



Washington State  
Department of  
Corrections Annual  
PREA Report  
Calendar Year 2015

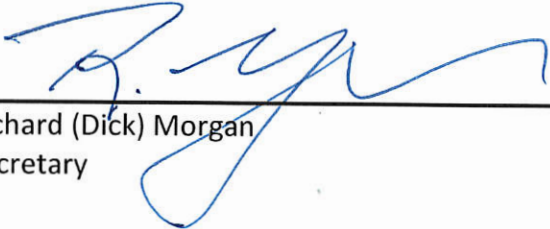
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The Prison Rape Elimination Act (PREA) requires that each facility collect and review data "...in order to assess and improve the effectiveness of its sexual abuse prevention, detection, and response policies and training." (Standard 115.88 a) This review is intended to:

- Identify problem areas and corrective action taken on an ongoing basis for each facility and the agency as a whole;
- Compare the current years data and corrective actions with those from previous years; and
- Assess the agency's progress in addressing sexual abuse (standard 115.88 a and b)

This report is intended to provide information for calendar year 2015.



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Richard (Dick) Morgan  
Secretary

## BACKGROUND

The Prison Rape Elimination Act of 2003 (PREA) Public Law 108-79) was signed into federal law September 2003 following unanimous support from both parties in Congress. The purpose of the act is to “provide for the analysis of the incidents and effects of prison rape in Federal, State and local institutions and to provide information, resources, recommendations and funding to protect individuals from prison rape” (Prison Rape Elimination Act, 2003). PREA seeks to establish a zero-tolerance policy regarding sexual abuse, assault and harassment in all correctional systems, including prisons, jails, police lock-ups, and other confinement facilities for adults and juveniles.

PREA also mandated the publication of standards to ensure compliance, detailing implementation specifications with the intent of creating a culture of sexual safety within each facility. In addition to these mandatory standards, PREA requires all correctional facilities to conduct sexual abuse incident reviews and collect “accurate, uniform data for every allegation of sexual abuse at facilities under its direct control using a standardized instrument and set of definitions.” (Standard 115.87 a)

The final rule and standards were published in the federal register on June 20, 2012, and became effective on August 20, 2012. Standards require annual audits of one-third of the facilities under the agency’s jurisdiction. Annual Governor certification of compliance in all facilities under the operational control of the state’s executive branch, and all private facilities operated on behalf of the executive branch to house offenders is also required. Failure to comply with standards each year will result in a loss of 5% of identified federal grant funding.

## MAJOR ACCOMPLISHMENTS

During 2015, WADOC has accomplished the following in regards to PREA implementation and quality improvements:

- Expansion of victim advocacy services to incorporate on-site support for offender survivors and related training for advocates regarding correctional operations;
  - Accompanied by the provision of survivor support resource materials by the Washington Coalition of Sexual Assault Programs (WCSAP); and
  - Completion of focus groups at Airway Heights Corrections Center, the Washington State Penitentiary and the Washington Corrections Center for Women gathering information regarding offender and staff knowledge regarding victim advocacy support services which will inform the development of education materials to include a video produced by WCSAP;
- Expansion of the agency's pool of DOJ auditors, having two additional staff complete certification requirements;
- Launching of PREA toolkit for jails to assist with standard implementation, developed in partnership with the Moss Group as a deliverable associated with a PREA Demonstration Grant and published on the Washington Association of Sheriffs and Police Chiefs (WASPC) website;
- Completion of a field-training audit by PREA Resource Center administrators and newly certified DOJ auditors at the Twin Rivers Unit of the Monroe Correctional Complex;
- Governor certification of statewide PREA compliance bringing an end to penalty grant fund reallocations;
- Establishment of a Headquarters Multi-Disciplinary Team to evaluate the needs of and housing and programming assignments for transgender and intersex offenders; members include Prisons Deputy Director, agency PREA Coordinator, Assistant Attorney General, Chief Medical Officer, Chief of Psychiatry, an Emergency Operations Corrections Specialist, stakeholders from the community, and other stakeholders as identified on a case-by-case basis; and
- 100% compliance achieved in an additional five (5) prison facilities and seven (7) work release facilities; bring the total audited to 20.

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Airway Height Corrections Center	100% compliance achieved in 02/2015 audit
Ahtanum View Work Release	100% compliance achieved in 11/2015 audit
Bellingham Work Release	Scheduled for audit 04/2016 **
Bishop Lewis Work Release	100% compliance achieved in 07/2014 audit
Brownstone Work Release	100% compliance achieved in 05/2015 audit
Cedar Creek Corrections Center	100% compliance achieved in 08/2014 audit
Clallam Bay Corrections Center	100% compliance achieved in 06/2015 audit
Coyote Ridge Corrections Center	Scheduled for audit 08/2016 ***
Eleanor Chase Work Release	100% compliance achieved in 05/2015 audit
Helen B. Ratcliff Work Release	100% compliance achieved in 07/2014 audit
Larch Corrections Center	100% compliance achieved in 11/2015 audit
Longview Work Release	Scheduled for audit 04/2016 **
Monroe Correctional Complex	Scheduled for audit 06/2016 **
Madison Inn Work Release	100% compliance achieved in 07/2014 audit
Mission Creek Corrections Center for Women	100% compliance achieved in 07/2014 audit
Olympia Work Release	Scheduled for audit 04/2016 **
Olympic Corrections Center	100% compliance achieved in 06/2015 audit
Peninsula Work Release	100% compliance achieved in 03/2015 audit
Progress House Work Release	100% compliance achieved in 03/2015 audit
Rap House / Lincoln Park Work Release	100% compliance achieved in 03/2015 audit
Reynolds Work Release	100% compliance achieved in 07/2014 audit
Stafford Creek Corrections Center	100% compliance achieved in 08/2014 audit
Tri-Cities Work Release	100% compliance achieved in 11/2015 audit
Washington Corrections Center	100% compliance achieved in 06/2015 audit
Washington Corrections Center for Women	100% compliance achieved in 07/2014 audit
Washington State Penitentiary	Scheduled for audit 05/2016 **

\*\* As of the publication of this report, these facilities had completed identified audits and had achieved 100% compliance

\*\*\*As of the publication of this report, the facility had completed identified audit and is in the final stages of corrective action completion.

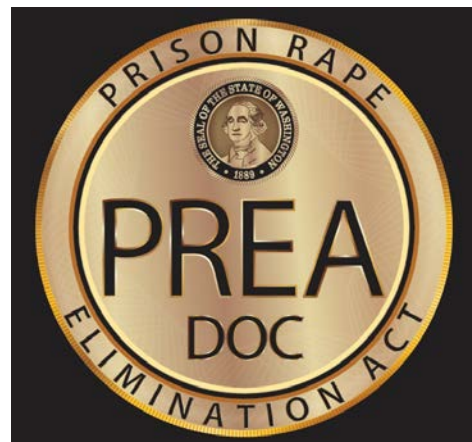
## GOVERNOR CERTIFICATION

Each Governor is required to annually certify statewide PREA compliance for all applicable “...facilities in the State under the operational control of the State’s executive branch, including facilities operated by private entities on behalf of the State’s executive branch.” (Standard 115.501) Three options are provided to Governors:

- Certification that the state and all applicable facilities are in full compliance with the National Standards to Prevent, Detect, and Respond to Prison Rape, 28 C.F.R. Part 115;
- Assurance that the state/jurisdiction will use not less than 5 percent of grant funds as identified by the Department of Justice to enable the state/jurisdiction to adopt and achieve full compliance with the National Standards to Prevent, Detect, and Respond to Prison Rape, 28 C.F.R. Part 115; or
- Decisions on the part of the Governor not to certify compliance or provide an assurance that the state/jurisdiction is moving toward compliance.

On May 15, 2015, Washington Governor Jay Inslee certified full PREA compliance for the state of Washington. Governor Inslee’s certification is included with this report.

The next certification evaluation will be conducted in March and then October of 2016.



**Certification Regarding Adoption and Full Compliance with  
the National Standards to Prevent, Detect, and Respond to Prison Rape  
2015**

Pursuant to 42 U.S.C. § 15607(e)(2), I certify to the U.S. Department of Justice (DOJ):

As the date of signature of this certification (in no case later than May 15, 2015), the State/jurisdiction named below has adopted, and is in full compliance with, the National Standards to Prevent, Detect, and Respond to Prison Rape, 28 C.F.R. Part 115.

If, after the date of signature of this certification, credible information should come to the attention of the undersigned (or his or her successor) that casts reasonable doubt on the accuracy of this certification as of the date of signature, the same shall conduct a reassessment and determine whether this certification was accurate as of the date of signature. If the certification is determined not to have been accurate, the undersigned or a designee will:

1. Within 15 days, notify DOJ via the email address below of the existence of the inaccuracy; and
2. Within 15 days of providing such notice,
  - a. Submit an Assurance signed by the Chief Executive (using the form provided by DOJ) indicating it as the State/jurisdiction will expend not less than 5% of its covered DOJ grant funds for FY 2015 to adopt, and achieve full compliance with, the National Prison Rape Standards (28 C.F.R Part 115), so as to ensure that a certification may be submitted in future years; or
  - b. Agree to return 5% of its covered DOJ grant funds for FY 2015 as calculated by DOJ.

  
 Signature of Chief Executive

Washington  
 Name of State/jurisdiction

Jay Inslee  
 Printed name of Chief Executive

5/15/15  
 Date

**This form must be received by the Department of Justice, PREA Management Office, by May 15, 2015. A signed, electronic version of this form may be sent to: [PREACompliance@usdoj.gov](mailto:PREACompliance@usdoj.gov).**

*A false statement in this certification or in the grant application that it supports may be subject to criminal prosecution, including under 18 U.S.C. § 1601 and 42 U.S.C. § 3795a. DOJ grants, including certifications provided in connection with such grants, are subject to review by the DOJ component that issued the grant and/or by the DOJ Office of the Inspector General.*

## AGGREGATE DATA

The following key is applicable for all data presented in this report:

Offender-on-Offender	Staff-on-Offender
ISA = Sexual Assault	SSH = Sexual Harassment
IASC = Sexual Abuse	SSM = Sexual Misconduct
ISH = Sexual Harassment	SOM = Other Misconduct
IOM = Other Misconduct	

WADOC has established definitions of misconduct under PREA that are far more broad and comprehensive than those published by the Department of Justice (DOJ). These definitions were the result of litigation as well as issues encountered during standard implementation. During 2016 and 2017, following completion of the first series of audits in all 26 WADOC facilities, PREA-related processes and definitions will be examined using the Lean Value Stream Mapping process by groups of stakeholders, which may result in bringing definitions more in line with DOJ publications. However, the data presented for 2015 utilizes these broader definitions, resulting in a significantly higher rate of allegations than found in similar correctional agencies. Definitions of misconduct used in data collection are attached to this report.

During calendar 2015, WADOC conducted investigations into 686 offender-on-offender allegations and 384 staff-on-offender allegations, for a total of 1,070 investigations. With an offender population of 17,381 in prison and work release facilities (12/31/2015), this results in a rate of 61.6 allegations per 1,000 offenders.

Of the allegations received during 2015, 166 (15%) were reported outside the facility in which the alleged incident occurred.



## Agency Sexual Abuse Data

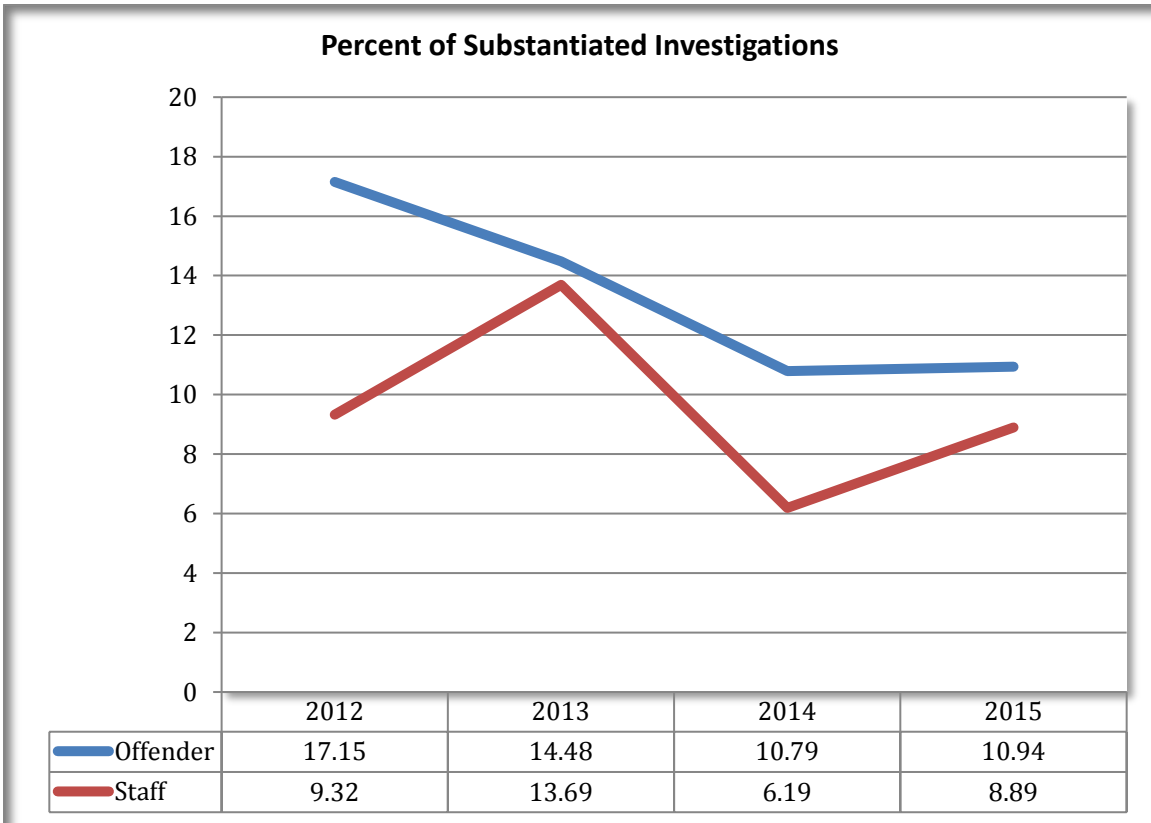
The following is the breakdown of allegations by type and finding for calendar year 2015:

Offender-on-Offender Allegations	Substantiated	Unsubstantiated	Unfounded	Open	Total
IASC	7	35	55	0	97
ISA	12	104	160	2	278
ISH	42	113	148	0	303
IOM	0	4	4	0	8
TOTAL	61	256	367	2	686

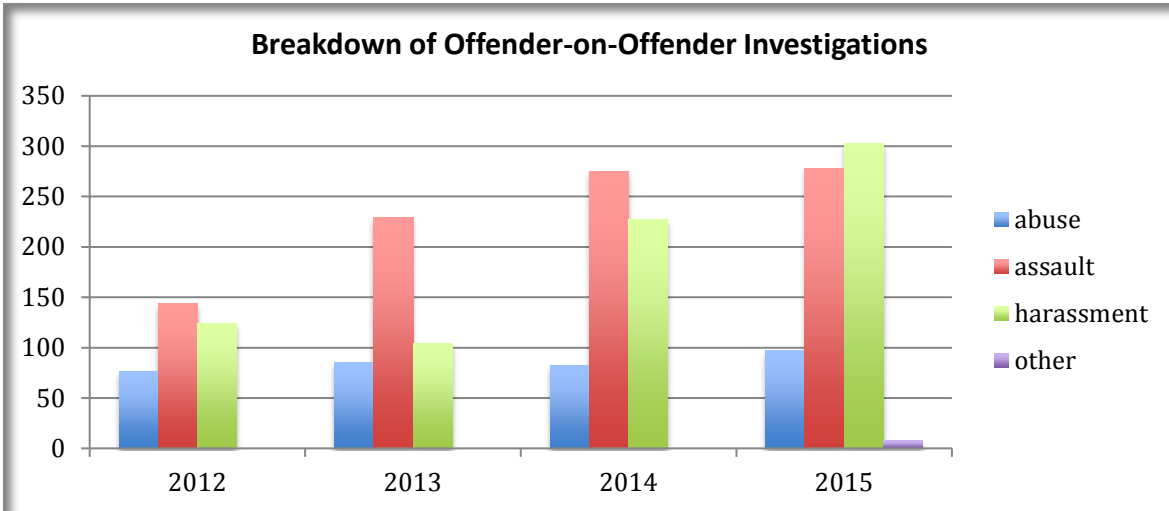
Staff-on-Offender Allegations	Substantiated	Unsubstantiated	Unfounded	Open	Total
SOM	0	3	3	0	6
SSH	8	19	106	0	133
SSM	34	47	163	1	245
TOTAL	42	69	272	1	384

An analysis of investigation and finding information over the past four (4) years indicates a trending increase in the number of investigations conducted based on allegations received but an overall decrease in the percent of substantiated allegations.

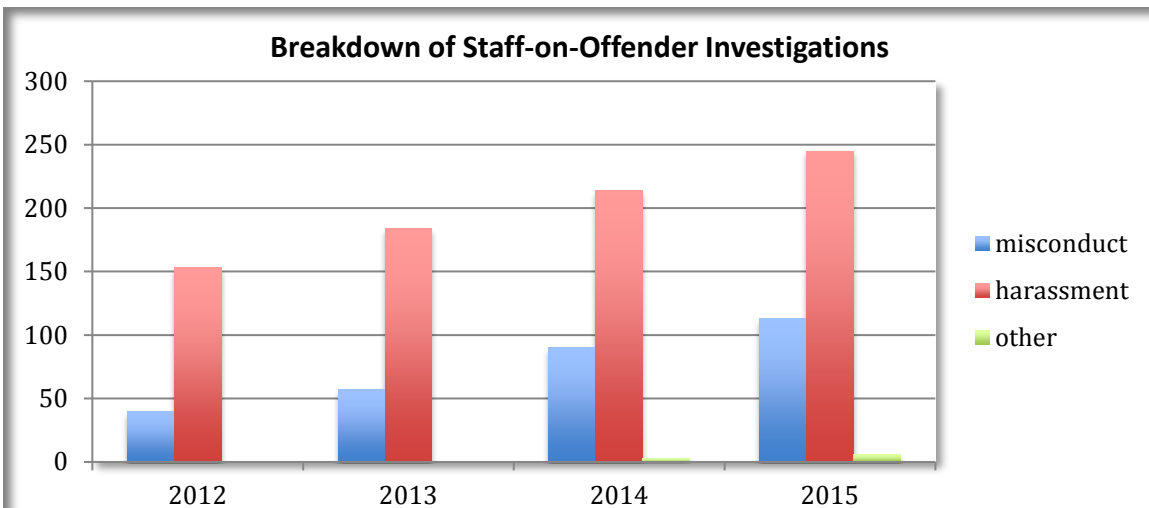
	Substantiated		Unsubstantiated		Unfounded		Open	
	Offender-Offender	Staff-Offender	Offender-Offender	Staff-Offender	Offender-Offender	Staff-Offender	Offender-Offender	Staff-Offender
2012	59	18	178	59	107	116	0	0
2013	65	33	199	48	186	160	0	0
2014	63	22	156	40	365	245	0	0
2015	61	42	256	69	367	272	2	1



A breakdown of the 2,064 offender-on-offender investigations over the last four (4) years by type of allegations illustrates that 16% were abuse, 45% were assault, 38% were harassment, and less than 1% were other forms of related misconduct (e.g., retaliation).



A breakdown of the 1,125 staff-on-offender investigations over the last four (4) years by type of allegations illustrates that 71% were sexual misconduct, 28% were harassment, and less than 1% were other forms of related misconduct (e.g., failure to report, retaliation, etc.).



## HOW ALLEGATIONS WERE REPORTED

Offenders are provided with multiple venues in which to report PREA allegations. The following is a breakdown of the ways in which allegations were received for the investigations conducted in 2015:

Method by which Allegations were received which Resulted in Internal PREA Investigations	#
Accusation by staff	2
Anonymous grievance	1
Anonymous kite	55
Anonymous notes and letters	6
Confidential information	13
Disciplinary appeal	2
Discovery	42
Discussion during treatment group session	1
Email (to Attorney General, Correspondence Unit, PREA mailbox)	3
External report entity	11
Grievance	79
Hotline	98
Kiosk	13
Kite	75
Note or letter (to Classification Counselor, Correctional Unit Supervisor, DOC, Attorney General, Assistant Secretary, Associate Superintendent, Deputy Director, Deputy Secretary, Governor, Investigator, Lieutenant, Officer, PREA Coordinator, Program Administrator, Property Room, Sergeant, State Senator, Superintendent, Unidentified Staff)	57
Staff disclosure	1
Telephone call (to Chaplain, HQ Health Services, HQ Investigations, Lieutenant, Superintendent, Deputy Director)	7
Verbal report to Staff (detail following)	599
Written statement (to Facility Administration, Jail Staff, Sergeant, Sex Offender Treatment Specialist, Unidentified Staff)	5
TOTAL	1,070

Of the 1,070 total investigations conducted, 29 were initiated based on information received from outside the agency (e.g., community members, jails, other state correctional agencies, etc.)

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All staff members are mandated to accept and report allegations received, including those made verbally, in writing and by third parties. Verbal reports to staff account for 56% of the total number of allegations received that resulted in an internal administrative investigation. The following table illustrates the position of the staff member receiving these verbal reports:

Internal Investigation Allegation Verbally Reported to...	#
A/C Cook	7
Captain	1
Chaplain	1
Classification Counselor	115
Clerical staff	1
Community Corrections Officer	14
Community Corrections Supervisor	2
Contract Staff	13
Correctional Industries Staff	6
Correctional Officer	65
Correctional Unit Supervisor	47
Corrections Specialist	16
Food Services Manager	2
Grievance Coordinator	1
Hearing Officer	13
Internal Auditor	1
Investigator	20
Jail Staff	14
Librarian	1
Lieutenant	33
Maintenance Staff	1
Medical Provider	25
Mental Health Provider	104
PREA Liaison	3
Records Specialist	1
Security Specialist	1
Sergeant	77
Sex Offender Treatment Specialist	10
Superintendent	1
Transport Officer	1
Volunteer	1
Warehouse Supervisor	1
TOTAL	599

The largest number of verbal reports has consistently been made to classification counselors and mental health practitioners, which is generally, based on the type of interactions these individual have with these staff members.



Offenders also used available reporting methods to report allegations about jurisdictions outside of WADOC:

Method by which Allegations were received regarding other Jurisdictions.	#
Discovery	6
Email (PREA mailbox, PREA Coordinator)	2
Grievance	2
Hotline	53
Kite	2
Letter to PREA Coordinator	7
Telephone call (to Classification Counselor, HQ Duty Officer, Mission Housing Administrator, Offender Change Division)	6
Verbal report to Staff	112
Written statement to Lieutenant	1
<b>TOTAL</b>	<b>191</b>

## DEMOGRAPHICS

The following is an overview of the offender population within WADOC.

Total Prison and Work Release Population as of 12/31/2015	
17,381	
Gender	
Male	92.4%
Female	7.6%
Race	
American Indian / Alaska Native	4.7%
Asian / Pacific Islander	3.6%
Black	18.1%
White	71.7%
Other	1.0%
Unknown	0.9%
Average Age	
38.5 years	

The following is demographic information for substantiated offender-on-offender PREA investigations. Please note that a single investigation may involve more than one offender victim or location.

Substantiated Offender-on-Offender Sexual Abuse, Assault and Harassment				
Total number of substantiated administrative investigations = 61				
Total Number of Victims = 65				
Total Number of Perpetrators = 61				
Gender	Victim		Perpetrator	
Male	57	87.7%	55	90.2%
Female	7	10.7	5	8.2%
Transgender	0	0.0%	1	1.6%
Unknown	1	1.5%	0	0.0%
Race	Victim		Perpetrator	
American Indian / Alaska Native	1	1.5%	4	6.6%
Asian / Pacific Islander	0	0.0%	1	1.6%
Black	5	7.7%	11	18.0%
White	58	89.2%	43	70.5%
Other	0	0.0%	1	1.6%
Unknown	1	1.5%	1	1.6%

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Age	Victim		Perpetrator	
< 18	0	0.0%	0	0.0%
18 – 24	14	21.5%	3	4.9%
25 – 29	10	15.4%	12	19.7%
30 – 34	11	16.9%	15	24.6%
35 – 39	9	13.8%	7	11.5%
40 – 44	7	10.8%	6	9.8%
45 – 54	8	12.3%	11	18.0%
55 +	5	7.7%	6	9.8%
Unknown	1	1.5%	1	1.6%

Substantiated Offender-on-Offender Sexual Abuse, Assault and Harassment Location		
Bathroom	5	6.7%
Cell	18	24.0%
Classroom / Program Activities Area	2	2.7%
Correctional Industries	4	5.3%
Correspondence	1	1.3%
Dayroom	18	24.0%
Dining Hall	5	6.7%
Dormitory Room	3	4.0%
Kitchen	1	1.3%
Public Area (breezeway, tier, foyer, hallway, walkway)	9	12.0%
Recreation Area (gym, yard)	4	5.3%
Shower	3	4.0%
Unknown	2	2.7%

PREA standards require the investigation of each allegation received. As a result, investigations may involve allegations of a historical nature.

Substantiated Offender-on-Offender Allegation Time Frame		
Allegations regarding 2015	57	87.6%
Allegations regarding 2014	3	4.6%
Allegations regarding timeframe prior to 2014	5	7.7%



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The following is demographic information for substantiated staff-on-offender PREA investigations. Please note that a single investigation may involve more than one offender victim or location.

Substantiated Staff-on-Offender Sexual Misconduct and Harassment				
Total number of substantiated administrative investigations = 61				
Total Number of Victims = 59				
Total Number of Perpetrators = 42				
Gender	Victim		Perpetrator	
Male	40	67.8%	14	33.3%
Female	19	32.2%	28	66.7%
Transgender	0	0.0%	0	0.0%
Unknown	0	0.0%	0	0.0%
Race	Victim		Perpetrator	
American Indian / Alaska Native	3	5.1%	0	0.0%
Asian / Pacific Islander	0	0.0%	1	2.4%
Black	13	22.0%	5	11.9%
White	38	64.4%	26	61.9%
Other	3	5.1%	2	4.8%
Unknown	2	3.4%	8	19.0%
Age	Victim		Perpetrator	
< 18	0	0.0%	0	0.0%
18 – 24	3	5.1%	2	4.8%
25 – 29	15	25.4%	9	21.4%
30 – 34	13	22.0%	5	11.9%
35 – 39	8	13.6%	7	16.7%
40 – 44	7	11.9%	1	2.4%
45 – 54	10	16.9%	3	7.1%
55 +	2	3.4%	8	19.0%
Unknown	1	1.7%	7	16.7%

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Substantiated Staff-on-Offender Sexual Misconduct and Harassment		
Cell	2	3.9%
Community	4	7.8%
Correspondence	5	9.8%
Dayroom	5	9.8%
Dormitory Room	1	2.0%
Janitor Closet	4	7.8%
Kitchen	1	2.0%
Library	1	2.0%
Medical	3	5.9%
Public Area (breezeway, tier, foyer, hallway, walkway)	4	7.8%
Recreation Area (gym, yard)	1	2.0%
Staff Area (officer station, staff office, control room, break room)	7	13.7%
Transportation Vehicle	1	2.0%
Unknown	9	17.6%
Visiting Room	1	2.0%
Warehouse	2	3.9%

PREA standards require the investigation of each allegation received. As a result, investigations may involve allegations of a historical nature.

Substantiated Staff-on-Offender Allegation Time Frame		
Allegation regarding 2015	42	71.2%
Allegation regarding 2014	8	13.6%
Allegation regarding timeframe prior to 2014	9	15.2%

Substantiated Staff Perpetrator Years of Service	Staff Sexual Harassment		Staff Sexual Misconduct	
	Count	Percentage	Count	Percentage
Less than 6 months	0	0.0%	1	2.9%
6 months to 1 year	1	12.5%	5	14.7%
1 to 5 years	0	0.0%	16	47.0%
5 to 10 years	3	37.5%	6	17.6%
More than 10 years	4	50.0%	2	5.9%
Unknown	0	0.0%	4	11.9%

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Staff Perpetrator Job Classification		
A/C Cook	3	7.1%
Chaplain	1	2.4%
Classification Counselor	2	4.8%
Clerical Staff	2	4.8%
Community Corrections Officer	1	2.4%
Contract Staff	5	11.9%
Correctional Industries Staff	1	2.4%
Correctional Officer	20	47.6%
Correctional Unit Supervisor / Correctional Mental Health Unit Supervisor	2	4.8%
Food Services Manager	1	2.4%
Librarian	1	2.4%
Mental Health Counselor	1	2.4%
Warehouse Staff	2	4.8%

## LOCAL REVIEW COMMITTEES

At a minimum, PREA standards require a review of all substantiated and unsubstantiated investigations of offender-on-offender abuse and assault and staff sexual misconduct. Appointing Authorities responsible for investigations may also conduct this level of review on other investigations on a case-by-case basis. Incident reviews are conducted by a multi-disciplinary team comprised of facility administration with input from supervisors, investigators, and medical or mental health practitioners. The following are some of the factors that are reviewed during this process:

- Motivation for the incident,
- Staffing,
- Physical barriers and physical plant layouts,
- Monitoring technology, and
- Indicated changes to agency policy and/or local procedures.

During 2015, a total of 275 local review committees were held across the agency. Of these, 75 resulted in some form of action plan. Elements included in action plans include, but are not limited to:

- Safety topics for staff meetings,
- Camera installation,
- Review of reporting responsibilities,
- Review of PREA standard and policy requirements with supervisors,
- Disciplinary or corrective actions regarding staff and offenders,
- Long-term separation of offender victims and perpetrators,
- Review of mental health referral requirements following allegation receipt,
- Installation of privacy curtain in clinic areas,
- Training regarding staff interactions with offenders and workplace professionalism,
- Installation of mirrors in laundry area,
- Removal of barriers to sightlines,
- Restriction of offender access to areas within the facility,
- Creation of restricted access for identified keys, and
- Video monitoring system installation in the property room.



## VICTIM ADVOCACY SERVICES

WADOC partners with the Department of Commerce Office and Crime Victim Advocacy (OCVA) and the Washington Coalition of Sexual Assault Programs (WCSAP) to provide victim advocacy services to offenders within agency facilities and offices.



Established in 1990, OCVA serves the State by advocating on behalf of victims seeking services and resources, administering grant funds for community programs working with crime victims, assisting communities in planning and implementing services for crime victims, and advising state and local government agencies of practices, policies and priorities that impact crime victims.



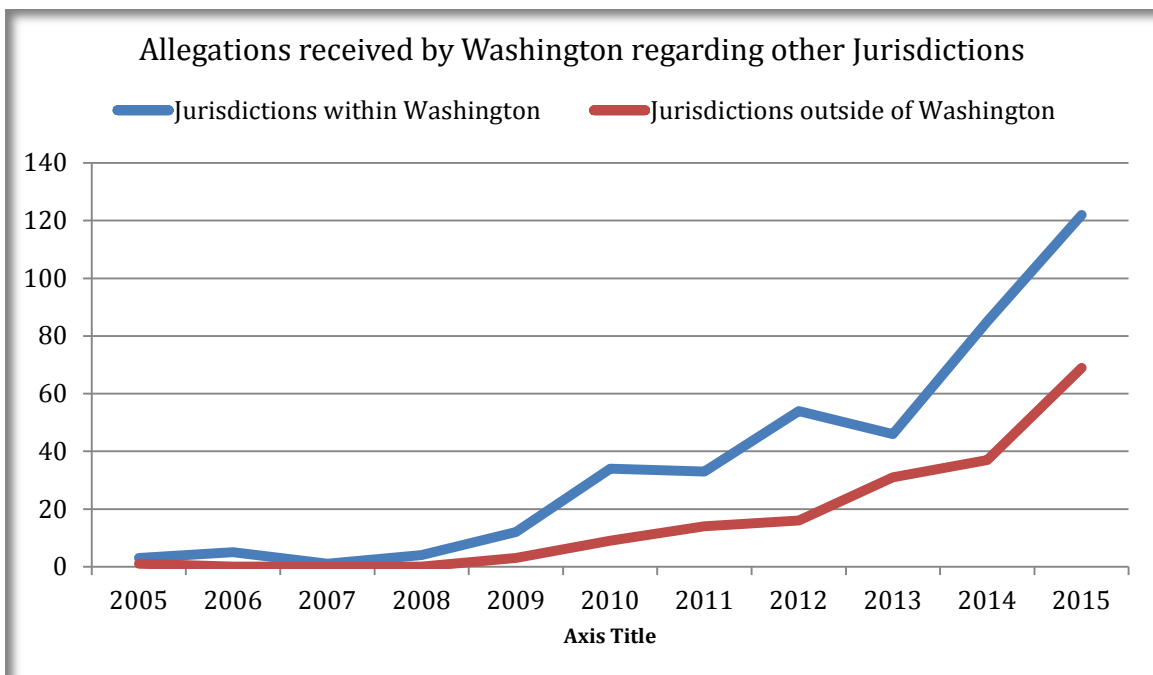
WCSAP is a non-profit organization that strives to unite agencies in the elimination of sexual violence. WCSAP provides information, training, and expertise to program and individual members who support victims, family and friends, the general public, and anyone who has been affected by sexual assault. Their activities include public policy, resources and publications, technical assistance, and trainings.

Offenders are provided the opportunity to initiate service provision through unrecorded, toll-free telephone calls to specially trained advocates from community sexual assault programs. Support can be provided regarding the offender's own sexual victimization or victimization of family and friends. During 2015, service provision expanded from telephone initiated services to on-site interactions between advocates and offenders. Partnered advocates also respond when an offender is transported to a local medical facility for a forensic medical examination following an allegation of aggravated sexual assault.

During 2015, a total of 173 calls were made to the OCVA victim services support line. During the next calendar year, this ground-breaking partnership will continue to grow in service provision, enhancing training for advocates, providing education to staff and offenders, and expanding in-person support to offenders during the forensic medical examination and related investigative interviews.

## SHARING ALLEGATION INFORMATION with other JURISDICTIONS

Standards require that the agency immediately forward any allegations received regarding other applicable jurisdictions. This fosters continued collaboration between these agencies. During calendar year 2015, WADOC received and forwarded a total of 191 allegations about other jurisdictions, 122 of those regarding agencies within the State of Washington, including city, county, regional and tribal correctional entities. An additional 69 allegations were received regarding agencies outside of Washington.



**CORRECTIVE ACTION / STRATEGIC PLANNING**



Based on a review of incident data and audits completed, the following corrective action plan is developed for 2016:

Issue	Corrective Action
Insufficient resource information to assist staff in understanding PREA standards and policy requirements	Develop practice audit interview questions in “plain talk”; reorganize PREA SharePoint to be more user friendly, expand resource information contained and open access to all agency staff; develop bank of scenarios and flashcard drills to be used in meetings and training venues as applicable
Offenders on community supervision frequently make false PREA allegations in order to obtain a change in assigned Community Corrections Officers	Develop means to hold community custody offenders accountable for false allegations; obtain Attorney General recommendations regarding potential breach of confidentiality issues related to the violation hearing process
Staff are inconsistently applying “knock and announce” protocols, concern has been expressed regarding PREA requirement with security objectives	Publish job aid with analysis of requirements based on type of housing unit; explore options such as buzzers or doorbells to more consistently announce; provide policy direction and training for staff
Facilities have experienced difficulties in effectively tracking approval, suspension, and training of contractors and volunteers, particularly those who provide services in multiple facilities, resulting in duplication of work and the need to implement manual facility-specific tracking systems that don’t adequately share information across the agency.	Explore expansion of existing HR tracking system to include accountability of contractor and volunteers; explore commercial options available for purchase to meet identified need
Issues have been discovered regarding gender of staff assigned to close observation areas and the ability to view cameras in control centers staffed by both male and female staff	Post notice to offenders in these areas that staff of both genders may be viewing cameras; provide verbal notification to offenders as they enter the area similar to “knock and announce” requirements in other housing areas, logging notifications provided to offenders

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Issue	Corrective Action
Inconsistency in documentation regarding staffing plans and required annual reviews; confusion between legislatively driven staffing models and staff plans	Establish template for use in staffing plan review; distribute resource information from the PREA Resource Center regarding requirements; establish schedule for statewide review
Difficulties experienced with tracking mental health follow-up meetings for offenders who experienced prior victimization or predation as identified in the PREA Risk Assessment; non-compliance issues are identified too late in the process for offenders to be offered meetings in required timeframes	Develop report from PREA Risk Assessment system identifying which offenders scored “yes” to identified questions; provide to each facility weekly to ensure all offenders have been provided with meeting opportunities before the 14 day timeframe has expired; expand system capabilities to automate mental health referrals based on scoring of identified assessment questions
Calls made to the PREA hotline are not always being received at HQ	Work with vendor to identify system issues; test phones to ensure issues have been resolved
The PREA vulnerability assessment tool is confusing and cumbersome, it is not being updated with sufficient frequency to meet intended purpose	Update the assessment tool to make it a document that is continuously updated based on completion of identified corrective action; implement a system whereby the tool is updated annually to incorporate changes in physical plant and/or process as well as analysis of incidents rather than a document that is re-created every three years
Offenders don’t understand the investigation process and therefore are hesitant to report some allegations	Develop an informational handout for offenders that explains the process when an allegation is made
Issues regarding confidentiality of PREA information possibly in conflict with state statutes regarding public disclosure of records	Obtain clarification of state public records requirements and develop policy guidance to ensure continued compliance with PREA standards
PREA Risk Assessment timeline specifications don’t match standard requirements for offenders transferring between facilities, facilities are manually tracking completion of assessments	Make revisions to PREA Risk Assessment system within the Offender Management Information Network (OMNI) to address deficiencies and concerns expressed by users



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The following are updates to corrective action items identified in previous annual reports:

Identified Issue / Deficiency	Report Year	Planned Corrective Action and Status Update
The PREA Risk Assessment is not always completed accurately or consistently	2014	<p><i>PLAN:</i> Review of current PREA Risk Assessment and guide to identify areas of concern, make changes and redeploy to applicable staff</p> <p><i>UPDATE:</i> Information Technology (IT) modifications are in process to PREA Risk Assessment system to address concerns expressed by users; quality review requirements have been added to policy to ensure deficiencies are addressed in a timely manner; update training modules to incorporate system revision and issue resolution</p> <p><i>STATUS:</i> Ongoing</p>
The audit proof documentation gathering is time consuming and not always done correctly	2014	<p><i>PLAN:</i> Providing access to agency level documents in SharePoint site developed to also provide innovate ideas working through the DOJ audit process</p> <p><i>UPDATE:</i> SharePoint site being updated to be more user friendly and contain more resource information; schedule of visits being developed to provide technological assistance and Compliance Manager / Specialist training</p> <p><i>STATUS:</i> Ongoing</p>
Unclear roles and/or responsibilities with investigations involving vulnerable adults	2014	<p><i>PLAN:</i> Work with the Department of Health Services – Adult Protective Services (APS) to identify specific responsibilities and roles</p> <p><i>UPDATE:</i> Interagency agreement has been finalized with APS to clarify roles and responsibilities, providing authorization to DOC to conduct administrative investigations; training being conducted to stakeholders involved in any investigation that may involve a vulnerable adult</p> <p><i>STATUS:</i> Complete</p>
No system in place to track housing reviews for transgender and intersex offenders	2014	<p><i>PLAN:</i> Create a process to identify initial and follow up housing reviews and steps to take when a review is upcoming or late</p> <p><i>UPDATE:</i> Logging system implemented at agency-level, with information shared as needed with applicable facilities; establish requirement for facility-level monitoring plans for all transgender and intersex offenders</p> <p><i>STATUS:</i> Complete</p>

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Identified Issue / Deficiency	Report Year	Planned Corrective Action and Status Update
Offenders and staff have limited knowledge on available victim advocacy services	2014	<p><i>PLAN:</i> Distribute information and training to staff; identify areas where information can be shared with offenders; train classification counselors to connect offender with services when they answer affirmatively to specific questions on the PREA Risk Assessment; add it to the response checklist</p> <p><i>UPDATE:</i> Focus groups have been conducted in four prison facilities to identify gaps; resource information for offender survivors have been distributed to all facilities; work is in process to expand services from telephone access to on-site support delivery and to develop educational materials for both staff and offenders.</p> <p><i>STATUS:</i> Ongoing</p>
Local Review Committees (LRC) are not conducted the same across the agency	2014	<p><i>PLAN:</i> Identify best practices; refine policy and practices.</p> <p><i>UPDATE:</i> Best practices identified; LRC processes will be included in the Value Stream Mapping analysis underway to evaluate PREA-related practices and identify opportunities for improvement; Appointing Authority training will be updated to provide clarification and incorporate any process revisions</p> <p><i>STATUS:</i> Ongoing</p>
Discipline is not consistent across the agency	2014	<p><i>PLAN:</i> Analyze discipline data and identify issues; work with disciplinary hearing officer, identified staff and facilities to address issues</p> <p><i>UPDATE:</i> Discipline data analyzed to identify issues; collaboration with Disciplinary Hearings Manager to develop clarified processes; policy revision published identifying who can conduct hearing for PREA-related infractions while incorporating a HQ-level appeal process; training provided to facility Hearing Officers</p> <p><i>STATUS:</i> Complete</p>
Evidence Control and Management is not consistent across the agency	2014	<p><i>PLAN:</i> Refine training and distribute across agency</p> <p><i>UPDATE:</i> Strategic plan element developed to comprehensively address updates to all existing PREA-related training and develop training to address identified gaps; evidence control and management training incorporated into strategic plan.</p> <p><i>STATUS:</i> Complete</p>

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Identified Issue / Deficiency	Report Year	Planned Corrective Action and Status Update
Insufficient data elements available to provide sufficient detail regarding how an allegation is received	2013	<p><i>PLAN:</i> Expand the data reporting venue elements available in the PREA database in the Offender Management Network Information (OMNI) system</p> <p><i>UPDATE:</i> The Data Collection Checklist was designed to be completed at the end of each PREA investigation; the form includes detailed information on how the allegation was received; in addition, more data was added to OMNI in order to capture additional information related to PREA; in 2015, the HQ PREA Unit will continue to gather data related to receiving allegations</p> <p><i>STATUS:</i> Complete</p>
Insufficient information documented from each investigation to identify risk areas/times within a facility	2013	<p><i>PLAN:</i> Implement the PREA Data Collection Checklist detailing case specific information and require completion / submission for each investigation</p> <p><i>UPDATE:</i> The Data Collection Checklist was designed to be completed at the end of each PREA investigation and includes information about the incident unit and location; in 2015, a pilot project will be launched to map PREA and violent incident to better identify areas of high risk</p> <p><i>STATUS:</i> Complete</p>
Incomplete data available regarding offender victim and perpetrator security threat group involvement, classification level, height/weight, crime of conviction, etc.	2013	<p><i>PLAN:</i> Collaborate with IT to develop a system whereby identified information regarding offenders can be obtained and analyzed</p> <p><i>UPDATE:</i> A request was created to include this data in the PREA database contained within the Offender Management Network Information system; work will continue based on IT priorities within the agency</p> <p><i>STATUS:</i> Ongoing</p>
Data regarding demographic information for agency staff (gender, age, race, years of service, position held) not available for comparison with demographic information obtained from investigations.	2013	<p><i>PLAN:</i> Collaborate with HR and IT to develop a system in which identified staff information can be obtained while maintaining system security</p> <p><i>UPDATE:</i> Collaboration resulted in internal protocols to obtain needed information</p> <p><i>STATUS:</i> Complete</p>
Location information is not consistently provided regarding unsubstantiated and unfound investigations to assist with identified of areas of risk within the facility	2013	<p><i>PLAN:</i> Implement data collection tolls to better collect location information in completed investigation reports</p> <p><i>UPDATE:</i> The Data Collection Checklist was created to be completed at the end of each investigation, which includes alleged incident unit and location</p> <p><i>STATUS:</i> Complete</p>

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Identified Issue / Deficiency	Report Year	Planned Corrective Action and Status Update
<p>Incomplete data regarding sanctions for substantiated offender on offender investigations of sexual misconduct; inconsistencies in handling of related infractions issued</p>	<p>2013</p>	<p><i>PLAN:</i> Provide training for Appointing Authorities; create local investigation review process with documentation to better track infraction / disciplinary information; provide training for Disciplinary Hearing Officers regarding requirements for infractions related to PREA investigations; established centralized oversight of sanction processes / results  <i>UPDATE:</i> The HQ PREA Unit hired a Research Analyst to collaborate with facilities when an infraction has not been written and resolving issues that arise; training was developed for Disciplinary Hearing Officers and Appointing Authorities to be distributed in 2015  <i>STATUS:</i> Complete</p>

In addition to identified corrective action, WADOC has developed the following strategic plan to further incorporate PREA principles and standards into agency culture:

- Processes related to PREA allegation reporting, triage, investigation, and follow-up will be examined using the Lean Value Stream Mapping process by groups of stakeholders. It is anticipated that the initial evaluation work will be completed by the end of 2016 with related action plans being implemented into 2017.
  - To include development of a system to clarify misconduct definitions and level of severity of PREA-related behaviors to better understand and represent data
- Review processes related to multiple mental health referrals associated with one allegation reported multiple times to staff to reduce redundancy and maximize service provision to offenders.
- Establishment of All-Gender Management workgroups to address unique needs of LGBTI offenders, to include communications, housing, offender orientation, property, searches, staff training, transportation, urinalysis testing, and visiting for friends and family; subject matter expertise to also be provided related to issues regarding labor unions, legal implications, and health services.
- Continuation of a comprehensive training plan, to include:
  - Revision to PREA 101, Appointing Authority Training, Training for Health Services, Pat Search Training, and Investigator Training with a module on Evidence Management.
  - Development of PREA 102, combining on-line training with scenario-based classroom training and incorporating modules for Shift Commanders and Duty Officers, PREA Response Teams, and First Responders as well as a module regarding red flag behaviors.
  - Development of LGBTI and transgender awareness training.
- Collaboration with the Washington State Patrol (WSP) in the development of a statewide sexual assault kit tracking system, overseen by WSP, that will also allow access by offender victims; ensuring compliance with House Bill 2530.
- Establishment of a Human Resource Advisory Group to evaluate the effectiveness of systems associated with the hiring and promotion of agency employees.
- Analysis of substantiated investigations to internally validate the PREA Risk Assessment, to maximize the effectiveness of the system in identification of potential victim and predators

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The following are updates to strategic plan elements included in prior PREA annual reports:

Strategic Plan Element	Report Year	Status Information
Implement processes to ensure access to DOC PREA hotline by hearing impaired offenders and family/friends with expansion to include TTY services	2013	TTY was implemented for the PREA hotline; will continue to explore updates and options to better service and access COMPLETE
Review and revise all PREA-related training to ensure it is current and applicable to participants; ensure training is responsive to identified needs and issues; develop / revise training identified to address deficiencies / enhance implementation	2013 and 2014	Plan element updated and incorporated in 2015 Strategic Plan COMPLETE
Develop strategic plan to implement results of sexual safety assessments completed by the Moss Group in applicable facilities; revise and/or develop training as indicated; develop strategic plan to carry lessons learned across agency facilities; complete and share toolkits developed as a strategy in the DOJ PREA Program Demonstration Grant ( <i>toolkit for jails and culture toolkit</i> )	2013 and 2014	Toolkits deployed in 2015; remaining action plan items regarding training have been updated and incorporated into 2015 Strategic Plan COMPLETE
Complete PREA vulnerability assessments in all prison and work release facilities according to schedule; completion by June 2015; facilities to identify risk areas and processes and develop applicable action plans to address	2013	All facilities have completed PREA vulnerability assessments and continue to update them with incident review and physical plan modifications COMPLETE
Work to strengthen relationships with law enforcement for assistance in investigation processes and training and referral when allegations appear to be criminal in nature; implement a process to track law enforcement and licensing referrals; establish agency-level team to incorporate law enforcement and prosecutors to identify gaps in process and build on relationships to increase the number of criminal investigations leading to successful prosecutions	2013 and 2014	Facilities have held meetings with local law enforcement to enhance collaboration; working to establish processes whereby the Executive Secretary of the Washington Association of Prosecuting Attorneys (WAPA) will also be notified when referrals are made to law enforcement agencies to assist with criminal proceedings; referrals will also be incorporated into the PREA Value Stream Mapping project initiating in 2016 ONGOING
Establish workgroup to review policies and processes regarding LGBTI offenders; formalize recommendations and implement identified training	2013	Plan element updated and incorporated in 2015 Strategic Plan COMPLETE

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Strategic Plan Element	Report Year	Status Information
PREA implementation Team to identify best practices throughout implementation and audit process for incorporation into policy and training as indicated / needed	2013	Best practices are shared through PREA Implementation Team members and posted to SharePoint site accessible to all agency staff COMPLETE
Continue to develop working relationships with external stakeholders such as PREA Resource Center and victim advocacy groups; expand offender access to community based victim advocacy services into Phase 3 of the agreement with the Office of Crime Victim Advocacy; finalize the on-site access process for victim advocacy services	2013 and 2014	Working with partnership steering committee to continue to enhance victim advocacy support services accessible to offenders ONGOING
Streamline the allegation triage process	2014	Analysis of triage processes to be included in the Lean Value Stream Mapping analysis of PREA systems ONGOING
Successful completion of DOJ audits in remaining facilities	2014	Audits have been completed in 20 of 26 facilities, achieving 100% compliance; remaining facilities scheduled for audits during 2016 ONGOING
Develop a system to monitor continuing compliance in facilities that have completed DOJ audits	2014	System in final developmental stages; anticipated for launch in 2016 ONGOING
Expand pool of DOJ certified audits within WADOC	2014	Two additional WADOC staff have completed training and are now certified DOJ auditors COMPLETE
Participate in DOJ certified auditor training and complete a mock audit at the Twin Rivers Unit of the Monroe Correctional Complex to assess compliance levels and identify gaps / deficiencies	2014	Field Training audit completed at the Twin Rivers Unit of the Monroe Correctional Complex in May 2015 COMPLETE
Start a pilot at WSP to look at mapping incidents of PREA and violence within the West Complex	2014	This project was temporarily placed on hold due to priority of competing IT issues; when resources allow, this project will be led by the Prisons Division rather than PREA as it incorporates overall violence mapping COMPLETE

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Strategic Plan Element	Report Year	Status Information
Develop a plan for implementation of trauma informed care	2014	Broader plan being developed to incorporate trauma-informed care across the agency rather than just PREA-related; no longer considered a PREA strategic plan element COMPLETE
Create a plan for ongoing notifications regarding staff, identifying the intent of the PREA standards and how facilities will continue to comply	2014	PREA Implementation Team worked with individual facilities to implement best practices tested by DOJ audits COMPLETE





## AIRWAY HEIGHTS CORRECTIONS CENTER

Airway Heights Corrections Center (AHCC) is two correctional facilities that house approximately 2150 adult male inmates. It is located 10 miles west of Spokane and employs over 600 staff. The main institution is a level 3 facility that has 3 medium custody units that house 260 inmates each, 3 minimum custody units that house 256 inmates each and a segregation unit that has 64 single cell beds. There is a level 2 facility co-located that can house 600 minimum custody inmates.

Offender-on-Offender Allegations	Substantiated	Unsubstantiated	Unfounded	Open	Total
IASC	0	4	6	0	10
ISA	2	10	17	0	29
ISH	8	25	14	0	47
IOM	0	1	2	0	3
TOTAL	10	40	39	0	89

Staff-on-Offender Allegation	Substantiated	Unsubstantiated	Unfounded	Open	Total
SOM	0	0	0	0	0
SSH	3	3	6	0	12
SSM	1	4	6	0	11
TOTAL	4	7	12	0	23

### AHCC Goals for 2016:

- AHCC has streamlined the process for handling PREA investigations and documentation. We have developed weekly and monthly forms to maintain requirements.
- The Food Factory has identified areas of concern and will add cameras to alleviate blind spots.
- The MI3 units in the main will be getting camera systems.

- The facility is in the process of funding for a PREA specialist to ensure proper handling/tracking of all PREA requirements.



## CEDAR CREEK CORRECTIONS CENTER

Cedar Creek Corrections Center (CCCC) is a minimum custody prison located in the Capital Forest, southwest of Olympia, Washington and houses approximately 480 adult male offenders in two dormitory style living units. Offenders at this facility have four years or less to serve on their sentence. Cedar Creek has work programs for all offenders, which are designed to help offenders gain skills necessary to be successful upon release. Offenders work for Correctional Industries, Community Service Crews, the Department of Natural Resources (DNR) Crews, facility operations (kitchen, maintenance, porters, etc.) and sustainability programs. The Department’s sustainability efforts began at Cedar Creek in partnership with the Sustainability in Prisons Project (SPP).

Offender-on-Offender Allegations	Substantiated	Unsubstantiated	Unfounded	Open	Total
IASC	0	0	0	0	0
ISA	0	0	7	0	7
ISH	1	0	2	0	3
IOM	0	0	0	0	0
TOTAL	1	0	9	0	10

Staff-on-Offender Allegation	Substantiated	Unsubstantiated	Unfounded	Open	Total
SOM	0	0	0	0	0
SSH	0	0	1	0	1
SSM	1	1	0	0	2
TOTAL	1	1	1	0	3

Cedar Creek has developed the following goals and/or corrective action for 2016:

- Complete new shower and toilet door installation
- Complete camera infrastructure project and beginning additional camera placements.
- Complete Phase 2 of the Lighting Improvements Project; launching Phase 3.
- Conduct future self-audits.
- Update PREA vulnerability assessment
- Maintain PREA compliance training for all employees, contract staff and volunteers.



## CLALLAM BAY CORRECTIONS CENTER

In 2015 Clallam Bay Corrections Center (CBCC) welcomed Ron Haynes as the Superintendent and saw Jeri Boe permanently elevated to Associate Superintendent of Programs.

The facility successfully completed the Prison Rape Elimination Act (PREA) Certification process. The facility met this challenge through a collaborative staff effort. PREA standards create an increased workload, an increase in training and physical plant adjustments to meet federal standards.

The Health Services section received a Department of Health (DOH) audit and had no violations. This is one of the few facilities in the state to achieve the distinction.

CBCC staff and offenders have also been a strong partner with the local community and charity organizations. For 15 years, offenders in the medium security complex of Clallam Bay Corrections Center (CBCC) have donated quarterly to Make-A-Wish® Alaska and Washington. The prison has participated in the fundraiser every year since 2000, and has contributed a total of \$18,716.79. This year, the regional organization honored the facility by naming it to the Make-A-Wish® Stardust Society, an honorary group for donors who have consistently contributed to the charity for at least a decade.

A few years ago some CBCC staff formed “Calm Waters” a non-profit organization for veterans. The facility, several staff and offenders, are engaged in this community partnership for the Wounded Warriors Project (WWP) in the local Sekiu/Clallam Bay area. Through hosting an annual fishing event and holding an auction of items donated by staff and offenders this year they raised \$5000.

Offender-on-Offender Allegations	Substantiated	Unsubstantiated	Unfounded	Open	Total
IASC	0	1	2	0	3
ISA	2	16	11	0	29
ISH	3	15	14	0	32
IOM	0	2	0	0	2
TOTAL	5	34	27	0	66

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Staff-on-Offender Allegation	Substantiated	Unsubstantiated	Unfounded	Open	Total
SOM	0	0	0	0	0
SSH	0	0	12	0	12
SSM	2	0	13	0	15
TOTAL	2	0	25	0	27

CBCC PREA goals for 2016 –

- Maintain compliance with all PREA standards and prepare for documentation gathering period starting at the beginning of 2017 for the 2018 PREA audit.
- Continue educating staff and offenders on PREA related issues.
- Work more with our local Victims Advocate group to learn how we can better assist each other when an emergency arises.
- Form a local facility PREA advisory committee to gain input on processes already in place and any new ones that come up.



## COYOTE RIDGE CORRECTIONS CENTER

Coyote Ridge Corrections Center (CRCC) is located in Connell, Washington and opened in 1992. It houses between 2,500-2,600 adult male individuals in medium, minimum, and long term minimum living units which includes ambulatory individuals (assisted living/nursing). The facility employs over 700 staff and 450 contract staff and volunteers that support and mentor the facility population.

Offender-on-Offender Allegations	Substantiated	Unsubstantiated	Unfounded	Open	Total
IASC	1	2	4	0	7
ISA	0	11	15	0	26
ISH	1	7	13	0	21
IOM	0	0	0	0	0
TOTAL	2	20	32	0	54

Staff-on-Offender Allegation	Substantiated	Unsubstantiated	Unfounded	Open	Total
SOM	0	0	0	0	0
SSH	1	0	7	0	8
SSM	2	1	7	0	10
TOTAL	3	1	14	0	18

CRCC has witnessed several accomplishments in regards to PREA. One major accomplishment is that the cultural change is becoming more apparent. Although we have always had a culture of protecting offenders, it is evident that the facility has taken the zero-tolerance stance seriously and has worked diligently to improve the sexual safety of offenders. CRCC continues to develop and create a culture where all individuals feel safe and free from sexual harassment and abuse.

It is also worth noting that the facility has begun working with community victim advocates to build a relationship and understanding of each agency's role in responding to sexual assaults. CRCC has been able to have Community Victim Advocates come into the facility to meet with individuals in a confidential manner to provide support to those who have been victims of sexual assault. This has proven to be advantageous to those who may feel victimized from past traumas as well as those affected by current circumstances.

During 2016, CRCC will be focusing on final preparation for their upcoming Department of Justice Audit, scheduled for August, 2016. The facility will also work with agency stakeholders to establish processes for issuing of appropriate undergarments and hygiene items for transgender offenders.





## LARCH CORRECTIONS CENTER

Larch Corrections Center was opened in 1956 as an honor camp. Originally, the facility housed 108 offenders received from the Washington State Penitentiary and the primary mission consisted of forestry-related work. Over the years, Larch Corrections Center continued to grow and by 1997 the facility’s population had reached its current level of 480 offenders. Forestry is still the facility’s primary assignment, however, as the culture has changed, so has the facility and its staff. Programs have expanded to include education, sustainability initiatives and evidence based rehabilitative programming opportunities. Offenders from Larch Corrections Center play a major role in the local community. On a daily basis crews are sent to clean parks, plant trees and respond to fires. Working hand and hand with the Department of Natural Resources, this workforce saves the taxpayers of Washington State millions of dollars each year and teaches positive work habits to incarcerated offenders.

Offender-on-Offender Allegations	Substantiated	Unsubstantiated	Unfounded	Open	Total
IASC	0	0	0	0	0
ISA	1	0	2	0	3
ISH	0	0	1	0	1
IOM	0	0	0	0	0
TOTAL	1	0	3	0	4

Staff-on-Offender Allegation	Substantiated	Unsubstantiated	Unfounded	Open	Total
SOM	0	0	0	0	0
SSH	0	0	2	0	2
SSM	1	0	3	0	4
TOTAL	1	0	5	0	6

The staff of the facility are very excited about where Larch Corrections Center has come from and even more excited about where they are going. Their primary goal for 2016 is to continue to reduce PREA complaints and incidents by:

- Make modifications to physical plant to include adding new doors and windows that allow staff to look into offices and reduce blind spots
- Enhance the incorporation of sexual assault prevention into the culture of the facility through continuing education, spending more time engaging staff in discussions regarding the importance of PREA, what PREA is, and how to report it.
- Demonstrate 100% compliance with standards through an audit conducted by Department of Justice certified, independent auditors.



## MISSION CREEK CORRECTIONS CENTER for WOMEN

Mission Creek Corrections Center for Women (MCCCW) is a minimum security re-entry institution, located in a remote area south of Bremerton, Washington, four miles outside of Belfair city limits. MCCCW maintains an average daily population of 312 female offenders. Offenders participate in therapeutic and academic programming. Most offenders are assigned jobs after arriving, including community service crews. MCCCW is dedicated to the transition of adult female offenders from higher custody settings to either a Work Release program or direct release to the community.

Offender-on-Offender Allegations	Substantiated	Unsubstantiated	Unfounded	Open	Total
IASC	0	0	1	0	1
ISA	0	2	0	0	2
ISH	3	5	1	0	9
IOM	0	1	0	0	1
TOTAL	3	8	2	0	13

Staff-on-Offender Allegation	Substantiated	Unsubstantiated	Unfounded	Open	Total
SOM	0	0	0	0	0
SSH	0	0	3	0	3
SSM	2	2	4	0	8
TOTAL	2	2	7	0	11

MCCCW PREA related goals for 2016 are:

- HQ will now be asked to investigate all PREA investigations where staff are involved. They are more thorough and in-depth.
- When assigning an investigation staff will need to check on the release date of the offender and ensure the investigation is completed prior to their release, if it is soon.
- MCCCW will continue to work on CAP items from the vulnerability assessment throughout the year.



## MONROE CORRECTIONAL COMPLEX

The Monroe Correctional Complex (MCC) is a 2600 bed, male, all-custody level facility located 30 miles northeast of Seattle. The facility is located on approximately 365 acres in the area of Monroe, Snohomish County, Washington. The complex consists of five units; Washington State Reformatory Unit (WSRU), Twin Rivers Unit (TRU), Special Offender Unit (SOU), Minimum Security Unit (MSU) and Intensive Management Unit (IMU). It has a management team which consists of One Superintendent A and two (2) Superintendent B's. Monroe is considered the hub of medical and psychiatric care for the Department of Corrections.

Offender-on-Offender Allegations	Substantiated	Unsubstantiated	Unfounded	Open	Total
IASC	2	9	8	0	19
ISA	2	24	30	9	65
ISH	10	30	42	0	82
IOM	0	0	0	0	0
TOTAL	14	63	80	9	166

Staff-on-Offender Allegation	Substantiated	Unsubstantiated	Unfounded	Open	Total
SOM	0	0	0	0	0
SSH	1	2	28	0	31
SSM	6	4	28	0	38
TOTAL	7	6	56	0	69

MCC's Goals for 2016 are:

- To utilize the Department of Justice's (DOJ) MOCK Audit Report Analysis, Corrective Action Plan, to prepare Monroe Correctional Complex (MCC) for the Department of Justice PREA Audit in June of 2016.
- To ensure the offender's mental health status is taken into consideration during the disciplinary process. MCC houses a large number of the mentally ill offenders. It was discovered that their mental health status was not taken into consideration when infracting and/or determining the type of sanctions. We are now ensuring that we consider whether an offender's mental disabilities or mental illness contributed to behavior when determining what type of sanction, if any, should be imposed.



## OLYMPIC CORRECTIONS CENTER

Olympic Corrections Center is a minimum custody facility that supports reentry needs. It is comprised of 3 separate living units, each with its own focus. The Hoh Unit is the transition unit for offenders. The Clearwater Unit primarily supports the Department of Natural Resources and the Ozette Unit addresses chemical dependency needs and is the Therapeutic Community Unit, along with a 28 bed Secured Housing unit. The facility’s mantra is “Full Productive Day” and each offender is expected to work, go to school if needed and program in areas that will provide better chances of success addressing their vocational, education and chemical dependency needs.

Offender-on-Offender Allegations	Substantiated	Unsubstantiated	Unfounded	Open	Total
IASC	0	0	1	0	1
ISA	1	0	2	0	3
ISH	1	2	6	0	9
IOM	0	0	0	0	0
TOTAL	2	2	9	0	13

Staff-on-Offender Allegation	Substantiated	Unsubstantiated	Unfounded	Open	Total
SOM	0	0	0	0	0
SSH	0	0	7	0	7
SSM	1	0	1	0	2
TOTAL	1	0	8	0	9

In June 2015, Olympic Corrections Center completed its Federal PREA Compliance Audit. OCC completed the process with only four corrective action items, these areas were completed through providing documentation of training completions, updating processes to provide for a 30 day follow-up assessment of offenders, and updating the agency brochure to provide critical elements of offender orientation.

In 2016 Olympic Corrections Center will continue to make offenders safe through raising the awareness of PREA Related issues and completing timely training compliance.





## STAFFORD CREEK CORRECTIONS CENTER

Stafford Creek Corrections Center (SCCC) is an all-male adult facility located on 210 acres in Aberdeen Washington. It has been continuously operated since 2000. The current operating capacity is 1933 individuals, which includes beds at SCCC’s Intensive Management Unit (IMU), with an average daily population of 1906.

Offender-on-Offender Allegations	Substantiated	Unsubstantiated	Unfounded	Open	Total
IASC	0	1	7	0	8
ISA	0	0	14	0	14
ISH	2	3	17	0	22
IOM	0	0	0	0	0
<b>TOTAL</b>	<b>2</b>	<b>4</b>	<b>38</b>	<b>0</b>	<b>44</b>

Staff-on-Offender Allegation	Substantiated	Unsubstantiated	Unfounded	Open	Total
SOM	0	0	1	0	1
SSH	1	0	4	0	5
SSM	3	2	12	0	17
<b>TOTAL</b>	<b>4</b>	<b>2</b>	<b>17</b>	<b>0</b>	<b>23</b>

SCCC Goals for 2016

- We have been preparing, going over documentation, and doing Vulnerability Assessments to ensure that SCCC is in compliance with all the PREA policies and standards and prepared to pass the up and coming PREA Audit in 2017.
- We have recruited staff for the PREA Response Team. We have training scheduled for evidence preservation and we will be utilizing an area in our IMU to do a drill with the PREA Response Team, to ensure that everyone knows their roles on the team. We are also currently in the process of replacing the PREA kits from backpacks to a cart/toolbox.
- We are currently working with Beyond Survival (SCCC Victim Advocates) to set up trauma classes for individuals that have been victim to PREA or sexual abuse.
- Our transgender population has grown significantly. Our staff have been trained on transgender pat searches and how to appropriately address the individuals.



## WASHINGTON CORRECTIONS CENTER

WCC is comprised of the Reception and Diagnostic Center, the Training Center and the Intensive Management Unit (IMU). The Reception and Diagnostic Center is the receiving unit for all male felons sentenced to prison in Washington State, except for those sentenced to the death penalty. The Reception and Diagnostic Center is comprised of six living units and houses 1500 offenders. It is a close custody facility with the primary responsibility to process, test, and classify all adult male felons. Once classified, offenders are placed in one of the 13 Department institutions that best meets their needs. This may include placement in the WCC Training Center which is comprised of two general population living units. The Intensive Management Unit has 134 maximum custody beds designed to be used for offenders who adjust poorly to institution rules and policies.

Offender-on-Offender Allegations	Substantiated	Unsubstantiated	Unfounded	Open	Total
IASC	0	2	14	0	16
ISA	0	6	39	0	45
ISH	7	1	14	0	22
IOM	0	0	2	0	2
TOTAL	7	9	69	0	85

Staff-on-Offender Allegation	Substantiated	Unsubstantiated	Unfounded	Open	Total
SOM	0	0	0	0	0
SSH	0	0	14	0	14
SSM	0	0	10	0	10
TOTAL	0	0	24	0	24

The Washington Corrections Center has developed the following goals and/or corrective action for 2016:

- Collaborate with the Washington State Penitentiary to add DVD players to transport buses which will play the PREA orientation video with OCVA information for offenders while they are in transit.
- Initiate a meeting with Mason County Sheriff's office to review/revise the Memorandum of Understanding to better meet PREA Standard 115.22, documenting responsibilities when investigating sexual assault or sexual abuse.
- Update the process for entering chronos for offenders who receive orientation via interpreter or use of low comprehension tools.



## WASHINGTON CORRECTIONS CENTER for WOMEN

WCCW is a female prison with an offender population as 11/15/2016, of approximately 948 offenders and 38 offenders housed at Yakima County Jail due to bed space availability.

Offender-on-Offender Allegations	Substantiated	Unsubstantiated	Unfounded	Open	Total
IASC	1	3	4	0	8
ISA	0	4	4	0	8
ISH	1	2	17	0	20
IOM	0	0	0	0	0
<b>TOTAL</b>	<b>2</b>	<b>9</b>	<b>25</b>	<b>0</b>	<b>36</b>

Staff-on-Offender Allegation	Substantiated	Unsubstantiated	Unfounded	Open	Total
SOM	0	1	1	0	2
SSH	1	1	7	0	9
SSM	2	5	30	0	37
<b>TOTAL</b>	<b>3</b>	<b>7</b>	<b>38</b>	<b>0</b>	<b>48</b>

In 2015 WCCW requested and was approved to upgrade the camera system and video monitoring system along with installing additional cameras along with the existing cameras. This project will begin in 2016 and is scheduled to be completed sometime in early December 2016. In addition to upgrading and installing the new cameras and video monitoring system, WCCW has conducted new building assessments to identify any additional blind spots in and around all buildings at the facility. WCCW has also set-up a process to allow offenders to request in-person victim advocacy appointments and has created a beneficial relationship with Rebuilding Hope, a community based advocacy program, to assist WCCW offenders with victimization issues.



## WASHINGTON STATE PENITENTIARY

The Washington State Penitentiary (WSP) is located in Walla Walla Washington and houses approximately 2,500 adult male offenders in minimum, medium, close and maximum custody units. There are approximately 1,025 staff employed at the facility in a wide range of job classes including correctional officers, counselors, medical/mental health, support services, correctional industries, etc. The facility also partners with the Walla Walla Community College and employs about 50 contract staff to provide education services to inmates.

The WSP PREA Office includes a full-time and a ½ time Corrections Specialist, and an Office Assistant 3 who work collaboratively with all staff to ensure facility compliance with the PREA standards.

Offender-on-Offender Allegations	Substantiated	Unsubstantiated	Unfounded	Open	Total
IASC	2	10	2	0	14
ISA	4	26	15	2	47
ISH	2	23	7	0	32
IOM	0	0	0	0	0
TOTAL	8	59	24	2	93

Staff-on-Offender Allegation	Substantiated	Unsubstantiated	Unfounded	Open	Total
SOM	0	2	0	0	2
SSH	0	8	13	0	21
SSM	4	7	22	0	33
TOTAL	4	17	35	0	56

In 2015, efforts were focused on preparing for the Department of Justice PREA audit scheduled for May 2016. The completion of a facility-wide vulnerability assessment resulted in the following changes:

- Installation of shower stalls in Units 6 and 8
- Toilets removed from Unit 6, 8 and 10 dayrooms
- Installation of bathroom (toilet) stalls in the East Complex Kitchen
- All custody staff received updated pat search training
- Installation of privacy curtains in the BAR Unit, Legal Library, and South Complex Gym bathrooms
- Added additional signage regarding “knock and announce”
- Installation of mirrors in blind spots
- Remove toilet and shower in East Complex Recreation Yard
- Install doors on the inmate bathrooms in the Engineers Department
- Lock out the shower valve in the Engineers Department
- Remove toilet in the Fix-It Shop
- Modified showers in the Intensive Management Unit North and South for additional privacy
- Requested additional cameras for a several areas
- Modified clean room processes to allow offenders to wear a modesty towel

In addition, staff have:

- Met with local law enforcement to discuss roles and responsibilities
- Continued to participate as a member of the statewide PREA Advisory Council
- Entered into a written agreement with the local sexual assault victim advocacy group (YWCA) to provide on-site victim advocacy for inmate victims
- Participated in Operational Meetings involved Shift Commanders, Unit Managers, Captains, Correctional Program Managers to present PREA Information
- Co-chaired the Local PREA Review Committee which met monthly (as needed)
- Met with representatives from Providence St. Mary’s Medical Center including a SANE nurse and staff from the YWCA (victim advocate)

## WORK RELEASE FACILITIES

The Washington State Department of Corrections operates 16 work releases across the state. Eligible offenders spend up to the last six months of their sentence in this partial confinement option, living and working in the community. Offenders focus, with assistance, on establishing positive support networks with family, friends and the community. In addition to securing employment and developing support, offenders continue to participate in programs to address high risk behaviors, life skills and family reunification.

Offender-on-Offender Allegations	Substantiated	Unsubstantiated	Unfounded	Open	Total
IASC	0	0	0	0	0
ISA	0	0	0	0	0
ISH	3	0	0	0	3
IOM	0	0	0	0	0
TOTAL	3	0	0	0	3

Staff-on-Offender Allegation	Substantiated	Unsubstantiated	Unfounded	Open	Total
SOM	0	0	0	0	0
SSH	0	0	0	0	0
SSM	1	4	1	0	6
TOTAL	1	4	1	0	6

The work release facilities have not had any aggravated sexual assaults and the number of cases is very low. Facility staff continue to improve operations to provide a safe environment for transitioning offenders. In the past year, the facilities have, through ongoing reviews of their Vulnerability Assessments, improved sexual safety. Goals were identified at the facility level as well as at the Work Release Local PREA Review Committee. These goals included, upgraded camera systems, better placement of cameras, reduction of blind spots, increased staff presence by facility walk throughs, and improving monitoring plans for potentially vulnerable offenders.



Ahtanum View Work Release



Bellingham Work Release



Bishop Lewis Work Release



Brownstone Work Release



Clark County Work Release



Eleanor Chase Work Release



Helen B. Ratcliff Work Release



Longview Work Release



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Madison Inn Work Release



Olympia Work Release



Peninsula Work Release



Progress House Work Release



Rap House / Lincoln Park Work Release



Reynolds Work Release



Snohomish Work Release



Tri-Cities Work Release



## OFFENDER CHANGE DIVISION

The Offender Change Division is comprised of two primary organizational functions. The first is operational units and the second treatment/programming. Operations units include: headquarters classification, statewide transportation and extraditions, community hearings, civil commitment and quality assurance. Treatment/Programming units include: cognitive behavior change programs, substance abuse recovery unit, sex offender treatment and assessment, law enforcement notification, and education. Operations and programming are delivered statewide in prisons, community corrections and at DOC headquarters.

Offender-on-Offender Allegations	Substantiated	Unsubstantiated	Unfounded	Open	Total
IASC	1	3	4	0	8
ISA	0	1	0	0	1
ISH	0	0	0	0	0
IOM	0	0	0	0	0
TOTAL	1	4	4	0	9

Staff-on-Offender Allegation	Substantiated	Unsubstantiated	Unfounded	Open	Total
SOM	0	0	0	0	0
SSH	0	2	0	0	2
SSM	3	1	3	0	7
TOTAL	3	3	3	0	9

In 2016, the Offender Change Division will take the following actions:

- SARU: the DOC’s contracted vendor, Spectrum Health Services (SHS) will provide training specific to “maintaining professional boundaries with scenarios and a quiz.” A portion on “offender manipulation with scenarios” will be incorporated into their annual ethics training.
- SARU: SHS will send a memo to all employees working with patients reminding them of the rules related to accepting gifts from offenders and common red flags to be observant of. Additionally, SHS was tasked with modifying their supervision strategy to include observing employees work spaces and monitoring one on one treatment appointments to ensure only current patients are being seen and to ensure one to one sessions occur only as clinically indicated per the ASAM level of care.
- The Sex Offender Treatment Program will institute quarterly refresher training on PREA reporting and confidentiality expectations. Additionally, the program will institute training with clinical staff related to the role of the clinician and the interplay of treatment needs specifically related to PREA subject matter and PREA policy.

The Community Corrections Division, Correctional Industries and Health Services oversee only staff-on-offender PREA investigations. Any investigation into allegations of offender-on-offender sexual misconduct would be conducted by either local law enforcement for offenders on community supervision or by the facility administrator for offenders incarcerated in a prison or work release facility. As such, these divisions will only be reporting data regarding staff-on-offender investigations.

## COMMUNITY CORRECTIONS DIVISION

The Community Corrections Division consists of field offices, community justice centers and outstations across the state of Washington with responsibility to supervise approximately 17,000 offenders in the community. Community Correction Officers (CCO) meet with offenders in field offices, at offenders’ homes, schools and places of employment. Offenders are offered evidence-based programs and cognitive behavioral interventions including Thinking for a Change, Chemical Dependency, domestic violence treatment, sex offender treatment and mental health treatment. Work Crews provide an opportunity for offenders to give back to the community by cleaning up litter and clearing public areas and is funded through state, county and municipal contracts. To assist offenders with transition, numerous community partnerships have been established, to include the Department of Veteran Affairs and local community colleges, some of which offer offenders GED preparation, Life Skills to Work, and Go2Work classes. Community Corrections partners with law enforcement and have outstations in many local police departments and tribal authorities.

Staff-on-Offender Allegation	Substantiated	Unsubstantiated	Unfounded	Open	Total
SOM	0	0	0	0	0
SSH	0	1	1	0	2
SSM	1	2	12	1	16
TOTAL	1	3	13	1	18

Data reveals that 13 out of 18 PREA allegations made in the Community Corrections Division (CCD) during this reporting period were unfounded. Presently, there is no mechanism to hold individuals on supervision accountable for making false allegations against staff. In contrast, individuals incarcerated in Prison and Work Release are subject to receiving disciplinary sanctions for the same behavior. CCD is currently working with PREA Coordinator Beth Schubach, Senior Assistant Attorney General Tim Lang, and Hearings Administrator Reco Rowe to update policies and develop processes that will provide the same level of accountability for individuals under supervision in the community.

### CCD PREA Goals for 2016:

- Ensure all division staff are compliant with annual in service PREA training.
- Designate a PREA Coordinator for each section within the divisions three regions

## CORRECTIONAL INDUSTRIES

Correctional Industries, a division of the Department of Corrections, is a voluntary training and workforce development program. Working with 2,200 incarcerated individuals at twelve (12) facilities, statewide. CI work programs are modeled after the real-world and focus on developing a person’s technical and social skills. By linking basic skills, vocational skills, and on-the-job training, individuals are better prepared for employment as well as life challenges upon release.

Staff-on-Offender Allegation	Substantiated	Unsubstantiated	Unfounded	Open	Total
SOM	0	0	0	0	0
SSH	1	1	0	0	2
SSM	1	4	0	0	5
TOTAL	2	5	0	0	7

### CI PREA Goals for 2016

In 2016 Correctional Industries will continue working with each of the facilities to ensure staff and incarcerated individuals understood and followed all policies and procedures. Also in 2016, with major construction taking place at both Food Factories, CRCC and AHCC, CI will work with the facilities and contractors to eliminate any potential blind/trouble spots.

## HEALTH SERVICES DIVISION

Health Services provides the constitutionally required level of medically necessary health care to the prison population at all prison sites. Services include emergency response, health care screening, treatment, medication, and continuity of care transition services.

Staff-on-Offender Allegation	Substantiated	Unsubstantiated	Unfounded	Open	Total
SOM	0	0	0	0	0
SSH	0	1	1	0	2
SSM	2	9	10	0	21
TOTAL	2	10	11	0	23

Health Services PREA-related goals for 2016 are:

- Collaboration with CBCC administration to include camera expansion in the HS clinic in the facility camera expansion plan with expected implementation in 2017 and 2018.
- Focusing more on training compliance and clinical supervision, with the clinical supervision piece encompassing professional communication and boundaries.
- Implementation of a system at WSP to rotate clinic offender porters so as to mitigate over familiarization risks.

## DEFINITIONS

**Sexual Misconduct** includes aggravated sexual assault, offender-on-offender sexual assault, sexual abuse, and sexual harassment. It also includes staff-on-offender sexual harassment and staff sexual misconduct.

**Staff** include Department employees, contract staff, volunteers, and any other person providing services in Department facilities or offices.

Consensual, non-coerced sexual activity between offenders is prohibited by Department rule, but is not defined as a violation of PREA policies.

The following definitions are applicable to Department policies relating to sexual misconduct:

- A. **Aggravated Sexual Assault** includes sexual acts perpetrated by either staff or an offender that occurred within the previous 120 hours and involve penetration or exchange of body fluids.
- B. **Offender-on-Offender Sexual Assault** is an incident in which one or more of the following acts occurs between 2 or more offenders without an offender's consent or when an offender is unable to consent or refuse:
  - 1. Contact between genitalia (i.e., penis, vagina) or between genitalia and the anus involving penetration, however slight. This does not include kicking, grabbing, or punching genitals when the intent is to harm or debilitate rather than sexually exploit.
  - 2. Contact between the mouth and the penis, vagina, or anus.
  - 3. Penetration of the anal or genital opening of another person by a hand, finger, or other object.
  - 4. Coerced sexual activity in response to pressuring, offer of protection, payment of debt, etc.
  - 5. Threatening an offender with sexual misconduct.
  - 6. Engaging in sexual activity for payment (i.e., prostitution).
  - 7. Attempted sexual assault.
- C. **Offender-on-Offender Sexual Abuse** includes sexual contact between 2 or more offenders without an offender's consent or when an offender is unable to consent or refuse, including intentional touching, either directly or through the clothing, of the genitalia, anus, groin, breast, inner thigh, or buttock of the victim. This does not include kicking, grabbing, or punching when the intent is to harm or debilitate rather than sexually exploit.
- D. **Staff Sexual Misconduct** includes the following acts when performed by staff:

1. Engaging in sexual intercourse with an offender.
  - a. Sexual intercourse includes vaginal, anal, and oral intercourse, as well as the penetration of an offender’s vagina or anus with an object, when such penetration is not performed for the purpose of providing medical care or is without a legitimate penological purpose.
2. Allowing an offender to engage in sexual intercourse as defined above with another staff.
3. Intentionally touching, either directly or through clothing, the genitalia, anus, groin, thigh, or buttock of an offender or the breast of a female offender without a legitimate penological purpose.
4. Compelling or allowing an offender to touch the genitalia, anus, groin, thigh, breast, or buttock of a staff or another offender, either directly or through clothing, without a legitimate penological purpose.
5. Kissing an offender, or allowing oneself to be kissed by an offender.
6. Knowingly exposing one’s genitalia, anus, groin, thigh, breast, or buttock to an offender.
7. Observing an offender’s partially or fully naked body or an offender engaging in a sexual act with him/herself or another offender without legitimate penological purpose. This does not include inadvertent or unavoidable observation or when such observation is the result of offender initiated actions (e.g., flashing).
8. Engaging in any of the following acts for the purpose of gratifying the sexual desire(s) of any person or getting an offender to engage in staff sexual misconduct, or when the act has sexual undertones (i.e., can reasonably be inferred to be sexual in nature, judged according to a reasonable person’s reaction to a similar act under similar circumstances):
  - a. Making comments about an offender’s body intended to abuse, humiliate, harass, degrade, or arouse any person.
  - b. Making demeaning or sexually oriented statements/gestures in the presence of an offender.
  - c. Exchanging personal letters, pictures, phone calls, or contact information with an individual known to be under Department jurisdiction or the immediate family of an individual known to be under Department jurisdiction unless expressly authorized by the Secretary/designee.
  - d. Exchanging personal information with an individual known to be under Department jurisdiction, or his/her immediate family, intended to abuse, humiliate, harass, degrade, or arouse any person and/or in an effort to get an offender to engage in staff sexual misconduct.



- e. Engaging in a personal relationship with an individual known to be under Department jurisdiction, including but not limited to residing with such an individual, without legitimate penological purpose unless expressly authorized by the Secretary/designee.
  - f. Threatening, intimidating, coercing, or using abusive language toward an offender.
  - g. Dealing, offering, receiving, or giving favors or anything of value to an individual known to be under Department jurisdiction for purposes of bribing, grooming, or otherwise seeking to engage him/her in illegal activities prohibited by policy, or for purposes otherwise prohibited in this section.
  - h. Pat or strip searches conducted in violation of DOC 420.310 Searches of Offenders, DOC 420.325 Searches and Contraband for Work Release, DOC 420.390 Arrest and Search, and/or operational memorandums.
- 9. Threatening, bribing, or coercing an offender to engage in staff sexual misconduct.
  - 10. Attempting to engage in staff sexual misconduct.
  - 11. Purposefully helping another person engage in staff sexual misconduct.
  - 12. Discouraging or preventing offenders and/or staff from making good faith reports of staff sexual misconduct.
- E. **Sexual Harassment** includes:
- 1. Deliberate or repeated, unsolicited statements or comments of a sexual nature directed to any individual, including demeaning references to gender or derogatory comments about body or clothing.
  - 2. Repeated profane or obscene language/gestures of a sexual nature.