PREA AUDIT: AUDITOR'S SUMMARY REPORT COMMUNITY CONFINEMENT FACILITIES





	Reynolds Work Release	The Print of the P	
Physical Address:	410 4 th Avenue. Seattle, W	A 98104	
Date report subm	itted: 8-25-14	A REAL PROPERTY AND A REAL	
Auditor Informat	ion		
Address: 2862 Se	outh Circle Drive Colorado	Spring, CO 80906	
	chuletta@state.co.us		
	per: 719-226-4696		
Date of facility vis			
Facility Informati			
Facility mailing ac	Idress: (if different from at	pove) P.O. Box 41100, Olympia, WA 98504	
Telephone number	er: 360-725-8800		
The facility is:			
Military	Coun		
 Private for private not fo 		icipal 🛛 State	
	rpront		
Facility Type:	Community	Community based	
Facility Type.		Confinement facility	
		Mental health facility	
		Other:	
	rehabilitation center	the second	
Name of Facility	Head: Xandis Phillips	Title: Community Corrections Supervisor	
E-Mail Address:	xcphillips@doc1.wa.gov	Phone Number: 206-340-4567	
Agency Informati	ion		
Name of agency:	Washington Department o	of Corrections	
	ity or parent agency: (if ap		
	7345 Linderson Way SW,	Tumwater, WA 98504	
	(if different from above)		
Telephone Numb		AND THE REPORT OF THE REPORT O	
Agency Chief Exe			
Name: Bernard		Title: Secretary	
	bewarner@doc.wa.gov	Telephone Number: 360-725-8810	
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Name: Beth Sch		Title: PREA Coordinator	
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AUDIT FINDINGS

NARRATIVE:

A PREA Audit was conducted at the Reynolds Work Release on July 30 and 31, 2014. The audit was conducted by La Cole Archuletta, a certified PREA Auditor and Jerri Worm who served as Support Staff.

Prior to the on-site audit, the pre-audit questionnaire and documents provided by Reynolds Work Release were reviewed and phone interviews were conducted with many personnel both inside and outside the Washington Department of Corrections (WDOC).

The Reynolds Work Release facility was toured on July 30, 2014. On July 31, 2014, interviews were conducted on-site with 24 staff and contractors and 9 residents. Additional documents were reviewed and requested throughout the audit. Xandis Phillips is the Community Corrections Supervisor for Reynolds and the Pioneer Human Services Director is Lori Linenko. There are 8 WDOC employees and 18 contractors from Pioneer Human Services who supervise residents at the Reynolds Work Release facility.

WDOC staff and contractor of the Pioneer Human Services work together to supervise the residents at Reynolds Work Release.

DESCRIPTION OF FAILITY CHARACTERISTICS:

Reynolds Work Release is located in Seattle, Washington (King County). Reynolds Work Release is a work release for males which provides programming opportunities that include chemical dependency, Home Free and Getting it Right programs. Residents may also attend substance abuse programs such as Alcoholics Anonymous and Narcotic Anonymous meetings in the community.

The facility can house up to 99 male offenders and at the time of the audit had 86 residents. It is a five story building.

Forensic medical exams are conducted off site at the Harborview Medical Center in Seattle, Washington.

Number of standards exceeded: 0

Number of standards met: 39

Number of standards not met: 0

115.211

Zero tolerance of sexual abuse and sexual harassment; PREA coordinator

Exceeds Standard (substantially exceeds requirement of standard)

Meets Standard (substantial compliance; complies in all material ways with the standard for the relevant review period)

Does Not Meet Standard (requires corrective action)

Auditor comments, including corrective actions needed if does not meet standard

Washington Department of Corrections (WDOC) has a zero tolerance policy, as well as a state-wide PREA coordinator. A work release program administrator oversees PREA standard implementation in work release facilities.

115.212	Contracting with other entities for the confinement of residents
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Exceeds Standard (substantially exceeds requirement of standard)

Meets Standard (substantial compliance; complies in all material ways with the standard for the relevant review period)

Does Not Meet Standard (requires corrective action)

Auditor comments, including corrective actions needed if does not meet standard

WDOC amended several contracts with agencies that they contract with to confine residents. The contracts include an obligation for that agency to adopt and comply with the PREA standards. WDOC has developed contract shell language regarding PREA standard compliance to be included in every applicable contract with any entity contracted with to house offenders. Additionally, all current contracts have be revised or have revisions pending to include this language. It is the understanding that these entities have made substantive progress towards and will continue to work toward complete compliance with PREA standards.

115.213

Supervision and monitoring

Exceeds Standard (substantially exceeds requirement of standard)

Meets Standard (substantial compliance; complies in all material ways with the standard for the relevant review period)

Does Not Meet Standard (requires corrective action)

Auditor comments, including corrective actions needed if does not meet standard

Reynolds updated their staffing plan to include annual reviews of their staffing plan, staffing patterns (including reviews of program areas and times as well as frequency of walking around the facility), physical layout, identification of blind spots, composition of the residents (including PREA risk/need assessments), prevalence of substantiated and unsubstantiated incidents of sexual abuse and camera/video needs to prevent and reduce incidents of sexual abuse and sexual harassment.

115.215

Limits to cross-gender viewing and searches

Exceeds Standard (substantially exceeds requirement of standard)

Meets Standard (substantial compliance; complies in all material ways with the standard for the relevant review period)

Does Not Meet Standard (requires corrective action)

Auditor comments, including corrective actions needed if does not meet standard

Reynolds employees and contractors do not conduct cross-gender strip searches or body cavity searches.

During the tour and interviews with staff and residents, the policy to announce staff/contractors of opposite gender was made. Reynolds demonstrated compliance with this standard. Residents stated that they were able to shower and perform bodily functions without staff member/contractors of the opposite gender viewing them.

Reynolds employees and contractors said that they received training on how to perform pat searches. Training records indicated that security staff/contractors received the training. Reynolds employees and contractors stated that their policy and practice was not to conduct cross gender pat searches. The only exception is if there were an emergent situation and then it would be documented.

According to Reynolds employees, there is always a male staff member or contractor on duty so no cross-gender pat search should ever take place.

115.216	Residents with disabilities and residents who are limited English proficient
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Exceeds Standard (substantially exceeds requirement of standard)

Meets Standard (substantial compliance; complies in all material ways with the standard for the relevant review period)

Does Not Meet Standard (requires corrective action)

Auditor comments, including corrective actions needed if does not meet standard

Reynolds provides PREA informational brochures to residents who are Spanish speaking. Reynolds has contracts with individuals who can interpret or translate their offender orientation for residents who are in need of sign language or are limited English proficient.

Posters are available in Spanish.

WDOC added information to the work release training about residents not being permitted to translate for other residents.

115.217

Hiring and promotion decisions

□ Exceeds Standard (substantially exceeds requirement of standard)

Meets Standard (substantial compliance; complies in all material ways with the standard for the relevant review period)

Does Not Meet Standard (requires corrective action)

Auditor comments, including corrective actions needed if does not meet standard

WDOC has a clear policy outlining their hiring and promotion practices. Background checks are conducted before hiring an applicant. The WDOC asks all applicants and employees about previous sexual misconduct before hiring an applicant or promoting an employee, as well as annually for employees.

WDOC performs criminal background checks on employees every five years. All five-year criminal background checks were completed for Reynolds employees and contractors.

113.210 Opgrades to racinities and technologic	115.218	Upgrades to facilities and technologies
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Exceeds Standard (substantially exceeds requirement of standard)

Meets Standard (substantial compliance; complies in all material ways with the standard for the relevant review period)

Does Not Meet Standard (requires corrective action)

Auditor comments, including corrective actions needed if does not meet standard

No substantial expansion or modifications were made.

Reynolds conducted a PREA vulnerability assessment and will be adding cameras, mirrors and increased lighting. They will also be adding more staff security checks and making changes throughout the facility to reduce blind spots.

115.221 Evidence protocol and forensic medical examinations

Exceeds Standard (substantially exceeds requirement of standard)

Meets Standard (substantial compliance; complies in all material ways with the standard for the relevant review period)

Does Not Meet Standard (requires corrective action)

Auditor comments, including corrective actions needed if does not meet standard

Victims of sexual abuse/assault have access to forensic medical exams through the local hospital. The hospital provides certified sexual assault nurse examiners. There is an MOU with the Office of Crime Victims Advocacy to provide advocacy for victims of sexual abuse/assault.

Seattle Police, or other local law enforcement agencies, are contacted to investigate criminal allegations. An MOU with Seattle Police was attempted. If they respond, physical evidence protocol will be implemented that is consistent with sexual assault protocols to include being offered a victim advocate from the Office of Crime Victim Advocacy.

In addition, there is an agreement with the Washington State Patrol to respond to investigate sexual misconduct allegations that are determined to be criminal.

115.222	Policies to ensure referrals of allegations for investigations

Exceeds Standard (substantially exceeds requirement of standard)

Meets Standard (substantial compliance; complies in all material ways with the standard for the relevant review period)

Does Not Meet Standard (requires corrective action)

Auditor comments, including corrective actions needed if does not meet standard

WDOC conducts the initial investigation to determine if the allegations are criminal or administrative. If the elements of the allegations are administrative, it is investigated by one of several trained WDOC staff and then referred to the appointing authority for disposition. If the allegations are criminal it is referred to the appointing authority for referral to law enforcement. Seattle Police, King County Sheriff's Department or Washington state patrol will respond to investigate the crime. WDOC posts the law enforcement responsibilities on their website.

115.231	Employee training
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Exceeds Standard (substantially exceeds requirement of standard)

Meets Standard (substantial compliance; complies in all material ways with the standard for the relevant review period)

□ Does Not Meet Standard (requires corrective action)

Auditor comments, including corrective actions needed if does not meet standard

Employees are trained in all the required elements. Current process requires employees to demonstrate an understanding by taking an exam as well as signing electronically that they understand the training they receive.

115.232	Volunteer and contractor training

Meets Standard (substantial compliance; complies in all material ways with the standard for the relevant review period)

Does Not Meet Standard (requires corrective action)

Auditor comments, including corrective actions needed if does not meet standard

Volunteers and contractors receive training. Volunteers and contractors receive information on the agency's zero tolerance policy and how to report incidents of sexual abuse and sexual harassment. Volunteers and contractors are required to demonstrate an understanding of the training by taking an exam as well as signing electronically that they understand the training they receive.

Exceeds Standard (substantially exceeds requirement of standard)

Meets Standard (substantial compliance; complies in all material ways with the standard for the relevant review period)

Does Not Meet Standard (requires corrective action)

Auditor comments, including corrective actions needed if does not meet standard

Residents go through an orientation which includes a video about PREA. The orientation includes all the requirements in the standard.

The residents receive a handbook and PREA brochure. Reynolds has a bulletin board dedicated specifically for PREA. It includes reporting and advocacy information. One poster and brochure is in Spanish.

In addition to the other options already provided by the Reynolds Work Release Program, adding PREA information on the Kiosk was recommend to help make the PREA contact phone numbers and reporting options readily available.

115.234	Specialized training: Investigations
110.204	Specialized training. Investigations

Exceeds Standard (substantially exceeds requirement of standard)

Meets Standard (substantial compliance; complies in all material ways with the standard for the relevant review period)

Does Not Meet Standard (requires corrective action)

Auditor comments, including corrective actions needed if does not meet standard

WDOC staff members who conduct investigations receive extensive training and the curriculum meets the specialized training requirements. There is documentation of when and who received the training.

115.235	Specialized training: Medical and mental health care	
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Exceeds Standard (substantially exceeds requirement of standard)

Meets Standard (substantial compliance; complies in all material ways with the standard for the relevant review period)

Does Not Meet Standard (requires corrective action)

Auditor comments, including corrective actions needed if does not meet standard

Not applicable. Reynolds does not provide in house medical or mental health. Residents are referred to the community providers.

	115.241	Screening for risk of victimization and abusiveness
- 1	TT2.F1	Screening for risk of victimization and abasiveness

Meets Standard (substantial compliance; complies in all material ways with the standard for the relevant review period)

Does Not Meet Standard (requires corrective action)

Auditor comments, including corrective actions needed if does not meet standard

The policy requires that a PREA risk assessment will be completed within 72 hours. WDOC residents who transfer from another WDOC prison already have received a risk assessment. However, once they arrive at Reynolds, they go through a screening to determine if there are changes. They are reassessed normally the same day as their arrival to the facility but policy is within 72 hours. Reynolds can house community supervision violators. These residents receive an initial risk assessment within 72 hours of their arrival.

Additional questions were added to the PREA checklist for work release facilities to ensure all standard criterion are assessed.

115.242	Use of screening information	

Exceeds Standard (substantially exceeds requirement of standard)

Meets Standard (substantial compliance; complies in all material ways with the standard for the relevant review period)

Does Not Meet Standard (requires corrective action)

Auditor comments, including corrective actions needed if does not meet standard

Reynolds community correction officers determine risk screen/assessment to determine housing and bed assignment. Work and education programs are done off site due to being in the community. Reynolds said they did not have any transgender or intersex offenders. However, staff/contractors said that they would determine housing on a case by case basis and have a shower area available so that residents could shower separately from other residents, if requested.

115.251 Resident reporting

Exceeds Standard (substantially exceeds requirement of standard)

Meets Standard (substantial compliance; complies in all material ways with the standard for the relevant review period)

Does Not Meet Standard (requires corrective action)

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Auditor comments, including corrective actions needed if does not meet standard Residents have multiple ways to report allegations of sexual abuse and sexual harassment. These

include making reports in writing, verbally, anonymously and through third parties. The method for staff/contractor to report privately is by contacting the statewide program/work release administrator.

115.252

Exhaustion of administrative remedies

Exceeds Standard (substantially exceeds requirement of standard)

Meets Standard (substantial compliance; complies in all material ways with the standard for the relevant review period)

Does Not Meet Standard (requires corrective action)

Auditor comments, including corrective actions needed if does not meet standard Residents are advised not to report via a grievance, but if they do there is process in place for how to

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respond to them. The policy requires that any sexual misconduct grievance received is referred to the PREA Coordinator.

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53 Resident access to outside confidential support services

Exceeds Standard (substantially exceeds requirement of standard)

Meets Standard (substantial compliance; complies in all material ways with the standard for the relevant review period)

Does Not Meet Standard (requires corrective action)

Auditor comments, including corrective actions needed if does not meet standard

WDOC has a contract with the Office of Crime Victims Advocacy as well as a brochure that provides a list of where to obtain victim support services. Information is available on a bulletin board which all residents have access to.

The calls to these agencies are not monitored.

115.254	Third-party reporting	

Exceeds Standard (substantially exceeds requirement of standard)

Meets Standard (substantial compliance; complies in all material ways with the standard for the relevant review period)

Does Not Meet Standard (requires corrective action)

Auditor comments, including corrective actions needed if does not meet standard

WDOC provides several options to receive third-party reports of sexual abuse and sexual harassment. Options include sending an email through the WDOC website and calling a designated phone number. There are also brochures available with this information.

115.261	Staff and agency reporting duties

Exceeds Standard (substantially exceeds requirement of standard)

Meets Standard (substantial compliance; complies in all material ways with the standard for the relevant review period)

Does Not Meet Standard (requires corrective action)

Auditor comments, including corrective actions needed if does not meet standard

WDOC has a policy regarding staff reporting duties.

In addition, there is a staff brochure and a poster. All staff/contractors interviewed were aware of their responsibilities.

115.262	Agency protection duties
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Exceeds Standard (substantially exceeds requirement of standard)

Meets Standard (substantial compliance; complies in all material ways with the standard for the relevant review period)

Does Not Meet Standard (requires corrective action)

Auditor comments, including corrective actions needed if does not meet standard

There is a policy that requires immediate action to protect residents from sexual abuse. Staff and contractors interviewed were aware that immediate action was required to protect residents.

115.263	Reporting to other confinement facilities	

Meets Standard (substantial compliance; complies in all material ways with the standard for the relevant review period)

Does Not Meet Standard (requires corrective action)

Auditor comments, including corrective actions needed if does not meet standard

There have not been any reports from a resident that they were sexual abused at another facility. There is a policy in place that if it were to happen, the appointing authority is required to notify the appointing authority or facility administrator where it happened within 72 hours.

115.264 Staff first responder duties

Exceeds Standard (substantially exceeds requirement of standard)

Meets Standard (substantial compliance; complies in all material ways with the standard for the relevant review period)

Does Not Meet Standard (requires corrective action)

Auditor comments, including corrective actions needed if does not meet standard

Staff and contractors interviewed were aware of their responsibilities if they were a first responder to an incident of sexual abuse.

115.265

Coordinated response

Exceeds Standard (substantially exceeds requirement of standard)

Meets Standard (substantial compliance; complies in all material ways with the standard for the relevant review period)

Does Not Meet Standard (requires corrective action)

Auditor comments, including corrective actions needed if does not meet standard Reynolds has a written plan to coordinate actions taken in response to an incident of sexual abuse.

115.266

Preservation of ability to protect residents from contact with abusers

Exceeds Standard (substantially exceeds requirement of standard)

Meets Standard (substantial compliance; complies in all material ways with the standard for the relevant review period)

Does Not Meet Standard (requires corrective action)

Auditor comments, including corrective actions needed if does not meet standard

WDOC has a collective bargaining agreement between the state of Washington and the Washington Federation of State Employees. According to interviews with WDOC, this agreement does not have an impact on the agency's ability to remove alleged staff abusers from contact with any residents during the course of an investigation or upon determination of whether and to what extent discipline is warranted.

115.267	Agency protection against retaliation	

Exceeds Standard (substantially exceeds requirement of standard)

Meets Standard (substantial compliance; complies in all material ways with the standard for the relevant review period)

Does Not Meet Standard (requires corrective action)

Auditor comments, including corrective actions needed if does not meet standard

WDOC has a policy for retaliation monitoring. Staff members interviewed who do retaliation monitoring were aware of the requirements for monitoring. There is a form to track the monitoring of residents and staff. There is a different processes and individuals who monitor volunteers/contractors which is someone identified by the appointing authority. The human resources manager will monitor employee reports and PREA liaison at the facility will monitor residents. If there is any retaliation, these individuals report the retaliation to the appointing authority. Best practice is to have one designated person for each facility to help avoid confusion on who is monitoring whom.

115.271	Criminal and administrative agency investigations
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Exceeds Standard (substantially exceeds requirement of standard)

Meets Standard (substantial compliance; complies in all material ways with the standard for the relevant review period)

Does Not Meet Standard (requires corrective action)

Auditor comments, including corrective actions needed if does not meet standard

WDOC has a policy regarding PREA investigations. The Seattle police department has jurisdiction on criminal investigation while WDOC investigator conducts administrative investigations. The interview of the investigator was able to convey the standard requirements.

115.272	Evidentiary standard for administrative investigation
110.212	Evidentially standard for administrative investigation

Exceeds Standard (substantially exceeds requirement of standard)

Meets Standard (substantial compliance; complies in all material ways with the standard for the relevant review period)

Does Not Meet Standard (requires corrective action)

Auditor comments, including corrective actions needed if does not meet standard

There is policy that states that to substantiate an allegation the allegation must have determined to occur by a preponderance of the evidence. It is also included in the WDOC PREA for Appointing Authorities training. The appointing authority is the one who makes this determination. This standard is also required in Revised Code of Washington 72.09.225

115 272	Deventive to read outs
115.273	Reporting to residents

Exceeds Standard (substantially exceeds requirement of standard)

Meets Standard (substantial compliance; complies in all material ways with the standard for the relevant review period)

Does Not Meet Standard (requires corrective action)

Auditor comments, including corrective actions needed if does not meet standard

There is a policy that requires the appointing authority to notify the alleged victim of the investigative findings. The appointing authority determines if the allegations are substantiated, unsubstantiated or unfounded. Following the finding by an appointing authority, WDOC informs the resident that the case is closed. PREA standard requires that the resident victim is notified of the case determination. In speaking with the appointing authority, this change was immediately implemented.

115.276	Disciplinary sanctions for staff	
Exceeds Stan	dard (substantially exceeds requirement of standard)	

Meets Standard (substantial compliance; complies in all material ways with the standard for the relevant review period)

Does Not Meet Standard (requires corrective action)

Auditor comments, including corrective actions needed if does not meet standard

WDOC has a policy that states employees may be subject to disciplinary actions up to and including termination for violating department sexual abuse and sexual harassment polices.

Termination shall be the presumptive disciplinary sanction for staff who have engaged in sexual abuse. 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.

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.

□ Exceeds Standard (substantially exceeds requirement of standard)

Meets Standard (substantial compliance; complies in all material ways with the standard for the relevant review period)

Does Not Meet Standard (requires corrective action)

Auditor comments, including corrective actions needed if does not meet standard

Policy requires allegations determined to be criminal to be referred to law enforcement and contractors and volunteers will be terminated if found to have committed sexual misconduct and other violations will require appropriate actions.

115.278	Disciplinary sanctions for residents	

□ Exceeds Standard (substantially exceeds requirement of standard)

Meets Standard (substantial compliance; complies in all material ways with the standard for the relevant review period)

Does Not Meet Standard (requires corrective action)

Auditor comments, including corrective actions needed if does not meet standard

Residents are subject to disciplinary sanctions if they violate and are convicted of a 611, 612, 613, 635, 636 and 637. Residents may be required to participate, when available, in an intervention program if convicted.

115.282

Access to emergency medical and mental health services

Exceeds Standard (substantially exceeds requirement of standard)

Meets Standard (substantial compliance; complies in all material ways with the standard for the relevant review period)

Does Not Meet Standard (requires corrective action)

Auditor comments, including corrective actions needed if does not meet standard

Residents are taken or referred to the local hospital, Harborview, for medical care and forensic evidence collection and examinations. Mental health care is offered by providers in the community. Treatment is provided at no cost to the resident.

115.283	Ongoing medical and mental health care for sexual abuse victims and abusers

Meets Standard (substantial compliance; complies in all material ways with the standard for the relevant review period)

Does Not Meet Standard (requires corrective action)

Auditor comments, including corrective actions needed if does not meet standard

Ongoing medical and mental health care for victims and abusers is provided in the community at no cost to the resident. There is a policy and it complies with the requirements in the standard.

115.286	Sexual abuse incident reviews	
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Exceeds Standard (substantially exceeds requirement of standard)

Meets Standard (substantial compliance; complies in all material ways with the standard for the relevant review period)

Does Not Meet Standard (requires corrective action)

Auditor comments, including corrective actions needed if does not meet standard

Incident reviews are conducted for criminal and administrative investigations in which allegations are found to be substantiated or unsubstantiated. Members of the review team are uppermanagement of the work release facilities. A copy of an incident review was provided. The report includes all the requirements of the standard.

115 207	Data collection
115.207	Data conection

Exceeds Standard (substantially exceeds requirement of standard)

Meets Standard (substantial compliance; complies in all material ways with the standard for the relevant review period)

Does Not Meet Standard (requires corrective action)

Auditor comments, including corrective actions needed if does not meet standard

Uniform data is collected which accurately tracks allegations of sexual abuse. WDOC aggregates the incidents annually.

The PREA Coordinator is responsible for collecting data necessary to answer all questions from the U.S. Department of Justice Bureau of Justice Statistics Survey of Sexual Violence (SSV.) WDOC completed the SSV which requested information on prisons as well as community confinement facilities.

115.288 Data review for corrective action

Exceeds Standard (substantially exceeds requirement of standard)

Meets Standard (substantial compliance; complies in all material ways with the standard for the relevant review period)

Does Not Meet Standard (requires corrective action)

Auditor comments, including corrective actions needed if does not meet standard

Data is used to provide an annual report. The Secretary signs the report and it is available on the WDOC website.

The WDOC provides a comprehensive report which details their efforts and provides an evaluation of the agencies PREA program to prevent, report, and respond to incidents as well as provide services

to victims of sexual abuse.	

 115.289
 Data storage, publication, and destruction

Exceeds Standard (substantially exceeds requirement of standard)

Meets Standard (substantial compliance; complies in all material ways with the standard for the relevant review period)

Does Not Meet Standard (requires corrective action)

Auditor comments, including corrective actions needed if does not meet standard Required data is collected, maintained and made publicly available as outlined in this standard. The report is posted on the agencies website. The data is maintained for longer than the required period.

AUDITOR CERTIFICATION:

The auditor certifies that the contents of the report are accurate to the best of his/her knowledge and no conflict of interest exists with respect to his or her ability to conduct an audit of agency under review.

a Colo Archuletta

Auditor Signature

8-25-14 Date