders, English
- BOP PREA Reminders, Spanish
- BOP Purple, Deaf Sign Language Telephone Access
- FTD 5324.12E, Sexually Abusive Behavior Prevention & Intervention Program, 8-1-23
- FTD Memo, PREA Standard 115.16, 8-1-23
- FTD Local Disability Assistance Offices & Interpretation Services
- FTD Pepnet 2, Fast Facts, 09/15

Interviews:

- Agency Head
- Agency PREA Coordinator
- PREA Compliance Manager
- Facility Warden

- Intermediate or Higher-Level Facility Staff
- Random Staff
- Inmates with Disabilities
- Inmates with Limited English Proficiency

Site Review Observations:

- Correctional staff assigned to housing areas entered each dayroom area within the building to loudly announce inmate information, to include when opposite gender staff entered the housing area.
- PREA Notices, as well as other advisement notices, were posted in languages spoken by significant portions of the offender population; namely, English and Spanish.
- PREA information is provided verbally during the inmate admission process, as well as provided verbally via an instructional film viewed during the inmate orientation process.
- Staff translators are available if needed.
- LanguageLine Solutions are available for staff to communicate with Inmates who do not speak English or another language common to facility staff.

Standard Subsections:

(A) BOP policy (P5324.12) requires that institutions enhance communication efforts with disabled inmates, such as those with hearing, vision, speech, or other physical disabilities; psychiatric or other intellectual disabilities, or those with limited English proficiency (LEP); so as to provide said inmates with an equal opportunity to participate in or benefit from all aspects of the agency's efforts to prevent, detect, and respond to sexual abuse and sexual harassment. PREA educational information is provided in writing, verbally, as well as presented in video format (available in English and Spanish). The BOP maintains a mandatory for use contract for telephonic translation and interpretation services to assist inmates who do not speak a language common to FCI Fort Dix staff. The facility offers video-based interpretation for American Sign Language assistance. In this, the Purple and LanguageLine Solutions services can be used to translate PREA, as well other confidential information.

When interviewing staff, it was noted that employees were aware of the need to obtain staff interpreters for sensitive security matters, such as PREA-related investigations. Staff were aware that other inmates could not be used to translate for any inmate during a sexual abuse/harassment investigation or incident. During the inmate interview process, when speaking with LEP inmates, these inmates noted that their inability to speak English proficiently has not prevented them from participating in any facility-based services, to include the agency's efforts to prevent, detect, and respond to sexual abuse and sexual harassment. Additionally, inmates with physical and/or intellectual disabilities were interviewed. These inmates also stated that their disabilities did not prevent them from participating in any facility-based services and/or that FCI Fort Dix has made accommodations for their disabilities, to include ensuring their access to the agency's efforts to prevent, detect, and respond to sexual abuse and sexual harassment.

(B) The PREA informational brochure is commonly printed in two different languages: English and Spanish. As needed, LanguageLine Solutions services can also be used to translate PREA information into other languages.

(C) The BOP has developed agency-wide policies that prohibit the use of inmate interpreters or other types of offender-based assistance in the transmission or subsequent investigation of security sensitive information, such as PREA-related matters (P5324.12). The agency has also developed agency-wide policies to enhance communication efforts with disabled Inmates; such as those with hearing, vision, speech, or other physical disabilities; psychiatric or other intellectual disabilities, or those with limited English proficiency (P5324.12); so as to provide these Inmates with an equal opportunity to directly participate in or benefit from all aspects of the agency's efforts to prevent, detect, and respond to sexual abuse and sexual harassment without the use of inmate interpreters or other types of offender-based assistance. FCI Fort Dix staff are aware of these agency policies and do not utilize inmate interpreters for security sensitive matters.

Reasoning & Findings Statement:

This standard seeks to empower all inmates with the right to be free from sexual abuse and sexual harassment. An essential component to that requirement is the ability to directly access PREA information, services, and support services. Inmates with disabilities; either cognitive, physical, or cultural, may require additional assistance in achieving that access. Hence, it is necessary for the agency to provide additional measures to ensure these inmates have equal access. The BOP recognizes this need and has created policies to address it. The FCI Fort Dix maintains sufficient stocks of PREA informational brochures in both English and Spanish. The FCI Fort Dix

	<p>routinely shows PREA informational videos in Spanish, the most commonly spoken language inside of FCI Fort Dix other than English. Additionally, if needed, facility staff may utilize the LanguageLine to converse with inmates who do not speak a language common to facility staff. Along with standard agency provided resources, the FCI Fort Dix has also sought out available accommodation services, such as for the deaf and blind, from area providers. Lastly, it should be noted that at no time during the audit time frame, has FCI Fort Dix used inmate interpreters to help agency staff communicate with another inmate regarding security sensitive information. As such, FCI Fort Dix has exceeded the provisions of this standard.</p>
--	---

115.17	Hiring and promotion decisions
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>Documents:</p> <ul style="list-style-type: none"> · Program Statement P5324.12, Sexually Abusive Behavior Prevention and Intervention Program, 6-4-15 · Program Statement P3420.11, Standards of Employee Conduct, 12-6-13 · Program Statement P3000.03, Human Resource Management Manual, 12-19-07 · BOP A Blend of Good Talents and a Commitment for Diversity: General Information Resource Guide · BOP General Employment Considerations for Staff · BOP Questionnaire for Public Trust Positions, 1995 · BOP National Background Investigations Bureau, Fingerprint Submissions · BOP PREA-Reference Check Background Materials, 28 C.F.R., Section 115.17(h) · BOP Pre-Conditional Offer of Employment Questionnaire, 10-30-14 · BOP PREA and Record Requests by Prospective Employers Regarding Former BOP Employees, 2-28-14 · BOP PREA Requests from non-BOP Employers, 2-19-14 · FTD 5324.12E, Sexually Abusive Behavior Prevention & Intervention Program, 8-1-23

Interviews:

- Administrative (Human Resources) Staff
- Agency PREA Coordinator
- PREA Compliance Manager
- Facility Warden

Site Review Observations:

- Review of employee and contractor files

Standard Subsections:

(A) The BOP has developed agency-wide policies (P3420.11, P3000.03, P5324.12) that prohibit the hiring or promotion of employees and contracted workers who have engaged in sexual abuse, been convicted of engaging or attempting to engage in a sexual activity with inmates, or have been civilly or administratively adjudicated to have engaged in a sexual activity with Inmates while in a prison, jail, lockup, community confinement facility, juvenile facility, or other institutional setting. The agency also has policies that stipulate prior to all hiring and promotional decisions of employees and contract workers, any incidents of sexual harassment will be considered. Prior to hiring any new employee or contract worker at the facility level, FCI Fort Dix Human Resource staff ensure that criminal background checks have been conducted on the prospective employee via the National Crime Information Center. As well, as required by policy, FCI Fort Dix Human Resource staff ensure that all previous institutions of employment are contacted in order to determine if candidates have any previously substantiated claims of sexual abuse or resigned during a pending investigation of such claims. Policy (P5324.12) also requires that the FCI Fort Dix cooperates with other correctional and law enforcement agencies to ensure that accurate information regarding PREA-related employment laws are effectively shared between agencies.

(B) BOP policy (P5324.12) requires the facility to consider any incidents of sexual harassment in determining whether to hire/promote anyone who may have contact

with inmates. Likewise, in speaking with the FCI Fort Dix Human Resource representative, agency policy (P3000.03) requires Human Resource staff to also verify contractor employment history.

(C) Before hiring or promoting employees, policy (P3000.03, P5324.12) requires the agency to perform criminal background checks. This is done via the Electronic Questionnaires for Investigations Processing system, which is overseen by the Office of Personnel Management and facilitated by the Security and Background Investigations Section. Policy (P3000.03) also requires the agency to conduct checks with prior employers for any applicant previously employed by a correctional facility. During the audit time frame, the FCI Fort Dix has hired seventy-two (72) people who may have contact with inmates who have had a criminal background record check.

(D) Agency policy requires that prior to enlisting the services of any contractor who may have contact with Inmates, the agency performs a criminal background record check on said contractor. In speaking with the FCI Fort Dix Human Resource representative, it was noted that all persons contracted with the FCI Fort Dix received an initial background check, as well as, where applicable, required subsequent checks within the required time frames. During the audit time frame, the FCI Fort Dix has ten (10) contracts for services where criminal background record checks were conducted on all staff covered in the contract who might have contact with inmates.

(E) Once employed, agency policy (P3000.03, P5324.12) requires that criminal background checks are conducted every five years to ensure that said persons have not been found to have engaged in sexual abuse in a prison, jail, lockup, community confinement facility, juvenile facility, or other institution. As well, employees have an affirmative duty to report any contact they may have had with other law enforcement agencies and to report any sexual misconduct they may have been found guilty of at any other institution (P3000.03). Furthermore, employees are made aware that failing to provide this information, or providing false information regarding sexual misconduct, is grounds for employee discipline, to include termination of employment (P3000.03). In speaking with the FCI Fort Dix Human Resource representative, facility adherence to agency policy was confirmed.

(F) All applicants, as well as current employees, are required to submit a Questionnaire for Public Trust Positions form (P5324.12). This document directly asks employees who may have contact with inmates to disclose any previous sexual misconduct that may have occurred in a prison, jail, lockup, community confinement facility, juvenile facility, or other institution (P3000.03). Additionally, the BOP does impose a continuing affirmative duty on all employees to disclose any misconduct found within Section A of this standard (P5324.12). In speaking with the FCI Fort Dix

	<p>Human Resource representative, facility adherence to agency policy was confirmed.</p> <p>(G) Agency policy expressly advises employees that material omissions or providing false information regarding the aforementioned misconduct is grounds for termination. In speaking with the FCI Fort Dix Human Resource representative, facility adherence to agency policy was confirmed.</p> <p>(H) Agency policy allows that unless prohibited by law, the BOP shall provide information on substantiated allegations of sexual abuse or sexual harassment involving a former employee upon receiving a request from an institutional employer for whom such employee has applied (P5324.12). In speaking with the FCI Fort Dix Human Resource representative, facility adherence to agency policy was confirmed.</p> <p>Reasoning & Findings Statement:</p> <p>This standard requires the agency to consider the sexual safety of inmates in all hiring and promotion decisions within the agency. The agency has numerous policies in place to ensure that end. To maintain compliance with the standard, the FCI Fort Dix Human Resource Department utilizes a reference chart for each employee that clearly demonstrates when and why such criminal background checks are completed. Review of employee and contractor training files reflect that the FCI Fort Dix Human Resource Department is in compliance with agency policy. As such, the FCI Fort Dix has met the requirements of this standard.</p>
--	---

115.18	Upgrades to facilities and technologies
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>Documents:</p> <ul style="list-style-type: none"> · Program Statement P5324.12, Sexually Abusive Behavior Prevention and Intervention Program, 6-4-15 · FTD 5324.12E, Sexually Abusive Behavior Prevention & Intervention Program, 8-1-23

Interviews:

- Agency Head
- Agency PREA Coordinator
- PREA Compliance Manager
- Facility Warden
- Random Staff

Site Review Observations:

- Observed video monitoring technologies present within the facility.
- Observed footage from video monitoring technologies.

Standard Subsections:

(A) Per the FCI Fort Dix Warden, the FCI Fort Dix has not designed or acquired any new facility or planned any substantial expansion or modification of existing facilities within the audit time frame. However, it was noted that when substantial changes are made, the facility would consider the effect that the design, acquisition, expansion, or modification would have on the facility's ability to protect inmates from sexual abuse.

(B) The FCI Fort Dix has not installed or significantly updated the video monitoring system or other monitoring technology since the last PREA audit. Per the FCI Fort Dix Warden, however, when adding additions to video monitoring technology, the facility would consider how such technology may enhance the agency's ability to protect inmates from sexual abuse. As well, in adding video monitoring technology, the facility would consider inmates' right to privacy when showering, changing clothes, or otherwise being in an expected state of undress.

Reasoning & Findings Statement:

Within the audit time frame, FCI Fort Dix has not designed or acquired any substantial

	<p>expansion or modification of its existing facilities. Within the audit time frame, the FCI Fort Dix has not significantly updated its video monitoring system. During the onsite inspection, a review of all video monitoring was conducted. The FCI Fort Dix has cameras inside the facility that provide sufficient coverage throughout the institution to supplement and assist with in-person supervision and monitoring. In speaking with the FCI Fort Dix Warden, it was noted that with all staffing decisions, as well as decisions involving the use of video monitoring technology, the FCI Fort Dix Administration seeks to maximize the facility's ability to protect inmates from sexual abuse. Accordingly, the FCI Fort Dix meets all provisions of this standard.</p>
--	--

115.21	Evidence protocol and forensic medical examinations
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>Documents:</p> <ul style="list-style-type: none"> · Program Statement P5324.12, Sexually Abusive Behavior Prevention and Intervention Program, 6-4-15 · Program Statement P6031.04, Patient Care, 6-3-14 · BOP One Source First Responder Reference Guide, 6-5-15 · BOP Guide for First Responders · BOP OneSource First Responder Reference Guide, Sexual Assault Crisis Intervention · Email regarding DOJ OIG Authority and AG Memo of Duty to Report Misconduct and Cooperate, 3-12-14 · Memorandum of Understanding, FBI and BOP on Violations of Federal Criminal Statutes, 11-21-96 · FBI's Domestic Investigations and Operations Guide (DIOG) Web Link · DOJ/OIG PREA Training, Topics List, 1-14-14 · FTD 5324.12E, Sexually Abusive Behavior Prevention & Intervention Program, 8-1-23 · FTD Memo, PREA Standard 115.21, 8-1-23a

- FTD Memo, PREA Standard 115.21, 8-1-23b
- FTD Memo, PREA Standard 115.21, 8-1-23c
- FTD Memo, PREA Standard 115.21, 8-1-23d
- FTD Memo, PREA: SANE Services, 8-7-23
- FTD Email, CONTACT Sexual Assault Services, 7-24-23
- FTD Staff Licensing: 8-31-24, 11-30-25 (expiration dates)
- FTD Medical & Mental Health PREA Training, 7-26-23

Interviews:

- Medical Staff
- Mental Health Staff
- SAFE and/or SANE Staff
- Just Detention International
- Community-Based Victim Advocacy Staff
- Inmates Who Reported Sexual Abuse

Site Review Observations:

- Observed Medical Department and privacy screens/limitations.
- Onsite Investigative File Reviews

Standard Subsections:

(A) Agency policy (P5324.12) mandates that the Federal Bureau of Investigation (FBI) is responsible for investigating criminal allegations of sexual abuse. In this, policy asks that the FBI follow a uniform evidence protocol that maximizes the potential for obtaining usable physical evidence for administrative procedures and criminal prosecutions.

(B) As the FCI Fort Dix does not house youth, it is not necessary to utilize a developmentally appropriate youth protocol. BOP policy does, however, still require the agency to utilize the U.S. Department of Justice's Office on Violence Against Women protocol; namely, A National Protocol for Sexual Assault Medical Forensic Examination, Adults/Adolescents as the evidence collection protocol manual (P5324.12).

(C) In accordance with agency protocol, the FCI Fort Dix does ensure that all Inmates are given access to forensic medical examinations without cost (P5324.12). These exams are performed both within the facility, as well as at an outside facility by qualified SAFE/SANE nursing staff. As SAFE/SANE staff are available 24 hours a day, seven days a week, the examination will always be performed by a qualified medical practitioner. The facility utilizes Robert Wood Johnson Hospital to provide inmates with forensic exams. During the audit time frame, the FCI Fort Dix has facilitated one (1) forensic examination.

(D) The agency does attempt to make a victim's advocate available for inmate support. In this, policy (P5324.12) requires that upon notification of an allegation of abuse, the inmate will be provided with the opportunity to speak with a rape crisis advocate. In this, while the facility has not entered an agreement with CONTACT Sexual Assault Services to provide qualified rape crisis advocacy, this community resource has provided written a confirmation that services for sexual abuse survivors are available to all persons within the county, to include incarcerated persons. If, however, an advocate is not available from the local rape crisis center, then agency policy (P5324.12) allows the facility to provide access to a qualified staff member who has been trained as a first responder.

(E) In accordance with policy (P5324.12), and as requested by the victim, the local rape crisis center advocate or qualified staff member may remain with the inmate through the forensic medical examination process and investigatory interviews. As requested, this person may provide emotional support, crisis intervention, information, and referrals.

(F) Agency policy (P5324.12) mandates that the Office of the Inspector General (OIG) and/or the FBI is responsible for investigating criminal allegations of sexual abuse. Adherence to this policy was confirmed by the FCI Fort Dix Warden. FCI Fort Dix investigative procedures do ask that the OIG/FBI utilize the U.S. Department of Justice's Office on Violence Against Women protocol; namely, A National Protocol for Sexual Assault Medical Forensic Examination, Adults/Adolescents as the evidence

	<p>collection protocol manual.</p> <p>(G) The auditor is not required to audit this provision.</p> <p>(H) Through a memorandum of understanding with local rape crisis centers, CONTACT Sexual Assault Services, the agency has ensured that all persons who have contact with FCI Fort Dix inmates have been appropriately screened and trained, as well as received education concerning sexual assault and forensic examination issues in general. In speaking with staff assigned to this facility, it was further noted that all rape advocacy counselors have received appropriate training specific to their role within the advocacy center.</p> <p>Reasoning & Findings Statement:</p> <p>This standard concerns evidence protocol and forensic medical examinations. During the audit time frame, the FCI Fort Dix has initiated the evidence protocol and forensic medical examination process on one (1) occasion as required by policy. As articulated by staff, the facility is very much aware of the policies and has practices in place to address policy requirements related to forensic exams and advocacy counseling. Additionally, while a MOU is not in force between the FCI Fort Dix and CONTACT Sexual Assault Services, this rape crisis advocacy center has provided a written pledge to ensure that all persons, to include incarcerated ones, are afforded access to a local victim's advocate. As such, the FCI Fort Dix meets the requirements of this standard.</p>
--	--

115.22	Policies to ensure referrals of allegations for investigations
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>Documents:</p> <ul style="list-style-type: none"> · Program Statement P5324.12, Sexually Abusive Behavior Prevention and Intervention Program, 6-4-15 · Program Statement P5508.02, Hostage Situations or Criminal Actions Requiring FBI Presence, 12-12-96

- Attorney General Memorandum for Duty to Report Misconduct and Cooperate with Investigators, 4-12-02
- Email regarding DOJ OIG Authority and AG Memo of Duty to Report Misconduct and Cooperate, 3-12-14
- Memorandum of Understanding, FBI and BOP on Violations of Federal Criminal Statutes, 11-21-96
- FTD 5324.12E, Sexually Abusive Behavior Prevention & Intervention Program, 8-1-23

Interviews:

- Agency Head
- Agency PREA Coordinator
- PREA Compliance Manager
- Facility Warden
- Investigative Staff
- Medical Staff
- Mental Health Staff

Site Review Observations:

- Reviewed documentary files with facility staff.

Standard Subsections:

(A) Policy (P5324.12, P5508.02) requires that administrative or criminal investigations are completed for all allegations of sexual abuse and sexual harassment. Within the audit time frame, the FCI Fort Dix has received a total of twenty-nine (29) sexual abuse or sexual harassment allegations. All the investigations were reviewed during the onsite audit portion. In this, all reported allegations were properly completed and

issued dispositions in accordance with their investigative findings.

(B) Per the FCI Fort Dix Warden, the FCI Fort Dix refers allegations of sexual abuse and sexual harassment to the FBI and OIG, external law enforcement agencies with legal authority to conduct criminal investigations. The BOP has published this policy (P5324.12), as well as the criminal investigation process, on the agency website. All referrals to the FBI/OIG are documented by the agency.

(C) In accordance with policy (P5508.02), the “Federal Bureau of Prisons (BOP) and Federal Bureau of Investigation (FBI) (have)... establish interagency operational policy guidelines...for the successful resolution of hostage situations or criminal actions which require FBI presence at BOP facilities.”

(D) The auditor is not required to audit this provision.

(E) The auditor is not required to audit this provision.

Reasoning & Findings Statement:

This standard ensures that proper referrals of allegations are made for further investigation. The BOP, and by extension, the FCI Fort Dix, does have appropriate policies in place mandating referrals in specific instances. In interviewing FCI Fort Dix investigative staff, it is clear that FCI Fort Dix staff refer all required criminal investigations to either the FBI or OIG, which are separate entities under the Department of Justice, for further processing in accordance with policy. Additionally, FCI Fort Dix provided sufficient documentation to evidence the facility’s adherence to agency protocol. As such, the FCI Fort Dix complies in all material ways with this standard for the relevant review period.

115.31	Employee training
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	Documents:

- Program Statement P5324.12, Sexually Abusive Behavior Prevention and Intervention Program, 6-4-15
- BOP PREA Response Card for Staff
- BOP Inmate (Males, Females, Transgender) Pat Search Training PowerPoint, 2-7-14
- BOP Sexually Abusive Behavior Prevention & Intervention Program Annual Training 2021, Instructor Guide
- BOP Sexually Abusive Behavior Prevention & Intervention Program Annual Training 2021, PowerPoint
- BOP Sexually Abusive Behavior Prevention & Intervention Program Annual Training 2023, Instructor Guide
- FTD 5324.12E, Sexually Abusive Behavior Prevention & Intervention Program, 8-1-23
- FTD Employee PREA Training, 8-31-23
- FTD PREA Training Acknowledgement Roster: 2-13-23a, 2-13-23b, 2-13-23c, 3-1-23a, 3-1-23b, 3-1-23c, 3-1-23d, 3-8-23a, 3-8-23b, 3-8-23c, 3-8-23d, 3-15-23a, 3-15-23b, 3-15-23c, 3-15-23d, 3-22-23a, 3-22-23b, 3-22-23c, 3-22-23d, 3-29-23a, 3-29-23b, 3-29-23c, 3-29-23d, 4-12-23a, 4-12-23b, 4-12-23c, 4-19-23a, 4-19-23b, 4-19-23c, 4-19-23d, 4-26-23a, 4-26-23b, 4-26-23c, 5-3-23a, 5-3-23b, 5-3-23c, 5-3-23d, 5-17-23a, 5-17-23b, 5-17-23c, 5-17-23d, 5-24-23a, 5-24-23b, 5-24-23c, 5-24-23d, 5-31-23

Interviews:

- PREA Compliance Manager
- Facility Warden
- Administrative (Human Resources) Staff
- Medical Staff
- Mental Health Staff

- Random Staff
- Contractors Who May Have Contact with Inmates

Site Review Observations:

- The auditor was provided with a PREA training list of all FCI Fort Dix staff, to include newly hired staff. During staff interviews, all persons were asked if, and when, they had received their required PREA training. Random responses were subsequently matched against the FCI Fort Dix PREA Training Completion Report to ensure the validity of said report and/or staff responses.

Standard Subsections:

(A) Policy (P5324.12) requires all employees to be fully trained on the agency's zero-tolerance policy for sexual abuse and sexual harassment. As verified by Human Resource staff, such training is initially performed as a function of the hiring process. This Sexually Abusive Behavior Prevention & Intervention training is a comprehensive discussion of PREA standards. A review of training curriculum for this class reflects the agency's zero-tolerance policy for sexual abuse and sexual harassment, as well as a discussion on how employees may fulfill their responsibilities under agency sexual abuse and sexual harassment prevention, detection, reporting, and response policies and procedures. Employees are also informed that inmates have a right to be free from sexual abuse and sexual harassment, to be free from retaliation for reporting said abuse and harassment, the dynamics of sexual abuse/harassment, reactions to sexual abuse/harassment, how to detect and respond to signs of threatened and actual sexual abuse, how to avoid inappropriate relationships with inmates, how to comply with relevant mandatory reporting laws specific to reporting abuse to outside authorities, and how to communicate effectively and professionally with inmates; including lesbian, gay, bisexual, transgender, intersex, or gender nonconforming inmates. In speaking with FCI Fort Dix staff, all employees were aware of these inmate rights.

(B) Training curriculum reviews demonstrate that the appropriate gender training is provided to FCI Fort Dix staff. As well, agency policy (P5324.12) requires that "the employee shall receive additional training if the employee is reassigned from a facility that houses only male inmates to a facility that houses only female inmates, or vice versa." In speaking with FCI Fort Dix Human Resource staff, appropriate gender training was verified.

(C) A review of the FCI Fort Dix PREA Training Completion Report reflects that all 507 actively employed staff have received their initial PREA training, as well as continued training as appropriate based on agency policy (P5324.12). Following this initial training, subsequent refresher training is provided to staff at mandatory time intervals; specifically, their annual In-Service Training, as well as during electronic quarterly training. Per the FCI Fort Dix PREA Compliance Manager, continuing training schedules have been maintained. As well, staff interviews affirm their regular receipt of PREA training.

(D) All training is either uniquely signed or electronically verified and documented upon completion of the BOP PREA training curriculum.

Reasoning & Findings Statement:

This standard relates to employee training. The agency has clearly established training expectations and well-developed training curricula. FCI Fort Dix maintains compliance with those imperatives. All training is either uniquely signed or electronically documented upon completion, with FCI Fort Dix maintaining an overall master list of all staff having completed said training. During staff interviews, all employees affirmed their having received significant training as related to the PREA standards. When asked the series of questions noted within Subsection A of this standard, all staff knew and understood their responsibilities within the agency's zero-tolerance policy. As such, FCI Fort Dix has clearly met the requirements of this provision.

115.32	Volunteer and contractor training
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>Documents:</p> <ul style="list-style-type: none"> · Program Statement P5324.12, Sexually Abusive Behavior Prevention and Intervention Program, 6-4-15 · BOP Sexually Abusive Behavior Prevention & Intervention Program Annual Training 2023, Instructor Guide

-
- BOP Volunteer Training Instructor Guide, FY 2020
- BOP Volunteer Training Affirmation, November 2016
- BOP Level I Volunteer Application/Training, November 2016
- BOP PREA Training for Level I Volunteers
- BOP Memo National Waiver to Reentry Services Division Policies, 4-16-20
- BOP PREA Training for Volunteers PowerPoint, 7-22-21
- BOP PREA Training, Volunteer Acknowledgement of Training Form
- BOP Volunteer Agreement and Training Certification Form
- FTD 5324.12E, Sexually Abusive Behavior Prevention & Intervention Program, 8-1-23
- FTD PREA Training, Contractor Acknowledgement of Training Form
- FTD PREA Training, Volunteer Acknowledgement of Training Form
- FTD Volunteer Agreement and Training Certification Form

Interviews:

- PREA Compliance Manager
- Facility Warden
- Administrative (Human Resources) Staff
- Medical Staff
- Mental Health Staff
- Contractors Who May Have Contact with Inmates
- Volunteers Who May Have Contact with Inmates

Site Review Observations:

- Review of volunteer and contractor worker standard of conduct (PREA) training

forms.

Standard Subsections:

(A) Policy (P5324.12) requires that “The agency shall ensure that all volunteers and contractors who have contact with inmates have been trained on their responsibilities under the agency’s sexual abuse and sexual harassment prevention, detection, and response policies and procedures. The level and type of training provided to volunteers and contractors shall be based on the services they provide and level of contact they have with inmates, but all volunteers and contractors who have contact with inmates shall be notified of the agency’s zero-tolerance policy regarding sexual abuse and sexual harassment and informed how to report such incidents.” At the time of the audit, the FCI Fort Dix had two hundred and forty-six (246) contractors and volunteers who could have contact with inmates. Interviews with a sample of contractors and facility volunteers verified that training had occurred prior to the initial start of their service. As facility documentation indicates, and affirmed by the FCI Fort Dix PREA Compliance Manager, 100% of these individuals have received appropriate PREA training dependent on their level of contact with inmates within the facility.

(B) As a function of required Sexually Abusive Behavior Prevention and Intervention training, all volunteers and contractors who have contact with inmates have been notified of the agency’s zero-tolerance policy regarding sexual abuse and sexual harassment and informed how to report such incidents.

(C) Volunteers and contractors are required to receive Sexually Abusive Behavior Prevention and Intervention training prior to their being able to work/volunteer within the facility. After receipt of training, contractors and volunteers sign an acknowledgment form indicating the date and that they understood the training that they had received. The FCI Fort Dix then maintains copies of all acknowledgment forms and class rosters belonging to both volunteers and contractors. When interviewed, contractors and the volunteer all confirmed that they had received Sexually Abusive Behavior Prevention and Intervention training prior to being allowed to work/volunteer within the facility. While onsite, documentation specific to their PREA training was reviewed.

Reasoning & Findings Statement:

The agency requires all volunteers and contractors to receive formal training on the

agency's zero-tolerance policy for sexual abuse and sexual harassment. In this, volunteers and contractors must be provided sufficient notice of the agency's zero-tolerance policy of sexual abuse and sexual harassment. As well, said persons must be informed of how to report any knowledge they may have regarding such abuse. Lastly, the standard requires that the agency maintain appropriate training records to verify that volunteers and contractors understood the training that they had received. As with employee training, the FCI Fort Dix has ensured both volunteers and contractors conducting business in the facility have received and subsequently documented their Sexually Abusive Behavior Prevention and Intervention training. In speaking with facility contractors and a volunteer, it was clear that they understood the professional boundaries between themselves and the inmates assigned to the institution. As well, documentation reflects that all contractors and volunteers have received training specific to such. As such, FCI Fort Dix has met the requirements of this standard.

115.33	Inmate education
	Auditor Overall Determination: Exceeds Standard
	Auditor Discussion
	<p>Documents:</p> <ul style="list-style-type: none"> · Program Statement P5324.12, Sexually Abusive Behavior Prevention and Intervention Program, 6-4-15 · Program Statement P5290.14, Admission and Orientation Program, 4-3-03 · BOP Sexually Abusive Behavior Prevention and Intervention: An Overview for Inmates, July 2018, English · BOP Sexually Abusive Behavior Prevention and Intervention: An Overview for Inmates, July 2018, Spanish · BOP Inmate Notice Zero Tolerance, Yellow, English · BOP Inmate Notice Zero Tolerance, Yellow, Spanish · BOP Inmate Notice Zero Tolerance, Teal, English · BOP Inmate Notice Zero Tolerance, Teal, Spanish · BOP Memorandum for all Bureau Inmates, Suicide Prevention, 7-20-12, English · BOP Unit Admission and Orientation Program Checklist, 06/10 · FTD Sexually Abusive Behavior Prevention and Intervention: An Overview for

Individuals in BOP Custody, English, January 2023

- FTD Sexually Abusive Behavior Prevention and Intervention: An Overview for Individuals in BOP Custody, Spanish, January 2023
- FTD Inmate Profile: 1-30-24a, 1-30-24b, 1-30-24c, 1-30-24d, 1-30-24e, 1-30-24f
- FTD Institution Admission and Orientation Program Checklist: 4-27-22, 12-29-22, 11-28-23, 11-30-23, 7-14-22, 1-9-23, 7-12-23a, 7-12-23b, 7-12-23c, 7-12-23d, 1-10-24, 1-19-24a, 1-19-24b, 1-24-24
- FTD Intake Screening Form: 10-27-21, 4-22-22, 9-21-22, 6-14-22, 12-28-22, 11-22-23, 11-29-23

Interviews:

- PREA Compliance Manager
- Intake Staff
- Staff Who Perform Screening for Risk of Victimization and Abusiveness
- Random Inmates

Site Review Observations:

- Observed the inmate reception area.
- Observed PREA Risk Screening Process.
- Observed PREA informational postings in Offender Housing, Education, Library, Law Library, Visitation, and other areas of high traffic.
- Observed a variety of PREA-related materials and information available for inmate use within the Library, Law Library, and computer access areas.
- Observed Inmate PREA training video.

Standard Subsections:

(A) Policy (P5324.12) requires that upon receipt into the facility, inmates shall receive information in their native language, when possible, explaining the agency's zero-tolerance policy regarding sexual abuse and sexual harassment. Inmates will also be informed of reporting mechanisms to expose incidents or suspicions of sexual abuse and harassment. During the audit time frame, the FCI Fort Dix received 2,994 inmates. As confirmed by the PREA Compliance Manager, within the audit time frame, 100% of all inmates received at the FCI Fort Dix have been provided this information during the Intake process. During inmate interviews, all but two (2) inmates confirmed that they had received initial PREA training. Documentation was reviewed to confirm training was provided for the two (2) inmates who stated that they had not received PREA training upon intake. As such, of the 52 inmates interviewed, inmate verification or facility documentation confirmed that all 52 inmates had received initial PREA training upon receipt into the facility.

(B) As noted by Intake staff, as well as observed during the Intake process, inmates are immediately provided a summary of the PREA standards upon their initial arrival to the facility. As advised by Unit Managers, inmates are subsequently provided a more comprehensive training detailing key points of the process within thirty days of Intake. During the audit time frame, the FCI Fort Dix received 2,612 inmates whose length of stay at the facility was for 30 days or more. In describing their Intake education, most inmates recalled receiving information in a two-part process, once at admission and again during facility orientation. Every inmate transferring into FCI Fort Dix, regardless of how long the inmate has been incarcerated within the BOP, will participate in facility orientation, including a comprehensive component on sexual abuse and sexual harassment prevention, as well as on how to report such incidents.

(C) Per policy (P5324.12), as of one year from the PREA Standards effective date, all inmates who were incarcerated within the BOP were required to receive information on the agency's Sexually Abusive Behavior Prevention and Intervention Program. All Inmates subsequently received into the BOP have been required to receive similar information during reception. Upon any transfer to another facility within the BOP, inmates are again required to receive Sexually Abusive Behavior Prevention and Intervention information. The BOP, despite having largely consistent policies across the system, requires that a facility orientation, including a comprehension Sexually Abusive Behavior Prevention and Intervention program education, must be provided following each transfer. According to the agency's National PREA Coordinator, this ensures that each facility can reinforce its role in supporting the agency's zero tolerance policy toward all forms of sexual victimization. During orientation, each facility also provides local information, including identifying its PREA Compliance Manager.

(D) Sexually Abusive Behavior Prevention and Intervention information is provided in several alternative formats to ensure inmates with disabilities, to include those with limited English proficiency, have equal opportunity to receive, understand, and utilize the PREA process as necessary to promote the sexual safety of all inmates assigned to the BOP, and more specifically, the FCI Fort Dix. According to the facility complex Warden, the FCI Fort Dix has numerous processes in place to assist disabled inmates, such as language services, sign language assistance, braille or other measures as deemed appropriate for an inmate's particular disability, to provide disabled inmates equal opportunity to participate in or benefit from all aspects of the program. For inmates who do not speak English, a contract is in place with LanguageLine Solutions to provide interpretation services. For inmates who cannot read or have limited reading skills, the information will be presented verbally. For inmates with intellectual and/or psychiatric disabilities, this information will be presented with the help of staff from Psychology if needed. For the hearing-impaired inmates, written material is available. Sexually Abusive Behavior Prevention and Intervention brochures and informational posters are routinely provided in both English and Spanish, the two most common languages spoken within the FCI Fort Dix. Both audio and written translation services are available for Inmates who don't speak English or Spanish. In short, per policy (P5324.12), and confirmed by the PREA Compliance Manager, the facility will provide reasonable accommodations to all inmates in need of ADA accommodations, both physical and cognitive, to ensure all inmates have equal opportunity to benefit from the PREA provisions. Additionally, when interviewing inmates with disabilities, each believed that the facility had made an effort to accommodate their needs.

(E) In accordance with policy (P5324.12), and confirmed by Intake Staff, at Intake, inmates are provided with a PREA policy overview. Within thirty days of Intake, inmates are then provided with a more comprehensive facility orientation, to include PREA training. The information received is documented on the Institution Admission and Orientation Program Checklist, which is then acknowledged by signature by the inmate receiving training.

(F) Inmates are provided copies of the FCI Fort Dix Inmate Handbook (available in English and Spanish) upon receipt into the facility. This material, as well as a wealth of other PREA-related information, is continuously available within the facility's Law Library. It is also continuously available via computer access portals, which are located on each inmate housing area. Throughout the facility, as well as posted near all inmate phones, PREA informational posters are displayed in both English and Spanish. There are also posters providing the names and contact information for national and local Rape Crisis Centers that provide reference information and recovery support services to inmates.

Reasoning & Findings Statement:

	<p>This standard works to ensure that inmates are cognizant of the agency's zero-tolerance policy toward sexual abuse and sexual harassment, as well as have subsequent access to, and can effectively utilize, the Sexually Abusive Behavior Prevention and Intervention reporting mechanism. In speaking with inmates assigned to the FCI Fort Dix, the overwhelming majority of inmates stated that they were aware of the Sexually Abusive Behavior Prevention and Intervention program, as well as its purpose within the facility. While inmates were collectively aware of the policy and their rights to varying degrees, all inmates interviewed were specifically aware of at least one, but generally more, methods by which they could report allegations of sexual abuse or sexual harassment. Accordingly, the FCI Fort Dix has exceeded its compliance with the standards related to this provision.</p>
--	---

115.34	Specialized training: Investigations
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>Documents:</p> <ul style="list-style-type: none"> · Program Statement P5324.12, Sexually Abusive Behavior Prevention and Intervention Program, 6-4-15 · BOP SIS/PREA National Video Conference Training Agenda, 10-29-12 · BOP Sexual Violence PREA PowerPoint · BOP SIS/SIA Training: Interviews and Union Issues, 2009 · BOP BP-A0194, Warning and Assurance to Employee Required to Provide Information, June 2010 · BOP Office of Internal Affairs: Conducting Interviews & Union Issues PowerPoint · FTD 5324.12E, Sexually Abusive Behavior Prevention & Intervention Program, 8-1-23 · FTD PREA, Investigator Training, 10-13-23 · FTD PREA Training Acknowledgement Roster: 1-9-23, 1-30-23, 2-27-23, 4-3-23, 6-5-23 <p>Interviews:</p>

- Agency PREA Coordinator
- PREA Compliance Manager
- Facility Warden
- Administrative (Human Resources) Staff
- Investigative Staff

Site Review Observations:

- Reviewed investigative training certifications.
- Reviewed agency training records documenting investigative training curriculum.

Standard Subsections:

(A) Per policy (P5324.12), all investigators must receive specialized training in excess of the generalized sexual abuse and sexual harassment training provided to other staff. Among other classes, investigators participate in training which shall include, but not limited to, conducting investigations in confinement settings. In speaking with investigative staff, these staff confirmed participation in numerous related courses. Additionally, training curricula and employee training certifications provided additional documentation to support facility compliance.

(B) Per policy (P5324.12), all investigators must receive specialized training in excess of the generalized sexual abuse and sexual harassment training provided to other staff. Among other classes, investigators participate in training which shall include, but not limited to, interviewing techniques for sexual abuse victims, proper use of Garrity warnings, sexual abuse evidence collection and the criteria and evidence required to substantiate a case for administrative action or prosecution referral. In speaking with investigative staff, said staff confirmed participation in numerous related courses. Additionally, training curricula and employee training certifications provided additional documentation to support facility compliance.

(C) The facility maintains documentation that investigators have completed the

required specialized training related to sexual abuse investigations. Specifically, Policy P5324.12, requires that the “specialized training shall include techniques for interviewing sexual abuse victims, proper use of Miranda and Garrity warnings, sexual abuse evidence collection in confinement settings, and the criteria and evidence required to substantiate a case for administrative action or prosecution referral.” A review of facility training rosters confirms that such documentation is maintained within agency files for all investigators currently utilized within the FCI Fort Dix. Currently, the FTD employs twenty-nine (29) investigators (100%), who have completed their PREA training.

(D) The auditor is not required to audit this provision.

Reasoning & Findings Statement:

This standard works to ensure that persons investigating allegations of sexual abuse and sexual harassment have been sufficiently trained in related procedural and due process requirements necessary for both administrative prison hearings and for federal or state judiciary proceedings. The BOP investigative staff are required to attend both general PREA training, as well as PREA training specific to conducting investigations of sexual victimization in a confinement setting. FCI Fort Dix investigative staff affirmed receipt of sufficient training necessary to confidently conduct sexual abuse investigations in a confinement setting. Documentation verified that FCI Fort Dix investigative staff do receive specialized training, as well as the generalized training provided to all staff. As such, the FCI Fort Dix meets the requirements of this standard.

115.35	Specialized training: Medical and mental health care
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>Documents:</p> <ul style="list-style-type: none"> · Program Statement P5324.12, Sexually Abusive Behavior Prevention and Intervention Program, 6-4-15 · BOP PREA Training and Psychology Services, 4-23-14

- BOP Policy & Updates, PREA Training and Medical videos, 7-24-23
- FTD 5324.12E, Sexually Abusive Behavior Prevention & Intervention Program, 8-1-23
- FTD Employee PREA Training, 8-31-23
- FTD Medical & Mental Health PREA Training, 7-26-23
- FTD Medical & Mental Health PREA Training, 10-20-23

Interviews:

- Agency PREA Coordinator
- PREA Compliance Manager
- Facility Warden
- Administrative (Human Resources) Staff
- Medical Staff
- Mental Health Staff

Site Review Observations:

- Review of facility training records

Standard Subsections:

(A) The FCI Fort Dix provides medical and mental health services to incarcerated persons assigned to its facility. Policy (P5324.12) requires that in addition to the generalized training provided to all staff, "the agency shall ensure that all full and part-time medical and mental health care practitioners who work regularly in its facilities have been trained in (1) How to detect and assess signs of sexual abuse and sexual harassment; (2) How to preserve physical evidence of sexual abuse; (3) How to respond effectively and professionally to victims of sexual abuse and sexual harassment; and (4) How and to whom to report allegations or suspicions of sexual abuse and sexual harassment." Interviews with Human Resource staff, as well as FCI Fort Dix medical and mental health staff, all confirm that staff have received training

as required. A review of facility training records documents 100% of the thirty-nine (39) medical/mental health staff have participated, or continue to participate, in the initial and/or continuing training requirements.

(B) In accordance with agency policy and verified through interviews with FCI Fort Dix medical/mental health staff, medical staff at FCI Fort Dix do not conduct forensic medical examinations. Rather, as confirmed by SAFE/SANE Hospital staff, inmates are either transported to a nearby public medical facility, Robert Wood Johnson Hospital, or services brought to the facility by CONTACT Sexual Assault Services, for all forensic exam services.

(C) A review of training records, as well as interviews with Medical and Mental Health Facility Program Supervisors, reflects that 100% of all current Medical and Mental Health employees assigned to the FCI Fort Dix have received specialized training appropriate for their professional roles.

(D) As well, in accordance with their professional role, a review of training records reflects those medical and mental health practitioners have also received the generalize PREA training provided to all other staff, volunteers, and contractors working within a correctional setting.

Reasoning & Findings Statement:

This standard works to ensure that medical and mental health staff have received specialized training for medical and mental health services provided to victims of sexual abuse and sexual harassment. The federal BOP has policies in place to ensure all FCI Fort Dix medical and mental health staff are furnished this training. FCI Fort Dix medical and mental health administration confirmed that their staff have received all required and continuing education classes specific to their professional role as it applies to medical and mental health services administered when assisting victims of sexual abuse and sexual harassment. Documentation of agency training verified that said staff do receive specialized medical training, as well as the generalized training provided to all staff. As such, the FCI Fort Dix meets the requirements of this standard.

115.41	Screening for risk of victimization and abusiveness
---------------	--

	Auditor Overall Determination: Meets Standard
--	--

Auditor Discussion

Documents:

- Program Statement P5324.12, Sexually Abusive Behavior Prevention and Intervention Program, 6-4-15
- BOP Memorandum Intake Screening Guidance PREA, 9-11-14
- BOP Attachment A, PREA Intake Objective Screening Instrument, 6-4-15
- BOP Intake Screening Form
- FTD 5324.12E, Sexually Abusive Behavior Prevention & Intervention Program, 8-1-23
- FTD Inmate Activity Record: 1-17-23, 3-27-23, 5-28-23, 6-14-23, 6-28-23
- FTD Intake Screening Form: 10-27-21, 4-22-22, 9-21-22, 6-14-22, 12-28-22, 4-4-23, 7-5-23, 7-18-23, 8-15-23a, 8-15-23b, 8-29-23, 9-6-23, 9-7-23, 11-22-23, 11-29-23

Interviews:

- Agency PREA Coordinator
- PREA Compliance Manager
- Facility Warden
- Intake Staff
- Medical Staff
- Mental Health Staff
- Staff Who Perform Screening for Risk of Victimization and Abusiveness
- Inmates Who Identify as Lesbian, Gay, Bisexual, Transgender, or Intersex
- Disabled Inmates
- Limited English Proficient Inmates
- Random Inmates

Site Review Observations:

- Observed Risk Screening process.
- Reviewed inmate files.

Standard Subsections:

(A) Policy (P5324.12) requires that all inmates shall be assessed for risk of sexual victimization or abusiveness upon arrival of intake and upon transfer to another institution. The FCI Fort Dix Intake and Medical staff affirm the facility's adherence to agency policy. Specifically, all 2,994 inmates received into the facility within the past twelve (12) months were screened for sexual victimization and/or sexually abusive risk factors on the same day that the inmates are received into the facility. The auditor observed the intake process, during which, a risk screening was conducted using the appropriate screening tool.

(B) Policy (P5324.12) requires that the screenings will be completed "within 72 hours of the inmate's arrival at the facility." In speaking with FCI Fort Dix Intake and Medical staff, it was noted that said screenings take place immediately upon each inmate's arrival to the facility. Per the PREA Compliance Manager, within the audit time frame, of the 2,791 inmates entering the facility (either through intake or transfer) who length of stay was 72 hours or more, 100% were subsequently provided risk screening assessments for their risk of being sexually victimized or for being a sexual abuser.

(C) The risk screening assessment is conducted using an objective screening instrument. A review of the survey questions provided to inmates does not present with either an implicit bias or leading statements. The PREA assessment process does not contain value statements, bias language, or implied negative consequences for affirmative answers to any of the questions asked. Rather, it is a strictly utilitarian form that was administered in a nonjudgmental manner during the mock demonstration. The answers to this questionnaire then determine both an inmate's risk of sexual victimization, as well as an inmate's risk of sexual abusiveness.

(D) The PREA assessment process does consider, at a minimum, if the inmate has a mental, physical, or developmental disability. It considers the age of the inmate, the inmate's physical build, whether the inmate has previously been incarcerated, whether the inmate's criminal history is exclusively nonviolent, whether the inmate

has prior convictions for sex offenses against an adult or child, whether the inmate has previously experienced sexual victimization, the inmate's own perception of vulnerability, and whether the inmate is or is perceived to be gay, lesbian, bisexual, transgender, intersex, or gender nonconforming. Inmates are explicitly asked if they are or if they are perceived to be gay, lesbian, bisexual, transgender, intersex, or gender nonconforming/gender nonbinary. The risk screener is allowed to enter his/her subjective perception of the inmate's gender expression. During inmate interviews, most inmates stated that they had been asked the aforementioned questions upon their receipt into the FCI Fort Dix. A subsequent review of risk screening records for all inmates stating that they had not been asked the aforementioned PREA risk screening questions reflected that said risk screenings were, in fact, generally conducted within 72 hours of their admittance into the facility.

(E) In assessing inmates for their risk of being sexually abusive, the PREA Intake Objective Screening Instrument does consider prior acts of sexual abuse, prior convictions for violent offenses, and the history of prior institutional violence or sexual abuse. Along with observing a mock risk screening demonstration, the auditor also reviewed several PREA Intake Objective Screening Instrument completed within the auditing time frame. All forms were filled out in their entirety, with inmates having generally provided relevant answers to each of the questions asked. It should further be noted that Intake and Medical staff both confirmed that inmates may refuse to answer any question on the survey or may refuse participation in the entire survey process without the threat of negative consequences.

(F) Policy (P5324.12) requires that "within a set time period, not to exceed 30 days from the inmate's arrival at the facility, the facility will reassess the inmate's risk of victimization or abusiveness based upon any additional, relevant information received by the facility since the intake screening." Per the facility PREA Compliance Manager, within the audit time frame, 100% of the 2,612 inmates with a length of stay in the facility for 30 days or more, were reassessed for their risk of sexual victimization or of being sexually abusive within 30 days after their arrival to the FCI Fort Dix. In speaking with FCI Fort Dix Unit Management staff, their adherence to this policy was confirmed. Additionally, a review of documentation specific to said assessments confirmed both initial and subsequent assessments were provided within the required time frames.

(G) Policy (P5324.12) allows that employees may make a mental health referral based on their observations of the inmate's behavior or at the inmate's request, which include referrals based on concerns the inmate has been or is at high risk of being subject to sexual misconduct. Both the FCI Fort Dix PREA Compliance Manager and staff who perform screening for risk of victimization and abusiveness confirm reassessments are conducted as required and that any staff member may refer an inmate for a risk screening reassessment. As well, in discussing reassessment

processes with inmates, most inmates believed that the facility did take the PREA assessments and their responsibilities regarding PREA seriously. As well, most inmates believed that staff would address their needs in a timely manner. All inmates interviewed stated that they currently felt safe from fear of sexual assault.

(H) Policy (P5324.12) expressly prohibits disciplinary sanctions against any inmate who refuses to answer or fails to provide complete and/or accurate answers to any of the questions noted on the PREA Intake Objective Screening Instrument. When interviewed, Intake, Medical, and facility Unit Managers affirmed that disciplinary sanctions were not imposed against inmates for refusing or failing to answer any of the questions on the PREA Intake Objective Screening Instrument or subsequent risk screening assessments. Additionally, all inmate interviews confirmed that said population was aware of their right not to answer related questions and to be free from disciplinary consequences in the event of any such refusal.

(I) Policy (P5324.12) requires that the information presented on PREA Intake Objective Screening Instrument and subsequent screening processes is considered sensitive information. Accordingly, policy (P5324.12) notes that “sensitive information is limited to staff who have a need to know.” Policy further requires, as well as reinforced by the electronic credential requirements necessary to gain access to the PREA Intake Objective Screening Instrument and subsequent screening processes, that facility staff must restrict the spread of information obtained as a function of the PREA Intake Objective Screening Instrument to only those designated staff members with an operational need for said information in order to inform classification, housing and work assignments, programmatic and non-programmatic activities, or other relevant institutional activities. The FCI Fort Dix PREA Compliance Manager, Unit Managers, and other operational staff associated with the screening process affirmed the information obtained by way of said documents was considered restricted, and as such, was not distributed to unauthorized staff. Lastly, the auditor observed that completed PREA Intake Objective Screening Instruments did require authorized credentials to access said documents within the BOP electronic data base.

Reasoning & Findings Statement:

This standard works to ensure inmates are properly screened for their risks of sexual victimization and abusiveness. Agency policy provides for an objective PREA Intake Objective Screening Instrument, which is administered and scored at the facility level as a simple fact assessment. Inmates are reassessed as required by policy, to include if new information is discovered by facility staff that might warrant changes in inmates’ risk status. Interviews with facility screening staff, as well as with inmates, confirm that the proper screening tool is being utilized at the FCI Fort Dix. As well, the information gleaned from this form is appropriately used to inform classification,

	<p>programming, housing, work, and other facility-based activities. Staff charged with administering PREA Intake Objective Screening Instruments, as well as subsequent screening processes, affirm the restricted nature of the information and their adherence to the facility's limited distribution list. As such, the FCI Fort Dix has satisfied the requirements of this standard and is found to meet its expectations.</p>
--	--

115.42	Use of screening information
	<p>Auditor Overall Determination: Meets Standard</p> <hr/> <p>Auditor Discussion</p> <p>Documents:</p> <ul style="list-style-type: none"> · Program Statement P5324.12, Sexually Abusive Behavior Prevention and Intervention Program, 6-4-15 · BOP Inmate Notice Zero Tolerance, English · BOP Inmate Notice Zero Tolerance, Spanish · BOP Standardized Female/Transgender Commissary, 3-14-18 · FTD 5324.12E, Sexually Abusive Behavior Prevention & Intervention Program, 8-1-23 · FTD Memo, PREA Standard 115.42, 8-1-23 · FTD Commissary List, July 2018 · FTD Commissary List, Transgender Inmates Only, October 2023 · FTD Inmate Activity Record: 1-17-23, 3-27-23, 5-28-23, 6-14-23, 6-28-23 · FTD Intake Screening Form: 10-27-21, 4-22-22, 9-21-22, 6-14-22, 12-28-22, 4-4-23, 7-5-23, 7-18-23, 8-15-23a, 8-15-23b, 8-29-23, 9-6-23, 9-7-23, 11-22-23, 11-29-23 <p>Interviews:</p> <ul style="list-style-type: none"> · Agency PREA Coordinator · PREA Compliance Manager

- Facility Warden
- Intermediate or Higher-Level Facility Staff
- Intake Staff
- Medical Staff
- Mental Health Staff
- Staff Who Perform Screening for Risk of Victimization and Abusiveness
- Random Staff
- Inmates Who Identify as Lesbian, Gay, Bisexual, Transgender, or Intersex
- Disabled Inmates
- Limited English Proficient Inmates

Site Review Observations:

- Observed a mock PREA screening demonstration.
- Reviewed offender files.
- Observed offender housing and work assignments.

Standard Subsections:

(A) Policy (P5324.12) requires that the agency use information from the PREA Intake Objective Screening Instrument to help separate inmates with a high risk of being sexually victimized from those inmates with a high risk of being sexually abusive. As such, the information gleaned from the PREA Intake Objective Screening Instrument is used to inform inmate housing, bed, work, education, and program assignments. In speaking with Intake and Medical staff, as well as FCI Fort Dix Unit Managers, once an inmate is deemed as a possible high risk for sexual victimization, staff will ensure that the inmate at risk is not housed in a vulnerable location with respect to other inmates who are assessed at a high risk to sexually abuse other inmates. The inmate will also be referred to medical/mental health staff for further review. Facility documentation reflects the use of screening instruments, as well as the application of the information that they provide, is an institutionalized process.

(B) Policy (P5324.12) requires that the facility makes individualized determinations about how to ensure the safety of each inmate. In speaking with the FCI Fort Dix PREA Compliance Manager, Unit Management Staff, and the FCI Fort Dix Warden, staff affirmed that the concerns for every inmate are reviewed on an individual basis. These reviews occur as needed, but at a minimum of a weekly basis. In speaking with inmates currently assigned to the FCI Fort Dix, most stated that their own opinions regarding their personal safety are considered by FCI Fort Dix staff when providing housing or job assignments. Inmates further stated that if their concerns for their own safety changed, many believed that FCI Fort Dix staff would take their concerns seriously.

(C) In deciding whether to assign a transgender or intersex offender to a facility for male or female Inmates, agency policy (P5324.12) requires that administrators consider, on a case-by-case basis, whether such a placement would ensure the offender's health and safety and whether such a placement would present management or security problems. In deciding whether to assign a transgender or intersex offender to a specific housing or program assignment, agency policy (P5324.12) dictates that administrators consider, on a case-by-case basis, whether such a placement would ensure the offender's health and safety and whether such a placement would present management or security problems. In speaking with the PREA Coordinator, the FCI Fort Dix PREA Compliance Manager, and the FCI Fort Dix Warden, staff affirmed that an inmate's genital status is not the sole determining factor in placing transgender or intersex inmates in male or female facilities, or in placing said inmates within specific housing or program assignments within a facility.

(D) Agency policy (P5324.12) requires that the placement and programming assignments of transgender or intersex inmates are reviewed at least twice every year to examine any possible safety concerns expressed by the inmate. When interviewed, FCI Fort Dix Unit Managers did affirm the facility's compliance with this policy. Documentation further reflects this compliance. As well, along with routine informal safety checks by the FCI Fort Dix PREA Compliance Manager, mental health staff, and housing staff, all transgender inmates interviewed confirmed that their living, work, and other environmental concerns for their sexual safety were formally reviewed at least twice a year.

(E) Agency policy (P5324.12) requires that upon the routine review of the placement and programming assignments of transgender or intersex inmates, the transgender or intersex inmate's own view with respect to his or her own safety shall be given serious consideration. When interviewed, FCI Fort Dix staff and the FCI Fort Dix PREA Compliance Manager affirmed that the facility adheres to this policy. Additionally, during random and targeted interviews with inmates, most stated that they believed FCI Fort Dix staff would consider their own views with respect to their own safety.

(F) Policy (P5324.12) allows for transgender and intersex inmates to be given the opportunity to shower separately from other inmates. This is done to ensure transgender inmates are provided privacy in showering. At FCI Fort Dix, all showers are single person with privacy curtains. In interviewing transgender inmates, all such inmates were aware of their right to shower separately from the general inmate population. As well, all transgender inmates interviewed stated that they did not have any safety concerns in showering at the facility due to having privacy in the showers.

(G) The FCI Fort Dix is not subject to consent decrees, legal settlements, or legal judgments requiring this facility to be established as a dedicated facility or housing unit for lesbian, gay, bisexual, transgender, or intersex Inmates. As such, policy (P5324.12) expressly states that “the agency shall not place lesbian, gay, bisexual, transgender, or intersex inmates in dedicated facilities, units, or wings solely on the basis of such identification or status, unless such placement is in a dedicated facility, unit, or wing established in connection with a consent decree, legal settlement, or legal judgment for the purpose of protecting such inmates.” In speaking with the PREA Coordinator, the FCI Fort Dix PREA Compliance Manager, and the FCI Fort Dix Complex Warden, staff adamantly affirm that inmates who identify as transgender or intersex are not placed in a facility, or within a housing assignment, based solely on their sexual or gender identity. During interviews of transgender, intersex, gay, and bisexual inmates, none stated that they had ever been housed in a facility, or in a specific housing unit within the FCI Fort Dix, based solely on their gender identity or sexual orientation. As well, of the random staff interviewed, all such staff affirmed that the FCI Fort Dix does not house transgender, intersex, gay, or bisexual inmates in any specific areas based solely on their gender identity or sexual orientation.

Reasoning & Findings Statement:

This standard works to ensure the adequate use of screening information to promote and protect inmates who may be at high risk of being sexually victimized. The BOP has numerous policies in place to ensure the most effective and secure use of the PREA Intake Objective Screening Instrument. Inmates deemed to be at high risk are routinely monitored by the FCI Fort Dix PREA Compliance Manager, Unit Managers, as well as Medical and Mental Health staff, to ensure their sexual safety. Agency policies require staff to make individualized determinations on a case-by-case basis regarding inmate safety. Interviews with the agency PREA Coordinator and the FCI Fort Dix PREA Compliance Manager reflect that facility staff have discretion in managing the safety of individual inmates. The FCI Fort Dix PREA Compliance Manager, as well as all other FCI Fort Dix staff, affirm their adherence to agency policies and also confirm that the inmates’ views regarding their own safety are given serious consideration specific to facility operations. Staff affirm that transgender and intersex inmates are permitted the ability to shower separately from other inmates. Transgender inmates are also

	<p>provided consideration in requesting the gender of staff that will conduct physical searches of their person. Additionally, transgender inmates are reviewed twice a year specific to their placement and programming assignments. As such, agency policy meets, and FCI Fort Dix adheres to, the requirements of this standard.</p>
--	---

115.43	Protective Custody
	<p>Auditor Overall Determination: Meets Standard</p>
	<p>Auditor Discussion</p> <p>Documents:</p> <ul style="list-style-type: none"> · Program Statement P5324.12, Sexually Abusive Behavior Prevention and Intervention Program, 6-4-15 · Program Statement P3420.11, Standards of Employee Conduct, 12-6-13 · BOP Safeguarding of Inmates Alleging Sexual Abuse/Assault Allegation · FTD 5324.12E, Sexually Abusive Behavior Prevention & Intervention Program, 8-1-23 · FTD Memo, PREA Standard 115.43, 8-1-23 <p>Interviews:</p> <ul style="list-style-type: none"> · Agency PREA Coordinator · PREA Compliance Manager · Facility Warden · Designated Staff Member Charged with Monitoring Retaliation · Incident Review Team Member · Intermediate or Higher-Level Facility Staff · Staff Who Supervise Inmates in Segregated Housing · Random Inmate Interviews · Targeted Inmate Interviews

Site Review Observations:

- Observed Special Housing Unit

Standard Subsections:

(A) Policy (P5324.12) mandates that agency staff shall refrain from placing inmates at high risk for sexual victimization in “involuntary segregated housing unless an assessment of all available alternatives has been made, and a determination has been made that there is no available alternative means of separation from likely abusers. If a facility cannot conduct such an assessment immediately, the facility may hold the inmate in involuntary segregated housing for less than 24 hours while completing the assessment.” In speaking with the FCI Fort Dix PREA Compliance Manager and the FCI Fort Dix Warden, staff confirm that there have not been any (0) inmates placed in involuntary segregated housing; namely, the Special Housing Unit (SHU), for risk of sexual victimization during the audit time frame. As well, inmate interviews did not suggest that FCI Fort Dix utilizes any form of restrictive housing for inmates at risk of victimization who present sexual abuse or sexual harassment allegations to staff. As such, there were no relevant documents to review.

(B) Policy (P5324.12) allows that, if necessary, “inmates placed in segregated housing for this purpose shall have access to programs, privileges, education, and work opportunities to the extent possible.” To this effect, if inmates are involuntary segregated, efforts should be made to ensure these inmates receive similar access to programmatic activities, privileges, educational activities, and work opportunities as Inmates assigned to the general population. If the facility restricts access to programs, privileges, education, or work opportunities, the facility shall document which activities were restricted. Specifically, staff must document the opportunities that have been limited, the duration of the limit, and the reasons for said limitation. In speaking with the FCI Fort Dix PREA Compliance Manager, the FCI Fort Dix Warden, and FCI Fort Dix SHU supervisory staff, all such staff confirm that there have not been any (0) inmates placed in the Special Housing Units for risk of sexual victimization during the audit time frame. Additionally, no (0) inmates stated that they had been placed in such housing for risk of victimization at any point within their tenure at the FCI Fort Dix. As such, there wasn’t any relevant documentation to review.

(C) Policy (P5324.12) mandates that placement in the Special Housing Unit for those inmates at a high risk of sexual victimization shall only be used until an alternative

means of separation from likely abusers can be arranged, but ordinarily not more than 30 days. In speaking with the FCI Fort Dix PREA Compliance Manager, the FCI Fort Dix Warden, and FCI Fort Dix SHU supervisory staff, said staff confirmed that there have not been any inmates placed in the Special Housing Unit for risk of sexual victimization during the audit time frame. Additionally, no inmates stated that they had been placed in such housing for risk of sexual victimization at any point within their tenure at the FCI Fort Dix. As such, there wasn't any relevant documentation to review.

(D) Policy (P5324.12) requires that upon placement of an inmate into the Special Housing Unit, the facility must clearly document the basis of concern for the offender's safety. Additionally, the facility must document whether a determination has been made that there is no available alternative means of separation from the likely abusers. In speaking with the FCI Fort Dix PREA Compliance Manager, the FCI Fort Dix Warden, and FCI Fort Dix SHU supervisory staff, said staff confirmed that there have not been any inmates placed in the Special Housing Unit for risk of sexual victimization during the audit time frame. Additionally, no (0) inmates stated that they had been placed in such housing for risk of sexual victimization. As such, there wasn't any relevant documentation to review.

(E) Policy (P5324.12) requires that an inmate placed in the Special Housing Unit due to being a high risk of sexual victimization shall have this status reviewed at least every 30 days thereafter. In speaking with the FCI Fort Dix PREA Compliance Manager, the FCI Fort Dix Warden, and FCI Fort Dix SHU staff, staff confirmed both their knowledge of this policy and the fact that there have not been any (0) inmates placed in the Special Housing Unit for risk of sexual victimization during the audit time frame. Additionally, no inmates stated that they had been placed in such housing for risk of sexual victimization. As such, there wasn't any relevant documentation to review.

Reasoning & Findings Statement:

This standard works to ensure that the use of involuntary protective custody is not a de facto management solution for inmate safety concerns. Agency policy explicitly mandates that staff refrain from placing inmates at high risk for sexual victimization in the Special Housing Unit unless an assessment of all available alternatives has been made and there are no other available means of separation from likely abusers. In speaking with the FCI Fort Dix PREA Compliance Manager, the FCI Fort Dix Warden, and FCI Fort Dix SHU supervisory staff, all confirmed that there have not been any inmates placed in the Special Housing Unit for risk of sexual victimization during the audit time frame. Additionally, no inmates stated that they had been placed in such housing for risk of sexual victimization. As such, there wasn't any relevant

	<p>documentation to review. In speaking with correctional staff routinely assigned to work within the Special Housing Unit, said staff confirmed that if inmates were to be assigned to the Special Housing Unit for high risk of sexual victimization, they would be afforded, as much as possible, similar activities as the inmates within general population. However, to the best of their knowledge, there have not been any such inmates assigned to such housing within the audit time frame. The FCI Fort Dix has satisfied all component parts of this standard and is found to have met its provisions.</p>
--	--

115.51	Inmate reporting
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>Documents:</p> <ul style="list-style-type: none"> · Program Statement P5324.12, Sexually Abusive Behavior Prevention and Intervention Program, 6-4-15 · Program Statement P3420.11, Standards of Employee Conduct, 12-6-13 · BOP Inmate Notice Zero Tolerance, English · BOP Inmate Notice Zero Tolerance, Spanish · BOP Sexually Abusive Behavior Prevention and Intervention: An Overview for Inmates, July 2018, English · BOP Sexually Abusive Behavior Prevention and Intervention: An Overview for Inmates, July 2018, Spanish · BOP Memorandum for all Bureau Inmates, Suicide Prevention, English, 7-20-12 · BOP Memorandum for all Bureau Inmates, Suicide Prevention, Spanish, 7-20-12 · FTD 5324.12E, Sexually Abusive Behavior Prevention & Intervention Program, 8-1-23 · FTD Sexually Abusive Behavior Prevention and Intervention: An Overview for Inmates, English, January 2023 · FTD Sexually Abusive Behavior Prevention and Intervention: An Overview for Inmates, Spanish, January 2023 · FTD Memo, PREA Standard 115.51, 8-1-23 · FTD Memo, PREA Standard 115.51, 11-13-23

- FTD PREA Compliance Manager Information Tracking Log, 2022-2023

Interviews:

- Agency Head
- Agency PREA Coordinator
- PREA Compliance Manager
- Facility Warden
- Random Staff
- Rape Advocacy Services
- Inmates Who Disclosed Sexual Victimization During Risk Screening
- Inmates Who Reported Sexual Abuse
- Random Inmates

Site Review Observations:

- Reviewed documentation related to inmate reports of sexual abuse and sexual harassment.
- Observed informational posters throughout the facility advising Inmates of various reporting mechanisms for allegations of sexual abuse and sexual harassment.
- Observed numerous PREA educational and reporting references available for offender use within the facility Law Library.
- Observed mock demonstration of PREA risk screening.

Standard Subsections:

(A) The agency provides multiple internal ways for inmates to privately report sexual abuse and sexual harassment, as well as neglect or violations of staff responsibilities that may have contributed to such incidents. Additionally, the agency provides numerous avenues by which inmates may report any subsequent retaliatory

measures experienced by inmates as a result of having reported said abuse. Upon receipt onto the facility, all inmates are provided a PREA risk assessment screening, via the PREA Intake Objective Screening Instrument, and advised of their right to be free of sexual abuse and sexual harassment under the PREA standards. Inmates are subsequently given a more comprehensive inmate orientation within 30 days of their receipt into the facility. This orientation includes detailed training on the BOP PREA program. This training includes information on, and contact information for, internal and external reporting agencies. Inmates are also provided with a FCI Fort Dix Inmate Orientation Handbook, which contains contact information for internal and external reporting agencies, as well as national and local victim services organizations. As well, one of the many ways that inmates can make claims of sexual abuse and sexual harassment is through the agency's email system. There are multiple computer access portals available for inmate use within every housing area. In interviewing staff, all employees were aware of an inmate's right to report allegations of sexual abuse and sexual harassment and to be free from measures of retaliation for having reported said abuse. In interviewing inmates, all inmates were equally aware of their right to report allegations of sexual abuse and sexual harassment and to be free from measures of retaliation for having reported said abuse. During random and targeted interviews, all inmates were able to articulate at least one manner by which a report could be made.

(B) As noted in policy (P5324.12), the facility also provides multiple avenues and contact information for inmates to report sexual abuse or sexual harassment to a public or private entity or office that is not part of the agency. Inmates are provided the phone numbers to the Operation Support Center and an Outside Agency Reporting Hot Line, with calls to both agencies being anonymous and without cost to the inmate. Inmates are provided the address to the primary reporting entity, the Office of the Inspector General, which can receive and immediately forward offender reports to agency officials for their investigation. Upon an inmate's request, the Office of the Inspector General will allow an inmate to remain anonymous. If an inmate is being detained solely for civil immigration purposes, relevant contact information for consulars is available in the FCI Fort Dix facility Law Library.

(C) Per policy (P5324.12), staff accept all reports of sexual abuse and sexual harassment made verbally, in writing, anonymously, and from third parties. All employees interviewed stated that they would act on any report of sexual abuse or sexual harassment regardless of how they became aware of that information. In doing so, all staff stated that they would immediately document such reports as soon as possible following the allegations being presented to them. All inmates interviewed affirmed their right to make either verbal or written reports of sexual abuse and sexual harassment. Most inmates were also aware that they could make reports of sexual abuse and sexual harassment via third party or anonymously. The majority of inmates interviewed stated that they believed FCI Fort Dix staff would take complaints of sexual safety seriously and act accordingly to address their concerns.

(D) Per policy (P5324.12), staff have an affirmative duty to report any knowledge, suspicion, or information they may have regarding sexual abuse, sexual harassment, or retaliation against inmates or staff for having reported such abuse. Nonetheless, per policy (P5324.12) staff may privately report sexual misconduct by contacting “any supervisory staff at the local institution, regional staff, or Central Office staff, including the Central Office Management Analyst and the National PREA Coordinator. Allegations involving staff members may also be reported to the Office of Internal Affairs or the Office of the Inspector General, as appropriate.” When asked, staff were generally aware that they could make anonymous reports of sexual abuse and sexual harassment and could provide at least one manner by which to do so.

Reasoning & Findings Statement:

This standard works to ensure inmates, staff, and outside agents have the ability to report all instances of sexual abuse and sexual harassment against inmates. The agency does have multiple avenues by which inmates may make formal reports, to include verbal, written, anonymous, and third-party reports. Inmates are provided detailed instructions, contact persons, phone numbers, email addresses, and physical addresses for correspondence where incidents or suspicions of sexual abuse, sexual harassment, and retaliation may be reported. Additionally, while inmates are not encouraged to utilize rape counseling support service centers as reporting avenues, these centers will serve in this capacity if explicitly requested by the inmate. With this in mind, the auditor solicited inmate contact information from Just Detention International, a national resource center that can provide referrals to local rape crisis centers, along with a local rape crisis center, CONTACT Sexual Assault Services. Just Detention International stated that it had not received any correspondence from persons confined within the FCI Fort Dix. CONTACT Sexual Assault Services has not returned any inquiry. In interviewing correctional staff, all such persons were aware that inmates could report allegations of sexual abuse and sexual harassment verbally, in writing, anonymously, and through a third party. When receiving verbal reports of sexual abuse and sexual harassment, all staff recognized the need to take immediate action to protect the inmate in question and the need to document the verbal complaint as soon as possible. In speaking with inmates, all persons were aware of their right to be free from sexual abuse and sexual harassment, as well as their right not to suffer retaliation for having reported such abuse. All incarcerated persons understood their right to make verbal and written complaints. The majority of inmates understood their right to make anonymous and third-party complaints. As such, it is evident that the FCI Fort Dix meets all aspects of this standard.

Auditor Overall Determination: Meets Standard

Auditor Discussion

Documents:

- Program Statement P5324.12, Sexually Abusive Behavior Prevention and Intervention Program, 6-4-15
- Program Statement P1330.18, Administrative Remedy Program, 1-6-14
- Sexually Abusive Behavior Prevention and Intervention, An Overview for Inmates, July 2018, English
- Sexually Abusive Behavior Prevention and Intervention, An Overview for Inmates, July 2018, Spanish
- FTD 5324.12E, Sexually Abusive Behavior Prevention & Intervention Program, 8-1-23
- FTD Sexually Abusive Behavior Prevention and Intervention: An Overview for Inmates, English, January 2023
- FTD Sexually Abusive Behavior Prevention and Intervention: An Overview for Inmates, Spanish, January 2023
- FTD Memo, PREA Standard 115.52, 8-1-23a
- FTD Memo, PREA Standard 115.52, 8-1-23b
- FTD Administrative Remedy Generalized Retrieval, No Grievances Filed, 1-30-24

Interviews:

- PREA Compliance Manager
- Facility Warden
- Investigative Staff
- Random Inmates
- Inmates Who Reported Sexual Abuse

Site Review Observations:

· Reviewed inmate complaints received by Institutional Investigator.

Standard Subsections:

(A) The BOP does have administrative procedures to address grievances submitted by incarcerated persons regarding sexual abuse.

(B) Policy (P5324.12, P1330.18) permits inmates to submit grievances regarding allegations of sexual abuse and sexual harassment. Inmates are not mandated to file these administrative remedies within a required time frame. Additionally, inmates do not need to first seek an informal resolution to their concerns prior to filing for an administrative remedy.

(C) Policy (P5324.12, P1330.18) permits inmates to submit grievances regarding allegations of sexual abuse and sexual harassment directly to the Regional Director. Inmates are not required to first seek an informal resolution to their concerns prior to filing and administrative remedy. Also, once filed, complaints are processed by the institutional investigator, not the person with whom the complaint is against.

(D) Policy (P5324.12, P1330.18) requires the BOP to “issue a final agency decision on the merits of any portion of a grievance alleging sexual abuse within 90 days of the initial filing of the grievance. The agency may claim an extension of time to respond, of up to 70 days, if the normal time period for response is insufficient to make an appropriate decision. At any level of the administrative process, including the final level, if the inmate does not receive a response within the time allotted for reply, including any properly noticed extension, the inmate may consider the absence of a response to be a denial at that level.” Per the PREA Compliance Manager, the FDT did not received any (0) grievances alleging sexual abuse within the audit time frame.

(E) Policy (P5324.12, P1330.18) allows for “third parties, including fellow inmates, staff members, family members, attorneys, and outside advocates, shall be permitted to assist inmates in filing requests for administrative remedies relating to allegations of sexual abuse, and shall also be permitted to file such requests on behalf of inmates... If the inmate declines to have the request processed on his or her behalf, the agency shall document the inmate’s decision.”

(F) Policy (P5324.12, P1330.18) requires that should the agency receiving “an emergency grievance alleging an inmate is subject to a substantial risk of imminent sexual abuse, the agency shall immediately forward the grievance to a level of review at which immediate corrective action may be taken, shall provide an initial response within 48 hours, and shall issue a final agency decision within five calendar days. The initial response and final agency decision shall document the agency’s determination whether the inmate is in substantial risk of imminent sexual abuse and the action taken in response to the emergency grievance.”

(G) Policy (P5324.12, P1330.18) allows that “the agency may discipline an inmate for filing a grievance related to alleged sexual abuse only where the agency demonstrates that the inmate filed the grievance in bad faith.”

Reasoning & Findings Statement:

This standard works to ensure inmate access to courts by way of exhausting administrative remedies specific to allegations of sexual abuse and sexual harassment. Policy (P1330.18) permits inmates to submit grievances alleging sexual abuse and sexual harassment. Once filed, the agency must respond to the inmate’s allegations in a timely manner. Failure to provide a timely response can be construed as a denial at that level. Inmates may then pursue their concerns to the next level. Unless the agency can prove that the inmate filed his administrative remedy in bad faith, disciplinary sanctions cannot be applied against the inmate for having filed allegations of sexual abuse or sexual harassment. During the audit time frame, the FCI Fort Dix did not receive any (0) grievances concerning sexual abuse. All such, there wasn’t any (0) documentation to review. Nonetheless, through staff and inmate interviews, policy, and a demonstration of how PREA concerns are received and subsequently processed, the FDT has demonstrated its compliance with this standard.

115.53	Inmate access to outside confidential support services
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	Documents: <ul style="list-style-type: none"> · Program Statement P5324.12, Sexually Abusive Behavior Prevention and Intervention Program, 6-4-15

- BOP National Sexual Assault Hotline, Crisis Support Counselor, English
- BOP National Sexual Assault Hotline, Crisis Support Counselor, Spanish
- BOP Sexually Abusive Behavior Prevention and Intervention, An Overview for Inmates, English, July 2018
- BOP Sexually Abusive Behavior Prevention and Intervention, An Overview for Inmates, Spanish, July 2018
- FTD 5324.12E, Sexually Abusive Behavior Prevention & Intervention Program, 8-1-23
- FTD Sexually Abusive Behavior Prevention and Intervention: An Overview for Inmates, English, January 2023
- FTD Sexually Abusive Behavior Prevention and Intervention: An Overview for Inmates, Spanish, January 2023
- FTD Memo, PREA Standard 115.53, 8-1-23a
- FTD Memo, PREA Standard 115.53, 8-1-23b
- FTD Memo, PREA Standard 115.53, 8-1-23c
- FTD Memo, PREA Standard 115.53, 1-23-24
- FTD Sexual Assault Victim Advocate Information
- FTD Memo, PREA: SANE Services, 8-7-23
- FTD Email, CONTACT Sexual Assault Services, 7-24-23

Interviews:

- Agency PREA Coordinator
- PREA Compliance Manager
- Facility Warden
- Medical Staff
- Mental Health Staff
- SANE/SAFE Staff
- Random Staff
- Mailroom Staff

- Just Detention International Staff
- CONTACT Sexual Assault Services Staff
- Inmates Who Disclosed Sexual Victimization During Risk Screening
- Inmates Who Reported Sexual Abuse
- Random Inmates

Site Review Observations:

- Reviewed PREA Risk Screening assessment and distributed information upon FCI Fort Dix reception
- Observed informational posters throughout the facility advising inmates of various reporting mechanisms for allegations of sexual abuse and sexual harassment
- Observed numerous PREA educational and reporting references available for inmate use within the facility Law Library
- Observed informational posters within inmate general visitation and legal visit areas

Standard Subsections:

(A) Policy (P5324.12) requires the facility to provide inmates with the mailing address and telephone numbers of outside victim advocates. The FCI Fort Dix Inmate Handbook provides a wealth of contact information for reporting sexual abuse and sexual harassment. Via institutional awareness posters, inmates are also provided the physical address to write for confidential emotional support services. As well, the Law Library contains a listing of contact information. Per policy (P5324.12) the agency does provide toll-free telephone calls to a rape crisis hotline. Policy (P5324.12) also allows that communication between inmates and advocates within rape crisis centers is as confidential as possible. The BOP does detain inmates solely for civil immigration purposes. However, information on how to contact relevant consular officials is available in the facility's Law Library. When interviewed, most inmates knew that the agency provided free rape crisis support services to inmates, more commonly referred to across the inmate population as the "PREA Hotline." Additionally, all inmates were aware of at least one means by which they could contact rape crisis support services, with most inmates knowing that they could access those services by way of the information provided on the PREA informational posters located throughout the facility. It was noted, however, that at the time of the onsite portion of

the audit, the inmate phone system did not currently allow inmates to dial the toll-free rape crisis center number from the inmate phones. Rather, to access the confidential emotional support services, inmates must request access to facility phones to speak with sexual abuse counselors. To encourage inmate use of this service, action has been taken to make the toll-free rape crisis support services phone number accessible to all inmates via inmate phones.

(B) Per policy (P5324.12) inmates are notified that their calls to the national hotline number (Rape, Abuse & Incest National Network), as well as to any local rape crisis centers, only rise to the level of confidential. As such, these calls are subject to staff monitoring.

(C) The FCI Fort Dix has not negotiated a signed contract between itself and CONTACT Sexual Assault Services to help provide locally based rape crisis support. However, documented communications with CONTACT Sexual Assault Services clearly indicates that if requested advocacy services would be provided to any incarcerated person requesting said services.

Reasoning & Findings Statement:

This policy works to ensure that inmates assigned to the FCI Fort Dix have access to outside confidential rape crisis support services and that access is provided in the most confidential manner as possible. Inmates are advised that calls to rape crisis centers are subject to monitoring. While the FCI Fort Dix has not secured a signed memorandum of understanding for advocacy services with a local rape crisis center; namely, CONTACT Sexual Assault Services, written communications between the crisis center and the facility indicate that services are still provided to all members of the community, including incarcerated members, upon request. When interviewed, all employees and inmates knew that the agency provided free emotional support services to inmates upon request. As such, the FCI Fort Dix has met the minimum standards of this provision.

115.54	Third-party reporting
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	Documents:

- Program Statement P5324.12, Sexually Abusive Behavior Prevention and Intervention Program, 6-4-15
- BOP Inmate Notice Zero Tolerance, Yellow, English
- BOP Inmate Notice Zero Tolerance, Yellow, Spanish
- BOP Inmate Notice Zero Tolerance, Teal, English
- BOP Inmate Notice Zero Tolerance, Teal, Spanish
- BOP National Sexual Assault Telephone Hotline, English
- BOP National Sexual Assault Telephone Hotline, Spanish
- BOP Website, Voice Your Inmate Concerns Reporting Prompt
- BOP Sexually Abusive Behavior Prevention and Intervention, An Overview for Inmates, English, July 2018
- BOP Sexually Abusive Behavior Prevention and Intervention, An Overview for Inmates, Spanish, July 2018
- FTD 5324.12E, Sexually Abusive Behavior Prevention & Intervention Program, 8-1-23
- FTD Sexually Abusive Behavior Prevention and Intervention: An Overview for Inmates, English, January 2023
- FTD Sexually Abusive Behavior Prevention and Intervention: An Overview for Inmates, Spanish, January 2023
- FTD Admission and Orientation, Inmate Handbook, English, 7-25-23
- FTD Admission and Orientation, Inmate Handbook, Spanish, 7-25-23

Interviews:

- Agency PREA Coordinator
- PREA Compliance Manager
- Facility Warden
- FCI Fort Dix Executive Assistant
- Investigative Staff

- Just Detention International Staff
- CONTACT Sexual Assault Services
- Random Inmates

Site Review Observations:

- Review BOP website specific to PREA and third-party reporting methods
- Tested BOP online third-party reporting system
- Observed the Offender Visitation Area informational posters
- Observed informational postings and other publications throughout the offender housing areas
- Observed PREA reporting information within the Law Library

Standard Subsections:

(A) Policy (P5324.12) allows for the use of third-party reporting on allegations of sexual abuse and sexual harassment. During the onsite review, signage throughout the facility encouraged inmates to third-party report as needed. As well, public notices on PREA reporting, specifically third-party reporting, were available for review by offender family and friends via the facility's Inmate Visitation Room. Additionally, public notice on third-party PREA reporting is available to the general public on the agency's website. To verify the online third-party reporting system was operational, the auditor submitted a test email to the agency's online reporting address. An automated receipt response was received at the time of submission. Agency personnel, specifically, the FCI Fort Dix Executive Assistant, responded to the online submission confirming receipt of the system test email. All staff interviewed confirmed that the FCI Fort Dix would accept third-party reports of sexual abuse. As well, most inmates interviewed believed that the facility would accept, and take seriously, any allegations of sexual abuse reported by a third party to the FCI Fort Dix Administration.

Reasoning & Findings Statement:

This standard works to ensure a publicly available third-party reporting mechanism exists for claims of sexual abuse and sexual harassment. In accordance with policy

	<p>(P5324.12), the FCI Fort Dix promotes the use of third-party reporting via informational posters displayed throughout the facility, to include the Inmate Visitation Area. Electronic contact information is freely distributed on the agency's website in order to allow the general public direct access to reporting information. To ensure the functionality of the BOP site, all electronic links were tested and found to be operating as required. To ensure the functionality of the BOP online third-party reporting system, a test submission was successfully sent with a personalized facility-based response received within one business day. PREA informational posters and the inmate PREA training video also provide inmates with a plethora of agency telephone numbers, physical addresses, and electronic contact methods. During facility orientation, inmates are provided detailed instructions, contact persons, phone numbers, email addresses, and physical addresses for correspondence where incidents or suspicions of sexual abuse, sexual harassment, and retaliation may be reported. Additionally, inmates can access the agency's internal website in order to utilize the web reporting system. Inmates can subsequently communicate this reference information to their family, friends, and personal advocates. Inmates are also provided numerous state and advocacy addresses to submit third-party correspondence. While inmates are not encouraged to utilize rape counseling support service centers as reporting avenues, these centers will serve in this capacity if explicitly requested by the inmate. It was noted, however, that at the time of the onsite portion of the audit, the inmate phone system did not currently allow inmates to dial the toll-free rape crisis center number from the inmate phones. Rather, to access the confidential emotional support services, inmates must request access to facility phones to speak with sexual abuse counselors. To encourage inmate use of this service, corrective action has been taken to make the toll-free rape crisis support services phone number accessible to all inmates via inmate phones. Lastly, inmates may also file a third-party complaint via any staff member or other PREA reporting mechanisms. When interviewed, all staff were aware that the facility would accept and investigate third-party complaints of sexual abuse and sexual harassment from inmate advocates. Most inmates were also aware of their right to file a third-party complaint on behalf of another inmate. The concept of third-party reporting is clearly institutionalized across staff and inmate cultures. As such, the FCI Fort Dix has met the requirements of this standard.</p>
--	--

115.61	Staff and agency reporting duties
	Auditor Overall Determination: Meets Standard
	<p>Auditor Discussion</p> <p>Documents:</p> <ul style="list-style-type: none"> · Program Statement P5324.12, Sexually Abusive Behavior Prevention and Intervention Program, 6-4-15

- FTD 5324.12E, Sexually Abusive Behavior Prevention & Intervention Program, 8-1-23

Interviews:

- Agency PREA Coordinator
- PREA Compliance Manager
- Facility Warden
- Investigative Staff
- Medical Staff
- Mental Health Staff
- Random Staff
- Random Inmates

Site Review Observations:

- Employee training records

Standard Subsections:

(A) Policy (P5324.12) mandates that all employees must immediately report all knowledge, suspicion, or information of any sexual misconduct that occurred within the correctional institution. As well, staff have an affirmative duty to report all knowledge, suspicion, or information regarding retaliation against Inmates or staff for having reported an incident of sexual abuse and sexual harassment. Staff also have an affirmative duty to report any negligence or violation of responsibilities that may have contributed to an incident of sexual abuse, sexual harassment, or retaliation. A review of employee training records, as well as training curriculum records, reflects that all FCI Fort Dix staff have all received initial PREA training, including acknowledgment of their affirmative duty responsibilities. When interviewed, all staff confirmed their obligation to immediately report any information they might have regarding allegations of sexual abuse and sexual harassment.

(B) Policy (P5324.12) advises all staff that any information related to sexual victimization or abusiveness that occurred in an institutional setting shall be strictly limited to medical and mental health practitioners and other staff, as necessary, to inform treatment plans and security and management decision. Staff are cautioned to disseminate information related to sexual abuse reports only on a need-to-know basis and only to the extent necessary. Random staff interviews confirm that facility employees are aware of the sensitive and confidential nature of said complaints. In speaking with the FCI Fort Dix PREA Compliance Manager, as well as FCI Fort Dix institutional investigators, the totality and reasoning surrounding the confidential investigatory process was clearly explained.

(C) Policy (P5324.12) requires that medical and mental health practitioners have a duty to disclose their mandatory reporting status, including limitations of confidentiality. During medical/mental health services staff interviews, the need for medical staff to inform inmates (at the initiation of professional services) of their duty to report, as well as to their limitations of confidentiality, was affirmed. Additionally, medical/mental health staff noted their policy to have inmates acknowledge their understanding of policy via a signed informed consent statement.

(D) All inmates incarcerated within the FCI Fort Dix are legally classified as adults. As such, there aren't any (0) juveniles assigned to this facility. However, per policy (P5324.12), the facility may still have persons classified as vulnerable adults. In accordance with the National Adult Protective Services Association, a vulnerable adult is a person who has been identified as being elderly (generally seen as over the age of 60) or having an intellectual and/or developmental disability. If an inmate is considered a vulnerable adult, per policy (P5324.12), allegations of prior sexual victimization must be forwarded to the appropriate "state or local services agency under applicable mandatory reporting laws."

(E) Policy (P5324.12) mandates that all allegations of sexual abuse and sexual harassment, including third-party and anonymous reports, are referred by the "Institution PREA Compliance Manager... to the appropriate office, and reviews the incident for any further response." When interviewing random facility staff, all employees affirmatively responded that any reports of sexual abuse and sexual harassment received by them would be immediately referred to supervisory and/or other entities appropriate for further investigations.

Reasoning & Findings Statement:

This standard works to ensure mandatory staff and agency reporting requirements.

	<p>Both agency and facility policies mandate the duty of staff to report all allegations of sexual abuse and sexual harassment. Policy further stresses the importance of confidentiality as it applies to reported incidents of sexual abuse and sexual harassment. Lastly, policy requires that all medical and mental health staff disclose their limits of confidentiality and obtain informed consent prior to the initiation of services. In interviewing correctional staff, both uniformed and non-uniformed, all employees expressed an understanding of policy. Training records and course curricula document correctional staff training specific to mandatory reporting requirements. In interviewing FCI Fort Dix medical/mental health staff, the process of limited confidential and informed consent used by said staff was explained. As well, training records and course curricula for the specialized training of medical staff document an understanding of mandatory reporting requirements. As such, the FCI Fort Dix meets the provisions established within this standard.</p>
--	--

115.62	Agency protection duties
	<p>Auditor Overall Determination: Meets Standard</p>
	<p>Auditor Discussion</p>
	<p>Documents:</p> <ul style="list-style-type: none"> · Program Statement P5324.12, Sexually Abusive Behavior Prevention and Intervention Program, 6-4-15 · BOP Guide for First Responders · BOP Staff PREA Emergency Response Card · FTD 5324.12E, Sexually Abusive Behavior Prevention & Intervention Program, 8-1-23 · FTD Memorandum, PREA Standard 115.62, 8-1-23 <p>Interviews:</p> <ul style="list-style-type: none"> · Agency PREA Coordinator · PREA Compliance Manager · Facility Warden · Designated Staff Member Charged with Monitoring Retaliation

- Incident Review Team Member
- Intermediate or Higher-Level Facility Staff
- Investigative Staff
- Intake Staff
- Staff Who Perform Screening for Risk of Victimization and Abusiveness
- Medical Staff
- Mental Health Staff
- Random Staff
- Random Inmates
- Inmates Who Disclosed Sexual Victimization During Risk Screening
- Inmates Who Reported Sexual Abuse

Site Review Observations:

- Review of retaliation monitoring documentation.
- Review of facility-based first responder policy.

Standard Subsections:

(A) Per policy (P5324.12), when the FCI Fort Dix learns that an inmate is subject to a substantial risk of imminent sexual abuse, agency officials have an affirmative duty to take immediate action to protect the offender. In speaking with the FCI Fort Dix PREA Compliance Manager, FCI Fort Dix Warden, FCI Fort Dix Unit Managers, FCI Fort Dix Investigative Staff, and Random Staff, a number of possible options were discussed specific to inmate protection measures. During the audit time frame, however, the FCI Fort Dix did not have any (0) instances where inmates were at substantial risk of imminent sexual abuse. As such, the facility has no such documentation for review.

Reasoning & Findings Statement:

This standard works to actualize the processes of inmate protection. Agency policy

(P5324.12) requires staff to take immediate action to ensure the safety of all inmates who are at a high risk of sexual victimization. Provided there are no other alternative options available to ensure the inmate's safety, policy (P5324.12) allows the facility to immediately increase the safety of the at-risk inmate by placing said inmate in a Special Housing Unit. However, placement in the Special Housing Unit would only be used if no other general housing assignments available would ensure the inmate's safety. During the audit time frame, the FCI Fort Dix did not receive any reports from inmates who was at a substantial risk of sexual abuse. In interviewing random staff, all persons were asked specifically what actions would be taken if an inmate presented as a high risk for sexual victimization. Unequivocally, all staff responded that they would take immediate action to protect the potential victim. Additionally, supervisory staff were questioned as to their role in this potentially dangerous situation. While supervisory staff did provide a more technical and inclusive response, they too, were centrally focused on protecting the inmate. Hence, the facility has clearly realized the provisions of this standard.

115.63	Reporting to other confinement facilities
	Auditor Overall Determination: Meets Standard
	<p data-bbox="260 1021 544 1055">Auditor Discussion</p> <p data-bbox="260 1099 432 1133">Documents:</p> <ul data-bbox="260 1240 1449 1944" style="list-style-type: none"> <li data-bbox="260 1240 1382 1317">· Program Statement P5324.12, Sexually Abusive Behavior Prevention and Intervention Program, 6-4-15 <li data-bbox="260 1357 1449 1433">· FTD 5324.12E, Sexually Abusive Behavior Prevention & Intervention Program, 8-1-23 <li data-bbox="260 1473 979 1507">· FTD Memo, PREA Standard 115.63, 10-27-23 <li data-bbox="260 1547 979 1581">· FTD Memo, PREA Standard 115.63, 10-20-23 <li data-bbox="260 1621 1321 1655">· FTD PREA Compliance Manager Information Tracking Log, 2022-2023 <li data-bbox="260 1695 1326 1771">· FTD Warden to Warden Notification: 12-28-22, 12-29-22a, 12-29-22b, 12-29-22c, 1-11-23a, <li data-bbox="260 1812 1433 1888">1-11-23b, 1-31-23, 2-1-23, 3-7-23a, 3-7-23b, 3-7-23c, 4-10-23a, 4-10-23b, 4-18-23, 5-3-23, <li data-bbox="260 1921 1007 1955">5-17-23, 6-6-23a, 6-6-23b, 6-6-23c, 6-16-23, 7-19-23 <p data-bbox="260 2063 416 2096">Interviews:</p>

- Agency Head
- PREA Compliance Manager
- Facility Warden

Site Review Observations:

- Review of facility-to-facility referrals

Standard Subsections:

(A) BOP policy (P5324.12) requires that when a facility receives notice regarding allegations of sexual abuse and sexual harassment occurring at another facility, the receiving facility must provide written notice of these allegations to the managing officer (Warden) of the former institution within 72 hours. During the audit time frame, there were twenty-one (21) such referrals made to the FCI Fort Dix from another facility. Documentation for these referrals were found generally compliant with policy.

(B) Per BOP policy (P5324.12), written notice of the aforementioned allegations must be provided as soon as possible, but not more than 72 hours after learning of the allegations. The FCI Fort Dix Warden confirmed that, when received, all notices are sent to other institutions as soon as possible and certainly within 72 hours. During the audit time frame, there were three (3) referrals sent from the FCI Fort Dix to other institutions. Relevant documentation was reviewed.

(C) Referrals are documented through the use of a BOP Memorandum in accordance with policy (P5324.12).

(D) Upon receipt of said allegations, policy (P5324.12) requires that the Warden of the destination facility must then process these allegations in accordance with standard protocol. Within the audit time frame, the FDT received three (3) allegations of sexual abuse from another facility.

	<p>Reasoning & Findings Statement:</p> <p>This policy works to ensure agency staff are provided sufficient due process with respect to the timely notification of inmate allegations involving sexual abuse and sexual harassment. Within the audit time frame, the FCI Fort Dix received twenty-one (21) allegations of sexual abuse or sexual harassment from inmates alleging such had occurred at another facility once those inmates were assigned to FCI Fort Dix. Within the audit time frame, the FCI Fort Dix received three (3) allegations of sexual abuse from inmates who reported that abuse had occurred at FCI Fort Dix once said inmates were assigned to another facility. Documentation reviews support that referrals are made within the required time frames. Accordingly, the FCI Fort Dix has satisfied the requirements of this standard.</p>
--	--

115.64	Staff first responder duties
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>Documents:</p> <ul style="list-style-type: none"> · Program Statement P5324.12, Sexually Abusive Behavior Prevention and Intervention Program, 6-4-15 · BOP PREA First Responder Actions Card · BOP Guide for First Responders · FTD 5324.12E, Sexually Abusive Behavior Prevention & Intervention Program, 8-1-23 <p>Interviews:</p> <ul style="list-style-type: none"> · PREA Compliance Manager · Facility Warden · Investigative Staff · Intermediate or Higher-Level Facility Staff · Random Staff

- First Responders
- Inmates Who Reported Sexual Abuse

Site Review Observations:

- Review of employee training records
- Review of investigator case files

Standard Subsections:

(A) Policy (P5324.12) requires the first responding custody staff member to immediately separate the alleged victim and abuser. After ensuring the safety of the victim, policy (P5324.12) requires staff to preserve and protect the crime scene until evidence collection is possible. If the first responder learns that the victim has been sexually abused, and the abuse occurred within a time period that still allows for the collection of physical evidence, the first responder should request that the alleged victim not take any actions that could destroy physical evidence, including, as appropriate, washing, brushing teeth, changing clothes, urinating, defecating, smoking, drinking, or eating. Once the first responder learns that an offender has been sexually abusive, and the abuse occurred within a time period that still allows for the collection of physical evidence, the first responder should ensure that the alleged abuser does not take any actions that could destroy physical evidence, including, as appropriate, washing, brushing teeth, changing clothes, urinating, defecating, smoking, drinking, or eating. In interviewing FCI Fort Dix custody staff, the actions that would be taken if said staff were notified of sexual abuse allegations were consistent with policy. Within the audit time frame, FCI Fort Dix has received twenty-nine (29) allegations of sexual abuse. Of these, when staff were notified within a time period that still allowed for the collection of physical evidence, the first security staff member did take appropriate action to preserve and protect the alleged crime scene, as well as any forensic evidence of the reporting inmate.

(B) Policy (P5324.12) requires that non-custody first responders contain and assess the situation, notify their immediate supervisor or the security shift supervisor, instruct the victim not to take any action that could destroy physical evidence. In interviewing FCI Fort Dix non-custody staff, the actions that would be taken were said staff notified of sexual abuse allegations were consistent with policy.

	<p>Reasoning & Findings Statement:</p> <p>This standard works to determine whether facility staff understand their role when responding to inmate allegations of sexual abuse and sexual harassment. Of primary importance is separating and securing the alleged victim and abuser. Of this, all staff interviewed absolutely articulated that point. Most staff then articulated the need to preserve any evidence possibly remaining at the crime scene and on the alleged victim. A review of employee training records and class curricula reflect staff have received required training specific to the preservation of evidence regarding allegations of sexual abuse and sexual harassment. As a function of the response protocol, the immediate notification to a custody supervisor provides greater assurance that all subsequent critical steps will be followed. This information, combined with agency policy, staff interviews, and facility training documentation sufficiently supports the expectations required by this standard.</p>
--	---

115.65	Coordinated response
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>Documents:</p> <ul style="list-style-type: none"> · Program Statement P5324.12, Sexually Abusive Behavior Prevention and Intervention Program, 6-4-15 · BOP ONE Source First Responder Reference Guide · FTD 5324.12E, Sexually Abusive Behavior Prevention & Intervention Program, 8-1-23 <p>Interviews:</p> <ul style="list-style-type: none"> · Agency PREA Coordinator · PREA Compliance Manager · Facility Warden · Designated Staff Member Charged with Monitoring Retaliation

- Incident Review Team Member
- Intermediate or Higher-Level Facility Staff
- Investigative Staff
- Medical Staff
- Mental Health Staff
- SANE/SAFE Staff
- Random Staff

Site Review Observations:

- Review of departmental level facility processes

Standard Subsections:

(A) The FCI Fort Dix has developed a written institutional plan; namely, FTD 5324.12E, Sexually Abusive Behavior Prevention & Intervention Program, 8-1-23, to coordinate actions amongst first responders, medical and mental health practitioners, investigators, and facility leadership in response to incidents of sexual abuse and sexual harassment.

Reasoning & Findings Statement:

This provision works to coordinate facility efforts so that victims of sexual abuse and sexual harassment receive adequate support services. To coordinate facility efforts in the most efficient manner possible, the FCI Fort Dix implemented a facility-based policy (FTD 5324.12E) that details the coordinated response plan to an incident of inmate sexual abuse. In this, the roles of all facility staff are discussed and, perhaps even more importantly, the way those roles interact with one another is outlined. This policy is a conveniently written overview of departmental responsibilities, equipped with notification and referral reminders. When asked, various departmental staff were able to articulate their roles in the response process. As such, the FCI Fort Dix has met the provisions of this standard.

115.66	Preservation of ability to protect inmates from contact with abusers
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>Documents:</p> <ul style="list-style-type: none">· Program Statement P5324.12, Sexually Abusive Behavior Prevention and Intervention Program, 6-4-15· FTD 5324.12E, Sexually Abusive Behavior Prevention & Intervention Program, 8-1-23· FTD PREA Standard 116.66, Preservation of Ability to Protect Inmates from Contract with Abusers, 9-22-23· FTD MOU American Federation of Government Employers, Local 1010, 12-16-15 <p>Interviews:</p> <ul style="list-style-type: none">· Agency Head· Agency Contract Administrator· Agency PREA Coordinator· PREA Compliance Manager· Facility Warden· Administrative (Human Resources) Staff <p>Site Review Observations:</p> <ul style="list-style-type: none">· Reviewed of facility documentation <p>Standard Subsections:</p>

(A) Per policy (P5324.12), both the agency, as well as any other governmental entity responsible for collective bargaining on the agency's behalf, are prohibited from entering into or renewing any collective bargaining agreement or other agreement that limits the agency's ability to remove alleged staff sexual abusers from contact with inmates pending the outcome of an investigation or of a determination of whether and to what extent discipline is warranted. The FCI Fort Dix has not renewed or entered into any new collective bargaining agreement since its previous PREA audit. It is further noted that the Federal Bureau of Prisons, and by extension, the FCI Fort Dix, retains the management rights for facilitates to remove alleged staff sexual abusers from contact with inmates pending the outcome of an investigation or of a determination of whether and to what extent discipline is warranted.

(B) The auditor is not required to audit this provision.

Reasoning & Findings Statement:

This provision allows the agency to protect inmates from having contact with sexual abusers and sexual harassers. Policy (P5324.12) allows for employees to be suspended from duty pending the outcome of a sexual abuse or sexual harassment investigation. In speaking with the FCI Fort Dix Warden and FCI Fort Dix Investigative Staff, the process of suspending or separating an employee from employment as a function of a negative sexual abuse or sexual harassment investigation finding was explained. It was also noted that the BOP, and by extension, FCI Fort Dix facility administration, has no reservations about discharging employees for engaging in sexual abuse and sexual harassment of inmates. Hence, the FCI Fort Dix has satisfactorily met all provisions within this standard.

115.67	Agency protection against retaliation
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>Documents:</p> <ul style="list-style-type: none"> · Program Statement P5324.12, Sexually Abusive Behavior Prevention and Intervention Program, 6-4-15 · FTD 5324.12E, Sexually Abusive Behavior Prevention & Intervention Program, 8-1-23

Interviews:

- Agency PREA Coordinator
- PREA Compliance Manager
- Facility Warden
- Institutional Investigator
- Designated Staff Member Charged with Monitoring Retaliation
- Random Staff
- Random Inmates
- Inmates Who Reported Sexual Abuse

Site Review Observations:

- Reviewed PREA investigations, to include retaliation monitoring logs (staff/offender), onsite.

Standard Subsections:

(A) Policy (P5324.12) prohibits retaliation for reporting sexual abuse or sexual harassment and for cooperating with a sexual abuse and sexual harassment investigations. Per policy (P5324.12) "the Institution PREA Compliance Manager monitors staff and inmates who have reported sexual abuse allegations to protect them from retaliation for 90 days. However, if the initial monitoring indicates a continuing need, periodic status checks occur."

(B) Per policy (P5324.12), the "agency shall employ multiple protection measures, such as housing changes or transfers for inmate victims or abusers, removal of alleged staff or inmate abusers from contact with victims, and emotional support services for inmates or staff who fear retaliation for reporting sexual abuse or sexual harassment or for cooperating with investigations."

(C) Per policy (P5324.12), for a minimum of three (3) months following a report of sexual abuse or sexual harassment, the facility shall monitor the conduct and treatment of:

- o An inmate who reported an incident of sexual abuse or sexual harassment (including a third-party reporter)
- o An inmate who was reported to have suffered sexual abuse or sexual harassment; and
- o An employee who reported an incident of sexual abuse or sexual harassment of an inmate.
- o Monitoring staff shall employ multiple protection measures to prevent inmate retaliation, such as reviewing inmate disciplinary, housing changes, job changes, and program changes.
- o Monitoring staff shall employ multiple protection measures to prevent staff retaliation, such as negative performance reviews for staff and the reassignment of staff.
- o Monitoring shall go beyond 90 days if the initial monitoring indicates a continuing need.
- o Within the past twelve months, the FCI Fort Dix has not had any reported incidents of retaliation.

(D) Per policy (P5324.12), in the case of inmates, such monitoring shall also include periodic in-person status checks at least every 30 days.

(E) Per policy (P5324.12), if any other individual (staff, volunteer, contractor, offender, adolescent offender, resident, etc.) who cooperates with an investigation expresses a fear of retaliation, the facility and agency shall take appropriate measures to protect that individual against retaliation.

(F) The auditor is not required to audit this provision.

Reasoning & Findings Statement:

This standard works to prevent retaliation against employees and inmates for reporting sexual abuse and sexual harassment or for having cooperated with an investigation into such. BOP policy provides a comprehensive overview of agency

protection against sexual abuse and sexual harassment. In speaking with inmates, none noted that they had ever experienced retaliation for participating in a PREA-related facility investigation. Investigatory files, which included retaliation monitoring, were reviewed while on-site. In reviewing these, both the FCI Fort Dix PREA Compliance Manager and the FCI Fort Dix Institutional Investigator provided detailed explanations of the monitoring process. As such, the auditor was able to observe the monitoring system currently in place at the FCI Fort Dix. Given the totality of the policies provided, staff knowledge regarding the process, and a demonstration of the FCI Fort Dix monitoring process, the FCI Fort Dix has certainly satisfied the basic provisions of this standard.

115.68	Post-allegation protective custody
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>Documents:</p> <ul style="list-style-type: none"> · Program Statement P5324.12, Sexually Abusive Behavior Prevention and Intervention Program, 6-4-15 · BOP Safeguarding of Inmates Alleging Sexual Abuse/Assault Allegation · FTD 5324.12E, Sexually Abusive Behavior Prevention & Intervention Program, 8-1-23 · FTD Memo, PREA Standard 115.68, 8-1-23 <p>Interviews:</p> <ul style="list-style-type: none"> · PREA Compliance Manager · Facility Warden · Designated Staff Member Charged with Monitoring Retaliation · Random Staff · Staff Who Supervise Inmates in Segregated Housing · Random Inmates · Inmates Who Reported Sexual Abuse

Site Review Observations:

- Observed Special Housing Unit

Standard Subsections:

(A) Policy (P5324.12) prohibits placing inmates who allege sexual abuse, or inmates who are at a high risk of sexual abuse, in Special Housing Units unless an assessment of all other available alternatives has been made and a subsequent determination concludes that there are no available alternative means of separation from likely abusers. During the audit time frame, the FCI Fort Dix has not placed any (0) inmates who have suffered sexual abuse, or who are at a high risk of sexual abuse, in a Special Housing Unit pending completion of their assessment.

Reasoning & Findings Statement:

Agency policy strictly prohibits the use of involuntary segregated housing; namely, Special Housing Units, as a de facto response to inmate safety concerns. Rather, as explained by the FCI Fort Dix PREA Compliance Manager and FCI Fort Dix Investigative Staff, the use of involuntary segregated housing should be considered only as the last available option, and even at that, as only a temporary measure. Within the reporting time frame, FCI Fort Dix Administration did not utilize involuntary segregated housing for any inmate who had alleged sexual abuse or fear of such abuse. While conversations with the SHU Supervisor did indicate that if absolutely necessary, inmates would be placed in involuntary segregated housing, it would be the absolute last option. The FCI Fort Dix Warden noted that should this ever happen, a weekly review of that inmate's status would occur during every Special Housing Unit weekly meeting. As well, the inmate's status would be reviewed at least every 30 days, with the reviews being documented on the Security Review Official Log. The inmate would also be reviewed every 30 days by Psychology Services. As such, the FCI Fort Dix has satisfied the requirements of this provision.

115.71	Criminal and administrative agency investigations
	Auditor Overall Determination: Meets Standard
	Auditor Discussion

Documents:

- Program Statement P5324.12, Sexually Abusive Behavior Prevention and Intervention Program, 6-4-15
- BOP email regarding DOJ OIG Authority and AG Memo of Duty to Report Misconduct and Cooperate, 3-12-14
- BOP Memorandum External Investigators and PREA Training, 8-6-13
- BOP MOU with FBI to Conduct Investigations According to DOJ PREA Standards, 4-2-14
- BOP FBI Domestic Investigations and Operations Guide
- BOP DOJ/OIG PREA Training, Topics List, 1-14-14
- BOP Management Advisory Memorandum, October 2022
- FTD 5324.12E, Sexually Abusive Behavior Prevention & Intervention Program, 8-1-23

Interviews:

- Agency PREA Coordinator
- PREA Compliance Manager
- Facility Warden
- Investigative Staff
- Inmates Who Reported Sexual Abuse

Site Review Observations:

- Review of facility-based case files.
- Review investigator training certifications.
- Review agency training records documenting investigator training curricula.

Standard Subsections:

(A) Policy (P5324.12) requires that "when the agency conducts its own investigations into allegations of sexual abuse and sexual harassment, it shall do so promptly, thoroughly, and objectively for all allegations, including third-party and anonymous reports." Conversations with agency investigators, as well as a review of investigative files, supports facility adherence to this requirement.

(B) Policy (P5324.12) requires investigators to have received specialized training in excess of the generalized sexual abuse and sexual harassment training provided to other staff. In interviewing the FCI Fort Dix Institutional Investigator, said staff confirmed participation in numerous related courses, to include NIC's Investigating Sexual Abuse in a Confinement Setting. Additionally, training curricula, employee training certifications, as well as completed training rosters, provided additional documentation to support facility compliance.

(C) Per policy (P5324.12), as well noted by facility investigators, Institutional Investigators and/or the FCI Fort Dix PREA Compliance Manager gather and preserve direct and circumstantial evidence, including any available physical and DNA evidence and any available electronic monitoring data. Policy (P5324.12) allows that Institutional Investigators and/or the FCI Fort Dix PREA Compliance Manager will interview alleged victims, suspected perpetrators, and witnesses. Institutional Investigators and/or the FCI Fort Dix PREA Compliance Manager are also required to review prior reports and complaints of sexual abuse involving the suspected perpetrator.

(D) Policy (P5324.12) allows compel interviews only "after consulting with prosecutors as to whether compelled interviews may be an obstacle for subsequent criminal prosecution." Conversations with agency investigators support facility adherence to this requirement.

(E) Policy (P5324.12) requires that the "credibility of an alleged victim, suspect, or witness shall be assessed on an individual basis and shall not be determined by the person's status as inmate or staff. No agency shall require an inmate who alleges sexual abuse to submit to a polygraph examination or other truth-telling device as a condition for proceeding with the investigation of such an allegation." In speaking with the Institutional Investigator, it was noted the credibility was based on a preponderance of the evidence. This assertion was further supported by a review of investigative files.

(F) Policy (P5324.12) requires administrative investigations to consider whether staff actions or failures to act contributed to the sexual abuse and sexual harassment. All administrative investigations are documented in written reports. As a function on that documentation, these reports include a description of the physical evidence and testimonial evidence, the reasoning behind credibly assessments, as well as investigative facts and findings. A review of investigatory files conducted by FCI Fort Dix Investigative Staff provided detailed written reports of both the allegations and the subsequent investigation.

(G) Policy (P5324.12) requires that all investigations are documented in written reports. As a function on that documentation, these reports include a description of the physical evidence, testimonial evidence, and documentary evidence. A review of investigative files conducted by FCI Fort Dix Investigative Staff provided detailed written reports of both the allegations and the subsequent investigation.

(H) As noted by the Institutional Investigator and required by policy (P5324.12), all substantiated allegations of conduct that appear to be criminal are referred for prosecution. During the audit time frame, the FCI Fort Dix referred two (2) such cases for criminal prosecution.

(I) Policy (P5324.12) requires that “the agency shall retain all written reports referenced in paragraphs (f) and (g) of this section for as long as the alleged abuser is incarcerated or employed by the agency, plus five years.”

(J) Policy (P5324.12) mandates that “the departure of the alleged abuser or victim from the employment or control of the facility or agency shall not provide a basis for terminating an investigation.”

(K) The auditor is not required to audit this provision.

(L) Policy (P5324.12) requires that “when outside agencies investigate sexual abuse, the facility shall cooperate with outside investigators and shall endeavor to remain informed about the progress of the investigation.”

Reasoning & Findings Statement:

The BOP conducts its own administrative investigations via agency investigators. To perform administrative investigations, BOP investigative staff must have met additional training requirements for conducting sexual abuse/sexual harassment investigations within a confinement setting. The Federal Bureau of Investigation (FBI), which is a separate and independent component of the Department of Justice, has jurisdiction to investigate all criminal allegations within the BOP, to include all criminal allegations of sexual abuse. As such, FBI staff have the authority to collect evidence, as well as interview victims, suspected perpetrators, and witnesses. FBI officers have been trained on the standards of evidence required to support a finding of guilt in criminal cases. As well, FBI officers have been trained on due process and procedural requirements of criminal cases. As confirmed through interviews with BOP staff, FBI agents and BOP staff work collaboratively under a memorandum of understanding to facilitate communication between these two distinctly separate agencies. This considered, the BOP, and by extension, the FCI Fort Dix, has met the requirements of this provision.

115.72	Evidentiary standard for administrative investigations
	<p>Auditor Overall Determination: Meets Standard</p> <hr/> <p>Auditor Discussion</p> <p>Documents:</p> <ul style="list-style-type: none"> · Program Statement P5324.12, Sexually Abusive Behavior Prevention and Intervention Program, 6-4-15 · FTD 5324.12E, Sexually Abusive Behavior Prevention & Intervention Program, 8-1-23 <p>Interviews:</p> <ul style="list-style-type: none"> · PREA Compliance Manager · Facility Warden · Investigative Staff <p>Site Review Observations:</p>

	<ul style="list-style-type: none"> · Review of PREA investigation case files. <p>Standard Subsections:</p> <p>(A) Policy (P5324.12) requires that “the agency shall impose no standard higher than a preponderance of the evidence in determining whether allegations of sexual abuse or sexual harassment are substantiated.” Policy (P5324.12) clearly establishes the standard of proof required to substantiate claims of sexual abuse and sexual harassment. Specifically, the allegations are determined substantiated, unsubstantiated, or unfounded based on the preponderance of the evidence. For substantiated claims, this simply means that the weight of the evidence must indicate that the allegations are more likely to be true than not true. In speaking with Investigative Staff, agency policy regarding required standards of evidentiary proof, which is merely a preponderance of the evidence, was clearly explained. A review of investigatory files reflected that standard.</p> <p>Reasoning & Findings Statement:</p> <p>Agency policy requires that the BOP establish a standard of proof no higher than a preponderance of evidence when determining the disposition to allegations of sexual abuse or sexual harassment. When interviewed, the FCI Fort Dix Investigative Staff confirmed that standard of proof to be slightly more than half. An onsite review of facility-based PREA investigation case files, which included substantiated, unsubstantiated, and unfounded dispositions, reflected the standard of proof used to provide disposition on allegations of sexual abuse or sexual harassment was merely a preponderance of evidence. As such, the FCI Fort Dix has satisfied all material provisions of this standard.</p>
--	--

115.73	Reporting to inmates
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	Documents:
	<ul style="list-style-type: none"> · Program Statement P5324.12, Sexually Abusive Behavior Prevention and

Intervention Program, 6-4-15

- FTD 5324.12E, Sexually Abusive Behavior Prevention & Intervention Program, 8-1-23
- FTD PREA Compliance Manager Information Tracking Log, 2022-2023
- FDT Memo, PREA Standard 115.73, 11-13-23

Interviews:

- PREA Compliance Manager
- Facility Warden
- Designated Staff Member Charged with Monitoring Retaliation
- Investigative Staff
- Inmates Who Reported Sexual Abuse

Site Review Observations:

- Review of PREA investigation case files.

Standard Subsections:

(A) Policy (P5324.12) requires that “the agency shall impose no standard higher than a preponderance of the evidence in determining whether allegations of sexual abuse or sexual harassment are substantiated Following an investigation into an inmate’s allegation that he or she suffered sexual abuse in an agency facility, the agency shall inform the inmate as to whether the allegation has been determined to be substantiated, unsubstantiated, or unfounded.” Conversations with investigative staff, as well as documentation review onsite support FCI Fort Dix’s compliance with this requirement.

(B) Policy (P5324.12) further requires that “If the agency did not conduct the investigation, it shall request the relevant information from the investigative agency in order to inform the inmate.”

(C) Policy (P5324.12) requires that when an offender has filed allegations of sexual abuse against a staff member (unless unfounded), the institutional investigator shall inform the inmate upon the following:

- o The staff member is no longer posted within the inmate's unit;
- o The staff member is no longer employed at the facility;
- o The institution learns that the staff member has been indicted on a charge related to sexual abuse within the institution;
- o The institution learns that the staff member has been convicted on a charge related to sexual abuse within the institution.

Per the PREA Compliance Manager, the FCI Fort Dix has not been required to provide any such notification during the auditing time frame.

(D) Policy (P5324.12) requires that when an offender has filed allegations of sexual abuse against another offender, the agency must notify the alleged victim whenever the alleged abuser has been:

- o Indicted on a charge related to sexual abuse within the facility and
- o Whenever the agency learns that the alleged abuser has been convicted on a charge related to sexual abuse within the facility.

(E) Policy (P5324.12) requires that "all such notifications or attempted notifications shall be documented." Conversations with investigative staff, as well as documentation review onsite support FCI Fort Dix's compliance with this requirement.

(F) Auditor is not required to audit this provision.

Reasoning & Findings Statement:

Agency policy requires BOP staff to provide inmates with dispositions for all claims of sexual abuse and sexual harassment. The BOP conducts all administrative sexual abuse/sexual harassment investigations. While all criminal sexual abuse and/or sexual harassment claims are addressed by the FBI, agency staff do remain actively engaged in those investigations. Agency policy provides that all inmates who have filed a previous sexual abuse and sexual harassment claim against agency staff or other inmates, should receive notification upon a change in housing status for the

	<p>alleged abuser or a change in job status for the employee. Lastly, policy requires these notifications to be documented. Within the audit time frame, FCI Fort Dix staff have provided inmates with notifications on all closed investigations. Notifications to FCI Fort Dix inmates are required to be documented, with the notified inmates signing to acknowledge their receipt of said notifications. Documentation reflecting proper notifications was reviewed and found to be in compliance with agency policy. As such, the FCI Fort Dix is operating in accordance with all parts of this provision.</p>
--	---

115.76	Disciplinary sanctions for staff
	<p>Auditor Overall Determination: Meets Standard</p> <hr/> <p>Auditor Discussion</p> <p>Documents:</p> <ul style="list-style-type: none"> · Program Statement P5324.12, Sexually Abusive Behavior Prevention and Intervention Program, 6-4-15 · Program Statement P3420.11, Standards of Employee Conduct, 12-6-13 · FTD 5324.12E, Sexually Abusive Behavior Prevention & Intervention Program, 8-1-23 · FTD Memo, PREA Standard 115.76, 8-1-23 <p>Interviews:</p> <ul style="list-style-type: none"> · PREA Compliance Manager · Facility Warden · Investigative Staff · Administrative (Human Resources) Staff · Random Staff <p>Site Review Observations:</p>

· Review of PREA investigation case files

Standard Subsections:

(A) Policy (P3420.11, P5324.12) clearly advises staff that all employees shall be subject to disciplinary sanctions up to and including termination for violating BOP sexual misconduct policies. Interviews with the FCI Fort Dix Warden, FCI Fort Dix Human Resource Staff, FCI Fort Dix PREA Compliance Manager, and the FCI Fort Dix Institutional Investigator confirm facility adherence to agency policy specific to employee disciplinary and termination processes for any employee found to be engaging in acts of sexual abuse or sexual harassment.

(B) Policy (P3420.11, P5324.12) continues by noting that any perpetrator of a sexual abuse or sexual harassment will be dealt with through discipline or prosecution to the fullest extent permitted by law. In this, per the FCI Fort Dix Human Resource Staff, termination is the presumptive disciplinary sanction for staff who have engaged in sexual abuse of inmates.

(C) Policy (P3420.11, P5324.12) stipulates disciplinary sanctions for violations of agency policies relating to sexual abuse or sexual harassment (other than actually engaging in sexual abuse) shall be commensurate with the nature and circumstances of the acts committed, the staff member's disciplinary history, and the sanctions imposed for comparable offenses by other staff with similar histories. Again, interviews with the FCI Fort Dix Warden, FCI Fort Dix Human Resource Staff, FCI Fort Dix PREA Compliance Manager, and FCI Fort Dix Investigator Staff confirm the facility's adherence to agency policy specific to employee disciplinary and termination processes for any employee found to be engaging in acts of sexual abuse or sexual harassment. Per the FCI Fort Dix PREA Compliance Manager, within the audit time frame, there have not been any (0) employees assigned to the FCI Fort Dix who has engaged in acts of sexual abuse or sexual harassment.

(D) Policy (P5324.12) notes that "all terminations for violations of agency sexual abuse or sexual harassment policies, or resignations by staff who would have been terminated if not for their resignation, shall be reported to law enforcement agencies, unless the activity was clearly not criminal, and to any relevant licensing bodies." According to the FCI Fort Dix Warden, within the audit time frame, the FCI Fort Dix has not had any (0) staff who have been disciplined, short of termination, for any violation of agency sexual abuse or sexual harassment policies.

	<p>Reasoning & Findings Statement:</p> <p>This standard works to ensure agency staff understand the gravity and the criminal nature of having sexual relations with incarcerated persons. The Federal Bureau of Prisons has made the consequences of engaging in such behavior exceptionally clear. Within the audited time frame, there have not been any (0) staff members assigned to the FCI Fort Dix who have violated agency sexual abuse or sexual harassment policies. During staff interviews, all staff expressed their knowledge of the agency's zero tolerance policy. As such, the FCI Fort Dix has satisfied the provisions of this standard.</p>
--	---

115.77	Corrective action for contractors and volunteers
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>Documents:</p> <ul style="list-style-type: none"> · Program Statement P5324.12, Sexually Abusive Behavior Prevention and Intervention Program, 6-4-15 · Program Statement P3420.11, Standards of Employee Conduct, 12-6-13 · FTD 5324.12E, Sexually Abusive Behavior Prevention & Intervention Program, 8-1-23 · FTD Memo, PREA Standard 115.77, 8-1-23 <p>Interviews:</p> <ul style="list-style-type: none"> · Agency Contract Administrator · Facility Warden · Investigative Staff · Administrative (Human Resources) Staff · Contractors Who May Have Contact with Inmates

Site Review Observations:

- Review contractor/volunteer files.

Standard Subsections:

(A) Policy (P3420.11) advises contractors and volunteers that no person shall “allow themselves to show partiality toward, or become emotionally, physically, or financially involved with inmates, former inmates, or persons known (or who should have been known based on circumstances) to the employee as a family member or close friend of inmates or former inmates.” Policy (P5324.12) further notes that “any contractor or volunteer who engages in sexual abuse shall be prohibited from contact with inmates and shall be reported to law enforcement agencies, unless the activity was clearly not criminal, and to relevant licensing bodies.” During the audit time frame, there haven’t been any (0) contractors or volunteers who violated the agency’s Zero Tolerance policy. Review of FCI Fort Dix contractor/volunteer training documentation, as well as interviews with contracted staff and a facility volunteer, evidenced that the agency’s zero-tolerance policy was institutionalized.

(B) Policy (P5324.12) states that “the facility shall take appropriate remedial measures, and shall consider whether to prohibit further contact with inmates, in the case of any other violation of agency sexual abuse or sexual harassment policies by a contractor or volunteer.” Review of FCI Fort Dix contractor/volunteer training documentation, as well as interviews with contracted staff and a facility volunteer, evidenced that the agency’s zero-tolerance policy was institutionalized.

Reasoning & Findings Statement:

Agency policy expressly states that contractors and volunteers who engage in sexual abuse with inmates will be removed from contact with inmates pending the outcome of the investigation. Contractors or volunteers who engage in sexual abuse will be reported to law enforcement and to any relevant licensing body. These persons will also be subject to criminal sanctions. Within the audit time frame, the FCI Fort Dix has not had any (0) contractors or volunteers engage in sexual abuse or harassment of any inmate. Documentation of contractor and volunteer training records reflect that all contractors and volunteers are provided training appropriate to their level of contact with inmates. During FCI Fort Dix contractor and volunteer interviews, both the prohibition against sexual abuse and sexual harassment of inmates, as well as the consequences of having engaged such, were clearly known. Hence, FCI Fort Dix is in

compliance with the provisions of this standard.

115.78 Disciplinary sanctions for inmates

Auditor Overall Determination: Meets Standard

Auditor Discussion

Documents:

- Program Statement P5324.12, Sexually Abusive Behavior Prevention and Intervention Program, 6-4-15
- Program Statement P3420.11, Standards of Employee Conduct, 12-6-13
- FTD 5324.12E, Sexually Abusive Behavior Prevention & Intervention Program, 8-1-23
- FTD Memo, PREA Standard 115.78, 8-1-23

Interviews:

- PREA Compliance Manager
- Facility Warden
- Investigative Staff
- Medical Staff
- Mental Health Staff
- Random Staff
- Random Inmates
- Inmates Who Have Reported Sexual Abuse

Site Review Observations:

- Review of PREA investigation case files

Standard Subsections:

(A) Policy (P3420.11) provides the standards associated with all disciplinary hearings, to include hearings related to inmate-on-inmate sexual abuse/sexual harassment. Policy (P5324.12, P5324.12) further notes that following an administrative finding that an offender engaged in inmate-on-inmate sexual abuse, said offender is subject to disciplinary sanctions pursuant to formal disciplinary processes. During the audit time frame, the FCI Fort Dix did not have any (0) administrative or criminal findings of inmate-on-inmate sexual abuse or harassment.

(B) Policy (P3420.11, P5324.12) requires that disciplinary sanctions imposed are commensurate with the nature and circumstances of the abuse committed, the inmate's disciplinary history, and the sanctions imposed for comparable offenses by other inmates with similar histories. As well, sanctions consider aggravating and mitigating factors.

(C) When determining an offender's disciplinary sanctions, policy (P3420.11, P5324.12) does consider how an offender's mental disabilities or mental illness contributed to his behavior.

(D) Per policy (P5324.12), "all inmates found guilty of sexual abuse shall be given appropriate programming and interventions if determined to be necessary by mental health services in consultation with sex offender services."

(E) Per policy (P5324.12), the agency may discipline an inmate for sexual contact and/or sexual conduct with staff only upon finding that the staff member did not consent to such contact or conduct.

(F) Per policy (P5324.12), a report made in good faith based upon a reasonable belief that the alleged conduct did occur does not constitute falsely reporting an incident or lying for the purpose of disciplinary action, even if the investigation does not establish evidence sufficient to substantiate the allegations.

(G) Per policy (P3420.11, P5324.12), the agency clearly distinguishes between consensual sex, which is still a violation of agency policy, and inmate-on-inmate

	<p>sexual abuse, which is defined as when one or more inmates engage in sexual conduct, including sexual contact, with other inmates against their will or by use of force, threats, intimidation, or other coercive actions.</p> <p>Reasoning & Findings Statement:</p> <p>The inmate disciplinary process is a formal means to address institutional misconduct. The FCI Fort Dix uses a progressive disciplinary system, which allows for consideration of aggravating and mitigating factors. Within the audit time frame, the FCI Fort Dix did not process any (0) disciplinary infractions for inmate-on-inmate sexual abuse or harassment. Nonetheless, in considering agency policies, facility procedures, staff interviews, and inmate interviews, FCI Fort Dix is compliant with disciplinary standards as required under this provision.</p>
--	--

115.81	Medical and mental health screenings; history of sexual abuse
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>Documents:</p> <ul style="list-style-type: none"> · Program Statement P5324.12, Sexually Abusive Behavior Prevention and Intervention Program, 6-4-15 · Program Statement P6031.04, Patient Care, 6-4-14 · FTD 5324.12E, Sexually Abusive Behavior Prevention & Intervention Program, 8-1-23 · FTD Memo, PREA Standard 115.81, 8-1-23a · FTD Memo, PREA Standard 115.81, 8-1-23b · FTD Memo, PREA Standard 115.81, 8-1-23c · FTD Memo, PREA Standard 115.81, 8-1-23d · FTD Intake Screening Form: 10-27-21, 4-22-22, 9-21-22, 6-14-22, 12-28-22, 11-22-23, 11-29-23 · FTD Risk of Sexual Victimization: 1-3-24a, 1-3-24b

Interviews:

- PREA Compliance Manager
- Intake Staff
- Medical Staff
- Mental Health Staff
- Staff Who Perform Screening for Risk of Victimization and Abusiveness
- Inmates Who Reported Sexual Victimization During Risk Screening

Site Review Observations:

- Observed Medical Department
- Observed Mental Health Department
- Observed Medical Records Storage
- Review of Medical/Mental Health PREA Screening Forms

Standard Subsections:

(A) Policy (P5324.12) requires that within 72 hours of arrival, all FCI Fort Dix inmates will be screened for sexual abuse risk factors. If the assessment indicates that the inmate has had prior sexual victimization, whether it occurred in an institutional setting or in the community, staff will offer a follow-up meeting with a mental health or medical practitioner within 14 days of the intake screening. Within the audit time frame, 100% of inmates received at the FCI Fort Dix who disclosed prior victimization during their initial risk screening were offered a follow-up meeting with a medical or mental health practitioner. A review of both medical and mental health referrals, as well as conversations with medical and mental health staff, along with inmates who reported prior sexual victimization, confirms the institutionalization of this practice.

(B) Per policy (P5324.12), persons with a history of being sexually abusive must also be referred for mental health services within 14 days of the intake screening. In speaking with Mental Health staff, it is noted that the nature of the referral is in accordance with the individualized needs of each inmate. Within the audit time

frame, 100% of inmates received at the FCI Fort Dix who had previously perpetrated sexual abuse, as indicated during the screening, were offered a follow-up meeting with a mental health practitioner. A review of both medical and mental health referrals, as well as conversations with medical and mental health staff, confirms the institutionalization of this practice.

(C) Per policy (P5324.12), regular mental health referrals are addressed within a time frame consistent with the nature of the referral and within 14 days of the intake screening.

(D) Per policy (P5324.12) and in accordance with the Prison Rape Elimination Act (PREA) Standards, 28 C.F.R. 115.81, any information related to sexual victimization or abusiveness that occurred in an institutional setting shall be strictly limited to medical and mental health practitioners and other staff, as necessary, to inform treatment plans, as well as security and management decisions, including housing, bed, work, education, and program assignments, or as otherwise required by federal, state, or local laws. As noted by medical and mental health staff during the interview process, medical and mental health practitioners shall obtain informed consent from inmates before reporting information about prior sexual victimization that did not occur in an institutional setting.

(E) Per policy (P5324.12) and in accordance with the Prison Rape Elimination Act (PREA) Standards, 28 C.F.R. §115.81, any information related to sexual victimization or abusiveness that occurred in an institutional setting shall be strictly limited to medical and mental health practitioners and other staff, as necessary, to inform treatment plans, as well as security and management decisions, including housing, bed, work, education, and program assignments, or as otherwise required by federal, state, or local laws. As noted by medical and mental health staff during the interview process, medical and mental health practitioners shall obtain informed consent from inmates before reporting information about prior sexual victimization that did not occur in an institutional setting, unless the inmate is under the age of 18 years or considered a vulnerable adult. In speaking with medical/mental health staff, adherence to this policy was confirmed.

Reasoning & Findings Statement:

Within the audit time frame, 100% of inmates who had disclosed prior victimization during risk screening were offered a follow-up meeting with a medical or mental health practitioner. Within the audit time frame, 100% of inmates who had previously perpetrated sexual abuse as indicated during risk screening were offered a follow-up

	<p>meeting with a medical or mental health practitioner. As noted by medical/mental health staff, as well as affected inmates, the FCI Fort Dix is providing routine and regular medical screens and other health services in accordance to qualified medical assessments, as well as to policy. Documentation specific to the PREA Intake Objective Screening Instrument for medical and mental health staff reflects the appropriate use of the screening tool to determine appropriate housing and medical needs. As such, the facility is meeting all provisions as established within this standard.</p>
--	---

115.82 Access to emergency medical and mental health services	
	<p>Auditor Overall Determination: Meets Standard</p>
	<p>Auditor Discussion</p>
	<p>Documents:</p> <ul style="list-style-type: none"> · Program Statement P5324.12, Sexually Abusive Behavior Prevention and Intervention Program, 6-4-15 · Program Statement P6031.04, Patient Care, 6-4-14 · FTD 5324.12E, Sexually Abusive Behavior Prevention & Intervention Program, 8-1-23 · FTD Memo, PREA Standard 115.82, 8-1-23a · FTD Memo, PREA Standard 115.81, 8-1-23b <p>Interviews:</p> <ul style="list-style-type: none"> · PREA Compliance Manager · Medical Staff · Mental Health Staff · SANE/SAFE Staff · Custody Staff and/or Non-Custody Staff Who Have Acted as First Responders · Random Staff · Inmates Who Reported Sexual Abuse

Site Review Observations:

- Observed Medical Department
- Observed Mental Health Department
- Review of Medical/Mental Health Screening Form
- Reviewed FTD Medical Files/Documents Related to Emergency Medical and Mental Health Services

Standard Subsections:

(A) In accordance with policy (P5324.12), “inmate victims of sexual abuse shall receive timely, unimpeded access to emergency medical treatment and crisis intervention services, the nature and scope of which are determined by medical and mental health practitioners according to their professional judgment.” In interviewing medical and mental health staff, said staff confirmed the ability to treat inmates in accordance to their professional medical judgment.

(B) Policy (P5324.12) requires that if there isn’t any qualified medical or mental health staff on duty when a sexual abuse report is filed, then custody staff will need to “take preliminary steps to protect the victim pursuant to section 115.62 and shall immediately notify the appropriate medical and mental health practitioners.” During interviews with first responders, as well as random custody staff, all personnel recognized with immediacy the need to notify medical and mental health staff of any sexual abuse allegations.

(C) Policy (P5324.12) requires that inmates are offered timely and appropriate prophylactic information, as well as emergency contraception, if appropriate. In speaking with medical staff, adherence to this policy was confirmed. Inmates who had previously made allegations of sexual abuse also confirmed that they had received medical or mental health treatment, as appropriate, in a timely manner.

(D) Policy (P5324.12) requires that “treatment services shall be provided to the victim without financial cost and regardless of whether the victim names the abuser or cooperates with any investigation arising out of the incident.” In speaking with

	<p>medical and mental health staff, adherence to this policy was confirmed. Additionally, inmates who had previously received medical treatment for allegations of sexual abuse also confirmed that they were not charged a medical fee for said services. Inmates who had previously received mental health services for allegations of sexual abuse further indicated that they were not charged a fee for these services.</p> <p>Reasoning & Findings Statement:</p> <p>This standard is designed to provide inmates access to emergency medical and mental health services. In this, facility staff are meeting all provisions within this standard. Policy (P5324.12) allows that upon receipt of an inmate into the Medical Department, medical staff shall determine the inmate's course of treatment; specifically, what is medically indicated based on evidence collection or physical trauma. Inmate interviews further acknowledge that inmates are provided appropriate medical/mental health treatment. Lastly, documentation reflecting access to medical and mental health care was reviewed. In reviewing the totality of the information provided, the FCI Fort Dix has clearly met the minimum provisions of this standard.</p>
--	--

115.83	Ongoing medical and mental health care for sexual abuse victims and abusers
	<p>Auditor Overall Determination: Exceeds Standard</p> <p>Auditor Discussion</p> <p>Documents:</p> <ul style="list-style-type: none"> · Program Statement P5324.12, Sexually Abusive Behavior Prevention and Intervention Program, 6-4-15 · Program Statement P6031.04, Patient Care, 6-4-14 · FTD 5324.12E, Sexually Abusive Behavior Prevention & Intervention Program, 8-1-23 · FTD Intake Screening Form: 10-27-21, 4-22-22, 9-21-22, 6-14-22, 12-28-22, 11-22-23, 11-29-23 <p>Interviews:</p>

- PREA Compliance Manager
- Medical Staff
- Mental Health Staff
- Inmates Who Reported Sexual Abuse
- Random Inmates

Site Review Observations:

- Observed Medical Department
- Observed Mental Health Department
- Review of Medical/Mental Health PREA Screening Form
- Review of sexual abuse case files

Standard Subsections:

(A) Policy (P5324.12, FTD 5324.12E) requires that all allegations of sexual assault must be evaluated immediately by facility medical and mental health staff. In speaking with medical and mental health staff, adherence to this policy was confirmed. In speaking with random staff, as well as inmates, there weren't any instances where any staff or inmates indicated that the medical or mental health departments had ever, or would ever, refuse to provide medical/mental health treatment to any inmate who claimed to have been a victim of sexual abuse. In speaking with inmates who were receiving mental health treatment services at the time of facility transfer within the BOP, they confirmed that upon said transfer, they were automatically placed on the mental health rosters of their newly assigned facility. For other inmates who requested to utilize mental health services after transfer, they were subsequently scheduled to speak with medical health staff.

(B) Policy (P5324.12, FTD 5324.12E) requires that mental health services are offered to both victims of sexual assault and the abusers. Per policy (P5324.12) "the evaluation and treatment of such victims shall include, as appropriate, follow-up services, treatment plans, and, when necessary, referrals for continued care following their transfer to, or placement in, other facilities, or their release from custody." In

interviewing inmates who had previously alleged sexual abuse or sexual harassment, it was noted that medical services were offered to these inmates appropriately in accordance to their allegations. As well, all inmates stated they were provided the opportunity to speak with staff from mental health services.

(C) Policy (P5324.12) requires that all victims of sexual abuse shall receive timely, unimpeded access to emergency medical treatment and crisis intervention services, the nature and scope of which are determined by medical and mental health practitioners according to their professional judgment. If not referred to an outside hospital emergency department, the inmate is treated in the facility infirmary after evaluation by a primary care provider. In either instance, medical and mental health services are provided in accordance to the judgment of qualified health care providers. During interviews with medical and mental health staff, it was noted that inmates routinely receive services consistent with the community level of a care. As well, the agency's coordinated medical and mental health care far exceeds the level of dedicated trauma care that one would expect to receive in the community.

(D) In speaking with medical staff, it was noted that if deemed medically appropriate, inmate victims of sexually abusive vaginal penetration while incarcerated would be offered pregnancy tests. However, it should be noted that at this time, the FCI Fort Dix does not house any biological females or transgender men.

(E) If pregnancy were to result from a sexual assault, policy (P5324.12) does require that these victims receive "timely and comprehensive information about all lawful pregnancy-related medical services." In speaking with medical staff, it was noted that said information would be provided to inmate victims of sexually abusive vaginal penetration. However, it should be noted that at this time, the FCI Fort Dix does not house any biological females or transgender men.

(F) Policy (P5324.12) requires that all victims of sexual assault are to be provided tests for sexually transmitted diseases as medically appropriate. In speaking with medical staff, departmental adherence to this policy was confirmed.

(G) Policy (P5324.12) requires that inmates are not charged for medical and mental health services received as a consequence of sexual assault. In fact, treatment services shall be provided to the victim without financial cost and regardless of whether the victim names the abuser or cooperates with any investigation arising out of the incident. In speaking with medical staff, adherence to this policy was confirmed. As well, when speaking to inmates who had previously utilized medical or mental health services because of an alleged sexual assault or sexual harassment,

said inmates noted that there had not been a charge for such services.

(H) Policy (P5324.12) requires that “all prisons shall attempt to conduct a mental health evaluation of all known inmate-on-inmate abusers within 60 days of learning of such abuse history and offer treatment when deemed appropriate by mental health practitioners.” In speaking with mental health staff, it was noted that while agency policy allows for 60 days to evaluate abusers, to help ensure the safekeeping of all inmates, known abusers are generally evaluated at a much faster rate.

Reasoning & Findings Statement:

This standard is designed to ensure ongoing medical and mental health care for sexual abuse victims and abusers. The BOP, and by extension the FCI Fort Dix, offers qualified and coordinated medical and mental health care regardless of an inmate’s ability to pay for said services. As appropriate, inmates are provided the opportunity to attend follow-up treatments, for both medical and mental health services. Once established, access to said treatment follows the inmate throughout the BOP system and can be coordinated with community care upon the inmate’s release from the BOP. The medical and mental health services provided are consistent with the community level of care. Additionally, because this level of care is coordinated to ensure that inmates receive every aspect of sexual abuse treatment, addressing both medical and mental health needs on a regular and timely basis, without regard to cost, the opportunity for treatment received in the institutional setting far exceeds that of individuals receiving similar treatments within the community. Accordingly, the FCI Fort Dix Medical and Mental Health Departments have collectively exceeded the provisions of this standard.

115.86	Sexual abuse incident reviews
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	Documents: <ul style="list-style-type: none">· Program Statement P5324.12, Sexually Abusive Behavior Prevention and Intervention Program, 6-4-15· FTD 5324.12E, Sexually Abusive Behavior Prevention & Intervention Program, 8-1-23

- FTD Memo, PREA Standard 115.86, 11-7-23a
- FTD Memo, PREA Standard 115.86, 11-7-23b
- FTD Memo, PREA Standard 115.86, 8-1-23
- FTD PREA Compliance Manager Information Tracking Log, 2022-2023

Interviews:

- Agency PREA Coordinator
- PREA Compliance Manager
- Facility Warden
- Incident Review Team Member

Site Review Observations:

- Review PREA Investigations, including Sexual Abuse Incident Reviews

Standard Subsections:

(A) Policy (P5324.12) states that “the facility shall conduct a sexual abuse incident review at the conclusion of every sexual abuse investigation, including where the allegation has not been substantiated, unless the allegation has been determined to be unfounded.” During the audit time frame, the FCI Fort Dix had eleven (11) investigations of alleged sexual abuse filed at the facility. Of those, nine (9) have resulted in the need for a sexual abuse incident review. Documentation associated with the sexual incident reviews was examined onsite to ensure completion within the required time frame. As well, in speaking with the FCI Fort Dix PREA Compliance Manager and FCI Fort Dix Investigative Staff, each person explained their role within the Incident Review Team process.

(B) Policy (P5324.12) requires the Incident Review Team to complete the review process within 30 calendar days of the incident. Incident Review Team members did affirm, and documentation did corroborate, that incident reviews do occur within 30 calendar days of the incident.

(C) Policy (P5324.12) requires that, at a minimum, the incident “review team shall include upper-level management officials, with input from line supervisors, investigators, and medical or mental health practitioners.”

(D) Policy (P5324.123) requires that the incident review team considers:

- o Whether the allegation or investigation indicates a need to change policy or practice to better prevent, detect, or respond to sexual abuse;
- o Whether the incident or allegation was motivated by race, ethnicity, gender identity, lesbian, gay, bisexual, transgender, or intersex identification, status, or perceived status; or gang affiliation; or was motivated or otherwise caused other group dynamics at the facility;
- o Whether the area in the facility where the incident allegedly occurred contains physical barriers in the area may enable abuse;
- o The adequacy of staffing levels in that area during different shifts; and
- o Whether monitoring technology should be deployed or augmented to supplement supervision by staff.

(E) Concluding the Incident Review Team Meeting, policy (P5324.12) requires a designated team member to prepare a brief report noting any team findings or recommendations for the future. Afterward, per policy (P5324.12), “the facility shall implement the recommendations for improvement, or shall document its reasons for not doing so.” In speaking with the PREA Compliance Manager, the implementation process was explained.

Reasoning & Findings Statement:

During the audit time frame, the FCI Fort Dix had eleven (11) investigations of alleged sexual abuse filed at the facility. Of those, nine (9) have resulted in the need for a sexual abuse incident review. Documentation relative to these reviews was examined to ensure that the Sexual Abuse Incident Review Team consisted of the appropriate committee members, that due considerations were given to the factors noted within Section D of the current standard, an incident review report was completed with appropriate subsequent action taken, and that these reviews were generally conducted within 30 days of the incident. In speaking with the FCI Fort Dix PREA Compliance Manager and FCI Fort Dix Investigative Staff, each person explained their role within the incident review process. Given the totality of the information reviewed,

	<p>policies, documented evidence, as well as staff interviews, it is apparent that the FCI Fort Dix has maintained compliance with each of the aforementioned provisions and is thus in compliance with the entire standard.</p>
--	--

115.87	Data collection
	<p>Auditor Overall Determination: Audited at Agency Level</p> <hr/> <p>Auditor Discussion</p> <p>Documents:</p> <ul style="list-style-type: none"> · Program Statement P5324.12, Sexually Abusive Behavior Prevention and Intervention Program, 6-4-15 · BOP Annual PREA Report, 2013 · BOP Annual PREA Report, 2014 · BOP Annual PREA Report, 2015 · BOP Annual PREA Report, 2016 · BOP Annual PREA Report, 2017 · BOP Annual PREA Report, 2018 · BOP Annual PREA Report, 2019 · BOP Annual PREA Report, 2020 · BOP Annual PREA Report, 2021 · BOP Annual PREA Report, 2022 · FTD 5324.12E, Sexually Abusive Behavior Prevention & Intervention Program, 8-1-23 <p>Interviews:</p> <ul style="list-style-type: none"> · Agency PREA Coordinator · PREA Compliance Manager

- Facility Warden

Site Review Observations:

- Extensive review of agency website/PREA section.

Standard Subsections:

(A) Policy (P5324.12) provides all staff within the BOP a standardized set of definitions specific to sexual abuse/sexual harassment allegations. Policy (P5324.12) further mandates that “the agency shall collect accurate, uniform data for every allegation of sexual abuse at facilities under its direct control using a standardized instrument and set of definitions.” In speaking with FCI Fort Dix Investigative Staff, adherence to this provision was confirmed.

(B) Policy (P5324.12) further requires that “the agency shall aggregate the incident-based sexual abuse data at least annually.” In speaking with FCI Fort Dix PREA Compliance Manager, adherence to this provision was confirmed.

(C) Policy (P5324.12) requires that the information collected “shall include, at a minimum, the data necessary to answer all questions from the most recent version of the Survey of Sexual Violence conducted by the Department of Justice.” In speaking with FCI Fort Dix PREA Compliance Manager, adherence to this provision was confirmed.

(D) Policy (P5324.12) requires that “the agency shall maintain, review, and collect data as needed from all available incident-based documents, including reports, investigation files, and sexual abuse incident reviews.” The FCI Fort Dix PREA Compliance Manager confirmed the agency’s overall adherence to this policy.

(E) Policy (P5324.12) mandates that the agency PREA coordinator/designee must ensure all aggregated sexual misconduct data received from private facilities with which it contracts is readily available to the public at least annually through the facility internet site. The BOP National PREA Coordinator confirmed the agency’s overall adherence to this provision. As well, this information is publicly available via

	<p>the BOP website.</p> <p>(F) Policy (P5324.12) states “upon request, the agency shall provide all such (statistical PREA) data from the previous calendar year to the Department of Justice no later than June 30.” The BOP National PREA Coordinator confirmed the agency’s overall adherence to this provision.</p> <p>Reasoning & Findings Statement:</p> <p>This standard works to ensure that specific data relative to promoting sexual safety within the correctional institution is collected on a monthly basis. The data is then aggregated and made available for public review on an annual basis. The FCI Fort Dix has complied with the timely collection of said data and subsequently furnishes such to the appropriate entities as required. Hence, the FCI Fort Dix has met all provisional requirements and is following the overall requirements of this standard.</p>
--	--

115.88	Data review for corrective action
	Auditor Overall Determination: Audited at Agency Level
	Auditor Discussion
	<p>Documents:</p> <ul style="list-style-type: none"> · Program Statement P5324.12, Sexually Abusive Behavior Prevention and Intervention Program, 6-4-15 · BOP Annual PREA Report, 2013 · BOP Annual PREA Report, 2014 · BOP Annual PREA Report, 2015 · BOP Annual PREA Report, 2016 · BOP Annual PREA Report, 2017 · BOP Annual PREA Report, 2018 · BOP Annual PREA Report, 2019 · BOP Annual PREA Report, 2020

- BOP Annual PREA Report, 2021
- BOP Annual PREA Report, 2022
- FTD 5324.12E, Sexually Abusive Behavior Prevention & Intervention Program, 8-1-23

Interviews:

- Agency Head
- Agency PREA Coordinator
- PREA Compliance Manager
- Facility Warden

Site Review Observations:

- Extensive review of agency website/PREA section.

Standard Subsections:

(A) Policy (P5324.12) requires the PREA Coordinator to prepare aggregated data relative to sexual abuse and sexual harassment across all BOP facilities. Following which, the BOP then uses that data to assess and improve the effectiveness of its sexual abuse prevention, detection, response policies, as well as its related training programs. Specifically, the BOP works to identify problem areas, take corrective action on an ongoing basis, as well as prepares an annual report of its findings from the data review and any corrective actions for each facility, along with the agency as a whole. The PREA Coordinator confirmed adherence to this policy. As well, the BOP Annual PREA Report (2022) is available on the agency website.

(B) Policy (P5324.12) requires that annual statistical reports “shall include a comparison of the current year’s data and corrective actions with those from prior years and shall provide an assessment of the agency’s progress in addressing sexual abuse.” The PREA Coordinator confirms adherence to this policy. As well, a review of the agency’s annual statistical reports demonstrates the progressive assessment of

	<p>agency efforts to prevent, detect, and response to sexual abuse and sexual harassment.</p> <p>(C) Policy (P5324.12) requires that upon completion of each year’s Annual Report, “the agency’s report shall be approved by the agency head and made readily available to the public through its website or, if it does not have one, through other means.” A review of the BOP website reflects this data to be publicly available for citizen consumption.</p> <p>(D) Policy (P5324.12) requires that any information redacted from the report due to a clear and specific threat to the safety and security of the facility must indicate the reason for redaction.</p> <p>Reasoning & Findings Statement:</p> <p>This standard works to determine if agency, and by extension, facility staff use aggregated data to promote the overall safety and security of the facility. In speaking with the agency-wide PREA Coordinator, the FCI Fort Dix PREA Compliance Manager, and the FCI Fort Dix Warden, the manner in which staff utilized the data to improve overall institutional safety, based on their role within the agency, was explained. Accordingly, the BOP, and by extension, the FCI Fort Dix, has demonstrated clear compliance with each of the provisions, and as such, has reached the overall requirements of this standard.</p>
--	--

115.89	Data storage, publication, and destruction
	Auditor Overall Determination: Audited at Agency Level
	Auditor Discussion
	<p>Documents:</p> <ul style="list-style-type: none"> · Program Statement P5324.12, Sexually Abusive Behavior Prevention and Intervention Program, 6-4-15 · BOP Annual PREA Report, 2013 · BOP Annual PREA Report, 2014

- BOP Annual PREA Report, 2015
- BOP Annual PREA Report, 2016
- BOP Annual PREA Report, 2017
- BOP Annual PREA Report, 2018
- BOP Annual PREA Report, 2019
- BOP Annual PREA Report, 2020
- BOP Annual PREA Report, 2021
- BOP Annual PREA Report, 2022
- FTD 5324.12E, Sexually Abusive Behavior Prevention & Intervention Program, 8-1-23

Interviews:

- Agency PREA Coordinator
- PREA Compliance Manager
- Facility Warden

Site Review Observations:

- Extensive review of agency website/PREA section.

Standard Subsections:

(A) Policy (P5324.12) requires all aggregated data to be securely retained. The PREA Coordinator confirms agency compliance with this directive. As well, review of the agency website reflects the collection of all annual aggregated reports previously published pursuant to §115.87.

(B) Policy (P5324.12) requires all aggregated data to be publicly available, with new materials being added at least once annually. The PREA Coordinator confirms agency

compliance with this directive. As well, review of the agency website reflects the collection of all annual aggregated reports previously published pursuant to §115.87. This data is made readily available to the public through the BOP website, with 2022 the most recently published annual report.

(C) Policy (P5324.12) requires that all personal identifiers must be removed from publicly available data, such as all annually produced statistical reports published on the agency’s website. The PREA Coordinator confirms agency compliance with this directive.

(D) Policy (P5324.12) requires all aggregated data to be retained for at least 10 years. The PREA Coordinator confirms agency compliance with this directive.

Reasoning & Findings Statement:

This standard works to ensure both public availability and agency integrity in the presentation of aggregated sexual abuse data. In reviewing agency documents and speaking with staff, it is more than apparent that both the BOP PREA Coordinator, as well as FCI Fort Dix Administration, operate with transparency in government. As such, the agency, and by extension, the facility has clearly obtained each provision, and thus, satisfactorily achieved overall compliance of this standard.

115.401	Frequency and scope of audits
	Auditor Overall Determination: Exceeds Standard
	<p>Auditor Discussion</p> <p>Documents:</p> <ul style="list-style-type: none"> · Program Statement P5324.12, Sexually Abusive Behavior Prevention and Intervention Program, 6-4-15 · FTD 5324.12E, Sexually Abusive Behavior Prevention & Intervention Program, 8-1-23 <p>Interviews:</p>

- Agency PREA Coordinator
- PREA Compliance Manager
- Facility Warden
- Random Staff
- Random/Targeted Inmates

Site Review Observations:

- Onsite inspection of the entire facility
- Onsite inspection of facility documents
- Review of documentation available via the BOP PREA web page

Standard Subsections:

(A) As evidenced by the presence of facility audits on the BOP web page, and confirmed by the PREA Coordinator, PREA Audits have been completed at all BOP correctional facilities to provide for at least one-third of facilities operated by the BOP being audited during each audit year.

(B) This is the second year of the current PREA 3-year cycle.

(H) The auditor had full access to all areas of the facility.

(A) All documents requested by the auditor were received in a timely manner.

(A) The auditor was permitted to conduct private interviews with inmates.

(B) Inmates were permitted to correspond with the auditor using privileged mail

processes.

Reasoning & Findings Statement:

The FCI Fort Dix PREA Compliance Manager and other FCI Fort Dix staff were exceptionally prepared for this review. The auditor was provided the PAQ well in advance of arriving to the facility. The auditor was given unrestricted access to the institution and provided with all reference materials requested. The auditor was provided with a convenient location from which to interview both employees and staff in a confidential manner. Agency staff ensured that the flow of interview traffic was never restricted and that the auditor was able to attend all requested inmate functions throughout the facility as needed. The auditor did not experience any significant barriers, at any stage of the audit, that were under the control of either the agency or FCI Fort Dix staff. Accordingly, FCI Fort Dix has exceeded the provisions of this standard.

115.403	Audit contents and findings
	<p data-bbox="274 1061 1102 1099">Auditor Overall Determination: Audited at Agency Level</p> <p data-bbox="274 1137 564 1176">Auditor Discussion</p> <p data-bbox="274 1214 453 1252">Documents:</p> <ul data-bbox="274 1357 1469 1547" style="list-style-type: none"><li data-bbox="274 1357 1469 1435">· Program Statement P5324.12, Sexually Abusive Behavior Prevention and Intervention Program, 6-4-15<li data-bbox="274 1473 1469 1547">· FTD 5324.12E, Sexually Abusive Behavior Prevention & Intervention Program, 8-1-23 <p data-bbox="274 1659 437 1697">Interviews:</p> <ul data-bbox="274 1803 735 1841" style="list-style-type: none"><li data-bbox="274 1803 735 1841">· Agency PREA Coordinator <p data-bbox="274 1948 651 1986">Site Review Observations:</p>

· Review of documentation available via the BOP PREA web page.

Standard Subsections:

(F) A review of the agency web page reflects that the BOP has published all final audit reports for prior audits completed during the last three years preceding this audit. The PREA Coordinator affirms that all facilities within the BOP have been audited, and their reports subsequently published, on the agency's web page.

Reasoning & Findings Statement:

The function of this standard is to promote transparency in government by ensuring that all facility PREA audits for the previous three years are available for public review, by way of, for example, the agency's web page. In this case, the BOP does have an agency web page and has made all facility PREA reports conducted within the previous three years conveniently accessible to the public. As such, the agency, and by extension, the facility, has meet the provisions of this standard.

Appendix: Provision Findings		
115.11 (a)	Zero tolerance of sexual abuse and sexual harassment; PREA coordinator	
	Does the agency have a written policy mandating zero tolerance toward all forms of sexual abuse and sexual harassment?	yes
	Does the written policy outline the agency's approach to preventing, detecting, and responding to sexual abuse and sexual harassment?	yes
115.11 (c)	Zero tolerance of sexual abuse and sexual harassment; PREA coordinator	
	If this agency operates more than one facility, has each facility designated a PREA compliance manager? (N/A if agency operates only one facility.)	yes
	Does the PREA compliance manager have sufficient time and authority to coordinate the facility's efforts to comply with the PREA standards? (N/A if agency operates only one facility.)	yes
115.12 (a)	Contracting with other entities for the confinement of inmates	
	If this agency is public and it contracts for the confinement of its inmates with private agencies or other entities including other government agencies, has the agency included the entity's obligation to comply with the PREA standards in any new contract or contract renewal signed on or after August 20, 2012? (N/A if the agency does not contract with private agencies or other entities for the confinement of inmates.)	na
115.12 (b)	Contracting with other entities for the confinement of inmates	
	Does any new contract or contract renewal signed on or after August 20, 2012 provide for agency contract monitoring to ensure that the contractor is complying with the PREA standards? (N/A if the agency does not contract with private agencies or other entities for the confinement of inmates.)	na
115.13 (a)	Supervision and monitoring	
	Does the facility have a documented staffing plan that provides for adequate levels of staffing and, where applicable, video monitoring, to protect inmates against sexual abuse?	yes
	In calculating adequate staffing levels and determining the need for video monitoring, does the staffing plan take into consideration: Generally accepted detention and correctional	yes

	practices?	
	In calculating adequate staffing levels and determining the need for video monitoring, does the staffing plan take into consideration: Any judicial findings of inadequacy?	yes
	In calculating adequate staffing levels and determining the need for video monitoring, does the staffing plan take into consideration: Any findings of inadequacy from Federal investigative agencies?	yes
	In calculating adequate staffing levels and determining the need for video monitoring, does the staffing plan take into consideration: Any findings of inadequacy from internal or external oversight bodies?	yes
	In calculating adequate staffing levels and determining the need for video monitoring, does the staffing plan take into consideration: All components of the facility's physical plant (including "blind-spots" or areas where staff or inmates may be isolated)?	yes
	In calculating adequate staffing levels and determining the need for video monitoring, does the staffing plan take into consideration: The composition of the inmate population?	yes
	In calculating adequate staffing levels and determining the need for video monitoring, does the staffing plan take into consideration: The number and placement of supervisory staff?	yes
	In calculating adequate staffing levels and determining the need for video monitoring, does the staffing plan take into consideration: The institution programs occurring on a particular shift?	yes
	In calculating adequate staffing levels and determining the need for video monitoring, does the staffing plan take into consideration: Any applicable State or local laws, regulations, or standards?	yes
	In calculating adequate staffing levels and determining the need for video monitoring, does the staffing plan take into consideration: The prevalence of substantiated and unsubstantiated incidents of sexual abuse?	yes
	In calculating adequate staffing levels and determining the need for video monitoring, does the staffing plan take into consideration: Any other relevant factors?	yes
115.13 (b)	Supervision and monitoring	

	In circumstances where the staffing plan is not complied with, does the facility document and justify all deviations from the plan? (N/A if no deviations from staffing plan.)	yes
115.13 (c)	Supervision and monitoring	
	In the past 12 months, has the facility, in consultation with the agency PREA Coordinator, assessed, determined, and documented whether adjustments are needed to: The staffing plan established pursuant to paragraph (a) of this section?	yes
	In the past 12 months, has the facility, in consultation with the agency PREA Coordinator, assessed, determined, and documented whether adjustments are needed to: The facility's deployment of video monitoring systems and other monitoring technologies?	yes
	In the past 12 months, has the facility, in consultation with the agency PREA Coordinator, assessed, determined, and documented whether adjustments are needed to: The resources the facility has available to commit to ensure adherence to the staffing plan?	yes
115.13 (d)	Supervision and monitoring	
	Has the facility/agency implemented a policy and practice of having intermediate-level or higher-level supervisors conduct and document unannounced rounds to identify and deter staff sexual abuse and sexual harassment?	yes
	Is this policy and practice implemented for night shifts as well as day shifts?	yes
	Does the facility/agency have a policy prohibiting staff from alerting other staff members that these supervisory rounds are occurring, unless such announcement is related to the legitimate operational functions of the facility?	yes
115.14 (a)	Youthful inmates	
	Does the facility place all youthful inmates in housing units that separate them from sight, sound, and physical contact with any adult inmates through use of a shared dayroom or other common space, shower area, or sleeping quarters? (N/A if facility does not have youthful inmates (inmates <18 years old).)	na
115.14 (b)	Youthful inmates	
	In areas outside of housing units does the agency maintain sight and sound separation between youthful inmates and adult inmates? (N/A if facility does not have youthful inmates (inmates <18 years old).)	na

	In areas outside of housing units does the agency provide direct staff supervision when youthful inmates and adult inmates have sight, sound, or physical contact? (N/A if facility does not have youthful inmates (inmates <18 years old).)	na
115.14 (c)	Youthful inmates	
	Does the agency make its best efforts to avoid placing youthful inmates in isolation to comply with this provision? (N/A if facility does not have youthful inmates (inmates <18 years old).)	na
	Does the agency, while complying with this provision, allow youthful inmates daily large-muscle exercise and legally required special education services, except in exigent circumstances? (N/A if facility does not have youthful inmates (inmates <18 years old).)	na
	Do youthful inmates have access to other programs and work opportunities to the extent possible? (N/A if facility does not have youthful inmates (inmates <18 years old).)	na
115.15 (a)	Limits to cross-gender viewing and searches	
	Does the facility always refrain from conducting any cross-gender strip or cross-gender visual body cavity searches, except in exigent circumstances or by medical practitioners?	yes
115.15 (b)	Limits to cross-gender viewing and searches	
	Does the facility always refrain from conducting cross-gender pat-down searches of female inmates, except in exigent circumstances? (N/A if the facility does not have female inmates.)	na
	Does the facility always refrain from restricting female inmates' access to regularly available programming or other out-of-cell opportunities in order to comply with this provision? (N/A if the facility does not have female inmates.)	na
115.15 (c)	Limits to cross-gender viewing and searches	
	Does the facility document all cross-gender strip searches and cross-gender visual body cavity searches?	yes
	Does the facility document all cross-gender pat-down searches of female inmates (N/A if the facility does not have female inmates)?	na
115.15 (d)	Limits to cross-gender viewing and searches	
	Does the facility have policies that enables inmates to shower, perform bodily functions, and change clothing without nonmedical staff of the opposite gender viewing their breasts, buttocks, or	yes

	genitalia, except in exigent circumstances or when such viewing is incidental to routine cell checks?	
	Does the facility have procedures that enables inmates to shower, perform bodily functions, and change clothing without nonmedical staff of the opposite gender viewing their breasts, buttocks, or genitalia, except in exigent circumstances or when such viewing is incidental to routine cell checks?	yes
	Does the facility require staff of the opposite gender to announce their presence when entering an inmate housing unit?	yes
115.15 (e)	Limits to cross-gender viewing and searches	
	Does the facility always refrain from searching or physically examining transgender or intersex inmates for the sole purpose of determining the inmate's genital status?	yes
	If an inmate's genital status is unknown, does the facility determine genital status during conversations with the inmate, by reviewing medical records, or, if necessary, by learning that information as part of a broader medical examination conducted in private by a medical practitioner?	yes
115.15 (f)	Limits to cross-gender viewing and searches	
	Does the facility/agency train security staff in how to conduct cross-gender pat down searches in a professional and respectful manner, and in the least intrusive manner possible, consistent with security needs?	yes
	Does the facility/agency train security staff in how to conduct searches of transgender and intersex inmates in a professional and respectful manner, and in the least intrusive manner possible, consistent with security needs?	yes
115.16 (a)	Inmates with disabilities and inmates who are limited English proficient	
	Does the agency take appropriate steps to ensure that inmates with disabilities have an equal opportunity to participate in or benefit from all aspects of the agency's efforts to prevent, detect, and respond to sexual abuse and sexual harassment, including: inmates who are deaf or hard of hearing?	yes
	Does the agency take appropriate steps to ensure that inmates with disabilities have an equal opportunity to participate in or benefit from all aspects of the agency's efforts to prevent, detect, and respond to sexual abuse and sexual harassment, including: inmates who are blind or have low vision?	yes

	Does the agency take appropriate steps to ensure that inmates with disabilities have an equal opportunity to participate in or benefit from all aspects of the agency's efforts to prevent, detect, and respond to sexual abuse and sexual harassment, including: inmates who have intellectual disabilities?	yes
	Does the agency take appropriate steps to ensure that inmates with disabilities have an equal opportunity to participate in or benefit from all aspects of the agency's efforts to prevent, detect, and respond to sexual abuse and sexual harassment, including: inmates who have psychiatric disabilities?	yes
	Does the agency take appropriate steps to ensure that inmates with disabilities have an equal opportunity to participate in or benefit from all aspects of the agency's efforts to prevent, detect, and respond to sexual abuse and sexual harassment, including: inmates who have speech disabilities?	yes
	Does the agency take appropriate steps to ensure that inmates with disabilities have an equal opportunity to participate in or benefit from all aspects of the agency's efforts to prevent, detect, and respond to sexual abuse and sexual harassment, including: Other (if "other," please explain in overall determination notes.)	yes
	Do such steps include, when necessary, ensuring effective communication with inmates who are deaf or hard of hearing?	yes
	Do such steps include, when necessary, providing access to interpreters who can interpret effectively, accurately, and impartially, both receptively and expressively, using any necessary specialized vocabulary?	yes
	Does the agency ensure that written materials are provided in formats or through methods that ensure effective communication with inmates with disabilities including inmates who: Have intellectual disabilities?	yes
	Does the agency ensure that written materials are provided in formats or through methods that ensure effective communication with inmates with disabilities including inmates who: Have limited reading skills?	yes
	Does the agency ensure that written materials are provided in formats or through methods that ensure effective communication with inmates with disabilities including inmates who: are blind or have low vision?	yes
115.16 (b)	Inmates with disabilities and inmates who are limited English proficient	

	Does the agency take reasonable steps to ensure meaningful access to all aspects of the agency's efforts to prevent, detect, and respond to sexual abuse and sexual harassment to inmates who are limited English proficient?	yes
	Do these steps include providing interpreters who can interpret effectively, accurately, and impartially, both receptively and expressively, using any necessary specialized vocabulary?	yes
115.16 (c)	Inmates with disabilities and inmates who are limited English proficient	
	Does the agency always refrain from relying on inmate interpreters, inmate readers, or other types of inmate assistance except in limited circumstances where an extended delay in obtaining an effective interpreter could compromise the inmate's safety, the performance of first-response duties under §115.64, or the investigation of the inmate's allegations?	yes
115.17 (a)	Hiring and promotion decisions	
	Does the agency prohibit the hiring or promotion of anyone who may have contact with inmates who has engaged in sexual abuse in a prison, jail, lockup, community confinement facility, juvenile facility, or other institution (as defined in 42 U.S.C. 1997)?	yes
	Does the agency prohibit the hiring or promotion of anyone who may have contact with inmates who has been convicted of engaging or attempting to engage in sexual activity in the community facilitated by force, overt or implied threats of force, or coercion, or if the victim did not consent or was unable to consent or refuse?	yes
	Does the agency prohibit the hiring or promotion of anyone who may have contact with inmates who has been civilly or administratively adjudicated to have engaged in the activity described in the two bullets immediately above?	yes
	Does the agency prohibit the enlistment of services of any contractor who may have contact with inmates who has engaged in sexual abuse in a prison, jail, lockup, community confinement facility, juvenile facility, or other institution (as defined in 42 U.S.C. 1997)?	yes
	Does the agency prohibit the enlistment of services of any contractor who may have contact with inmates who has been convicted of engaging or attempting to engage in sexual activity in the community facilitated by force, overt or implied threats of force, or coercion, or if the victim did not consent or was unable to	yes

	consent or refuse?	
	Does the agency prohibit the enlistment of services of any contractor who may have contact with inmates who has been civilly or administratively adjudicated to have engaged in the activity described in the two bullets immediately above?	yes
115.17 (b) Hiring and promotion decisions		
	Does the agency consider any incidents of sexual harassment in determining whether to hire or promote anyone who may have contact with inmates?	yes
	Does the agency consider any incidents of sexual harassment in determining whether to enlist the services of any contractor who may have contact with inmates?	yes
115.17 (c) Hiring and promotion decisions		
	Before hiring new employees who may have contact with inmates, does the agency perform a criminal background records check?	yes
	Before hiring new employees who may have contact with inmates, does the agency, consistent with Federal, State, and local law, make its best efforts to contact all prior institutional employers for information on substantiated allegations of sexual abuse or any resignation during a pending investigation of an allegation of sexual abuse?	yes
115.17 (d) Hiring and promotion decisions		
	Does the agency perform a criminal background records check before enlisting the services of any contractor who may have contact with inmates?	yes
115.17 (e) Hiring and promotion decisions		
	Does the agency either conduct criminal background records checks at least every five years of current employees and contractors who may have contact with inmates or have in place a system for otherwise capturing such information for current employees?	yes
115.17 (f) Hiring and promotion decisions		
	Does the agency ask all applicants and employees who may have contact with inmates directly about previous misconduct described in paragraph (a) of this section in written applications or interviews for hiring or promotions?	yes
	Does the agency ask all applicants and employees who may have	yes

	contact with inmates directly about previous misconduct described in paragraph (a) of this section in any interviews or written self-evaluations conducted as part of reviews of current employees?	
	Does the agency impose upon employees a continuing affirmative duty to disclose any such misconduct?	yes
115.17 (g)	Hiring and promotion decisions	
	Does the agency consider material omissions regarding such misconduct, or the provision of materially false information, grounds for termination?	yes
115.17 (h)	Hiring and promotion decisions	
	Does the agency provide information on substantiated allegations of sexual abuse or sexual harassment involving a former employee upon receiving a request from an institutional employer for whom such employee has applied to work? (N/A if providing information on substantiated allegations of sexual abuse or sexual harassment involving a former employee is prohibited by law.)	yes
115.18 (a)	Upgrades to facilities and technologies	
	If the agency designed or acquired any new facility or planned any substantial expansion or modification of existing facilities, did the agency consider the effect of the design, acquisition, expansion, or modification upon the agency's ability to protect inmates from sexual abuse? (N/A if agency/facility has not acquired a new facility or made a substantial expansion to existing facilities since August 20, 2012, or since the last PREA audit, whichever is later.)	na
115.18 (b)	Upgrades to facilities and technologies	
	If the agency installed or updated a video monitoring system, electronic surveillance system, or other monitoring technology, did the agency consider how such technology may enhance the agency's ability to protect inmates from sexual abuse? (N/A if agency/facility has not installed or updated a video monitoring system, electronic surveillance system, or other monitoring technology since August 20, 2012, or since the last PREA audit, whichever is later.)	na
115.21 (a)	Evidence protocol and forensic medical examinations	
	If the agency is responsible for investigating allegations of sexual abuse, does the agency follow a uniform evidence protocol that maximizes the potential for obtaining usable physical evidence for administrative proceedings and criminal prosecutions? (N/A if the	yes

	agency/facility is not responsible for conducting any form of criminal OR administrative sexual abuse investigations.)	
115.21 (b)	Evidence protocol and forensic medical examinations	
	Is this protocol developmentally appropriate for youth where applicable? (N/A if the agency/facility is not responsible for conducting any form of criminal OR administrative sexual abuse investigations.)	yes
	Is this protocol, as appropriate, adapted from or otherwise based on the most recent edition of the U.S. Department of Justice’s Office on Violence Against Women publication, “A National Protocol for Sexual Assault Medical Forensic Examinations, Adults/ Adolescents,” or similarly comprehensive and authoritative protocols developed after 2011? (N/A if the agency/facility is not responsible for conducting any form of criminal OR administrative sexual abuse investigations.)	yes
115.21 (c)	Evidence protocol and forensic medical examinations	
	Does the agency offer all victims of sexual abuse access to forensic medical examinations, whether on-site or at an outside facility, without financial cost, where evidentiarily or medically appropriate?	yes
	Are such examinations performed by Sexual Assault Forensic Examiners (SAFEs) or Sexual Assault Nurse Examiners (SANEs) where possible?	yes
	If SAFEs or SANEs cannot be made available, is the examination performed by other qualified medical practitioners (they must have been specifically trained to conduct sexual assault forensic exams)?	yes
	Has the agency documented its efforts to provide SAFEs or SANEs?	yes
115.21 (d)	Evidence protocol and forensic medical examinations	
	Does the agency attempt to make available to the victim a victim advocate from a rape crisis center?	yes
	If a rape crisis center is not available to provide victim advocate services, does the agency make available to provide these services a qualified staff member from a community-based organization, or a qualified agency staff member? (N/A if the agency always makes a victim advocate from a rape crisis center available to victims.)	yes

	Has the agency documented its efforts to secure services from rape crisis centers?	yes
115.21 (e)	Evidence protocol and forensic medical examinations	
	As requested by the victim, does the victim advocate, qualified agency staff member, or qualified community-based organization staff member accompany and support the victim through the forensic medical examination process and investigatory interviews?	yes
	As requested by the victim, does this person provide emotional support, crisis intervention, information, and referrals?	yes
115.21 (f)	Evidence protocol and forensic medical examinations	
	If the agency itself is not responsible for investigating allegations of sexual abuse, has the agency requested that the investigating agency follow the requirements of paragraphs (a) through (e) of this section? (N/A if the agency/facility is responsible for conducting criminal AND administrative sexual abuse investigations.)	na
115.21 (h)	Evidence protocol and forensic medical examinations	
	If the agency uses a qualified agency staff member or a qualified community-based staff member for the purposes of this section, has the individual been screened for appropriateness to serve in this role and received education concerning sexual assault and forensic examination issues in general? (N/A if agency always makes a victim advocate from a rape crisis center available to victims.)	yes
115.22 (a)	Policies to ensure referrals of allegations for investigations	
	Does the agency ensure an administrative or criminal investigation is completed for all allegations of sexual abuse?	yes
	Does the agency ensure an administrative or criminal investigation is completed for all allegations of sexual harassment?	yes
115.22 (b)	Policies to ensure referrals of allegations for investigations	
	Does the agency have a policy and practice in place to ensure that allegations of sexual abuse or sexual harassment are referred for investigation to an agency with the legal authority to conduct criminal investigations, unless the allegation does not involve potentially criminal behavior?	yes

	Has the agency published such policy on its website or, if it does not have one, made the policy available through other means?	yes
	Does the agency document all such referrals?	yes
115.22 (c)	Policies to ensure referrals of allegations for investigations	
	If a separate entity is responsible for conducting criminal investigations, does the policy describe the responsibilities of both the agency and the investigating entity? (N/A if the agency/facility is responsible for criminal investigations. See 115.21(a).)	yes
115.31 (a)	Employee training	
	Does the agency train all employees who may have contact with inmates on its zero-tolerance policy for sexual abuse and sexual harassment?	yes
	Does the agency train all employees who may have contact with inmates on how to fulfill their responsibilities under agency sexual abuse and sexual harassment prevention, detection, reporting, and response policies and procedures?	yes
	Does the agency train all employees who may have contact with inmates on inmates' right to be free from sexual abuse and sexual harassment?	yes
	Does the agency train all employees who may have contact with inmates on the right of inmates and employees to be free from retaliation for reporting sexual abuse and sexual harassment?	yes
	Does the agency train all employees who may have contact with inmates on the dynamics of sexual abuse and sexual harassment in confinement?	yes
	Does the agency train all employees who may have contact with inmates on the common reactions of sexual abuse and sexual harassment victims?	yes
	Does the agency train all employees who may have contact with inmates on how to detect and respond to signs of threatened and actual sexual abuse?	yes
	Does the agency train all employees who may have contact with inmates on how to avoid inappropriate relationships with inmates?	yes
	Does the agency train all employees who may have contact with inmates on how to communicate effectively and professionally with inmates, including lesbian, gay, bisexual, transgender, intersex, or gender nonconforming inmates?	yes

	Does the agency train all employees who may have contact with inmates on how to comply with relevant laws related to mandatory reporting of sexual abuse to outside authorities?	yes
115.31 (b)	Employee training	
	Is such training tailored to the gender of the inmates at the employee's facility?	yes
	Have employees received additional training if reassigned from a facility that houses only male inmates to a facility that houses only female inmates, or vice versa?	yes
115.31 (c)	Employee training	
	Have all current employees who may have contact with inmates received such training?	yes
	Does the agency provide each employee with refresher training every two years to ensure that all employees know the agency's current sexual abuse and sexual harassment policies and procedures?	yes
	In years in which an employee does not receive refresher training, does the agency provide refresher information on current sexual abuse and sexual harassment policies?	yes
115.31 (d)	Employee training	
	Does the agency document, through employee signature or electronic verification, that employees understand the training they have received?	yes
115.32 (a)	Volunteer and contractor training	
	Has the agency ensured that all volunteers and contractors who have contact with inmates have been trained on their responsibilities under the agency's sexual abuse and sexual harassment prevention, detection, and response policies and procedures?	yes
115.32 (b)	Volunteer and contractor training	
	Have all volunteers and contractors who have contact with inmates been notified of the agency's zero-tolerance policy regarding sexual abuse and sexual harassment and informed how to report such incidents (the level and type of training provided to volunteers and contractors shall be based on the services they provide and level of contact they have with inmates)?	yes
115.32 (c)	Volunteer and contractor training	

	Does the agency maintain documentation confirming that volunteers and contractors understand the training they have received?	yes
115.33 (a)	Inmate education	
	During intake, do inmates receive information explaining the agency's zero-tolerance policy regarding sexual abuse and sexual harassment?	yes
	During intake, do inmates receive information explaining how to report incidents or suspicions of sexual abuse or sexual harassment?	yes
115.33 (b)	Inmate education	
	Within 30 days of intake, does the agency provide comprehensive education to inmates either in person or through video regarding: Their rights to be free from sexual abuse and sexual harassment?	yes
	Within 30 days of intake, does the agency provide comprehensive education to inmates either in person or through video regarding: Their rights to be free from retaliation for reporting such incidents?	yes
	Within 30 days of intake, does the agency provide comprehensive education to inmates either in person or through video regarding: Agency policies and procedures for responding to such incidents?	yes
115.33 (c)	Inmate education	
	Have all inmates received the comprehensive education referenced in 115.33(b)?	yes
	Do inmates receive education upon transfer to a different facility to the extent that the policies and procedures of the inmate's new facility differ from those of the previous facility?	yes
115.33 (d)	Inmate education	
	Does the agency provide inmate education in formats accessible to all inmates including those who are limited English proficient?	yes
	Does the agency provide inmate education in formats accessible to all inmates including those who are deaf?	yes
	Does the agency provide inmate education in formats accessible to all inmates including those who are visually impaired?	yes
	Does the agency provide inmate education in formats accessible to all inmates including those who are otherwise disabled?	yes

	Does the agency provide inmate education in formats accessible to all inmates including those who have limited reading skills?	yes
115.33 (e)	Inmate education	
	Does the agency maintain documentation of inmate participation in these education sessions?	yes
115.33 (f)	Inmate education	
	In addition to providing such education, does the agency ensure that key information is continuously and readily available or visible to inmates through posters, inmate handbooks, or other written formats?	yes
115.34 (a)	Specialized training: Investigations	
	In addition to the general training provided to all employees pursuant to §115.31, does the agency ensure that, to the extent the agency itself conducts sexual abuse investigations, its investigators receive training in conducting such investigations in confinement settings? (N/A if the agency does not conduct any form of administrative or criminal sexual abuse investigations. See 115.21(a).)	yes
115.34 (b)	Specialized training: Investigations	
	Does this specialized training include techniques for interviewing sexual abuse victims? (N/A if the agency does not conduct any form of administrative or criminal sexual abuse investigations. See 115.21(a).)	yes
	Does this specialized training include proper use of Miranda and Garrity warnings? (N/A if the agency does not conduct any form of administrative or criminal sexual abuse investigations. See 115.21(a).)	yes
	Does this specialized training include sexual abuse evidence collection in confinement settings? (N/A if the agency does not conduct any form of administrative or criminal sexual abuse investigations. See 115.21(a).)	yes
	Does this specialized training include the criteria and evidence required to substantiate a case for administrative action or prosecution referral? (N/A if the agency does not conduct any form of administrative or criminal sexual abuse investigations. See 115.21(a).)	yes
115.34 (c)	Specialized training: Investigations	

	Does the agency maintain documentation that agency investigators have completed the required specialized training in conducting sexual abuse investigations? (N/A if the agency does not conduct any form of administrative or criminal sexual abuse investigations. See 115.21(a).)	yes
115.35 (a)	Specialized training: Medical and mental health care	
	Does the agency ensure that all full- and part-time medical and mental health care practitioners who work regularly in its facilities have been trained in how to detect and assess signs of sexual abuse and sexual harassment? (N/A if the agency does not have any full- or part-time medical or mental health care practitioners who work regularly in its facilities.)	yes
	Does the agency ensure that all full- and part-time medical and mental health care practitioners who work regularly in its facilities have been trained in how to preserve physical evidence of sexual abuse? (N/A if the agency does not have any full- or part-time medical or mental health care practitioners who work regularly in its facilities.)	yes
	Does the agency ensure that all full- and part-time medical and mental health care practitioners who work regularly in its facilities have been trained in how to respond effectively and professionally to victims of sexual abuse and sexual harassment? (N/A if the agency does not have any full- or part-time medical or mental health care practitioners who work regularly in its facilities.)	yes
	Does the agency ensure that all full- and part-time medical and mental health care practitioners who work regularly in its facilities have been trained in how and to whom to report allegations or suspicions of sexual abuse and sexual harassment? (N/A if the agency does not have any full- or part-time medical or mental health care practitioners who work regularly in its facilities.)	yes
115.35 (b)	Specialized training: Medical and mental health care	
	If medical staff employed by the agency conduct forensic examinations, do such medical staff receive appropriate training to conduct such examinations? (N/A if agency medical staff at the facility do not conduct forensic exams or the agency does not employ medical staff.)	yes
115.35 (c)	Specialized training: Medical and mental health care	
	Does the agency maintain documentation that medical and mental health practitioners have received the training referenced in this standard either from the agency or elsewhere? (N/A if the agency does not have any full- or part-time medical or mental	yes

	health care practitioners who work regularly in its facilities.)	
115.35 (d)	Specialized training: Medical and mental health care	
	Do medical and mental health care practitioners employed by the agency also receive training mandated for employees by §115.31? (N/A if the agency does not have any full- or part-time medical or mental health care practitioners employed by the agency.)	yes
	Do medical and mental health care practitioners contracted by or volunteering for the agency also receive training mandated for contractors and volunteers by §115.32? (N/A if the agency does not have any full- or part-time medical or mental health care practitioners contracted by or volunteering for the agency.)	yes
115.41 (a)	Screening for risk of victimization and abusiveness	
	Are all inmates assessed during an intake screening for their risk of being sexually abused by other inmates or sexually abusive toward other inmates?	yes
	Are all inmates assessed upon transfer to another facility for their risk of being sexually abused by other inmates or sexually abusive toward other inmates?	yes
115.41 (b)	Screening for risk of victimization and abusiveness	
	Do intake screenings ordinarily take place within 72 hours of arrival at the facility?	yes
115.41 (c)	Screening for risk of victimization and abusiveness	
	Are all PREA screening assessments conducted using an objective screening instrument?	yes
115.41 (d)	Screening for risk of victimization and abusiveness	
	Does the intake screening consider, at a minimum, the following criteria to assess inmates for risk of sexual victimization: (1) Whether the inmate has a mental, physical, or developmental disability?	yes
	Does the intake screening consider, at a minimum, the following criteria to assess inmates for risk of sexual victimization: (2) The age of the inmate?	yes
	Does the intake screening consider, at a minimum, the following criteria to assess inmates for risk of sexual victimization: (3) The physical build of the inmate?	yes
	Does the intake screening consider, at a minimum, the following	yes

	criteria to assess inmates for risk of sexual victimization: (4) Whether the inmate has previously been incarcerated?	
	Does the intake screening consider, at a minimum, the following criteria to assess inmates for risk of sexual victimization: (5) Whether the inmate's criminal history is exclusively nonviolent?	yes
	Does the intake screening consider, at a minimum, the following criteria to assess inmates for risk of sexual victimization: (6) Whether the inmate has prior convictions for sex offenses against an adult or child?	yes
	Does the intake screening consider, at a minimum, the following criteria to assess inmates for risk of sexual victimization: (7) Whether the inmate is or is perceived to be gay, lesbian, bisexual, transgender, intersex, or gender nonconforming (the facility affirmatively asks the inmate about his/her sexual orientation and gender identity AND makes a subjective determination based on the screener's perception whether the inmate is gender non-conforming or otherwise may be perceived to be LGBTI)?	yes
	Does the intake screening consider, at a minimum, the following criteria to assess inmates for risk of sexual victimization: (8) Whether the inmate has previously experienced sexual victimization?	yes
	Does the intake screening consider, at a minimum, the following criteria to assess inmates for risk of sexual victimization: (9) The inmate's own perception of vulnerability?	yes
	Does the intake screening consider, at a minimum, the following criteria to assess inmates for risk of sexual victimization: (10) Whether the inmate is detained solely for civil immigration purposes?	yes
115.41 (e)	Screening for risk of victimization and abusiveness	
	In assessing inmates for risk of being sexually abusive, does the initial PREA risk screening consider, as known to the agency: prior acts of sexual abuse?	yes
	In assessing inmates for risk of being sexually abusive, does the initial PREA risk screening consider, as known to the agency: prior convictions for violent offenses?	yes
	In assessing inmates for risk of being sexually abusive, does the initial PREA risk screening consider, as known to the agency: history of prior institutional violence or sexual abuse?	yes
115.41 (f)	Screening for risk of victimization and abusiveness	

	Within a set time period not more than 30 days from the inmate's arrival at the facility, does the facility reassess the inmate's risk of victimization or abusiveness based upon any additional, relevant information received by the facility since the intake screening?	yes
115.41 (g) Screening for risk of victimization and abusiveness		
	Does the facility reassess an inmate's risk level when warranted due to a referral?	yes
	Does the facility reassess an inmate's risk level when warranted due to a request?	yes
	Does the facility reassess an inmate's risk level when warranted due to an incident of sexual abuse?	yes
	Does the facility reassess an inmate's risk level when warranted due to receipt of additional information that bears on the inmate's risk of sexual victimization or abusiveness?	yes
115.41 (h) Screening for risk of victimization and abusiveness		
	Is it the case that inmates are not ever disciplined for refusing to answer, or for not disclosing complete information in response to, questions asked pursuant to paragraphs (d)(1), (d)(7), (d)(8), or (d)(9) of this section?	yes
115.41 (i) Screening for risk of victimization and abusiveness		
	Has the agency implemented appropriate controls on the dissemination within the facility of responses to questions asked pursuant to this standard in order to ensure that sensitive information is not exploited to the inmate's detriment by staff or other inmates?	yes
115.42 (a) Use of screening information		
	Does the agency use information from the risk screening required by § 115.41, with the goal of keeping separate those inmates at high risk of being sexually victimized from those at high risk of being sexually abusive, to inform: Housing Assignments?	yes
	Does the agency use information from the risk screening required by § 115.41, with the goal of keeping separate those inmates at high risk of being sexually victimized from those at high risk of being sexually abusive, to inform: Bed assignments?	yes
	Does the agency use information from the risk screening required by § 115.41, with the goal of keeping separate those inmates at high risk of being sexually victimized from those at high risk of	yes

	being sexually abusive, to inform: Work Assignments?	
	Does the agency use information from the risk screening required by § 115.41, with the goal of keeping separate those inmates at high risk of being sexually victimized from those at high risk of being sexually abusive, to inform: Education Assignments?	yes
	Does the agency use information from the risk screening required by § 115.41, with the goal of keeping separate those inmates at high risk of being sexually victimized from those at high risk of being sexually abusive, to inform: Program Assignments?	yes
115.42 (b)	Use of screening information	
	Does the agency make individualized determinations about how to ensure the safety of each inmate?	yes
115.42 (c)	Use of screening information	
	When deciding whether to assign a transgender or intersex inmate to a facility for male or female inmates, does the agency consider, on a case-by-case basis, whether a placement would ensure the inmate's health and safety, and whether a placement would present management or security problems (NOTE: if an agency by policy or practice assigns inmates to a male or female facility on the basis of anatomy alone, that agency is not in compliance with this standard)?	yes
	When making housing or other program assignments for transgender or intersex inmates, does the agency consider, on a case-by-case basis, whether a placement would ensure the inmate's health and safety, and whether a placement would present management or security problems?	yes
115.42 (d)	Use of screening information	
	Are placement and programming assignments for each transgender or intersex inmate reassessed at least twice each year to review any threats to safety experienced by the inmate?	yes
115.42 (e)	Use of screening information	
	Are each transgender or intersex inmate's own views with respect to his or her own safety given serious consideration when making facility and housing placement decisions and programming assignments?	yes
115.42 (f)	Use of screening information	
	Are transgender and intersex inmates given the opportunity to	yes

	shower separately from other inmates?	
115.42 (g)	Use of screening information	
	Unless placement is in a dedicated facility, unit, or wing established in connection with a consent decree, legal settlement, or legal judgment for the purpose of protecting lesbian, gay, bisexual, transgender, or intersex inmates, does the agency always refrain from placing: lesbian, gay, and bisexual inmates in dedicated facilities, units, or wings solely on the basis of such identification or status? (N/A if the agency has a dedicated facility, unit, or wing solely for the placement of LGBT or I inmates pursuant to a consent decree, legal settlement, or legal judgement.)	yes
	Unless placement is in a dedicated facility, unit, or wing established in connection with a consent decree, legal settlement, or legal judgment for the purpose of protecting lesbian, gay, bisexual, transgender, or intersex inmates, does the agency always refrain from placing: transgender inmates in dedicated facilities, units, or wings solely on the basis of such identification or status? (N/A if the agency has a dedicated facility, unit, or wing solely for the placement of LGBT or I inmates pursuant to a consent decree, legal settlement, or legal judgement.)	yes
	Unless placement is in a dedicated facility, unit, or wing established in connection with a consent decree, legal settlement, or legal judgment for the purpose of protecting lesbian, gay, bisexual, transgender, or intersex inmates, does the agency always refrain from placing: intersex inmates in dedicated facilities, units, or wings solely on the basis of such identification or status? (N/A if the agency has a dedicated facility, unit, or wing solely for the placement of LGBT or I inmates pursuant to a consent decree, legal settlement, or legal judgement.)	yes
115.43 (a)	Protective Custody	
	Does the facility always refrain from placing inmates at high risk for sexual victimization in involuntary segregated housing unless an assessment of all available alternatives has been made, and a determination has been made that there is no available alternative means of separation from likely abusers?	yes
	If a facility cannot conduct such an assessment immediately, does the facility hold the inmate in involuntary segregated housing for less than 24 hours while completing the assessment?	yes
115.43 (b)	Protective Custody	
	Do inmates who are placed in segregated housing because they	yes

	are at high risk of sexual victimization have access to: Programs to the extent possible?	
	Do inmates who are placed in segregated housing because they are at high risk of sexual victimization have access to: Privileges to the extent possible?	yes
	Do inmates who are placed in segregated housing because they are at high risk of sexual victimization have access to: Education to the extent possible?	yes
	Do inmates who are placed in segregated housing because they are at high risk of sexual victimization have access to: Work opportunities to the extent possible?	yes
	If the facility restricts any access to programs, privileges, education, or work opportunities, does the facility document the opportunities that have been limited? (N/A if the facility never restricts access to programs, privileges, education, or work opportunities.)	yes
	If the facility restricts access to programs, privileges, education, or work opportunities, does the facility document the duration of the limitation? (N/A if the facility never restricts access to programs, privileges, education, or work opportunities.)	yes
	If the facility restricts access to programs, privileges, education, or work opportunities, does the facility document the reasons for such limitations? (N/A if the facility never restricts access to programs, privileges, education, or work opportunities.)	yes
115.43 (c)	Protective Custody	
	Does the facility assign inmates at high risk of sexual victimization to involuntary segregated housing only until an alternative means of separation from likely abusers can be arranged?	yes
	Does such an assignment not ordinarily exceed a period of 30 days?	yes
115.43 (d)	Protective Custody	
	If an involuntary segregated housing assignment is made pursuant to paragraph (a) of this section, does the facility clearly document: The basis for the facility's concern for the inmate's safety?	yes
	If an involuntary segregated housing assignment is made pursuant to paragraph (a) of this section, does the facility clearly document: The reason why no alternative means of separation	yes

	can be arranged?	
115.43 (e)	Protective Custody	
	In the case of each inmate who is placed in involuntary segregation because he/she is at high risk of sexual victimization, does the facility afford a review to determine whether there is a continuing need for separation from the general population EVERY 30 DAYS?	yes
115.51 (a)	Inmate reporting	
	Does the agency provide multiple internal ways for inmates to privately report: Sexual abuse and sexual harassment?	yes
	Does the agency provide multiple internal ways for inmates to privately report: Retaliation by other inmates or staff for reporting sexual abuse and sexual harassment?	yes
	Does the agency provide multiple internal ways for inmates to privately report: Staff neglect or violation of responsibilities that may have contributed to such incidents?	yes
115.51 (b)	Inmate reporting	
	Does the agency also provide at least one way for inmates to report sexual abuse or sexual harassment to a public or private entity or office that is not part of the agency?	yes
	Is that private entity or office able to receive and immediately forward inmate reports of sexual abuse and sexual harassment to agency officials?	yes
	Does that private entity or office allow the inmate to remain anonymous upon request?	yes
	Are inmates detained solely for civil immigration purposes provided information on how to contact relevant consular officials and relevant officials at the Department of Homeland Security? (N/A if the facility never houses inmates detained solely for civil immigration purposes.)	yes
115.51 (c)	Inmate reporting	
	Does staff accept reports of sexual abuse and sexual harassment made verbally, in writing, anonymously, and from third parties?	yes
	Does staff promptly document any verbal reports of sexual abuse and sexual harassment?	yes
115.51 (d)	Inmate reporting	

	Does the agency provide a method for staff to privately report sexual abuse and sexual harassment of inmates?	yes
115.52 (a)	Exhaustion of administrative remedies	
	Is the agency exempt from this standard? NOTE: The agency is exempt ONLY if it does not have administrative procedures to address inmate grievances regarding sexual abuse. This does not mean the agency is exempt simply because an inmate does not have to or is not ordinarily expected to submit a grievance to report sexual abuse. This means that as a matter of explicit policy, the agency does not have an administrative remedies process to address sexual abuse.	yes
115.52 (b)	Exhaustion of administrative remedies	
	Does the agency permit inmates to submit a grievance regarding an allegation of sexual abuse without any type of time limits? (The agency may apply otherwise-applicable time limits to any portion of a grievance that does not allege an incident of sexual abuse.) (N/A if agency is exempt from this standard.)	yes
	Does the agency always refrain from requiring an inmate to use any informal grievance process, or to otherwise attempt to resolve with staff, an alleged incident of sexual abuse? (N/A if agency is exempt from this standard.)	yes
115.52 (c)	Exhaustion of administrative remedies	
	Does the agency ensure that: An inmate who alleges sexual abuse may submit a grievance without submitting it to a staff member who is the subject of the complaint? (N/A if agency is exempt from this standard.)	yes
	Does the agency ensure that: Such grievance is not referred to a staff member who is the subject of the complaint? (N/A if agency is exempt from this standard.)	yes
115.52 (d)	Exhaustion of administrative remedies	
	Does the agency issue a final agency decision on the merits of any portion of a grievance alleging sexual abuse within 90 days of the initial filing of the grievance? (Computation of the 90-day time period does not include time consumed by inmates in preparing any administrative appeal.) (N/A if agency is exempt from this standard.)	yes
	If the agency claims the maximum allowable extension of time to respond of up to 70 days per 115.52(d)(3) when the normal time period for response is insufficient to make an appropriate decision,	yes

	does the agency notify the inmate in writing of any such extension and provide a date by which a decision will be made? (N/A if agency is exempt from this standard.)	
	At any level of the administrative process, including the final level, if the inmate does not receive a response within the time allotted for reply, including any properly noticed extension, may an inmate consider the absence of a response to be a denial at that level? (N/A if agency is exempt from this standard.)	yes
115.52 (e)	Exhaustion of administrative remedies	
	Are third parties, including fellow inmates, staff members, family members, attorneys, and outside advocates, permitted to assist inmates in filing requests for administrative remedies relating to allegations of sexual abuse? (N/A if agency is exempt from this standard.)	yes
	Are those third parties also permitted to file such requests on behalf of inmates? (If a third party files such a request on behalf of an inmate, the facility may require as a condition of processing the request that the alleged victim agree to have the request filed on his or her behalf, and may also require the alleged victim to personally pursue any subsequent steps in the administrative remedy process.) (N/A if agency is exempt from this standard.)	yes
	If the inmate declines to have the request processed on his or her behalf, does the agency document the inmate's decision? (N/A if agency is exempt from this standard.)	yes
115.52 (f)	Exhaustion of administrative remedies	
	Has the agency established procedures for the filing of an emergency grievance alleging that an inmate is subject to a substantial risk of imminent sexual abuse? (N/A if agency is exempt from this standard.)	yes
	After receiving an emergency grievance alleging an inmate is subject to a substantial risk of imminent sexual abuse, does the agency immediately forward the grievance (or any portion thereof that alleges the substantial risk of imminent sexual abuse) to a level of review at which immediate corrective action may be taken? (N/A if agency is exempt from this standard.).	yes
	After receiving an emergency grievance described above, does the agency provide an initial response within 48 hours? (N/A if agency is exempt from this standard.)	yes
	After receiving an emergency grievance described above, does the agency issue a final agency decision within 5 calendar days?	yes

	(N/A if agency is exempt from this standard.)	
	Does the initial response and final agency decision document the agency's determination whether the inmate is in substantial risk of imminent sexual abuse? (N/A if agency is exempt from this standard.)	yes
	Does the initial response document the agency's action(s) taken in response to the emergency grievance? (N/A if agency is exempt from this standard.)	yes
	Does the agency's final decision document the agency's action(s) taken in response to the emergency grievance? (N/A if agency is exempt from this standard.)	yes
115.52 (g)	Exhaustion of administrative remedies	
	If the agency disciplines an inmate for filing a grievance related to alleged sexual abuse, does it do so ONLY where the agency demonstrates that the inmate filed the grievance in bad faith? (N/A if agency is exempt from this standard.)	yes
115.53 (a)	Inmate access to outside confidential support services	
	Does the facility provide inmates with access to outside victim advocates for emotional support services related to sexual abuse by giving inmates mailing addresses and telephone numbers, including toll-free hotline numbers where available, of local, State, or national victim advocacy or rape crisis organizations?	yes
	Does the facility provide persons detained solely for civil immigration purposes mailing addresses and telephone numbers, including toll-free hotline numbers where available of local, State, or national immigrant services agencies? (N/A if the facility never has persons detained solely for civil immigration purposes.)	yes
	Does the facility enable reasonable communication between inmates and these organizations and agencies, in as confidential a manner as possible?	yes
115.53 (b)	Inmate access to outside confidential support services	
	Does the facility inform inmates, prior to giving them access, of the extent to which such communications will be monitored and the extent to which reports of abuse will be forwarded to authorities in accordance with mandatory reporting laws?	yes
115.53 (c)	Inmate access to outside confidential support services	
	Does the agency maintain or attempt to enter into memoranda of	yes

	understanding or other agreements with community service providers that are able to provide inmates with confidential emotional support services related to sexual abuse?	
	Does the agency maintain copies of agreements or documentation showing attempts to enter into such agreements?	yes
115.54 (a)	Third-party reporting	
	Has the agency established a method to receive third-party reports of sexual abuse and sexual harassment?	yes
	Has the agency distributed publicly information on how to report sexual abuse and sexual harassment on behalf of an inmate?	yes
115.61 (a)	Staff and agency reporting duties	
	Does the agency require all staff to report immediately and according to agency policy any knowledge, suspicion, or information regarding an incident of sexual abuse or sexual harassment that occurred in a facility, whether or not it is part of the agency?	yes
	Does the agency require all staff to report immediately and according to agency policy any knowledge, suspicion, or information regarding retaliation against inmates or staff who reported an incident of sexual abuse or sexual harassment?	yes
	Does the agency require all staff to report immediately and according to agency policy any knowledge, suspicion, or information regarding any staff neglect or violation of responsibilities that may have contributed to an incident of sexual abuse or sexual harassment or retaliation?	yes
115.61 (b)	Staff and agency reporting duties	
	Apart from reporting to designated supervisors or officials, does staff always refrain from revealing any information related to a sexual abuse report to anyone other than to the extent necessary, as specified in agency policy, to make treatment, investigation, and other security and management decisions?	yes
115.61 (c)	Staff and agency reporting duties	
	Unless otherwise precluded by Federal, State, or local law, are medical and mental health practitioners required to report sexual abuse pursuant to paragraph (a) of this section?	yes
	Are medical and mental health practitioners required to inform inmates of the practitioner's duty to report, and the limitations of	yes

	confidentiality, at the initiation of services?	
115.61 (d)	Staff and agency reporting duties	
	If the alleged victim is under the age of 18 or considered a vulnerable adult under a State or local vulnerable persons statute, does the agency report the allegation to the designated State or local services agency under applicable mandatory reporting laws?	yes
115.61 (e)	Staff and agency reporting duties	
	Does the facility report all allegations of sexual abuse and sexual harassment, including third-party and anonymous reports, to the facility's designated investigators?	yes
115.62 (a)	Agency protection duties	
	When the agency learns that an inmate is subject to a substantial risk of imminent sexual abuse, does it take immediate action to protect the inmate?	yes
115.63 (a)	Reporting to other confinement facilities	
	Upon receiving an allegation that an inmate was sexually abused while confined at another facility, does the head of the facility that received the allegation notify the head of the facility or appropriate office of the agency where the alleged abuse occurred?	yes
115.63 (b)	Reporting to other confinement facilities	
	Is such notification provided as soon as possible, but no later than 72 hours after receiving the allegation?	yes
115.63 (c)	Reporting to other confinement facilities	
	Does the agency document that it has provided such notification?	yes
115.63 (d)	Reporting to other confinement facilities	
	Does the facility head or agency office that receives such notification ensure that the allegation is investigated in accordance with these standards?	yes
115.64 (a)	Staff first responder duties	
	Upon learning of an allegation that an inmate was sexually abused, is the first security staff member to respond to the report required to: Separate the alleged victim and abuser?	yes
	Upon learning of an allegation that an inmate was sexually abused, is the first security staff member to respond to the report	yes

	required to: Preserve and protect any crime scene until appropriate steps can be taken to collect any evidence?	
	Upon learning of an allegation that an inmate was sexually abused, is the first security staff member to respond to the report required to: Request that the alleged victim not take any actions that could destroy physical evidence, including, as appropriate, washing, brushing teeth, changing clothes, urinating, defecating, smoking, drinking, or eating, if the abuse occurred within a time period that still allows for the collection of physical evidence?	yes
	Upon learning of an allegation that an inmate was sexually abused, is the first security staff member to respond to the report required to: Ensure that the alleged abuser does not take any actions that could destroy physical evidence, including, as appropriate, washing, brushing teeth, changing clothes, urinating, defecating, smoking, drinking, or eating, if the abuse occurred within a time period that still allows for the collection of physical evidence?	yes
115.64 (b)	Staff first responder duties	
	If the first staff responder is not a security staff member, is the responder required to request that the alleged victim not take any actions that could destroy physical evidence, and then notify security staff?	yes
115.65 (a)	Coordinated response	
	Has the facility developed a written institutional plan to coordinate actions among staff first responders, medical and mental health practitioners, investigators, and facility leadership taken in response to an incident of sexual abuse?	yes
115.66 (a)	Preservation of ability to protect inmates from contact with abusers	
	Are both the agency and any other governmental entities responsible for collective bargaining on the agency's behalf prohibited from entering into or renewing any collective bargaining agreement or other agreement that limit the agency's ability to remove alleged staff sexual abusers from contact with any inmates pending the outcome of an investigation or of a determination of whether and to what extent discipline is warranted?	yes
115.67 (a)	Agency protection against retaliation	
	Has the agency established a policy to protect all inmates and staff who report sexual abuse or sexual harassment or cooperate	yes

	with sexual abuse or sexual harassment investigations from retaliation by other inmates or staff?	
	Has the agency designated which staff members or departments are charged with monitoring retaliation?	yes
115.67 (b)	Agency protection against retaliation	
	Does the agency employ multiple protection measures, such as housing changes or transfers for inmate victims or abusers, removal of alleged staff or inmate abusers from contact with victims, and emotional support services for inmates or staff who fear retaliation for reporting sexual abuse or sexual harassment or for cooperating with investigations?	yes
115.67 (c)	Agency protection against retaliation	
	Except in instances where the agency determines that a report of sexual abuse is unfounded, for at least 90 days following a report of sexual abuse, does the agency: Monitor the conduct and treatment of inmates or staff who reported the sexual abuse to see if there are changes that may suggest possible retaliation by inmates or staff?	yes
	Except in instances where the agency determines that a report of sexual abuse is unfounded, for at least 90 days following a report of sexual abuse, does the agency: Monitor the conduct and treatment of inmates who were reported to have suffered sexual abuse to see if there are changes that may suggest possible retaliation by inmates or staff?	yes
	Except in instances where the agency determines that a report of sexual abuse is unfounded, for at least 90 days following a report of sexual abuse, does the agency: Act promptly to remedy any such retaliation?	yes
	Except in instances where the agency determines that a report of sexual abuse is unfounded, for at least 90 days following a report of sexual abuse, does the agency: Monitor any inmate disciplinary reports?	yes
	Except in instances where the agency determines that a report of sexual abuse is unfounded, for at least 90 days following a report of sexual abuse, does the agency: Monitor inmate housing changes?	yes
	Except in instances where the agency determines that a report of sexual abuse is unfounded, for at least 90 days following a report of sexual abuse, does the agency: Monitor inmate program changes?	yes

	Except in instances where the agency determines that a report of sexual abuse is unfounded, for at least 90 days following a report of sexual abuse, does the agency: Monitor negative performance reviews of staff?	yes
	Except in instances where the agency determines that a report of sexual abuse is unfounded, for at least 90 days following a report of sexual abuse, does the agency: Monitor reassignments of staff?	yes
	Does the agency continue such monitoring beyond 90 days if the initial monitoring indicates a continuing need?	yes
115.67 (d)	Agency protection against retaliation	
	In the case of inmates, does such monitoring also include periodic status checks?	yes
115.67 (e)	Agency protection against retaliation	
	If any other individual who cooperates with an investigation expresses a fear of retaliation, does the agency take appropriate measures to protect that individual against retaliation?	yes
115.68 (a)	Post-allegation protective custody	
	Is any and all use of segregated housing to protect an inmate who is alleged to have suffered sexual abuse subject to the requirements of § 115.43?	yes
115.71 (a)	Criminal and administrative agency investigations	
	When the agency conducts its own investigations into allegations of sexual abuse and sexual harassment, does it do so promptly, thoroughly, and objectively? (N/A if the agency/facility is not responsible for conducting any form of criminal OR administrative sexual abuse investigations. See 115.21(a).)	yes
	Does the agency conduct such investigations for all allegations, including third party and anonymous reports? (N/A if the agency/facility is not responsible for conducting any form of criminal OR administrative sexual abuse investigations. See 115.21(a).)	yes
115.71 (b)	Criminal and administrative agency investigations	
	Where sexual abuse is alleged, does the agency use investigators who have received specialized training in sexual abuse investigations as required by 115.34?	yes
115.71 (c)	Criminal and administrative agency investigations	
	Do investigators gather and preserve direct and circumstantial	yes

	evidence, including any available physical and DNA evidence and any available electronic monitoring data?	
	Do investigators interview alleged victims, suspected perpetrators, and witnesses?	yes
	Do investigators review prior reports and complaints of sexual abuse involving the suspected perpetrator?	yes
115.71 (d)	Criminal and administrative agency investigations	
	When the quality of evidence appears to support criminal prosecution, does the agency conduct compelled interviews only after consulting with prosecutors as to whether compelled interviews may be an obstacle for subsequent criminal prosecution?	yes
115.71 (e)	Criminal and administrative agency investigations	
	Do agency investigators assess the credibility of an alleged victim, suspect, or witness on an individual basis and not on the basis of that individual's status as inmate or staff?	yes
	Does the agency investigate allegations of sexual abuse without requiring an inmate who alleges sexual abuse to submit to a polygraph examination or other truth-telling device as a condition for proceeding?	yes
115.71 (f)	Criminal and administrative agency investigations	
	Do administrative investigations include an effort to determine whether staff actions or failures to act contributed to the abuse?	yes
	Are administrative investigations documented in written reports that include a description of the physical evidence and testimonial evidence, the reasoning behind credibility assessments, and investigative facts and findings?	yes
115.71 (g)	Criminal and administrative agency investigations	
	Are criminal investigations documented in a written report that contains a thorough description of the physical, testimonial, and documentary evidence and attaches copies of all documentary evidence where feasible?	yes
115.71 (h)	Criminal and administrative agency investigations	
	Are all substantiated allegations of conduct that appears to be criminal referred for prosecution?	yes
115.71 (i)	Criminal and administrative agency investigations	

	Does the agency retain all written reports referenced in 115.71(f) and (g) for as long as the alleged abuser is incarcerated or employed by the agency, plus five years?	yes
115.71 (j)	Criminal and administrative agency investigations	
	Does the agency ensure that the departure of an alleged abuser or victim from the employment or control of the agency does not provide a basis for terminating an investigation?	yes
115.71 (l)	Criminal and administrative agency investigations	
	When an outside entity investigates sexual abuse, does the facility cooperate with outside investigators and endeavor to remain informed about the progress of the investigation? (N/A if an outside agency does not conduct administrative or criminal sexual abuse investigations. See 115.21(a).)	yes
115.72 (a)	Evidentiary standard for administrative investigations	
	Is it true that the agency does not impose a standard higher than a preponderance of the evidence in determining whether allegations of sexual abuse or sexual harassment are substantiated?	yes
115.73 (a)	Reporting to inmates	
	Following an investigation into an inmate's allegation that he or she suffered sexual abuse in an agency facility, does the agency inform the inmate as to whether the allegation has been determined to be substantiated, unsubstantiated, or unfounded?	yes
115.73 (b)	Reporting to inmates	
	If the agency did not conduct the investigation into an inmate's allegation of sexual abuse in an agency facility, does the agency request the relevant information from the investigative agency in order to inform the inmate? (N/A if the agency/facility is responsible for conducting administrative and criminal investigations.)	na
115.73 (c)	Reporting to inmates	
	Following an inmate's allegation that a staff member has committed sexual abuse against the resident, unless the agency has determined that the allegation is unfounded, or unless the inmate has been released from custody, does the agency subsequently inform the resident whenever: The staff member is no longer posted within the inmate's unit?	yes
	Following an inmate's allegation that a staff member has	yes

	committed sexual abuse against the resident, unless the agency has determined that the allegation is unfounded, or unless the resident has been released from custody, does the agency subsequently inform the resident whenever: The staff member is no longer employed at the facility?	
	Following an inmate's allegation that a staff member has committed sexual abuse against the resident, unless the agency has determined that the allegation is unfounded, or unless the resident has been released from custody, does the agency subsequently inform the resident whenever: The agency learns that the staff member has been indicted on a charge related to sexual abuse in the facility?	yes
	Following an inmate's allegation that a staff member has committed sexual abuse against the resident, unless the agency has determined that the allegation is unfounded, or unless the resident has been released from custody, does the agency subsequently inform the resident whenever: The agency learns that the staff member has been convicted on a charge related to sexual abuse within the facility?	yes
115.73 (d) Reporting to inmates		
	Following an inmate's allegation that he or she has been sexually abused by another inmate, does the agency subsequently inform the alleged victim whenever: The agency learns that the alleged abuser has been indicted on a charge related to sexual abuse within the facility?	yes
	Following an inmate's allegation that he or she has been sexually abused by another inmate, does the agency subsequently inform the alleged victim whenever: The agency learns that the alleged abuser has been convicted on a charge related to sexual abuse within the facility?	yes
115.73 (e) Reporting to inmates		
	Does the agency document all such notifications or attempted notifications?	yes
115.76 (a) Disciplinary sanctions for staff		
	Are staff subject to disciplinary sanctions up to and including termination for violating agency sexual abuse or sexual harassment policies?	yes
115.76 (b) Disciplinary sanctions for staff		
	Is termination the presumptive disciplinary sanction for staff who	yes

	have engaged in sexual abuse?	
115.76 (c)	Disciplinary sanctions for staff	
	Are disciplinary sanctions for violations of agency policies relating to sexual abuse or sexual harassment (other than actually engaging in sexual abuse) commensurate with the nature and circumstances of the acts committed, the staff member's disciplinary history, and the sanctions imposed for comparable offenses by other staff with similar histories?	yes
115.76 (d)	Disciplinary sanctions for staff	
	Are all terminations for violations of agency sexual abuse or sexual harassment policies, or resignations by staff who would have been terminated if not for their resignation, reported to: Law enforcement agencies(unless the activity was clearly not criminal)?	yes
	Are all terminations for violations of agency sexual abuse or sexual harassment policies, or resignations by staff who would have been terminated if not for their resignation, reported to: Relevant licensing bodies?	yes
115.77 (a)	Corrective action for contractors and volunteers	
	Is any contractor or volunteer who engages in sexual abuse prohibited from contact with inmates?	yes
	Is any contractor or volunteer who engages in sexual abuse reported to: Law enforcement agencies (unless the activity was clearly not criminal)?	yes
	Is any contractor or volunteer who engages in sexual abuse reported to: Relevant licensing bodies?	yes
115.77 (b)	Corrective action for contractors and volunteers	
	In the case of any other violation of agency sexual abuse or sexual harassment policies by a contractor or volunteer, does the facility take appropriate remedial measures, and consider whether to prohibit further contact with inmates?	yes
115.78 (a)	Disciplinary sanctions for inmates	
	Following an administrative finding that an inmate engaged in inmate-on-inmate sexual abuse, or following a criminal finding of guilt for inmate-on-inmate sexual abuse, are inmates subject to disciplinary sanctions pursuant to a formal disciplinary process?	yes
115.78 (b)	Disciplinary sanctions for inmates	

	Are sanctions commensurate with the nature and circumstances of the abuse committed, the inmate's disciplinary history, and the sanctions imposed for comparable offenses by other inmates with similar histories?	yes
115.78 (c)	Disciplinary sanctions for inmates	
	When determining what types of sanction, if any, should be imposed, does the disciplinary process consider whether an inmate's mental disabilities or mental illness contributed to his or her behavior?	yes
115.78 (d)	Disciplinary sanctions for inmates	
	If the facility offers therapy, counseling, or other interventions designed to address and correct underlying reasons or motivations for the abuse, does the facility consider whether to require the offending inmate to participate in such interventions as a condition of access to programming and other benefits?	yes
115.78 (e)	Disciplinary sanctions for inmates	
	Does the agency discipline an inmate for sexual contact with staff only upon a finding that the staff member did not consent to such contact?	yes
115.78 (f)	Disciplinary sanctions for inmates	
	For the purpose of disciplinary action does a report of sexual abuse made in good faith based upon a reasonable belief that the alleged conduct occurred NOT constitute falsely reporting an incident or lying, even if an investigation does not establish evidence sufficient to substantiate the allegation?	yes
115.78 (g)	Disciplinary sanctions for inmates	
	If the agency prohibits all sexual activity between inmates, does the agency always refrain from considering non-coercive sexual activity between inmates to be sexual abuse? (N/A if the agency does not prohibit all sexual activity between inmates.)	yes
115.81 (a)	Medical and mental health screenings; history of sexual abuse	
	If the screening pursuant to § 115.41 indicates that a prison inmate has experienced prior sexual victimization, whether it occurred in an institutional setting or in the community, do staff ensure that the inmate is offered a follow-up meeting with a medical or mental health practitioner within 14 days of the intake screening? (N/A if the facility is not a prison).	yes
115.81 (b)	Medical and mental health screenings; history of sexual abuse	

	If the screening pursuant to § 115.41 indicates that a prison inmate has previously perpetrated sexual abuse, whether it occurred in an institutional setting or in the community, do staff ensure that the inmate is offered a follow-up meeting with a mental health practitioner within 14 days of the intake screening? (N/A if the facility is not a prison.)	yes
115.81 (c)	Medical and mental health screenings; history of sexual abuse	
	If the screening pursuant to § 115.41 indicates that a jail inmate has experienced prior sexual victimization, whether it occurred in an institutional setting or in the community, do staff ensure that the inmate is offered a follow-up meeting with a medical or mental health practitioner within 14 days of the intake screening? (N/A if the facility is not a jail).	na
115.81 (d)	Medical and mental health screenings; history of sexual abuse	
	Is any information related to sexual victimization or abusiveness that occurred in an institutional setting strictly limited to medical and mental health practitioners and other staff as necessary to inform treatment plans and security management decisions, including housing, bed, work, education, and program assignments, or as otherwise required by Federal, State, or local law?	yes
115.81 (e)	Medical and mental health screenings; history of sexual abuse	
	Do medical and mental health practitioners obtain informed consent from inmates before reporting information about prior sexual victimization that did not occur in an institutional setting, unless the inmate is under the age of 18?	yes
115.82 (a)	Access to emergency medical and mental health services	
	Do inmate victims of sexual abuse receive timely, unimpeded access to emergency medical treatment and crisis intervention services, the nature and scope of which are determined by medical and mental health practitioners according to their professional judgment?	yes
115.82 (b)	Access to emergency medical and mental health services	
	If no qualified medical or mental health practitioners are on duty at the time a report of recent sexual abuse is made, do security staff first responders take preliminary steps to protect the victim pursuant to § 115.62?	yes
	Do security staff first responders immediately notify the appropriate medical and mental health practitioners?	yes

115.82 (c)	Access to emergency medical and mental health services	
	Are inmate victims of sexual abuse offered timely information about and timely access to emergency contraception and sexually transmitted infections prophylaxis, in accordance with professionally accepted standards of care, where medically appropriate?	yes
115.82 (d)	Access to emergency medical and mental health services	
	Are treatment services provided to the victim without financial cost and regardless of whether the victim names the abuser or cooperates with any investigation arising out of the incident?	yes
115.83 (a)	Ongoing medical and mental health care for sexual abuse victims and abusers	
	Does the facility offer medical and mental health evaluation and, as appropriate, treatment to all inmates who have been victimized by sexual abuse in any prison, jail, lockup, or juvenile facility?	yes
115.83 (b)	Ongoing medical and mental health care for sexual abuse victims and abusers	
	Does the evaluation and treatment of such victims include, as appropriate, follow-up services, treatment plans, and, when necessary, referrals for continued care following their transfer to, or placement in, other facilities, or their release from custody?	yes
115.83 (c)	Ongoing medical and mental health care for sexual abuse victims and abusers	
	Does the facility provide such victims with medical and mental health services consistent with the community level of care?	yes
115.83 (d)	Ongoing medical and mental health care for sexual abuse victims and abusers	
	Are inmate victims of sexually abusive vaginal penetration while incarcerated offered pregnancy tests? (N/A if "all male" facility. Note: in "all male" facilities there may be inmates who identify as transgender men who may have female genitalia. Auditors should be sure to know whether such individuals may be in the population and whether this provision may apply in specific circumstances.)	na
115.83 (e)	Ongoing medical and mental health care for sexual abuse victims and abusers	
	If pregnancy results from the conduct described in paragraph §	na

	115.83(d), do such victims receive timely and comprehensive information about and timely access to all lawful pregnancy-related medical services? (N/A if "all male" facility. Note: in "all male" facilities there may be inmates who identify as transgender men who may have female genitalia. Auditors should be sure to know whether such individuals may be in the population and whether this provision may apply in specific circumstances.)	
115.83 (f)	Ongoing medical and mental health care for sexual abuse victims and abusers	
	Are inmate victims of sexual abuse while incarcerated offered tests for sexually transmitted infections as medically appropriate?	yes
115.83 (g)	Ongoing medical and mental health care for sexual abuse victims and abusers	
	Are treatment services provided to the victim without financial cost and regardless of whether the victim names the abuser or cooperates with any investigation arising out of the incident?	yes
115.83 (h)	Ongoing medical and mental health care for sexual abuse victims and abusers	
	If the facility is a prison, does it attempt to conduct a mental health evaluation of all known inmate-on-inmate abusers within 60 days of learning of such abuse history and offer treatment when deemed appropriate by mental health practitioners? (NA if the facility is a jail.)	yes
115.86 (a)	Sexual abuse incident reviews	
	Does the facility conduct a sexual abuse incident review at the conclusion of every sexual abuse investigation, including where the allegation has not been substantiated, unless the allegation has been determined to be unfounded?	yes
115.86 (b)	Sexual abuse incident reviews	
	Does such review ordinarily occur within 30 days of the conclusion of the investigation?	yes
115.86 (c)	Sexual abuse incident reviews	
	Does the review team include upper-level management officials, with input from line supervisors, investigators, and medical or mental health practitioners?	yes
115.86 (d)	Sexual abuse incident reviews	

	Does the review team: Consider whether the allegation or investigation indicates a need to change policy or practice to better prevent, detect, or respond to sexual abuse?	yes
	Does the review team: Consider whether the incident or allegation was motivated by race; ethnicity; gender identity; lesbian, gay, bisexual, transgender, or intersex identification, status, or perceived status; gang affiliation; or other group dynamics at the facility?	yes
	Does the review team: Examine the area in the facility where the incident allegedly occurred to assess whether physical barriers in the area may enable abuse?	yes
	Does the review team: Assess the adequacy of staffing levels in that area during different shifts?	yes
	Does the review team: Assess whether monitoring technology should be deployed or augmented to supplement supervision by staff?	yes
	Does the review team: Prepare a report of its findings, including but not necessarily limited to determinations made pursuant to §§ 115.86(d)(1)-(d)(5), and any recommendations for improvement and submit such report to the facility head and PREA compliance manager?	yes
115.86 (e)	Sexual abuse incident reviews	
	Does the facility implement the recommendations for improvement, or document its reasons for not doing so?	yes
115.401 (h)	Frequency and scope of audits	
	Did the auditor have access to, and the ability to observe, all areas of the audited facility?	yes
115.401 (i)	Frequency and scope of audits	
	Was the auditor permitted to request and receive copies of any relevant documents (including electronically stored information)?	yes
115.401 (m)	Frequency and scope of audits	
	Was the auditor permitted to conduct private interviews with inmates, residents, and detainees?	yes

115.401 (n)	Frequency and scope of audits	
	Were inmates permitted to send confidential information or correspondence to the auditor in the same manner as if they were communicating with legal counsel?	yes

PREA Agency Audit Report: Final

Name of Agency: Federal Bureau of Prisons

Facility Type: Prison / Jail

Date Interim Report Submitted: NA

Date Final Report Submitted: 10/04/2023

Auditor Certification	
The contents of this report are accurate to the best of my knowledge.	<input type="checkbox"/>
No conflict of interest exists with respect to my ability to conduct an audit of the agency under review.	<input type="checkbox"/>
I have not included in the final report any personally identifiable information (PII) about any inmate/resident/detainee or staff member, except where the names of administrative personnel are specifically requested in the report template.	<input type="checkbox"/>
Auditor Full Name as Signed: Marc Coudriet	Date of Signature: 10/04/ 2023

AUDITOR INFORMATION	
Auditor name:	Coudriet, Marc
Email:	usmc58312215@outlook.com
Start Date of On-Site Audit:	
End Date of On-Site Audit:	

AGENCY INFORMATION	
Name of agency:	Federal Bureau of Prisons
Governing authority or parent agency (if applicable):	U.S. Department of Justice
Physical Address:	320 1st Street Northwest, Washington , Dist. Columbia - 20534
Mailing Address:	

Telephone number:	2023073250
--------------------------	------------

Agency Chief Executive Officer Information:	
Name:	Colette S. Peters, Director
Email Address:	bop-rsd-preacoordinator@bop.gov
Telephone Number:	(202) 307-3250

Agency-Wide PREA Coordinator Information			
Name:	Cynthia Campagna	Email Address:	ccampagna@bop.gov

Agency AUDIT FINDINGS	
Summary of Audit Findings	
<p>The OAS automatically populates the number and list of Standards exceeded, the number of Standards met, and the number and list of Standards not met.</p> <p>Auditor Note: In general, no standards should be found to be "Not Applicable" or "NA." A compliance determination must be made for each standard. In rare instances where an auditor determines that a standard is not applicable, the auditor should select "Meets Standard" and include a comprehensive discussion as to why the standard is not applicable to the facility being audited.</p>	
Number of standards exceeded:	
0	
Number of standards met:	
10	
Number of standards not met:	
0	

Standards	
Auditor Overall Determination Definitions	
<ul style="list-style-type: none"> • Exceeds Standard (Substantially exceeds requirement of standard) • Meets Standard (substantial compliance; complies in all material ways with the stand for the relevant review period) • Does Not Meet Standard (requires corrective actions) 	
Auditor Discussion Instructions	
<p>Auditor discussion, including the evidence relied upon in making the compliance or non-compliance determination, the auditor’s analysis and reasoning, and the auditor’s conclusions. This discussion must also include corrective action recommendations where the facility does not meet standard. These recommendations must be included in the Final Report, accompanied by information on specific corrective actions taken by the facility.</p>	

115.11	Zero tolerance of sexual abuse and sexual harassment; PREA coordinator
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>115.11(a)</p> <p>DIRECTIVE AND DOCUMENT REVIEW:</p> <p>Pre-Audit Questionnaire.</p> <p>BOP PREA Plan</p> <p>Agency zero-tolerance statement.</p> <p>Organizational charts, interviews.</p> <p>INTERVIEWS.</p> <p>Agency PREA Coordinator.</p> <p>FINDINGS:</p>

Agency Directives and BOP PREA Plan address the requirements of this provision. The agency mandates a zero-tolerance directive towards all forms of sexual abuse and sexual harassment and outlines the agency's strategies on preventing, detecting, and responding to such conduct. Agency policies addressed "Preventing" sexual abuse and sexual harassment through the designation of a PREA Coordinator and PREA Compliance Manager, Criminal Background Checks (Staff, Contractors, and Volunteers, as applicable), Training (Staff, Volunteers, and Contractors), Staffing, Intake Screening, Classification, Inmate Education, Posting of Signage (PREA Posters, etc.) and Contract Monitoring. The Directives addressed "Detecting" sexual abuse and sexual harassment through Training (Staff, Volunteers, and Contractors), and Intake Screening.

The policies addressed "Responding" to allegations of sexual abuse and sexual harassment through Reporting, Investigations, Victim Services, Medical and Mental Health Services, Disciplinary Sanctions for Staff (including notification to licensing agencies), Incident Review Teams, and Data Collections and Analysis.

The Inmate Handbook, PREA Posters, and PREA Brochures do address sexual abuse by another inmate, and the Inmate Handbook does address sanctions for inmates when involved in such conduct. Based on interviews and a review of agency policies, BOP staff closely monitor for inmate-on-inmate sexual misconduct in accordance with the agency's PREA policies; allegations are reported and investigated, and inmates are held accountable. By policy, the Inmate handbooks are reviewed and updated at least annually at each BOP institution.

115.11(b)

DIRECTIVE AND DOCUMENT REVIEW:

Agency Directives and BOP PREA Plan.

Agency's organizational chart.

INTERVIEWS:

PREA Coordinator.

FINDINGS:

Agency Directive(s) and BOP PREA Plan address(es) the position of the agency PREA Coordinator, which outlines the roles and responsibilities of the position and calls for the position being allowed enough time and authority to develop, implement, and oversee agency efforts to comply with the PREA standards in each facility.

The agency's organizational chart reflects that the agency PREA Coordinator position is an upper-level position with agency-wide oversight. The agency PREA Coordinator position reports to the Assistant Director, Reentry Services Division.

The PREA Coordinator was interviewed and reported to have enough time to focus on the PREA standards and the freedom to divert responsibilities to other staff as needed to focus on the audit. A review of the agency directive, agency's organization chart,

	<p>and based on the interview with the designated agency's PREA Coordinator, the Auditor determined the agency demonstrates it meets the requirements of this provision of this standard.</p>
--	---

115.12	Contracting with other entities for the confinement of inmates
	Auditor Overall Determination: Meets Standard
	<p>Auditor Discussion</p> <p>115.12(a) (b)</p> <p>DIRECTIVE AND DOCUMENT REVIEW:</p> <p>Agency Directives and BOP PREA Plan.</p> <p>FINDINGS:</p> <p>Agency Directive(s) and BOP PREA Plan address(es) this provision. The agency reported there were a total of zero contracts for the confinement of inmates and 161 Residential Reentry Centers (RRCs) that the agency had entered or renewed with private entities or other government agencies.</p> <p>A review of the agency directive reflected all contracts will meet the required entity's obligation to adopt and comply with the PREA standards.</p> <p>Agency Directive(s) and BOP PREA Plan address(es) this provision. The agency reported the agency-wide contracts would require the agency to monitor the contractor's compliance with the PREA standards.</p> <p>If the agency contracted the confinement of its inmates, the agency's Contract Administrator would be required to maintain regular contact with every inmate placed in a contract facility. If there are concerns, agency protocol requires the inmate be removed from the facility and the facility allows time to make corrective action and address the concerns.</p> <p>Corrective actions are addressed before the facility is reconsidered. Notification would also be made to law enforcement. The Contract Administrator would annually collect credentialing documentation for each facility: facility license; staff licenses or certifications; daily schedule; and monitoring reports or the licensing agency's website regarding the facility's status; and tours the facility. The BOP is no longer actively soliciting new contracts with private facilities.</p>

115.17	Hiring and promotion decisions
	Auditor Overall Determination: Meets Standard

Auditor Discussion

115.17(a) (e)(h)

DIRECTIVE AND DOCUMENT REVIEW:

Agency Directives and BOP PREA Plan.

Supporting Documentation.

FINDINGS:

PS 3000.03 Human Resource Management Manual, PS 3420.11, Standards of Employee Conduct, the Pre-Employment Guide, SF85P (Questionnaire for Public Trust Positions) and a BOP recruitment document address the requirements of the standard. All employees who have contact with inmates have had a full field background investigation in addition to fingerprinting and inquiry into the FBI's National Crime Information Center (NCIC). Employee backgrounds are re-checked every five years. Contractors and volunteers who have regular contact with inmates also have criminal background checks completed prior to having contact with inmates. Volunteer and contractor background checks are repeated yearly. The facility does not hire or promote anyone who may have contact with inmates and does not enlist the services of any contractor who may have contact with inmates who has engaged in any type of sexual abuse/harassment (no exceptions). Employees have a duty to disclose such misconduct and material omissions regarding such misconduct would be grounds for termination. Submission of false information by any applicant is grounds for not hiring the applicant.

The Agency Head designee was interviewed and confirmed that the agency HR attempts to contact prior employers for information on substantiated allegations of sexual abuse or resignations which occurred during a pending investigation of sexual abuse. The Agency Head designee also confirmed that the agency provides information on substantiated allegations of sexual abuse or sexual harassment involving a former employee, upon receiving a request from an institutional employer for whom such employee has applied to work. The agency notifies appropriate licensing/certifying agencies when professional staff members are terminated for substantiated allegations of sexual abuse or sexual harassment. A review of policy, personnel forms, and relevant supporting documentation, including staff interviews, confirm compliance with this standard.

115.17(b)

DIRECTIVE AND DOCUMENT REVIEW:

Agency Directives and BOP PREA Plan.

INTERVIEWS:

Agency Head designee.

FINDINGS:

Agency Directives and BOP PREA Plan address this provision. Agency Head designee reported the agency has incorporated and implemented the "Affirmative Duty to Disclose," which all staff were required to affirm and sign. The form includes a "material omissions" clause.

115.17(c)

DIRECTIVE AND DOCUMENT REVIEW:

Agency Directives and BOP PREA Plan.

INTERVIEWS:

Agency Head.

FINDINGS:

Agency Directives and BOP PREA Plan address this provision. The agency directive requires job applicants to have background checks completed looking at any issue of prior sexual misconduct. The background checks are completed prior to any inmate contact. All contractors are screened by using the same process.

115.17(d)

DIRECTIVE AND DOCUMENT REVIEW:

Agency Directives and BOP PREA Plan.

INTERVIEWS:

Agency Head designee.

FINDINGS:

Agency Directive(s) and BOP PREA Plan address(es) the elements of this provision. Agency directive defines staff to include volunteer or contracted program services staff. All staff are also subjected to a criminal background check.

115.17(f)

DIRECTIVE AND DOCUMENT REVIEW:

Agency Directives and BOP PREA Plan. HR Files.

INTERVIEWS:

Agency Head designee.

FINDINGS:

Agency Directive(s) and BOP PREA Plan address(es) this provision.

	<p>The application process includes the "Affirmative Duty to Disclose" form for new hires, volunteers and contractors, and a review of the HR files indicated this process was being implemented. The HR files reviewed indicated the forms had been signed in accordance with directive.</p> <p>A review of agency directives and HR files, and Agency Head designee interview, indicate the practice is in place and meets the requirements of this provision.</p> <p>115.17(g)</p> <p>DIRECTIVE AND DOCUMENT REVIEW:</p> <p>Agency Directives and BOP PREA Plan.</p> <p>FINDINGS:</p> <p>Agency Directives and BOP PREA Plan address this provision. Agency directive defines staff to include volunteer or contracted program services staff.</p>
--	---

115.18 Upgrades to facilities and technologies	
	Auditor Overall Determination: Meets Standard
	<p>Auditor Discussion</p> <p>115.18(a)</p> <p>INTERVIEWS:</p> <p>Interviews with the Agency Head designee confirm that the standard is being met.</p> <p>FINDINGS:</p> <p>The agency considers how all new facility designs and technology upgrades may enhance the Bureau’s ability to protect against sexual abuse. In existing institutions, we review all “Substantiated” and “Unsubstantiated” cases of inmate sexual abuse to determine if modifications to design or the addition or upgrade of technology would help prevent a similar occurrence in the future.</p> <p>115.18(b)</p> <p>DIRECTIVE AND DOCUMENT REVIEW:</p> <p>Video Surveillance Schematic.</p> <p>INTERVIEWS:</p> <p>Interviews with the Agency Head designee confirm that the standard is being met.</p> <p>FINDINGS:</p>

	<p>Institution reviews are ongoing to determine if upgrades or additions to our existing technology would enhance the protection of inmates from incidents of sexual abuse. The technology serves as a deterrent but also allows us to identify unreported victims and perpetrators of sexually abusive behavior. It also aids in successful criminal prosecutions. It is recommended that BOP receive the funding to procure additional cameras and an inmate RFID system to enhance the safety and security of the staff and inmates for each of its institutions.</p>
--	--

115.42	Use of screening information
	<p>Auditor Overall Determination: Meets Standard</p> <p>Auditor Discussion</p> <p>115.42(a)</p> <p>DIRECTIVE AND DOCUMENT REVIEW:</p> <p>Agency Directive and the PREA Screen Tool.</p> <p>INTERVIEWS:</p> <p>Agency PREA Coordinator.</p> <p>FINDINGS:</p> <p>PS 5324.12 addresses the requirement of the standard. The information obtained in the inmate screening process is used to make individualized determinations to ensure the inmates safety. This information is used to make decisions to place each inmate in appropriate housing, work, and program assignments. A classification committee makes the placement decisions. Agency PREA Coordinator reported information secured through the screening process is used to determine the need for additional medical or mental health follow-up, and to make classification decisions based on risk factors.</p> <p>115.42(b)</p> <p>DIRECTIVE AND DOCUMENT REVIEW:</p> <p>Agency Directives and BOP PREA Plan.</p> <p>INTERVIEWS:</p> <p>Agency PREA Coordinator.</p> <p>FINDINGS:</p> <p>Agency Directive(s) and BOP PREA Plan address(es) this provision. By policy, special housing is used as a last resort and staff look for other options, such as housing unit</p>

	<p>changes. Agency PREA Coordinator reported the welfare of the inmate is always a high consideration. Medical and mental health are to conduct daily visits for any inmates placed in special housing for PREA risk factors.</p> <p>115.42(c)</p> <p>DIRECTIVE AND DOCUMENT REVIEW:</p> <p>Agency Directives and BOP PREA Plan.</p> <p>INTERVIEWS:</p> <p>Agency PREA Coordinator.</p> <p>FINDINGS:</p> <p>Agency Directive(s) and BOP PREA Plan address(es) this provision. Agency PREA Coordinator reported the facility does not have specific housing units designated for lesbian, gay, bisexual, transgender, or intersex inmates. All housing, program and work assignments are made on a case-by-case basis.</p>
--	--

115.66	Preservation of ability to protect inmates from contact with abusers
	Auditor Overall Determination: Meets Standard
	<p>Auditor Discussion</p> <p>115.66(a)</p> <p>DIRECTIVE AND DOCUMENT REVIEW:</p> <p>Agency Directives and BOP PREA Plan.</p> <p>INTERVIEWS:</p> <p>Agency Head.</p> <p>FINDINGS:</p> <p>The Collective Bargaining Agreement (CBA) examined by the auditor, between the Federal Bureau of Prisons and Council of Prison Locals, American Federation of Government Employees, dated July 21, 2014-July 20, 2017, complies with this standard. The agreement does not limit the agency's ability to remove alleged staff sexual abusers from contact with any inmates pending the outcome of an investigation or of a determination of whether and to what extent discipline is warranted. The auditor was advised that the CBA is currently being renegotiated and will contain the required language in its final form.</p>

115.87	Data collection
	<p data-bbox="256 188 959 224">Auditor Overall Determination: Meets Standard</p> <hr/> <p data-bbox="256 264 544 300">Auditor Discussion</p> <p data-bbox="256 340 485 376">115.87(a and c)</p> <p data-bbox="256 412 783 443">DIRECTIVE AND DOCUMENT REVIEW:</p> <p data-bbox="256 483 804 519">Agency Directives and BOP PREA Plan.</p> <p data-bbox="256 555 405 591">FINDINGS:</p> <p data-bbox="256 627 1474 958">PS 5324.12 addresses the requirement of the standard. As confirmed by a review of documents, BOP collects accurate, uniform data for every allegation of sexual abuse/ harassment by using a standardized instrument. The agency tracks information concerning sexual abuse using data from the SIS department, the agency's Office of Internal Affairs and SENTRY, the BOP's computerized data management program. The data collected includes the information necessary to answer all questions from the most recent version of the Survey of Sexual Violence, conducted by the Department of Justice.</p> <p data-bbox="256 994 1422 1111">The agency aggregates and reviews all data annually. Upon request, the agency would provide all such data from the previous calendar year to the Department of Justice no later than June 30.</p> <p data-bbox="256 1146 400 1182">115.87(b)</p> <p data-bbox="256 1218 783 1249">DIRECTIVE AND DOCUMENT REVIEW:</p> <p data-bbox="256 1290 804 1326">Agency Directives and BOP PREA Plan.</p> <p data-bbox="256 1361 405 1397">FINDINGS:</p> <p data-bbox="256 1433 1458 1594">Agency Directive(s) and BOP PREA Plan address(es) this provision. A review of the facility tracking information reflected a comprehensive system designed to maintain various elements for the required data for sexual abuse and sexual harassment allegations.</p> <p data-bbox="256 1630 400 1666">115.87(d)</p> <p data-bbox="256 1702 804 1738">Agency Directives and BOP PREA Plan.</p> <p data-bbox="256 1774 405 1809">FINDINGS:</p> <p data-bbox="256 1845 1442 2096">Agency Directive(s) and BOP PREA Plan address(es) this provision. A review of the agency website reflects the comprehensive report is published and available to the public for all serious incidents to include sexual abuse and sexual harassment allegations. The annual PREA reports can be found at https://www.bop.gov/inmates/custody_and_care/sexual_abuse_prevention.jsp.</p>

	<p>115.87(e)</p> <p>DIRECTIVE AND DOCUMENT REVIEW:</p> <p>Agency Directives and BOP PREA Plan.</p> <p>FINDINGS:</p> <p>Agency Directive(s) and BOP PREA Plan address(es) this provision.</p> <p>115.87(f)</p> <p>DIRECTIVE AND DOCUMENT REVIEW:</p> <p>Agency Directives and BOP PREA Plan.</p> <p>FINDINGS:</p> <p>Agency Directive(s) and BOP PREA Plan address(es) this provision.</p>
--	---

115.88	Data review for corrective action
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>115.88(a)</p> <p>DIRECTIVE AND DOCUMENT REVIEW:</p> <p>Agency Directives and BOP PREA Plan. Annual report.</p> <p>INTERVIEWS:</p> <p>Agency PREA Coordinator.</p> <p>FINDINGS:</p> <p>Agency Directive(s) and BOP PREA Plan address(es) this provision. A review of the annual report reflects all the elements required by this provision.</p> <p>Staff interviewed reported in detail the process followed when reviewing the data, identifying problem areas and corrective action, and preparing the annual report.</p> <p>115.88(b)</p> <p>DIRECTIVE AND DOCUMENT REVIEW:</p> <p>Agency Directives and BOP PREA Plan.</p> <p>FINDINGS:</p>

	<p>Agency Directive(s) and BOP PREA Plan address(es) this provision.</p> <p>115.88(c)</p> <p>DIRECTIVE AND DOCUMENT REVIEW:</p> <p>Agency Directives and BOP PREA Plan.</p> <p>Annual report.</p> <p>INTERVIEWS:</p> <p>Agency PREA Coordinator.</p> <p>FINDINGS:</p> <p>PS 5324.12 addresses the requirement of the standard. The Bureau of Prisons and the institution reviews and assesses all sexual abuse/sexual harassment data at least annually to improve the effectiveness of its sexual abuse prevention, detection, and response policies, to identify any trends, issues, or problematic areas and to take corrective action if needed. The Institution PREA Compliance Manager (IPCM) forwards data to the respective BOP Regional PREA Coordinator and then to the National BOP PREA Coordinator. An Annual Report has been prepared and placed on the BOP website. The auditor reviewed the Annual Report. The report can be found at the following website address: www.bop.gov.</p> <p>115.88(d)</p> <p>DIRECTIVE AND DOCUMENT REVIEW:</p> <p>Agency Directives and BOP PREA Plan.</p> <p>INTERVIEWS:</p> <p>Agency PREA Coordinator.</p> <p>FINDINGS:</p> <p>Agency Directive(s) and BOP PREA Plan address(es) this provision. Agency PREA Coordinator reported the BOP complies with FOIA and all other applicable laws, rules, and regulations. No information that identifies victims or perpetrators is included in the report, nor is any information that could potentially threaten the security of an institution. The reports would reflect only basic demographic information.</p>
--	--

115.89	Data storage, publication, and destruction
	Auditor Overall Determination: Meets Standard
	Auditor Discussion

115.89(a)

DIRECTIVE AND DOCUMENT REVIEW:

Agency Directives and BOP PREA Plan.

INTERVIEWS:

Agency PREA Coordinator.

FINDINGS:

PS 5324.12 addresses the requirement of the standard. The National PREA Coordinator reviews data compiled by each BOP facility, from SENTRY, from each Regional PREA Coordinator, from the Information Technology and Data Division of the BOP and from the Office of Internal Affairs and issues a report to the Director on an annual basis. Facility data is maintained in locked files or on computer databases that are user ID and password protected. Agency PREA data is securely retained and is published on the BOP website after removing all personal identifying information.

115.89(b)

DIRECTIVE AND DOCUMENT REVIEW:

Agency Directives and BOP PREA Plan.

Aggregated data on website.

FINDINGS:

Agency Directive(s) and BOP PREA Plan address(es) this provision. The data posted on the agency website includes agency data from the previous year.

115.89(c)

DIRECTIVE AND DOCUMENT REVIEW:

Agency Directives and BOP PREA Plan.

Aggregated data on agency website.

FINDINGS:

Agency Directive(s) and BOP PREA Plan address(es) this provision. The data posted on the agency website has all personal identifiers removed.

115.89(d)

DIRECTIVE AND DOCUMENT REVIEW:

Agency Directives and BOP PREA Plan.

Aggregated data on agency website.

	<p>FINDINGS:</p> <p>Agency Directive(s) and BOP PREA Plan address(es) this provision. The data and records collected are to be retained in accordance with agency retention requirements.</p>
--	--

115.401	Frequency and scope of audits
	<p>Auditor Overall Determination:</p>
	<p>Auditor Discussion</p>
	<p>115.401(a)</p> <p>DIRECTIVE AND DOCUMENT REVIEW:</p> <p>Aggregated data on website.</p> <p>FINDINGS:</p> <p>The agency ensured that each facility operated by the agency, or by a private organization on behalf of the agency, was audited at least once.</p> <p>115.401(b)</p> <p>DIRECTIVE AND DOCUMENT REVIEW:</p> <p>Aggregated data on website.</p> <p>FINDINGS:</p> <p>This is the Agency’s first year of cycle 4. The agency is following their audit cycle and planned future audits. The data was posted on the agency website.</p>

115.403	Audit contents and findings
	<p>Auditor Overall Determination: Meets Standard</p>
	<p>Auditor Discussion</p>
	<p>115.403(f)</p> <p>DIRECTIVE AND DOCUMENT REVIEW:</p> <p>There is no agency directive for this provision.</p> <p>FINDINGS:</p> <p>BOP has published on its agency website all Final Audit Reports within 90 days of</p>

	<p>issuance by the Auditor. This information is made available to the public and is in accordance with 28 C.F.R. § 115.405.</p>
--	---

Appendix: Provision Findings		
115.11 (b)	Zero tolerance of sexual abuse and sexual harassment; PREA coordinator	
	Has the agency employed or designated an agency-wide PREA Coordinator?	yes
	Is the PREA Coordinator position in the upper-level of the agency hierarchy?	yes
	Does the PREA Coordinator have sufficient time and authority to develop, implement, and oversee agency efforts to comply with the PREA standards in all of its facilities?	yes
115.12 (a)	Contracting with other entities for the confinement of inmates	
	If this agency is public and it contracts for the confinement of its inmates with private agencies or other entities including other government agencies, has the agency included the entity's obligation to comply with the PREA standards in any new contract or contract renewal signed on or after August 20, 2012? (N/A if the agency does not contract with private agencies or other entities for the confinement of inmates.)	na
115.12 (b)	Contracting with other entities for the confinement of inmates	
	Does any new contract or contract renewal signed on or after August 20, 2012 provide for agency contract monitoring to ensure that the contractor is complying with the PREA standards? (N/A if the agency does not contract with private agencies or other entities for the confinement of inmates.)	na
115.17 (a)	Hiring and promotion decisions	
	Does the agency prohibit the hiring or promotion of anyone who may have contact with inmates who has engaged in sexual abuse in a prison, jail, lockup, community confinement facility, juvenile facility, or other institution (as defined in 42 U.S.C. 1997)?	yes
	Does the agency prohibit the hiring or promotion of anyone who may have contact with inmates who has been convicted of engaging or attempting to engage in sexual activity in the community facilitated by force, overt or implied threats of force, or coercion, or if the victim did not consent or was unable to consent or refuse?	yes
	Does the agency prohibit the hiring or promotion of anyone who may have contact with inmates who has been civilly or administratively adjudicated to have engaged in the activity	yes

	described in the two bullets immediately above?	
	Does the agency prohibit the enlistment of services of any contractor who may have contact with inmates who has engaged in sexual abuse in a prison, jail, lockup, community confinement facility, juvenile facility, or other institution (as defined in 42 U.S.C. 1997)?	yes
	Does the agency prohibit the enlistment of services of any contractor who may have contact with inmates who has been convicted of engaging or attempting to engage in sexual activity in the community facilitated by force, overt or implied threats of force, or coercion, or if the victim did not consent or was unable to consent or refuse?	yes
	Does the agency prohibit the enlistment of services of any contractor who may have contact with inmates who has been civilly or administratively adjudicated to have engaged in the activity described in the two bullets immediately above?	yes
115.17 (b)	Hiring and promotion decisions	
	Does the agency consider any incidents of sexual harassment in determining whether to hire or promote anyone who may have contact with inmates?	yes
	Does the agency consider any incidents of sexual harassment in determining whether to enlist the services of any contractor who may have contact with inmates?	yes
115.17 (c)	Hiring and promotion decisions	
	Before hiring new employees who may have contact with inmates, does the agency perform a criminal background records check?	yes
	Before hiring new employees who may have contact with inmates, does the agency, consistent with Federal, State, and local law, make its best efforts to contact all prior institutional employers for information on substantiated allegations of sexual abuse or any resignation during a pending investigation of an allegation of sexual abuse?	yes
115.17 (d)	Hiring and promotion decisions	
	Does the agency perform a criminal background records check before enlisting the services of any contractor who may have contact with inmates?	yes
115.17 (e)	Hiring and promotion decisions	

	Does the agency either conduct criminal background records checks at least every five years of current employees and contractors who may have contact with inmates or have in place a system for otherwise capturing such information for current employees?	yes
115.17 (f)	Hiring and promotion decisions	
	Does the agency ask all applicants and employees who may have contact with inmates directly about previous misconduct described in paragraph (a) of this section in written applications or interviews for hiring or promotions?	yes
	Does the agency ask all applicants and employees who may have contact with inmates directly about previous misconduct described in paragraph (a) of this section in any interviews or written self-evaluations conducted as part of reviews of current employees?	yes
	Does the agency impose upon employees a continuing affirmative duty to disclose any such misconduct?	yes
115.17 (g)	Hiring and promotion decisions	
	Does the agency consider material omissions regarding such misconduct, or the provision of materially false information, grounds for termination?	yes
115.17 (h)	Hiring and promotion decisions	
	Does the agency provide information on substantiated allegations of sexual abuse or sexual harassment involving a former employee upon receiving a request from an institutional employer for whom such employee has applied to work? (N/A if providing information on substantiated allegations of sexual abuse or sexual harassment involving a former employee is prohibited by law.)	yes
115.18 (a)	Upgrades to facilities and technologies	
	If the agency designed or acquired any new facility or planned any substantial expansion or modification of existing facilities, did the agency consider the effect of the design, acquisition, expansion, or modification upon the agency's ability to protect inmates from sexual abuse? (N/A if agency/facility has not acquired a new facility or made a substantial expansion to existing facilities since August 20, 2012, or since the last PREA audit, whichever is later.)	yes
115.18 (b)	Upgrades to facilities and technologies	
	If the agency installed or updated a video monitoring system,	yes

	electronic surveillance system, or other monitoring technology, did the agency consider how such technology may enhance the agency's ability to protect inmates from sexual abuse? (N/A if agency/facility has not installed or updated a video monitoring system, electronic surveillance system, or other monitoring technology since August 20, 2012, or since the last PREA audit, whichever is later.)	
115.42 (c)	Use of screening information	
	When deciding whether to assign a transgender or intersex inmate to a facility for male or female inmates, does the agency consider, on a case-by-case basis, whether a placement would ensure the inmate's health and safety, and whether a placement would present management or security problems (NOTE: if an agency by policy or practice assigns inmates to a male or female facility on the basis of anatomy alone, that agency is not in compliance with this standard)?	yes
	When making housing or other program assignments for transgender or intersex inmates, does the agency consider, on a case-by-case basis, whether a placement would ensure the inmate's health and safety, and whether a placement would present management or security problems?	yes
115.66 (a)	Preservation of ability to protect inmates from contact with abusers	
	Are both the agency and any other governmental entities responsible for collective bargaining on the agency's behalf prohibited from entering into or renewing any collective bargaining agreement or other agreement that limit the agency's ability to remove alleged staff sexual abusers from contact with any inmates pending the outcome of an investigation or of a determination of whether and to what extent discipline is warranted?	yes
115.87 (a)	Data collection	
	Does the agency collect accurate, uniform data for every allegation of sexual abuse at facilities under its direct control using a standardized instrument and set of definitions?	yes
115.87 (b)	Data collection	
	Does the agency aggregate the incident-based sexual abuse data at least annually?	yes
115.87 (c)	Data collection	

	Does the incident-based data include, at a minimum, the data necessary to answer all questions from the most recent version of the Survey of Sexual Violence conducted by the Department of Justice?	yes
115.87 (d)	Data collection	
	Does the agency maintain, review, and collect data as needed from all available incident-based documents, including reports, investigation files, and sexual abuse incident reviews?	yes
115.87 (e)	Data collection	
	Does the agency also obtain incident-based and aggregated data from every private facility with which it contracts for the confinement of its inmates? (N/A if agency does not contract for the confinement of its inmates.)	na
115.87 (f)	Data collection	
	Does the agency, upon request, provide all such data from the previous calendar year to the Department of Justice no later than June 30? (N/A if DOJ has not requested agency data.)	yes
115.88 (a)	Data review for corrective action	
	Does the agency review data collected and aggregated pursuant to § 115.87 in order to assess and improve the effectiveness of its sexual abuse prevention, detection, and response policies, practices, and training, including by: Identifying problem areas?	yes
	Does the agency review data collected and aggregated pursuant to § 115.87 in order to assess and improve the effectiveness of its sexual abuse prevention, detection, and response policies, practices, and training, including by: Taking corrective action on an ongoing basis?	yes
	Does the agency review data collected and aggregated pursuant to § 115.87 in order to assess and improve the effectiveness of its sexual abuse prevention, detection, and response policies, practices, and training, including by: Preparing an annual report of its findings and corrective actions for each facility, as well as the agency as a whole?	yes
115.88 (b)	Data review for corrective action	
	Does the agency's annual report include a comparison of the current year's data and corrective actions with those from prior years and provide an assessment of the agency's progress in addressing sexual abuse?	yes

115.88 (c)	Data review for corrective action	
	Is the agency's annual report approved by the agency head and made readily available to the public through its website or, if it does not have one, through other means?	yes
115.88 (d)	Data review for corrective action	
	Does the agency indicate the nature of the material redacted where it redacts specific material from the reports when publication would present a clear and specific threat to the safety and security of a facility?	yes
115.89 (a)	Data storage, publication, and destruction	
	Does the agency ensure that data collected pursuant to § 115.87 are securely retained?	yes
115.89 (b)	Data storage, publication, and destruction	
	Does the agency make all aggregated sexual abuse data, from facilities under its direct control and private facilities with which it contracts, readily available to the public at least annually through its website or, if it does not have one, through other means?	yes
115.89 (c)	Data storage, publication, and destruction	
	Does the agency remove all personal identifiers before making aggregated sexual abuse data publicly available?	yes
115.89 (d)	Data storage, publication, and destruction	
	Does the agency maintain sexual abuse data collected pursuant to § 115.87 for at least 10 years after the date of the initial collection, unless Federal, State, or local law requires otherwise?	yes
115.401 (a)	Frequency and scope of audits	
	During the prior three-year audit period, did the agency ensure that each facility operated by the agency, or by a private organization on behalf of the agency, was audited at least once? (Note: The response here is purely informational. A "no" response does not impact overall compliance with this standard.)	yes
115.401 (b)	Frequency and scope of audits	
	Is this the first year of the current audit cycle? (Note: a "no" response does not impact overall compliance with this standard.)	yes

	If this is the second year of the current audit cycle, did the agency ensure that at least one-third of each facility type operated by the agency, or by a private organization on behalf of the agency, was audited during the first year of the current audit cycle? (N/A if this is not the second year of the current audit cycle.)	na
	If this is the third year of the current audit cycle, did the agency ensure that at least two-thirds of each facility type operated by the agency, or by a private organization on behalf of the agency, were audited during the first two years of the current audit cycle? (N/A if this is not the third year of the current audit cycle.)	na
115.403 (f)	Audit contents and findings	
	The agency has published on its agency website, if it has one, or has otherwise made publicly available, all Final Audit Reports. The review period is for prior audits completed during the past three years PRECEDING THIS AUDIT. The pendency of any agency appeal pursuant to 28 C.F.R. § 115.405 does not excuse noncompliance with this provision. (N/A if there have been no Final Audit Reports issued in the past three years, or, in the case of single facility agencies, there has never been a Final Audit Report issued.)	yes