

# PREA Facility Audit Report: Final

**Name of Facility:** Lerdo Pretrial Facility

**Facility Type:** Prison / Jail

**Date Interim Report Submitted:** NA

**Date Final Report Submitted:** 08/09/2024

Auditor Certification	
The contents of this report are accurate to the best of my knowledge.	<input type="checkbox"/>
No conflict of interest exists with respect to my ability to conduct an audit of the agency under review.	<input type="checkbox"/>
I have not included in the final report any personally identifiable information (PII) about any inmate/resident/detainee or staff member, except where the names of administrative personnel are specifically requested in the report template.	<input type="checkbox"/>
<b>Auditor Full Name as Signed:</b> Karen S. Dalton	<b>Date of Signature:</b> 08/09/2024

AUDITOR INFORMATION	
<b>Auditor name:</b>	Dalton, Karen
<b>Email:</b>	ksddrph@aol.com
<b>Start Date of On-Site Audit:</b>	06/24/2024
<b>End Date of On-Site Audit:</b>	06/26/2024

FACILITY INFORMATION	
<b>Facility name:</b>	Lerdo Pretrial Facility
<b>Facility physical address:</b>	17695 Industrial Farm Road, Bakersfield, California - 93308
<b>Facility mailing address:</b>	

Primary Contact
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<b>Name:</b>	Justin Weigand
<b>Email Address:</b>	WeigandJ@Kernsheriff.org
<b>Telephone Number:</b>	(661) 391-7809

<b>Warden/Jail Administrator/Sheriff/Director</b>	
<b>Name:</b>	Justin Weigand
<b>Email Address:</b>	Weigandj@Kernsheriff.org
<b>Telephone Number:</b>	(661) 391-7809

<b>Facility PREA Compliance Manager</b>	
<b>Name:</b>	
<b>Email Address:</b>	
<b>Telephone Number:</b>	

<b>Facility Characteristics</b>	
<b>Designed facility capacity:</b>	1344
<b>Current population of facility:</b>	1044
<b>Average daily population for the past 12 months:</b>	1060
<b>Has the facility been over capacity at any point in the past 12 months?</b>	No
<b>Which population(s) does the facility hold?</b>	Both females and males
<b>Age range of population:</b>	18+
<b>Facility security levels/inmate custody levels:</b>	MIN/MED/MAX
<b>Does the facility hold youthful inmates?</b>	No
<b>Number of staff currently employed at the</b>	131

<b>facility who may have contact with inmates:</b>	
<b>Number of individual contractors who have contact with inmates, currently authorized to enter the facility:</b>	215
<b>Number of volunteers who have contact with inmates, currently authorized to enter the facility:</b>	59

<b>AGENCY INFORMATION</b>	
<b>Name of agency:</b>	Kern County Sheriff's Office
<b>Governing authority or parent agency (if applicable):</b>	
<b>Physical Address:</b>	1350 Norris Road, Bakersfield, California - 93308
<b>Mailing Address:</b>	
<b>Telephone number:</b>	6613917850

<b>Agency Chief Executive Officer Information:</b>	
<b>Name:</b>	Cindy Cisneros
<b>Email Address:</b>	Cisnerosc@kernsheriff.org
<b>Telephone Number:</b>	661-3916919

<b>Agency-Wide PREA Coordinator Information</b>			
<b>Name:</b>	Jaime Hernandez	<b>Email Address:</b>	Hernandezja@Kernsheriff.org

<b>Facility AUDIT FINDINGS</b>
<b>Summary of Audit Findings</b>
The OAS automatically populates the number and list of Standards exceeded, the number of Standards met, and the number and list of Standards not met.

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

**Number of standards exceeded:**

7

- 115.13 - Supervision and monitoring
- 115.17 - Hiring and promotion decisions
- 115.21 - Evidence protocol and forensic medical examinations
- 115.33 - Inmate education
- 115.34 - Specialized training: Investigations
- 115.53 - Inmate access to outside confidential support services
- 115.71 - Criminal and administrative agency investigations

**Number of standards met:**

38

**Number of standards not met:**

0

## POST-AUDIT REPORTING INFORMATION

### GENERAL AUDIT INFORMATION

#### On-site Audit Dates

1. Start date of the onsite portion of the audit:	2024-06-24
2. End date of the onsite portion of the audit:	2024-06-26

#### Outreach

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

### AUDITED FACILITY INFORMATION

14. Designated facility capacity:	1344
15. Average daily population for the past 12 months:	1060
16. Number of inmate/resident/detainee housing units:	7
17. Does the facility ever hold youthful inmates or youthful/juvenile detainees?	<input type="radio"/> Yes <input checked="" type="radio"/> No <input type="radio"/> Not Applicable for the facility type audited (i.e., Community Confinement Facility or Juvenile Facility)

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

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

<b>36. Enter the total number of inmates/residents/detainees in the facility as of the first day of onsite portion of the audit:</b>	1063
<b>38. Enter the total number of inmates/residents/detainees with a physical disability in the facility as of the first day of the onsite portion of the audit:</b>	9
<b>39. Enter the total number of inmates/residents/detainees with a cognitive or functional disability (including intellectual disability, psychiatric disability, or speech disability) in the facility as of the first day of the onsite portion of the audit:</b>	100
<b>40. Enter the total number of inmates/residents/detainees who are Blind or have low vision (visually impaired) in the facility as of the first day of the onsite portion of the audit:</b>	1
<b>41. Enter the total number of inmates/residents/detainees who are Deaf or hard-of-hearing in the facility as of the first day of the onsite portion of the audit:</b>	0
<b>42. Enter the total number of inmates/residents/detainees who are Limited English Proficient (LEP) in the facility as of the first day of the onsite portion of the audit:</b>	6
<b>43. Enter the total number of inmates/residents/detainees who identify as lesbian, gay, or bisexual in the facility as of the first day of the onsite portion of the audit:</b>	12

<p><b>44. Enter the total number of inmates/residents/detainees who identify as transgender or intersex in the facility as of the first day of the onsite portion of the audit:</b></p>	<p>1</p>
<p><b>45. Enter the total number of inmates/residents/detainees who reported sexual abuse in the facility as of the first day of the onsite portion of the audit:</b></p>	<p>2</p>
<p><b>46. Enter the total number of inmates/residents/detainees who disclosed prior sexual victimization during risk screening in the facility as of the first day of the onsite portion of the audit:</b></p>	<p>2</p>
<p><b>47. Enter the total number of inmates/residents/detainees who were ever placed in segregated housing/isolation for risk of sexual victimization in the facility as of the first day of the onsite portion of the audit:</b></p>	<p>4</p>
<p><b>48. Provide any additional comments regarding the population characteristics of inmates/residents/detainees in the facility as of the first day of the onsite portion of the audit (e.g., groups not tracked, issues with identifying certain populations):</b></p>	<p>No text provided.</p>
<p><b>Staff, Volunteers, and Contractors Population Characteristics on Day One of the Onsite Portion of the Audit</b></p>	
<p><b>49. Enter the total number of STAFF, including both full- and part-time staff, employed by the facility as of the first day of the onsite portion of the audit:</b></p>	<p>32</p>
<p><b>50. Enter the total number of VOLUNTEERS assigned to the facility as of the first day of the onsite portion of the audit who have contact with inmates/residents/detainees:</b></p>	<p>59</p>

<p><b>51. Enter the total number of CONTRACTORS assigned to the facility as of the first day of the onsite portion of the audit who have contact with inmates/residents/detainees:</b></p>	<p>215</p>
<p><b>52. Provide any additional comments regarding the population characteristics of staff, volunteers, and contractors who were in the facility as of the first day of the onsite portion of the audit:</b></p>	<p>No text provided.</p>
<p><b>INTERVIEWS</b></p>	
<p><b>Inmate/Resident/Detainee Interviews</b></p>	
<p><b>Random Inmate/Resident/Detainee Interviews</b></p>	
<p><b>53. Enter the total number of RANDOM INMATES/RESIDENTS/DETAINEES who were interviewed:</b></p>	<p>20</p>
<p><b>54. Select which characteristics you considered when you selected RANDOM INMATE/RESIDENT/DETAINEE interviewees: (select all that apply)</b></p>	<p> <input type="checkbox"/> Age  <input checked="" type="checkbox"/> Race  <input type="checkbox"/> Ethnicity (e.g., Hispanic, Non-Hispanic)  <input type="checkbox"/> Length of time in the facility  <input checked="" type="checkbox"/> Housing assignment  <input type="checkbox"/> Gender  <input type="checkbox"/> Other  <input type="checkbox"/> None </p>
<p><b>55. How did you ensure your sample of RANDOM INMATE/RESIDENT/DETAINEE interviewees was geographically diverse?</b></p>	<p>In an effort to interview incarcerated individuals from each Pod/Units, a random selection was made from the list of incarcerated individuals each day.</p>
<p><b>56. Were you able to conduct the minimum number of random inmate/resident/detainee interviews?</b></p>	<p> <input checked="" type="radio"/> Yes  <input type="radio"/> No </p>



<b>57. Provide any additional comments regarding selecting or interviewing random inmates/residents/detainees (e.g., any populations you oversampled, barriers to completing interviews, barriers to ensuring representation):</b>	No text provided.
<b>Targeted Inmate/Resident/Detainee Interviews</b>	
<b>58. Enter the total number of TARGETED INMATES/RESIDENTS/DETAINEES who were interviewed:</b>	22
<p>As stated in the PREA Auditor Handbook, the breakdown of targeted interviews is intended to guide auditors in interviewing the appropriate cross-section of inmates/residents/detainees who are the most vulnerable to sexual abuse and sexual harassment. When completing questions regarding targeted inmate/resident/detainee interviews below, remember that an interview with one inmate/resident/detainee may satisfy multiple targeted interview requirements. These questions are asking about the number of interviews conducted using the targeted inmate/resident/detainee protocols. For example, if an auditor interviews an inmate who has a physical disability, is being held in segregated housing due to risk of sexual victimization, and disclosed prior sexual victimization, that interview would be included in the totals for each of those questions. Therefore, in most cases, the sum of all the following responses to the targeted inmate/resident/detainee interview categories will exceed the total number of targeted inmates/residents/detainees who were interviewed. If a particular targeted population is not applicable in the audited facility, enter "0".</p>	
<b>60. Enter the total number of interviews conducted with inmates/residents/detainees with a physical disability using the "Disabled and Limited English Proficient Inmates" protocol:</b>	1
<b>61. Enter the total number of interviews conducted with inmates/residents/detainees with a cognitive or functional disability (including intellectual disability, psychiatric disability, or speech disability) using the "Disabled and Limited English Proficient Inmates" protocol:</b>	1
<b>62. Enter the total number of interviews conducted with inmates/residents/detainees who are Blind or have low vision (i.e., visually impaired) using the "Disabled and Limited English Proficient Inmates" protocol:</b>	1

<b>63. Enter the total number of interviews conducted with inmates/residents/detainees who are Deaf or hard-of-hearing using the "Disabled and Limited English Proficient Inmates" protocol:</b>	1
<b>64. Enter the total number of interviews conducted with inmates/residents/detainees who are Limited English Proficient (LEP) using the "Disabled and Limited English Proficient Inmates" protocol:</b>	1
<b>65. Enter the total number of interviews conducted with inmates/residents/detainees who identify as lesbian, gay, or bisexual using the "Transgender and Intersex Inmates; Gay, Lesbian, and Bisexual Inmates" protocol:</b>	2
<b>66. Enter the total number of interviews conducted with inmates/residents/detainees who identify as transgender or intersex using the "Transgender and Intersex Inmates; Gay, Lesbian, and Bisexual Inmates" protocol:</b>	3
<b>67. Enter the total number of interviews conducted with inmates/residents/detainees who reported sexual abuse in this facility using the "Inmates who Reported a Sexual Abuse" protocol:</b>	4
<b>68. Enter the total number of interviews conducted with inmates/residents/detainees who disclosed prior sexual victimization during risk screening using the "Inmates who Disclosed Sexual Victimization during Risk Screening" protocol:</b>	6

<p><b>69. Enter the total number of interviews conducted with inmates/residents/detainees who are or were ever placed in segregated housing/isolation for risk of sexual victimization using the "Inmates Placed in Segregated Housing (for Risk of Sexual Victimization/Who Allege to have Suffered Sexual Abuse)" protocol:</b></p>	<p>2</p>
<p><b>70. Provide any additional comments regarding selecting or interviewing targeted inmates/residents/detainees (e.g., any populations you oversampled, barriers to completing interviews):</b></p>	<p>No text provided.</p>
<p><b>Staff, Volunteer, and Contractor Interviews</b></p>	
<p><b>Random Staff Interviews</b></p>	
<p><b>71. Enter the total number of RANDOM STAFF who were interviewed:</b></p>	<p>12</p>
<p><b>72. Select which characteristics you considered when you selected RANDOM STAFF interviewees: (select all that apply)</b></p>	<p><input checked="" type="checkbox"/> Length of tenure in the facility</p> <p><input checked="" type="checkbox"/> Shift assignment</p> <p><input checked="" type="checkbox"/> Work assignment</p> <p><input checked="" type="checkbox"/> Rank (or equivalent)</p> <p><input type="checkbox"/> Other (e.g., gender, race, ethnicity, languages spoken)</p> <p><input type="checkbox"/> None</p>
<p><b>73. Were you able to conduct the minimum number of RANDOM STAFF interviews?</b></p>	<p><input checked="" type="radio"/> Yes</p> <p><input type="radio"/> No</p>
<p><b>74. Provide any additional comments regarding selecting or interviewing random staff (e.g., any populations you oversampled, barriers to completing interviews, barriers to ensuring representation):</b></p>	<p>No text provided.</p>

## Specialized Staff, Volunteers, and Contractor Interviews

Staff in some facilities may be responsible for more than one of the specialized staff duties. Therefore, more than one interview protocol may apply to an interview with a single staff member and that information would satisfy multiple specialized staff interview requirements.

**75. Enter the total number of staff in a SPECIALIZED STAFF role who were interviewed (excluding volunteers and contractors):**

22

**76. Were you able to interview the Agency Head?**

Yes

No

**77. Were you able to interview the Warden/Facility Director/Superintendent or their designee?**

Yes

No

**78. Were you able to interview the PREA Coordinator?**

Yes

No

**79. Were you able to interview the PREA Compliance Manager?**

Yes

No

NA (NA if the agency is a single facility agency or is otherwise not required to have a PREA Compliance Manager per the Standards)

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

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

	<input type="checkbox"/> Other
<b>81. Did you interview VOLUNTEERS who may have contact with inmates/residents/detainees in this facility?</b>	<input checked="" type="radio"/> Yes <input type="radio"/> No
<b>a. Enter the total number of VOLUNTEERS who were interviewed:</b>	1
<b>b. Select which specialized VOLUNTEER role(s) were interviewed as part of this audit from the list below: (select all that apply)</b>	<input type="checkbox"/> Education/programming <input type="checkbox"/> Medical/dental <input type="checkbox"/> Mental health/counseling <input checked="" type="checkbox"/> Religious <input type="checkbox"/> Other
<b>82. Did you interview CONTRACTORS who may have contact with inmates/residents/detainees in this facility?</b>	<input checked="" type="radio"/> Yes <input type="radio"/> No
<b>a. Enter the total number of CONTRACTORS who were interviewed:</b>	1
<b>b. Select which specialized CONTRACTOR role(s) were interviewed as part of this audit from the list below: (select all that apply)</b>	<input checked="" type="checkbox"/> Security/detention <input type="checkbox"/> Education/programming <input type="checkbox"/> Medical/dental <input type="checkbox"/> Food service <input type="checkbox"/> Maintenance/construction <input type="checkbox"/> Other
<b>83. Provide any additional comments regarding selecting or interviewing specialized staff.</b>	No text provided.

## SITE REVIEW AND DOCUMENTATION SAMPLING

### Site Review

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

**84. Did you have access to all areas of the facility?**

Yes

No

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

**85. Observations of all facility practices in accordance with the site review component of the audit instrument (e.g., signage, supervision practices, cross-gender viewing and searches)?**

Yes

No

**86. Tests of all critical functions in the facility in accordance with the site review component of the audit instrument (e.g., risk screening process, access to outside emotional support services, interpretation services)?**

Yes

No

**87. Informal conversations with inmates/residents/detainees during the site review (encouraged, not required)?**

Yes

No

**88. Informal conversations with staff during the site review (encouraged, not required)?**

Yes

No

<p><b>89. Provide any additional comments regarding the site review (e.g., access to areas in the facility, observations, tests of critical functions, or informal conversations).</b></p>	<p>No text provided.</p>
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**Documentation Sampling**

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

<p><b>90. In addition to the proof documentation selected by the agency or facility and provided to you, did you also conduct an auditor-selected sampling of documentation?</b></p>	<p><input checked="" type="radio"/> Yes <input type="radio"/> No</p>
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<p><b>91. Provide any additional comments regarding selecting additional documentation (e.g., any documentation you oversampled, barriers to selecting additional documentation, etc.).</b></p>	<p>No text provided.</p>
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**SEXUAL ABUSE AND SEXUAL HARASSMENT ALLEGATIONS AND INVESTIGATIONS IN THIS FACILITY**

**Sexual Abuse and Sexual Harassment Allegations and Investigations Overview**

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



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

	<b># of sexual abuse allegations</b>	<b># of criminal investigations</b>	<b># of administrative investigations</b>	<b># of allegations that had both criminal and administrative investigations</b>
<b>Inmate-on-inmate sexual abuse</b>	5	5	5	5
<b>Staff-on-inmate sexual abuse</b>	7	7	7	7
<b>Total</b>	12	12	12	12

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

	<b># of sexual harassment allegations</b>	<b># of criminal investigations</b>	<b># of administrative investigations</b>	<b># of allegations that had both criminal and administrative investigations</b>
<b>Inmate-on-inmate sexual harassment</b>	4	4	4	4
<b>Staff-on-inmate sexual harassment</b>	0	0	0	0
<b>Total</b>	4	4	4	4

## Sexual Abuse and Sexual Harassment Investigation Outcomes

### Sexual Abuse Investigation Outcomes

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

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

	Ongoing	Referred for Prosecution	Indicted/ Court Case Filed	Convicted/ Adjudicated	Acquitted
<b>Inmate-on-inmate sexual abuse</b>	1	0	0	0	0
<b>Staff-on-inmate sexual abuse</b>	1	0	0	0	0
<b>Total</b>	2	0	0	0	0

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

	Ongoing	Unfounded	Unsubstantiated	Substantiated
<b>Inmate-on-inmate sexual abuse</b>	1	3	1	0
<b>Staff-on-inmate sexual abuse</b>	1	6	0	0
<b>Total</b>	2	9	1	0

### Sexual Harassment Investigation Outcomes

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

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

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

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

	Ongoing	Unfounded	Unsubstantiated	Substantiated
<b>Inmate-on-inmate sexual harassment</b>	0	0	0	0
<b>Staff-on-inmate sexual harassment</b>	0	0	0	0
<b>Total</b>	0	0	0	0

**Sexual Abuse and Sexual Harassment Investigation Files Selected for Review**

**Sexual Abuse Investigation Files Selected for Review**

<b>98. Enter the total number of SEXUAL ABUSE investigation files reviewed/ sampled:</b>	16
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<p><b>99. Did your selection of SEXUAL ABUSE investigation files include a cross-section of criminal and/or administrative investigations by findings/outcomes?</b></p>	<p><input checked="" type="radio"/> Yes</p> <p><input type="radio"/> No</p> <p><input type="radio"/> NA (NA if you were unable to review any sexual abuse investigation files)</p>
<p><b>Inmate-on-inmate sexual abuse investigation files</b></p>	
<p><b>100. Enter the total number of INMATE-ON-INMATE SEXUAL ABUSE investigation files reviewed/sampled:</b></p>	<p>8</p>
<p><b>101. Did your sample of INMATE-ON-INMATE SEXUAL ABUSE investigation files include criminal investigations?</b></p>	<p><input checked="" type="radio"/> Yes</p> <p><input type="radio"/> No</p> <p><input type="radio"/> NA (NA if you were unable to review any inmate-on-inmate sexual abuse investigation files)</p>
<p><b>102. Did your sample of INMATE-ON-INMATE SEXUAL ABUSE investigation files include administrative investigations?</b></p>	<p><input checked="" type="radio"/> Yes</p> <p><input type="radio"/> No</p> <p><input type="radio"/> NA (NA if you were unable to review any inmate-on-inmate sexual abuse investigation files)</p>
<p><b>Staff-on-inmate sexual abuse investigation files</b></p>	
<p><b>103. Enter the total number of STAFF-ON-INMATE SEXUAL ABUSE investigation files reviewed/sampled:</b></p>	<p>8</p>
<p><b>104. Did your sample of STAFF-ON-INMATE SEXUAL ABUSE investigation files include criminal investigations?</b></p>	<p><input checked="" type="radio"/> Yes</p> <p><input type="radio"/> No</p> <p><input type="radio"/> NA (NA if you were unable to review any staff-on-inmate sexual abuse investigation files)</p>

<p><b>105. Did your sample of STAFF-ON-INMATE SEXUAL ABUSE investigation files include administrative investigations?</b></p>	<p><input checked="" type="radio"/> Yes</p> <p><input type="radio"/> No</p> <p><input type="radio"/> NA (NA if you were unable to review any staff-on-inmate sexual abuse investigation files)</p>
<p><b>Sexual Harassment Investigation Files Selected for Review</b></p>	
<p><b>106. Enter the total number of SEXUAL HARASSMENT investigation files reviewed/sampled:</b></p>	<p>3</p>
<p><b>107. Did your selection of SEXUAL HARASSMENT investigation files include a cross-section of criminal and/or administrative investigations by findings/outcomes?</b></p>	<p><input checked="" type="radio"/> Yes</p> <p><input type="radio"/> No</p> <p><input type="radio"/> NA (NA if you were unable to review any sexual harassment investigation files)</p>
<p><b>Inmate-on-inmate sexual harassment investigation files</b></p>	
<p><b>108. Enter the total number of INMATE-ON-INMATE SEXUAL HARASSMENT investigation files reviewed/sampled:</b></p>	<p>1</p>
<p><b>109. Did your sample of INMATE-ON-INMATE SEXUAL HARASSMENT files include criminal investigations?</b></p>	<p><input checked="" type="radio"/> Yes</p> <p><input type="radio"/> No</p> <p><input type="radio"/> NA (NA if you were unable to review any inmate-on-inmate sexual harassment investigation files)</p>
<p><b>110. Did your sample of INMATE-ON-INMATE SEXUAL HARASSMENT investigation files include administrative investigations?</b></p>	<p><input checked="" type="radio"/> Yes</p> <p><input type="radio"/> No</p> <p><input type="radio"/> NA (NA if you were unable to review any inmate-on-inmate sexual harassment investigation files)</p>

<b>Staff-on-inmate sexual harassment investigation files</b>	
<b>111. Enter the total number of STAFF-ON-INMATE SEXUAL HARASSMENT investigation files reviewed/sampled:</b>	1
<b>112. Did your sample of STAFF-ON-INMATE SEXUAL HARASSMENT investigation files include criminal investigations?</b>	<input checked="" type="radio"/> Yes <input type="radio"/> No <input type="radio"/> NA (NA if you were unable to review any staff-on-inmate sexual harassment investigation files)
<b>113. Did your sample of STAFF-ON-INMATE SEXUAL HARASSMENT investigation files include administrative investigations?</b>	<input checked="" type="radio"/> Yes <input type="radio"/> No <input type="radio"/> NA (NA if you were unable to review any staff-on-inmate sexual harassment investigation files)
<b>114. Provide any additional comments regarding selecting and reviewing sexual abuse and sexual harassment investigation files.</b>	It should be noted that KCSO investigates all allegations of sexual abuse and sexual harassment in the same manner, with a referral for a criminal investigation FIRST, and if the sexual assault investigators do not deem the investigation criminal in nature, will refer for an administrative investigation.
<b>SUPPORT STAFF INFORMATION</b>	
<b>DOJ-certified PREA Auditors Support Staff</b>	
<b>115. Did you receive assistance from any DOJ-CERTIFIED PREA AUDITORS at any point during this audit? REMEMBER: the audit includes all activities from the pre-onsite through the post-onsite phases to the submission of the final report. Make sure you respond accordingly.</b>	<input type="radio"/> Yes <input checked="" type="radio"/> No

**Non-certified Support Staff**

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

<p><b>121. Who paid you to conduct this audit?</b></p>	<p><input type="radio"/> The audited facility or its parent agency</p> <p><input type="radio"/> My state/territory or county government employer (if you audit as part of a consortium or circular auditing arrangement, select this option)</p> <p><input checked="" type="radio"/> A third-party auditing entity (e.g., accreditation body, consulting firm)</p> <p><input type="radio"/> Other</p>
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<p><b>Identify the name of the third-party auditing entity</b></p>	<p>Corrections Consulting Services, LLC</p>
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<b>Standards</b>
<p><b>Auditor Overall Determination Definitions</b></p> <ul style="list-style-type: none"> <li>• Exceeds Standard (Substantially exceeds requirement of standard)</li> <li>• Meets Standard (substantial compliance; complies in all material ways with the stand for the relevant review period)</li> <li>• Does Not Meet Standard (requires corrective actions)</li> </ul>
<p><b>Auditor Discussion Instructions</b></p> <p>Auditor discussion, including the evidence relied upon in making the compliance or non-compliance determination, the auditor’s analysis and reasoning, and the auditor’s conclusions. This discussion must also include corrective action recommendations where the facility does not meet standard. These recommendations must be included in the Final Report, accompanied by information on specific corrective actions taken by the facility.</p>

<b>115.11</b>	<b>Zero tolerance of sexual abuse and sexual harassment; PREA coordinator</b>
	<p><b>Auditor Overall Determination:</b> Meets Standard</p>
	<p><b>Auditor Discussion</b></p> <p>Document Review</p> <p>KCSO Detentions Bureau Policy P-100 – Zero Tolerance of Sexual Abuse and Sexual Harassment</p> <p>KCSO Detentions Bureau Policy P-900 – PREA – Hiring, Promotions and Discipline</p> <p>KCSO Lerdo Pretrial Facility (LPF) PAQ</p> <p>KCSO Detentions Bureau Policy P-200 – Prevention and Detection of Sexual Abuse</p> <p>KCSO Organizational Chart</p> <p>KCSO LPF Site Review</p> <p>Interviews</p>



Agency Head Designee - Detentions Bureau Chief Deputy

PREA Coordinator

PREA Compliance Manager

LPF Facility Commander

Random Staff

Incarcerated Persons

#### Findings

(a) Policy P-100 of the KCSO Detentions Bureau establishes the agency's zero tolerance for sexual abuse and sexual harassment. Page one of the policy states "The Kern County Sheriff's Office (KCSO) is committed to zero-tolerance of any form of sexual abuse and sexual harassment. The purpose of this policy is to set forth KCSO's zero tolerance policy toward all forms of sexual abuse, sexual harassment and retaliation for reporting or cooperating with investigations. It will also outline KCSO's commitment to preventing, detecting and responding to sexual abuse and harassment."

The KCSO relies on the Detentions Bureau's Policy P-200, and the implementation of a robust PREA risk screening and classification protocol to ensure the prevention, detection, and response to sexual abuse and sexual harassment are managed appropriately. Directive 6 of policy P-200 states the information from the risk screening is used to determine housing, bed, work, education and program assignments with the goal of keeping separate those incarcerated persons at high risk of being sexually victimized from those at high risk of being sexually abusive. The agency makes individualized determinations about how to ensure the safety of each incarcerated person believed to be at risk of victimization and will not use segregated housing unless an assessment of all available alternatives has been made and there is no available alternative means of separation from likely abusers.

Definitions of prohibited behaviors regarding sexual abuse and sexual harassment are outlined in KCSO Detentions Bureau's Policy P-200 on pages 1-2. Policy P-900 discusses the sanctions staff, both civilian and sworn and volunteers and contractors are subject to if found to have participated in prohibited behaviors. The policy discusses prompt, thorough and objective investigations with potential outcomes leading up to and including termination.

All incarcerated persons interviewed indicated they were provided information on the KCSO zero tolerance policy at the time of intake. Although LPF is not an intake facility, an intake process is conducted when an incarcerated person is moved from intake to

	<p>LPF, and or when an individual returns from court, or returns from any outside visit. The auditor had the LPF intake staff walk through the facility intake process. Incarcerated persons were asked if they understood the policy during the intake process and again during auditor interviews. Staff at the LPF indicated their knowledge of PREA began during their formal academy training where they are provided the history of PREA, its significance to justice involved individuals, and the department's zero tolerance for any acts of sexual abuse and sexual harassment.</p> <p>(b) The KCSO PREA Coordinator is appointed by the KCSO Chief Deputy who oversees the Detentions Bureau, which is comprised of the Central Receiving Facility (currently curtailed), Court Services, the Lerdo Facilities; Justice, Pre-Trial, Max/Med, and Minimum. Additionally the Chief Deputy oversees the Inmate Services, Population Management, and Compliance Sections. PREA is encompassed in the Compliance Section of the Detentions Bureau. The PREA Coordinator indicated sufficient time and authority to do his job and commended his hand selected team as the success to the department's PREA efforts. A review of the KCSO org chart shows the PREA Coordinator at the rank of Lieutenant, a rank that provides authority to direct and manage the KCSO PREA responsibilities. The PREA Coordinator also mentioned the policies and process of PREA have been instilled since the first PREA audit cycle leaving no question the KCSO takes sexual safety seriously.</p> <p>(c) The Detentions Bureau, including Lerdo Pretrial Facility recognizes a sergeant level supervisor as the PREA Compliance Manager. Reporting directly to the PREA Coordinator, the compliance manager oversees the efforts of PREA compliance at all the KCSO detention facilities. Additionally, the compliance manager collaborates with key staff at each facility to ensure compliance is being managed daily.</p> <p>Conclusions</p> <p>Provisions (a)(b)(c) were documented in policy, organization charts, observation of the site review, and confirmed through staff and incarcerated persons interviews. Based upon a review and analysis of all available evidence, KCSO and the Lerdo Pretrial Facility is found in compliance with standard 115.11.</p>
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<b>115.12</b>	<b>Contracting with other entities for the confinement of inmates</b>
	<p><b>Auditor Overall Determination:</b> Meets Standard</p> <hr/> <p><b>Auditor Discussion</b></p> <p>Document Review</p> <p>Lerdo Pretrial Facility (LPF) PAQ</p> <p>LPF Site Review</p>

	<p>Interviews</p> <p>PREA Coordinator</p> <p>PREA Compliance Manager</p> <p>Findings</p> <p>The KCSO does not maintain any contracts with private agencies or other entities, including other government agencies for the housing of their incarcerated population. There have not been any contracts during the last three years, and there are no foreseeable upcoming contracts. Discussions with the KCSO PREA Coordinator and PREA Compliance Manager indicated should any new contract be entered into in the future would include the necessary PREA implementation language, which would assure the contracted facility is PREA compliant.</p> <p>Conclusions</p> <p>Provisions (a) and (b) are not applicable since the KCSO does not have any contracts to house their incarcerated population in any private or other governmental agency facilities. Therefore, KCSO and the Lerdo Pretrial Facility are compliant with standard 115.12.</p>
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<b>115.13</b>	<b>Supervision and monitoring</b>
	<b>Auditor Overall Determination:</b> Exceeds Standard
	<b>Auditor Discussion</b>
	<p>Document Review</p> <p>KCSO Detentions Bureau Policy P-200 - Prevention and Detection of Sexual Abuse, Attachment "E" - Kern County Sheriff Jail Facility Staffing Plan Process</p> <p>Lerdo Pre-Trial Facility Jail Staffing Plan 2024</p> <p>Interviews</p> <p>LPF Facility Commander</p> <p>PREA Compliance Manager</p> <p>LPF Higher Level Staff</p>

## Random Staff

### Findings

The KCSO Detentions Bureau Policy P-200, Attachment "E" outlines the agency's jail facility staffing plan process. The attachment indicates that due to continual fluctuation within the jail system, multiple adjustments are made to the staffing plan throughout the year. The facility managers are responsible for establishing the staffing plan and working with risk management, financial services, training and internal affairs, where up-to-date information is acquired regarding training schedules, staff absence due to short- and long-term illness, FMLA, and or discipline. The facility managers are required to consult with the PREA Coordinator, who is also a facility manager about the various requirements of the standards and how to apply them when considering their staffing. These meetings occur often throughout the year. Both the PREA Coordinator and PREA Compliance manager acknowledged their collaboration with the Central Receiving Facility Captain to ensure the staffing plan maximizes sexual safety in the jail.

The Pretrial Facility has a BSCC rated capacity of 1344 with an average daily population of 1060. The first day on site the total incarcerated person population was 1063. The facility is made up of seven pods with six housing units in each pod. The housing units consist of double-occupancy cells. Each unit is two-story with an open dayroom containing tables, chairs, a television viewing area, phones, and a drinking fountain. Each unit has a shower on the top and bottom tier. The showers in each unit have partitions that provide appropriate privacy, but also allow staff to monitor activity to ensure the adequate safety of the incarcerated people. The cell doors remain open while the incarcerated people have access to the dayroom, giving each incarcerated person access to the restroom in their cell. Each unit can house 29-32 incarcerated people.

(a) The documented purpose of this staffing plan is to establish security staffing protocols to ensure a safe and secure environment for incarcerated people and staff. Interviews with the LPF Facility Commander and PREA Compliance Manager covered processes for development of and the ongoing monitoring of staffing levels. The written staffing plan notes the following:

1. To remain in compliance with generally accepted detention and correctional practices, current practices noted by organizations such as the National Institute of Corrections (NIC), the Board of State and Community Corrections (BSCC), and the American Jail Association are regularly reviewed.
2. There have been no judicial findings of inadequacy in the past 12-months,

however the KCSO was party to a judicial ruling in Yeager v. Kern (1987) requiring the provision of specific services to pregnant and post-partum incarcerated people. A second judicial ruling, Anderson v. Kern (1990) mandated the KCSO does not exceed specific population totals. The ruling also mandated certain other conditions of confinement dealing with medical, staffing levels, dental, vision, and mental healthcare, language interpreters, access to courts and classification of administratively separated incarcerated people. The requirements resulting from these cases have been implemented at the Lerdo Pretrial Facility, leaving no outstanding judicial findings.

3. The Lerdo Pretrial Facility has not received any Federal Investigative findings of inadequacy.

4. The KCSO participates in biannual inspections from the BSCC to ensure compliance with the regulations contained in Title 15 and Title 24 of the California Code of Regulations. Any issues of non-compliance are covered via a documented corrective action plan. There are currently zero corrective action plans pending for the LPF.

5. Blind spots or areas where staff or incarcerated people may be isolated are often due to the physical design of the facility. Blind spots that are due to physical design and opportunities for misconduct due to the staffing structure have been mitigated by the installation of a recorded surveillance system that has recently been upgraded to include audio recordings. Surveillance footage is routinely monitored and reviewed by supervisors to ensure compliance with KSCO policies. Supervisors make regular, unannounced rounds within the facility. During the site review the security camera system in central control was observed. Additionally, a logbook in each housing pod showed regular documentation of supervisory unannounced rounds.

6. The LPF is comprised of a very transient population with an ALOS of 71 days. Both male and female incarcerated people are housed at LPF with many incarcerated persons programs being offered. The staffing plan considers the composition of the population at LPF.

7. The LPF Commander (Lieutenant rank) has the overall responsibility for facility operations and administration, coordinates ancillary services such as Medical and Behavioral Health, and manages staff assigned to the court holding areas. The facility commander also works closely with other detentions managers to coordinate inter-facility operations, such as overtime or guarding of hospitalized incarcerated people. During the site review a the 24/7 guarding of an incarcerated person was observed. The facility administrative services sergeant oversees many support services, a few of which are vehicles, key control, supplies, clerical staff, complaints, contract staff, and inspections. The administrative sergeant also serves as the facility PREA compliance manager. Day to day operations are directed by a sergeant and or a senior deputy each shift to oversee daily security and operational issues, respond to emergencies, and manage the schedules and overtime to ensure adequate staffing.

8. A schedule of in-custody programs is established each semester and reviewed prior to implementation to ensure facility operations and supervision of incarcerated

people is not negatively impacted while such programs are functioning.

9. There are no applicable State or local laws that apply to staffing in a county jail. As part of the BSCC biennial inspections, BSCC staff reviews documentation of staffing plans for each facility.

10. The prevalence of substantiated and unsubstantiated incidents of sexual abuse that were taken into consideration for the development of the staffing plan can be viewed at the following link: <https://www.kernsheriff.org/Prea>.

11. No other relevant factors were identified at the LPF that affect its ability to detect, prevent, and respond to issues of sexual abuse, assault, or harassment of incarcerated people in its care and custody.

(b) In the past 12-months there have been no deviations from the staffing plan at the LPF. The PREA compliance manager works closely with the facility commander to arrange for known staffing shortages. Deviations are mitigated primarily through the use of overtime.

(c) At least once per year the PREA coordinator together with the PREA compliance manager meet with the facility commander to review the staffing plan. During the meeting such things as staff deployment, sufficient coverage to ensure sexual safety, and any foreseeable staffing changes are discussed.

(d) KCSO Detentions Bureau Policy P-200 Prevention and Detection of Sexual Abuse, Directive #5 states normal operation procedures require facility supervisors to make unannounced supervisory checks of each post during each shift. The supervisory checks are documented in the pod logbook. Staff members at LPF conducting the supervisory rounds are prohibited from alerting other staff that the rounds are occurring. Interviewed staff articulated the rounds are for ensuring both staff and incarcerated people are not engaging in inappropriate behaviors. The LPF utilizes Sheriff's Aides in an observation room that is situated centrally in each pod giving full view of the six-units within each pod. Interviews indicated they are not to announce any supervisor that is entering the pod.

During the site review the logbook in each housing pod was reviewed. It showed unannounced rounds being conducted daily on each shift. Supervisors who were interviewed stated it was a routine part of their duties and responsibilities.

	<p>Conclusions</p> <p>Provisions (a)(b)(c)(d) were established through documentation, policy, observation, and interviews. The comprehensive staffing plan, coupled with documentation and understanding of the importance of supervision and monitoring shows the KCSO LPF exceeds standard 115.13.</p>
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<b>115.14 Youthful inmates</b>	
	<b>Auditor Overall Determination:</b> Meets Standard
	<b>Auditor Discussion</b>
	<p>Document Review</p> <p>KCSO Detentions Bureau Policy P-400 – Vulnerable PREA Incarcerated People Population</p> <p>Site Review</p> <p>Interviews</p> <p>PREA Coordinator</p> <p>PREA Compliance Manager</p>
	<p>Findings</p> <p>KSCO Detentions Bureau Policy P-400 page one identifies a youthful, incarcerated person as any person under the age of 18. Procedure A of the policy indicates the KCSO will not knowingly book or detain persons under the legal age of eighteen. Any incarcerated person determined after booking and or housing to be juveniles shall be transferred to an appropriate juvenile facility. The procedure also states that an incarcerated person claiming to be juvenile shall be given the opportunity to verify their age through legal documentation either from their property or presented by a family member. Additionally, an incarcerated person who is determined to be juvenile shall be immediately moved to a location away from sight and sound of adult incarcerated persons. In this instance, security staff shall continuously monitor the juvenile by direct supervision until transfer to an appropriate juvenile facility or release by court order can be performed.</p>

	<p>The PREA compliance manager, and supervisory staff at the LPF indicated they have not housed any juvenile individuals at the facility over the past 12-months. During the site review observation of the incarcerated population did not reveal any juvenile individuals in custody.</p> <p>Conclusions</p> <p>Provisions (a)(b)(c) are not applicable since there are no youthful, incarcerated persons in the LPF, nor have there been over the past 12-months. Based upon the analysis of all available evidence, the LPF is found in compliance with standard 115.14.</p>
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<b>115.15 Limits to cross-gender viewing and searches</b>	
	<b>Auditor Overall Determination:</b> Meets Standard
	<b>Auditor Discussion</b>
	<p>Document Review</p> <p>KCSO Detentions Bureau Policy P-200 – Prevention and Detection of Sexual Abuse</p> <p>LPF PAQ</p> <p>KCSO Policy C-0550 – Strip and Body Cavity Searches</p> <p>KCSO Detentions Bureau Policy P-350 – PREA Intake and Screening</p> <p>LPF Site Review</p> <p>LPF Training Records</p> <p>KCSO Detention Bureau Training Curriculum on appropriate search methodology</p> <p>LPF Staffing Plan</p> <p>KCSO New Employee Arrest &amp; Control – Use of Force Training Curriculum</p> <p>Interviews</p> <p>Random Staff</p> <p>Random Incarcerated Persons</p> <p>Targeted Incarcerated Person</p> <p>PREA Compliance Manager</p>



## Findings

(a) KCSO Detentions Bureau Policy P-200 outlines the department's approach to cross gender viewing and searches. The policy defines a strip search as a search requiring a person to remove or arrange some or all of their clothing so as to permit a visual inspection of the underclothing, female breasts, buttocks or genitalia of such person by a Sheriff's Office staff member. A visual cavity search is a visual inspection of the anal and or vaginal area, generally requiring the subject to bend over and spread the cheeks of the buttock, to squat and or otherwise expose body cavity orifices.

Directive 10 of the policy, page six notes the KCSO shall conduct all searches of inmates in a professional, equal, and impartial manner so as not to harass or cause humiliation to the incarcerated person. Cross gender pat down searches are not performed except in exigent circumstances at the LPF. During the site review several staff demonstrated search procedures that were within policy.

Directive 11 of the policy on page six covers visual body cavity searches and indicates strip searches and or visual body cavity searches will be conducted by a staff member of the same gender as the incarcerated person being searched.

There were zero cross gender strip or cross gender visual body cavity searches at the LPF during the past 12-months. There were zero cross gender strip or visual body cavity searches conducted in the past 12-months by non-medical staff. Staff indicated they do not conduct cross gender strip searches except in exigent circumstances. Male staff members noted they will not search an incarcerated female. During the site review the search areas were observed and no issues were noted. The LPF has implemented electronic tools such as body scan devices which has aided in conducting appropriate searches.

(b) The KCSO Detentions Bureau does not allow cross gender pat down searches of female inmates, absent exigent circumstances. There have been zero incidents of cross gender pat down searches at the LPF in the past 12-months, and access to programs and services are not withheld to comply with this provision. The PREA compliance manager stated and was indicated on the staffing plan that female staff members are scheduled on each shift. Female staff indicated they are sometimes requested to leave their post to conduct a pat search. Incarcerated females acknowledged they are searched by female staff, and none of those interviewed stated they had programs or services withheld because they were not able to be searched.

(c) The KCSO Detentions Bureau prohibits cross gender visual, strip, or pat searches, except in exigent circumstances. Any exigent circumstance that occurs is formally documented. There was no documentation to review since there were no exigent circumstances within the past 12-months at the LPF. One staff member

indicated every possible effort would be made to ensure an exigent circumstance does not occur regarding cross gender strip or pat searches.

(d) Incarcerated persons at the LPF are able to shower, perform bodily functions, and change clothing without non-medical staff of the opposite gender viewing their breasts, buttocks, or genitalia, except in exigent circumstances or when such viewing is incidental to routine cell checks. Interviews with incarcerated persons indicated they are able to use the toilet, shower and change their clothing in private. While performing bodily functions the incarcerated persons stated as soon as they hear a cross-gender announcement it means they are to cover themselves up and be fully clothed. During the site review any time a staff member was entering a housing pod, a gender announcement was made. Some incarcerated people stated they will make a notification when they see an opposite gender staff member entering their unit.

A review of the LPF camera system indicated the cameras are well placed. In instances such as a holding cell, in which the toilet may have a slightly obstructed view, a solid box appears on the camera. The cameras are fixed position.

(e) Policy P-350 outlines the detentions bureau approach to screening for all incarcerated individuals. Staff are prohibited from searching or physically examining a transgender or intersex individual for the sole purpose of determining the individual's genital status. The policy specifies on page 2, if the individual's genital status is not known it can be obtained through a conversation with the individual or by having medical staff review the individual's records. One transgender individual was housed at LPF and was interviewed. A review of their file showed during their intake, they were asked their gender preference for searches, and this was documented on a gender preference form. The incarcerated person indicated there are no issues with their searches. Staff interviews indicated an understanding of the policy related to the intake and processing of individuals who identify as transgender or intersex.

(f) All staff indicated they had been trained on how to conduct an appropriate pat search. Several staff members were asked to describe and show the process. A PREA Staff Training Documentation form was reviewed. This post-training form provides a checkbox for four questions; [ ] I attended a comprehensive PREA Education Training Course, [ ] I understood the material presented and was able to have my questions answered, [ ] I think the amount I learned will help me respond to a PREA incident appropriately, and [ ] I did not fully understand the material presented and would like more information. In addition to the training received in the basic KCSO academy, a training bulletin was created. All training, including the dissemination of training bulletins is tracked and documented through the KCSO. Staff are required to sign in and acknowledge reading after reviewing the training bulletin. The New Employee Arrest & Control - Use of Force curriculum was reviewed. The training covers how to perform a systematic (pat) search. The guidance is to start at the center of the waistband, and move across the waistband, front pocket, up the chest, down the side, down the back, back waistband, back pocket. The curriculum also discusses searching a member of the opposite sex and refers to the detention bureau policy on prohibited

	<p>cross gender searching except in exigent circumstances.</p> <p>Conclusions</p> <p>All provisions were documented by policy, training bulletins, training records, curriculum, interviews with staff and incarcerated persons, and by observation. Based upon the review and analysis of all available evidence the KCSO LPF is found compliant with standard 115.15.</p>
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<b>115.16</b>	<b>Inmates with disabilities and inmates who are limited English proficient</b>
	<p><b>Auditor Overall Determination:</b> Meets Standard</p> <hr/> <p><b>Auditor Discussion</b></p> <p>Document Review</p> <p>KCSO Detentions Bureau Policy P-300 – Employee Training and Incarcerated Person Education</p> <p>KCSO Detentions Bureau Policy P-400 – Vulnerable PREA Incarcerated People Population</p> <p>KCSO Memorandum of Understanding (MOU) between KCSO and Kern Behavioral Health and Recovery Services Department for the provision of correctional behavioral health services</p> <p>Personal/Professional Services Agreement between Kern County and Language Line Services, Inc.</p> <p>KCSO Marsys Card – English and Spanish</p> <p>KCSO Sexual Assault Survivor’s Bill of Rights – English and Spanish</p> <p>KCSO Detentions Bureau PREA Poster (Reporting) – English and Spanish</p> <p>KCSO Detentions Bureau PREA Poster (Emotional Support Services) – English and Spanish</p> <p>LPF PAQ</p> <p>KCSO LPF PREA Audit Announcements – English and Spanish</p> <p>KCSO PREA Video for Incarcerated Persons – English, Spanish, ALS</p>

## Interviews

KCSO Detentions Bureau Chief Deputy

Targeted Incarcerated Persons

Random Staff

PREA Compliance Manager

PREA Coordinator

## Findings

(a) KCSO Detentions Bureau P-400 outlines specific procedures as it relates to individuals with disabilities. Procedure B discusses incarcerated people with hearing impairments and states that TTY devices and or language interpreters who can interpret effectively, accurately and impartially will be provided to ensure the prevention, detection, and response to sexual abuse and sexual harassment. Written materials using formats and methods that ensure effective communication will be provided as needed. A targeted incarcerated person who was blind in one eye stated he was able to read with his other eye as long as he had his eyeglasses. He further stated he was never without his eyeglasses.

A review of the Language Line Services Contract shows the contract is current and available to staff as needed. Staff were knowledgeable of the language line availability and although most had not needed to use the line, they knew how to access it. The KCSO also maintains a language fluency list where staff members who show competency in a language receive a stipend if called upon to utilize their language services. Many staff members at the LPF are fluent in Spanish. Two incarcerated person interviews were with individuals who noted Spanish as their native language. One was able to understand English and chose to have their interview conducted in English. One individual who spoke only Spanish was interviewed with the assistance of a LPF staff member and indicated the PREA information received was in Spanish. The Chief Deputy, PREA coordinator and PREA compliance manager were aware of the many ways the KCSO works to ensure all incarcerated individuals, regardless of their abilities are ensured sexual safety during their incarceration. The MOU between KCSO and the KBHRS was reviewed.

During the site review PREA Audit announcements were posted throughout the facility including the lobby, medical area, holding areas, and housing pods. It was recommended that in the future, audit announcements be posted in the outdoor recreation areas as well. Announcements were posted in both English and Spanish.

(b) In addition to the printed materials in both English and Spanish, incarcerated

	<p>individuals are shown an informational educational video that is presented in both English and Spanish that addresses sexual safety in the jail. The video is shown in every housing unit on a daily basis. Incarcerated individuals acknowledged seeing the video regularly, as well as during the intake process.</p> <p>(c) The KCSO does not utilize or rely on incarcerated people to read, interpret, or assist other incarcerated people with PREA related content or issues. Interviews with staff confirmed their knowledge and understanding of how to obtain assistance for incarcerated individuals who are LEP or have a disability. During the site review several people were asked informally about how to access services and information for incarcerated individuals who live with disabilities. Detention officers either knew how or where to obtain the information. Some referenced a “brain” book they would refer to (these books are in each housing pod and station jail).</p> <p>Conclusions</p> <p>Provisions (a)(b)(c) were documented in policy, staff and targeted incarcerated person interviews, and a review of printed and video materials. Based on the review and analysis of the available evidence, KCSO LPF is found to be in compliance with standard 115.16.</p>
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<b>115.17</b>	<b>Hiring and promotion decisions</b>
	<b>Auditor Overall Determination:</b> Exceeds Standard
	<p><b>Auditor Discussion</b></p> <p>Document Review</p> <p>KCSO Detentions Bureau Policy P-900 – Hiring, Promotions and Discipline</p> <p>Kern County Sheriff Donny Youngblood Letter to all new hires regarding the importance of PREA</p> <p>LPF PAQ</p> <p>KCSO LPF Employee Files – New Hires</p> <p>KCSO LPF Employee Files – Promotion within the past 12-months</p> <p>KCSO LPF Employee Files – 5-years or longer of employment with the KCSO</p> <p>KCSO Volunteer Files</p> <p>KCSO Personal History Statement Application</p>

## Interviews

KCSO Human Resource Staff

PREA Compliance Manager

## Findings

(a) KCSO Detentions Bureau Policy P-900 outlines the department's approach to employment, hiring, investigation and termination policies and practices. The department adheres to and complies with all Federal, State and local County ordinances. The KCSO has multiple procedures in place to facilitate the hiring, retention, or promotion of employees. The KCSO shall not hire, promote, or contract with anyone who has engaged, or attempted to engage in sexual abuse in a penal institution or who has been convicted of engaging in non-consensual sexual activity accomplished by force, threats, or other forms of coercion. They also will not hire, promote, or contract with anyone who has a civil judgement or administrative adjudication against them for engaging, or attempting to engage in non-consensual sexual activity accomplished by force, threats or other forms of coercion.

The KCSO hiring process begins with a general employment application completed via their website at [www.kerncounty.com](http://www.kerncounty.com). If the application for the KCSO is marked it is forwarded to the Sheriff's Office of Human Resources where it is screened. Once screened and approved for processing the formal hiring process begins. The KCSO performs a criminal history records check on all applicants, which may include the submission of fingerprints to DOJ and FBI. Each applicant is required to disclose on their Personal History Statement Application any accusation of discrimination against them, (including, but not limited to, sexual harassment, racial bias, sexual orientation harassment) by a co-worker, superior, subordinate, or customer. Applicants are required to provide whether they have engaged in sexual abuse in a prison, jail, lockup, community confinements facility, juvenile facility, or other institution; whether they have been convicted of engaging or attempting to engage in sexual activity in the community, facilitated by force, overt or implied threats of force, or coercion, or if the victim did not consent or was unable to consent or refuse, or has been civilly or administratively adjudicated to have engaged in the activity described in paragraph (a)(2) of this section. A review of files of employees hired or promoted in the past 12-months indicated a proper criminal record background check had been conducted.

All new hires on the department receive a personal letter from the KCSO Sheriff indicating the importance of complying with PREA, and expectations and responsibilities with compliance as an employee with the Sheriff's Office. The employee is required to sign the letter indicating an understanding of its contents prior to completion of the hiring process. The KCSO are in the process of moving all of their personnel records to an electronic system. The Human Resources Department utilizes an electronic tracker to follow an individual from the initiation of their application through the hiring process. This highly organized system made the accessibility to random personnel files extremely efficient.

(b) The KCSO considers incidents of sexual harassment in determining whether to hire or promote individual, or enlist the services of contractors, volunteers or vendors. Human Resource Staff provided access to the Sheriff's Office electronic records for hiring individuals. For those who will have contact with the incarcerated population and attend the KCSO POST (Police Officer Standards & Training)-Certified academy, their screening is completed not only in accordance with KCSO hiring, but POST requirements as well. A POST-certified academy in California is the training standard for police officers, deputy sheriffs and other classifications of peace officers. A minimum of 664 hours of POST-developed training and testing in 42 separate areas of instruction (many which align with the PREA standards). These Learning Domains use various written, skill, exercise, and scenario-based tests, providing additional layers to the hiring process.

(c) For an individual seeking employment with the KCSO, the electronic file within Human Resources is initiated. For those who will have contact with the incarcerated population, there are 70 tasks required to complete the process. Of the 70 tasks, a review of the applicant's questionnaire for completeness, verifications of applicant information, making contact with previous employers, other agencies, references, conducting an NCIC (National Crime Information Center) check, and scheduling a background investigator, polygraph, and physical agility testing are included. Each task lists who the task is assigned to, when it is due, status, and any action required. Ninety-seven individuals who may have contact with incarcerated individuals have been hired by the KCSO over the past 12-months. This includes 15 from behavioral health, 25 contractors and volunteers, 25 medical personnel, 25 detentions staff, and seven Sheriff's Aides. All of them have undergone a criminal background records check. A random sample of personnel files showed the KCSO to be in compliance with their hiring policies and protocols.

(d) Volunteers, contractors, and vendors who apply to the KCSO are subject to a full criminal background check. The KCSO manages nine contracts for services whereby individuals provide volunteer, contracted, or vendor services in the KCSO, and who have contact with justice involved individuals. All have had a background check completed prior to them having contact with incarcerated people.

(e) The KCSO deploys a system that notifies the Sheriff's office if an individual who an employee, contractor, volunteer, or vendor has any law enforcement contact. Further, the KCSO requires the individual to notify the office directly of law enforcement contact has occurred. Human Resource Staff stated a notification comes to the Sheriff's Office, generally through a fax or email making notification, which triggers an inquiry into the report. Additionally, an automatic annual check is run through NCIC for every KCSO employee annually. Finally, annual performance review employees are required to sign a PREA acknowledgement form indicating they have not violated the PREA in any way. A review of employee records who have served in

	<p>the KCSO for five years or longer showed documentation of regular criminal background checks being conducted.</p> <p>(f) On an annual basis, during their performance review, KCSO employees are required to answer honestly questions described in paragraph (a)(2) of this standard.</p> <p>(g) The KCSO employment application is signed by every applicant, as is the PREA letter provided to them by the KCSO Sheriff. Any material omissions of any information required by the applicant during the employment process shall be grounds for termination. This applies to volunteers, contractors, vendors and during the initial hiring phase and any promotional opportunity.</p> <p>(h) Policy P-900, Procedure A indicates that unless prohibited by law, KCSO will provide prospective employers information regarding substantiated allegations of sexual abuse or sexual harassment involving a present or former employee.</p> <p>Conclusions</p> <p>Provisions (a) through (g) were documented by a review of employee, contractor, volunteer, and vendor files and discussions with staff. Policy, written documentation, and electronic organization of personnel files indicate the KCSO exceeds standard 115.17.</p>
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<b>115.18</b>	<b>Upgrades to facilities and technologies</b>
	<b>Auditor Overall Determination:</b> Meets Standard
	<b>Auditor Discussion</b>
	<p>Document Review</p> <p>LPF Site Review</p> <p>Interviews</p> <p>PREA Compliance Manager</p> <p>LPF Facility Commander</p> <p>Findings</p> <p>The PREA Compliance Manager and LPF Facility Commander indicated cameras have been installed throughout the facility over the past 12-months. Observation of these newly installed cameras revealed three things. First, several installed cameras mitigated blind spots throughout the facility enhancing the observation capabilities</p>



	<p>for staff. Second, an audio feature was added and third, a solid square appears on the camera in areas where the camera angle that might otherwise allow for vulnerable viewing of incarcerated persons. The PREA Compliance Manager indicated the very reasons for the camera installation and modifications were to enhance sexual safety and assist with the investigative process.</p> <p>Conclusions</p> <p>Discussions with the PREA Compliance Manager and LPF Facility Commander coupled with observations during the site review indicate the LPF is in compliance with standard 115.18.</p>
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115.21	Evidence protocol and forensic medical examinations
	<p><b>Auditor Overall Determination:</b> Exceeds Standard</p> <p><b>Auditor Discussion</b></p> <p>Document Review</p> <p>KCSO Detentions Bureau Policy P-600 - Criminal and Administrative Investigations</p> <p>KCSO Detentions Bureau Policy P-500 - Sexual Assault/Abuse – Security Response Plan</p> <p>KCSO Detentions Bureau Policy C-2200 – Suspected Juveniles In Custody</p> <p>KCSO Detentions Bureau Policy P-550 – Victim Services Response Plan</p> <p>Kern County Personal/Professional Services Agreement with Kern County Forensic Services, LLC</p> <p>KCSO MOU with the Hi-Desert Women’s Center</p> <p>Investigative Reports of Incarcerated Persons who reported sexual abuse at LPF</p> <p>KCSO Marsy’s Card</p> <p>KCSO Detentions Facility Request Slip</p> <p>KCSO Detentions Facility Incarcerated Person Orientation Booklet</p> <p>LPF Site Review</p> <p>LPF Incarcerated Person telephone access to Hi-Desert Women’s Health</p> <p>Interviews</p>

Random Staff

PREA Compliance Manager

LPF Facility Commander

Hi-Desert Women's Health Center Staff

KCSO Investigators

LPF Investigators

#### Findings

(a) KCSO Detentions Bureau P-0600 outlines a response plan which provides an appropriate acknowledgement to incidents of sexual abuse, assault, harassment, or retaliation occurring in KCSO detention facilities. This plan establishes the role, responsibilities and actions of security staff, first responders, other responders, supervisors, and department and facility investigators, as well as section managers. The KCSO is responsible for investigating both administrative and criminal allegations of sexual abuse, sexual harassment and or allegations of retaliation. The KCSO trains all of its employees as first responders and interviews with random staff and supervisors indicated they have an understanding of their roles and responsibilities with respect to all allegations of sexual abuse, sexual harassment, or retaliation.

(b) The KCSO does not accommodate juveniles being booked into or housed within any Detentions Bureau facility. Any juvenile or suspected juvenile arriving at the booking facility will be refused per the shift supervisor and will not be booked into the facility. Any incarcerated person suspected of being a juvenile will immediately be transferred to Juvenile Hall, or in the case of contract incarcerated people to the custody of the agency for whom the incarcerated person is being housed. Policy C-2200 provide detailed directives on managing anyone who is reasonably believed to be or is documented to be a juvenile.

(c) KCSO Policy P-550 provides information on victim services and a victim services response plan to provide inmate victims of sexual harassment, abuse or assault with immediate intervention and or prompt emergency and crisis intervention services from medical via an agreement with Kern County Forensic Services, LLC, mental health, and victim advocates. Forensic medical examinations are provided at the Kern Medical Center. Notifications of the incident are provided to the Sexual Assault Response Team (SART) through the Women's Center - Hi Desert. The center collaborates with the KCSO, the medical center, and the incarcerated person alleging sexual abuse to provide accompaniment, emergency room accompaniment and support, accompaniment and advocacy for all legal meetings and court appearances.

KCSO staff interviews and Hi-Desert Women's Center staff indicated and forensic medical examination are offered to the incarcerated persons without cost. The KCSO LPF reports in the past 12-months there was one forensic medical exams conducted. A review of the file indicated the exam was performed by a qualified SANE staff member.

(d) The KCSO and the Hi-Desert Women's Center have entered into a contract for victim advocate services for both in-person and or remote services. Incarcerated persons in the KCSO facilities have access to an advocate who is on-site at the LPF regularly. In the past 12-months a second advocate has been incorporated into the team. Daily communication between the PREA compliance manager and the Hi-Desert staff occurs. Incarcerated persons are verbally told at intake an advocate is available to them. This information is also included in the KCSO PREA posters as well as the Incarcerated Person Orientation Booklet. The advocates are highly qualified and maintain good rapport with KCSO staff and the incarcerated person population. Several times during the site review the advocates were available and actively checking in on individuals who had requested services. Furthermore, the victim advocates provided comprehensive information of all inquiries that they received via the incarcerated person telephone system #7777, or incarcerated person request form. During the site review an incarcerated person telephone was utilized to make contact with the Hi-Desert Women's Center.

(e) The Women's Center - Hi Desert victim advocate and SART staff from the Kern County Forensics Services, LLC are available for accompaniment and supportive services throughout the forensic medical exams, and the investigative interview. All individuals are state certified. The on-site victim advocate provides day-to-day access for support services, information, and referrals. Any incarcerated individual who acknowledges being victimized by sexual abuse is provided a Marsy's card. This document has phone numbers and addresses, contact information and services provided throughout Kern County.

(f) This provision is not applicable to the KCSO as they are responsible for both administrative and criminal investigations involving staff as well as incarcerated individuals.

(g) This provision is not applicable to the KCSO as they are responsible for both administrative and criminal investigations involving staff as well as incarcerated individuals.

(h) All contractors, volunteers and vendors are vetted through the KCSO. The staff from the Hi-Desert Women's Center undergo a full background check and are vetted by the Kern County Detentions Bureau for appropriateness to conduct services within the bureau. The KCSO Detentions Bureau looks for individuals to "right fit" their needs. If an individual from an agency that provides services to the incarcerated population does not make a good fit, the Detentions Bureau makes a notification to the agency, and the volunteer, contractor, or vendor will no longer have access to the facilities.

	<p>Conclusions</p> <p>All provisions have been verified and documented. A review of documentation coupled with interviews with staff, contractors, volunteers and observations during the site review indicate the KCSO - LPF exceeds Standard 115.21.</p>
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<b>115.22</b>	<b>Policies to ensure referrals of allegations for investigations</b>
	<b>Auditor Overall Determination:</b> Meets Standard
	<b>Auditor Discussion</b>
	<p>Document Review</p> <p>KCSO Detentions Bureau Policy P-600 - PREA Criminal and Administrative Investigations</p> <p>KCSO Detentions Bureau P-700 - Data Collection Reviews and Audits</p> <p>KCSO Website</p> <p>Interviews</p> <p>KCSO Detentions Bureau Deputy Chief</p> <p>KCSO Investigators</p> <p>KCSO - LPF Investigators</p> <p>PREA Coordinator</p> <p>PREA Compliance Manager</p> <p>Findings</p> <p>(a) KCSO Detentions Bureau Policy P-600 states that as a law enforcement agency the KCSO shall promptly, thoroughly, and objectively investigate all reports of inmate sexual assault, abuse, harassment, or retaliation occurring in its custodial facilities, including third-party and anonymous reports. The investigations are carried out through the direction of Detentions Bureau Policy P-600 which provides an appropriate response to incidents of sexual abuse, assault, harassment or retaliation occurring in the KCSO's facilities. All investigations are conducted utilizing standard investigation methods in accordance with all laws. The Detentions Bureau Deputy Chief noted investigations are of utmost importance and is briefed regularly on all investigations pertinent to the bureau. The PREA coordinator and PREA compliance</p>

manager, as well as investigative staff echoed the importance of a prompt, thorough and objective investigation. All allegations are reviewed at the facility level initially. Nearly all are routed through the agency investigators if there is any question in the status of the allegation after initial review of all evidence. It is determined whether or not to proceed with a criminal or administrative investigation from there. If criminal, the administrative investigation is tabled until the conclusion of the criminal investigation. In the past 12-months the LPF had 16 allegations that were referred for criminal review. The agency investigators and the PREA compliance manager have regular discussions on the status of the allegations.

(b) Although the KCSO conducts its own criminal and administrative investigations, nearly all facility investigators will refer allegations to the Sexual Assault and Abuse Investigations Unit via the PREA coordinator and PREA compliance manager. These referrals are documented. The allegation and information pertinent to the investigation is entered into the ILEADS tracking program. KCSO PREA information can be found at [www.kernsheriff.org](http://www.kernsheriff.org). Further, internal annual reports can be found for each facility on the website.

Conclusions

All provisions have been verified and documented. A review of documentation coupled with interviews with staff, contractors, the KCSO - LPF meets Standard 115.22.

<b>115.31</b>	<b>Employee training</b>
	<b>Auditor Overall Determination:</b> Meets Standard
	<b>Auditor Discussion</b>
	Document Review
	KCSO Detentions Bureau Policy P-100 - Zero Tolerance of Sexual Abuse and Sexual Harassment
	KCSO Detentions Bureau Policy P-300 - Employee Training and Incarcerated Person Education
	KCSO Detentions Bureau Power Point Slides - PREA Training
	KCSO Standards and Training for Corrections (STC) 6-Hour PREA Lesson Plan
	KCSO Detentions Bureau Policy P-500 - Sexual Assault/Abuse - Security Response Plan
	KCSO Detentions Bureau Policy P-550 - Victim Services Response Plan

LPF PAQ

Interviews

Random Staff

Human Resource Staff

PREA Compliance Manager

Findings

(a) KCSO Detentions Policies P-100 and P-300 outline the zero-tolerance for sexual abuse and sexual harassment and training requirements for anyone who may have contact with incarcerated persons as a part of their duties and responsibilities. Policy P-300-Procedure A indicates KCSO shall provide its staff training on sexual abuse and sexual harassment through classroom training upon hiring and periodic refresher courses,. All trainings shall be provided in a format based upon the level of contact with inmates and the training requirements stipulated by the PREA standards. Policy P-300, Directive A-1: Custody staff address the required 10 components of training; Zero-tolerance policy for sexual abuse, sexual harassment and retaliation; how to fulfill their responsibilities regarding prevention, detection, reporting and response to sexual abuse and sexual harassment; inmate's right to be free from sexual abuse and sexual harassment; the right of inmates and employees to be free from retaliation for reporting sexual abuse and sexual harassment; the dynamics of sexual abuse and sexual harassment in confinement; the common reactions of sexual abuse and sexual harassment victims; how to detect and respond to signs of threatened and actual sexual abuse; avoiding inappropriate relationships with inmates; how to communicate effectively and professionally with inmates, including lesbian, gay, bisexual, transgender, intersex or gender non-conforming inmates; how to comply with relevant laws related to mandatory reporting of sexual abuse to outside authorities. Aggregate training records for both employees, contractors, and volunteers, sampling of employee personnel files, and training curriculum were reviewed. All staff confirmed receiving initial PREA training. For those who had been with the sheriff's office longer than 6-months, all acknowledged receiving refresher training annually. Staff were able to describe the training and their understanding of the curriculum.

(b) There are 131 staff members at the Lerdo Pretrial Facility (LPF). Sixteen personnel files were reviewed. Records show all staff had been trained prior to their work commencing in the facility, and annually thereafter. Initial training is documented and signed by the employee, contractor or volunteer, while completion of the refresher training is acknowledged by electronic signature. LPF houses male and female incarcerated persons. Therefore, all employees receive PREA related training specific to male and female incarcerated persons and addresses LGBTI

	<p>issues.</p> <p>(c) Training records show that all staff at the LPF have been appropriately trained, the training is documented, and refresher training is required annually. Policy P-300, page 2 also indicates training will be provided when any significant change is made in PREA policy. A review of the curriculum plan for STC PREA training was reviewed, confirming the training provided meets this standard.</p> <p>(d) Policy P-300 states, and was confirmed through documentation review, that the KCSO will maintain documentation of training and that staff understand the training they received. Documentation is maintained in the employee training files and is readily available to the PREA coordinator. The auditor had full access to employee files. Random staff interviews indicated that the annual refresher training is scheduled via the facility commander. The employee receives an e-mail notification with a link to sign up for the refresher training.</p> <p>Conclusions</p> <p>Provisions (a)(b)(c)(d) were documented by policy, training curriculum, training records and staff interviews. Based upon the review and analysis of all available evidence the KCSO LPF is found in compliance with standard 115.31.</p>
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<b>115.32</b>	<b>Volunteer and contractor training</b>
	<b>Auditor Overall Determination:</b> Meets Standard
	<b>Auditor Discussion</b>
	<p>Document Review</p> <p>KCSO PREA training for contractors, volunteers, and KCSO civilian staff – power point</p> <p>LPF PAQ</p> <p>KCSO Detentions Bureau Policy P-300 – Employee Training and Incarcerated Person Education</p> <p>KCSO Volunteer and Contractor training records</p> <p>Interviews</p> <p>LPF Contractor</p> <p>LPF Volunteer</p>

KCSO Contract Administrator

KCSO Human Resource Staff

#### Findings

(a) The KCSO Detentions Bureau Policy P-300, Directive A-2, indicates all KCSO volunteers and contractors who have contact with incarcerated people will be notified of the KCSO zero-tolerance policy regarding sexual abuse and sexual harassment and will be trained on how to report such incidents. KCSO will ensure that all volunteers and contractors will be trained on their responsibilities under the KCSO sexual abuse and sexual harassment prevention, detection, and response policies and procedures. The level and type of training provided to volunteers and contractors is based on the services they provide and level of contact they have with the incarcerated population. While the KCSO Human Resources maintains a central file on training adherence, the information for upcoming required training is disseminated via the facility.

The LPF reports 264 volunteers and contractors currently provide services to the incarcerated population. Interviews with volunteer and contractor persons noted they were provided PREA training during their on-boarding with the department. They are scheduled for refresher training annually. The volunteer and contracted individuals acknowledged their responsibility to make immediate notification to a KCSO staff member upon receiving an allegation of sexual abuse or sexual harassment.

(b) The KCSO provides information and training to its volunteers and contractors based on the services they provide and level of contact they have with inmates. The curriculum used for volunteers and contractors mirrors that of the staff training. This training covered the zero-tolerance policy which the contractor described as having no tolerance for any kinds of sexual abuse, talk of sex, acts of sex between staff, workers, and incarcerated persons. The contractor indicated an immediate report to the supervisor at LPF would be made if there was any act or even suspicion of inappropriate behavior occurring.

(c) The KCSO, in compliance with Policy P-300 which directs records of volunteer and contractor training are maintained. The PREA compliance manager in collaboration with the sheriff's office contracting entity ensures all contractors are properly trained. Contracts for service include the requirement for zero-tolerance training. A random sampling of volunteer and contractor files were reviewed showing compliance with required training.

#### Conclusions

The KCSO LPF is found to be compliant with provisions (a)(b)(c) for standard 115.32.



	The evidence produced included policy, training records, personnel files, staff interviews and training curriculum.
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<b>115.33 Inmate education</b>	
	<b>Auditor Overall Determination:</b> Exceeds Standard
	<b>Auditor Discussion</b>
	<p>Document Review</p> <p>KCSO Detentions Bureau Policy P-300 - Employee Training and Incarcerated People Education</p> <p>KCSO Detentions Bureau Policy P-350 - PREA Intake and Screening</p> <p>LPF PAQ</p> <p>KCSO Policy P-200, Attachment E - Transfer Risk Reassessment</p> <p>LPF Incarcerated Person Files</p> <p>KCSO PREA Holding Cell Risk Questionnaire - Spanish and English</p> <p>PREA Incarcerated Person Education Brochure</p> <p>Incarcerated Person Acknowledgement of PREA Information</p> <p>LPF Site Review</p> <p>KCSO PREA Incarcerated Person Intake Flyer</p> <p>KCSO Incarcerated Person Education Brochure/Pamphlet</p> <p>KCSO Incarcerated Person PREA Video</p> <p>Interviews</p> <p>PREA Coordinator</p> <p>PREA Compliance Manager</p> <p>KCSO Intake Staff</p> <p>Random &amp; Targeted Incarcerated Persons</p> <p>Findings</p>

(a) KCSO Detentions Bureau Policy P-350 indicates a thorough PREA intake and screening process of each incarcerated person received at its jail facilities is completed. This is to determine any medical or mental health needs, and to inform classification staff of pertinent information for use in making appropriate housing assignments. The PREA holding cell risk questions are asked by KCSO intake staff in order to identify potential risks of harm, sexual victimization, or potential sexual abusers prior to placement in a general population holding cell. The risk screening process is conducted to provide classification staff with information about an inmate's sexual orientation, gender identify, past sexual victimization, past sexual abuse acts perpetrated, and the inmate's own perception of sexual abuse, vulnerability, enabling them to make informed housing decisions in the best interest of the inmate and facility operations. Although LPF is not an intake facility, the KCSO intake staff coordinate with each facility to ensure the incarcerated people receive the appropriate information on the agency's zero-tolerance policy.

The PREA Holding Cell Risk Questions include "You have the right to be free from sexual abuse while in the Sheriff's custody. The Sheriff has zero-tolerance for sexual abuse against inmates and all reports will be investigated. To report an incident you can dial #7777 or talk to a Deputy or medical person." Additionally, incarcerated persons are asked "Do you understand the information I told you about sexual abuse and how to report it?". The completed form is signed by the incarcerated person. This form is presented to all incarcerated persons when they are moved to a different KCSO jail facility.

Policy P-300, Directive B-1: Intake and Orientation mandates that during the intake process, incarcerated persons will receive information explaining KCSO's zero-tolerance policy regarding sexual abuse and sexual harassment and how to report incidents or suspicions of sexual abuse or sexual harassment. The information is provided in the form of a handout printed in both English and Spanish. Once an incarcerated person receives a bed roll, a PREA pamphlet is included. Incarcerated individuals acknowledged receiving PREA information at intake and are shown the incarcerated person PREA video each day at all jail facilities. During the site review it was learned that the on-site PREA Advocate, medical and mental health staff also discuss sexual safety when a conversation is requested or initiated by an incarcerated person.

During the past 12-months 12,715 individuals were admitted to the KCSO. The LPF PAQ indicates all 12,715 incarcerated individuals were provided PREA education at the time of intake. A review of 17 files of individuals incarcerated at the LPF showed documentation of PREA information on the zero-tolerance policy being provided at intake.

(b) During the past 12-months 2532 incarcerated persons remained at the LPF for longer than 30-days. All 2532 received comprehensive training. This was verified through the classification staff, who manage a comprehensive database that collects all information relevant to intake and classification. For instance, the intake

acknowledgement form signed by the incarcerated person can be followed through the classification system as it assists with appropriate placement of the individual at the various KCSO jail facilities. The comprehensive education is provided via video, which was being shown throughout the facility during the site review and was confirmed by both staff and incarcerated persons to be shown daily. Additionally, staff conduct comprehensive education and maintain a PREA Incarcerated Person Education Attendance Log for each session conducted. The educational video shows all relevant information related to the zero-tolerance policy, what to do if you are sexually abused or sexually harassed, your right to be free from sexual abuse and sexual harassment, and how to report. Policy P-300, Directive B-2 covers the requirements of the comprehensive education requirements.

(c) The PREA Facility Transfer Risk Reassessment form is used when incarcerated individuals are transferred to a different facility. Policy P-300, requires that "Inmates will receive comprehensive education upon transfer to a different facility, to the extent that the policies and procedures of the inmate's new facility differ from those of the previous facility." Although the PREA information is synchronous throughout all KCSO facilities, the LPF utilizes the reassessment form to ensure the incarcerated people fully understand sexual safety in the jails. The LPF reports there are no incarcerated persons who have not been educated. Interviews with random and targeted incarcerated individuals confirms this.

(d) The PREA education information for incarcerated persons is available in many forms. For individuals who are LEP, the information is provided in Spanish (written and video), and any other language is accessible through the Language Line Service agreement. For blind individuals the information is provided through the spoken word, and deaf individuals through the written word.

(e) Information confirming incarcerated individuals receive and understand the inmate education provided by the KCSO is maintained in a database, and in facility-specific incarcerated person files. The file will follow the incarcerated person if or when they are transferred to another facility. A review of the incarcerated person files showed inmate education being provided for each facility transfer. Furthermore, detention staff at LPF who process court, medical, or any returnee indicated PREA information is provided upon return.

(f) PREA Posters, Incarcerated Person Orientation Booklet, and the comprehensive video show how to report, how to access free, confidential emotional support services, and the sheriff's office's zero tolerance for sexual abuse and sexual safety. Additionally, the advocates from Hi-Desert Women's Center was observed walking through the LPF providing informal PREA information to the incarcerated people

	<p>Conclusions</p> <p>Provisions (a)(b)(c)(d)(e)(f) were demonstrated through policy, written materials, video material, interviews, and practice. This information, coupled with the intake staff and classification staff describing the system utilized by staff who maintain the information related to every incarcerated person who enters and leaves the KCSO jail facilities, the KCSO-LPF has shown to exceed standard 115.33.</p>
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<b>115.34</b>	<b>Specialized training: Investigations</b>
	<b>Auditor Overall Determination:</b> Exceeds Standard
	<b>Auditor Discussion</b>
	<p>Document Review</p> <p>KCSO Detentions Bureau Policy P-300 – Employee Training and Incarcerated People Education</p> <p>KCSO Training Division Training Order for Seniors Specialized Investigators</p> <p>KCSO PREA Training Confirmation – Completed Specialized Investigation Training</p> <p>KCSO Detentions Bureau Senior Deputy Roster</p> <p>State of California Commission on Peace Officer Standards and Training (POST)</p> <p>Interviews</p> <p>KCSO Investigators</p> <p>KCSO – LPF Senior Deputies</p> <p>PREA Compliance Manager</p> <p>Findings</p> <p>(a) KCSO Detentions Bureau Policy P-300, Directive A-3 mandates that in addition to the general PREA training to all employees, KCSO will ensure that staff who are responsible for conducting sexual assault and abuse investigations receive training in conducting such investigations in confinement settings. Interviews with investigative staff both at the department and facility levels indicated they had received comprehensive training on sexual abuse in confinement settings. The KCSO utilizes the rank of senior deputy at the facility level to conduct the initial PREA allegation</p>

inquiry. A review of training rosters shows employee name, employee number, title of the training received. The roster delineates the training is specialized investigator training. Furthermore, a training order from the KCSO Training Division was reviewed showing the course title “Seniors Specialized Investigators” and requires the training participant to acknowledge they will comply with the instructions for the training (signature required) and an immediate supervisor acknowledgement (and signature) of the employee training.

(b) A review of the 2023 curriculum entitled Prison Rape Elimination Act - KCSO Detentions Seniors: Sex Crimes Investigation Training Course shows that senior detention deputy personnel receive appropriate specialized investigations training. The curriculum is an introduction to investigations, definitions, penal codes, crime scene and evidence collection, interviewing techniques, victim rights and rules, victim interviewing, suspect(s) interviewing, witness(es) interviewing, and report writing. KCSO Investigators attend the POST Specialized Investigators’ Basic Course. This training has a minimum hourly requirement of 591 hours, which is divided into 37 individual topic or Learning Domains. The domains contain the minimum required foundational information and includes investigations in confinement settings. The training also includes testing elements.

(c) A comprehensive electronic database is maintained showing the education had been received and completed. Staff completing the training verify through signature their attendance and receipt of the training. Collectively, the KCSO shows 32 investigators who have completed the required training; 7 Special Victims Unit Detectives, and 25 Detention Senior Deputies.

(d) Not applicable since the KCSO conducts its own investigations, both criminal and administrative.

Conclusions

Provisions (a)(b)(c) were met, and provision (d) is not applicable to the KCSO. The curriculum, documentation, and staff interviews, coupled with the acknowledgement that training crosses multiple levels or rank among the entire department exceeds the requirements for standard 115.34.

<b>115.35</b>	<b>Specialized training: Medical and mental health care</b>
	<b>Auditor Overall Determination:</b> Meets Standard
	<b>Auditor Discussion</b>

## Document Review

KCSO Detentions Bureau Policy P-100 – Zero Tolerance of Sexual Abuse and Sexual Harassment

KCSO Detentions Bureau Policy P-300 – PREA Employee Training and Incarcerated People Education

LPF PAQ

KCSO Community Behavioral Health Roster & Records

KCSO Kern Medical Staff Roster & Records

KCSO Training Division PREA Refresher Sign-In Sheet

KCSO Training Division Initial PREA Training Sign-In Sheet

KCSO

## Interviews

KCSO LPF Behavioral Health Staff

KCSO LPF Kern Medical Staff

PREA Compliance Manager

## Findings

(a) Directive A-4 of Policy P-300 outlines the requirements of specialized training for medical and mental health professionals. The policy ensures training for medical and mental health staff within the KCSO will be trained on how to detect and assess signs of sexual abuse and sexual harassment; how to preserve physical evidence of sexual abuse; how to respond effectively and professionally to victims of sexual abuse and sexual harassment; and how and to whom to report allegations or suspicions of sexual abuse and sexual harassment. There are currently 158 individuals providing medical and mental health services within the KCSO Detentions Bureau, and training records indicate 100 percent of the staff have been trained. The Kern Community Behavioral Health and Kern County Medical provide services to the incarcerated people. Interviews with medical and mental health staff were conducted with those who are assigned to the LPF, however, staff can be deployed to any KCSO facility. Interviews indicated they received training upon their assignment to the KCSO, specialized training, and refresher training annually.

(b) Medical staff at the KCSO LPF do not conduct forensic medical exams. These

	<p>exams are conducted at the Kern County Medical Center with accompaniment by the Hi-Desert Women’s Center, via a contract with Kern Forensic Center, LLC.</p> <p>(c) Training rosters and records were reviewed confirming initial PREA training and PREA refresher training for medical and mental health staff were and continue to be provided. The training is provided by the KCSO.</p> <p>(d) In addition to confirming training through electronically documented training records, training and policy updates completed via an e-training platform must be signed by clicking an acknowledgement icon which is registered in the training database.</p> <p>Conclusions</p> <p>Provisions (a)(b)(c)(d) are defined in policy, documented training records, curriculum and interviews. Based upon the review and analysis of all available evidence, KCSO LPF is found in compliance with standard 115.35.</p>
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<b>115.41</b>	<b>Screening for risk of victimization and abusiveness</b>
	<b>Auditor Overall Determination:</b> Meets Standard
	<b>Auditor Discussion</b>
	<p>Document Review</p> <p>KCSO Detentions Bureau Policy K-200 – Classification Unit Responsibility</p> <p>KCSO Detentions Bureau Policy K-200 Attachment E – Transfer Risk Reassessment</p> <p>KCSO Detentions Policy P-200 – Prevention and Detection of Sexual Abuse</p> <p>KCSO Detentions Policy P-350 – PREA Intake and Screening</p> <p>LPF PAQ</p> <p>KCSO Detentions Bureau Policy K-500 – Classification Reviews</p> <p>LPF Incarcerated Persons Files</p>

## Interviews

KCSO Staff Responsible for Conducting Risk Screening

Random and Targeted Incarcerated Persons

PREA Compliance Manager

## Findings

(a) The KCSO Detentions Bureau's Classification Unit is responsible for managing incarcerated persons population levels and determining appropriate housing for all incarcerated people throughout the bureau. Classification deputies coordinate movement between facilities and transfers to and from other agencies, court, and hospital runs. Once intake occurs, the Classification Unit uses the information to assign incarcerated people to their housing locations. The review requires utilizing classification status as required by state law, Title 15, PREA standards and court decisions. For anyone identified as being at risk for abusiveness during the initial intake, or through the result of an in-custody incident, all information is considered when assigning an incarcerated person to a facility or housing area. Interviews with incarcerated people confirmed they received PREA information immediately when they arrived at the facility. Because LPF is not a booking facility, during the site review staff from the LPF demonstrated how they used the information from the Classification Unit to house the incarcerated people

(b) The comprehensive risk screening takes place during the intake process at the intake facility and not the LPF. The information is accessible by the Classification Unit, who make housing placements within the KCSO housing facilities. In the past 12-months 8,108 individuals entered the facility and remained for 72 hours or longer. One-hundred percent of the individuals were screened at intake. Since LPF is not an intake facility, once incarcerated individuals arrive at LPF they are pre-screened and a KCSO Detentions Bureau Transfer Risk Assessment is conducted.

(c) A review of the KCSO risk screening instrument - PREA Intake and Screening Form - shows an objective process. The Classification Unit utilizes the information from the form, seeks potential vulnerabilities or tendencies of acting out sexually or being victimized sexually and utilizes the information to make informed decisions. Further, the KCSO Detentions Bureau Transfer Risk Assessment adds an additional layer of screening to ensure sexual safety of its incarcerated people.

(d) The incarcerated individual's risk of sexual victimization considers any mental, physical, or developmental disability, age, physical build, previous incarcerations, criminal history that includes any sex offenses, whether the individual is perceived to be gay, lesbian, transgender, intersex, or gender non-conforming, and seeks the



incarcerated person's own perception of vulnerability. Incarcerated individuals acknowledged being assessed and being asked questions corresponding to the risk assessment.

(e) Interviews with KCSO Detentions Bureau Classification Unit staff indicate they look for information on prior acts of sexual abuse, prior convictions for violent offenses, or any history of institutional violence or sexual abuse. The information collected for each person is maintained in an electronic file.

(f) There were 2532 incarcerated individuals who remained at the LPF for longer than 30-days in the past 12-months. The Classification Unit staff were able to demonstrate how their system alerts (generally on day 28) that a reassessment is necessary. From there, staff from the KCSO Classification Unit will reach out to the incarcerated persons whose reassessment is warranted and conduct a reassessment.

(g) Policy K-500, Directive B-2: PREA at risk Classification Review outlines that a 30-day PREA "at risk" incarcerated person will be interviewed to determine if any unknown information exists that should be considered during the review process. The Classification Unit supervisor provides subordinate staff with an at-risk list and staff then obtain an affirmative or negative response from the at risk incarcerated person to determine if next steps are needed. During the site review the current and upcoming 30-day reassessments were available to review. Staff will reassess an individual's status when they receive a referral from anyone, including medical, mental health, victim advocacy, or third party. The incarcerated individual can request a reassessment as well. Any incident of sexual abuse will also trigger a reassessment. LPF had several newly hired detentions bureau deputy staff who were in a three-phase training program. Upon discussion with one training officer and his trainee the at-risk and reclassification process was being reviewed.

(h) Policy K-300, Directive 4 states that incarcerated people will not be disciplined for refusing to answer or for not disclosing complete information in response to questions asked pursuant to the PREA screening at intake. During discussions with incarcerated people at LPF some indicated they did not disclose at intake their history of sexual abuse because it didn't seem to be relevant to their incarceration. After further discussion some asked to speak with the KCSO victim advocate. The victim advocate stated the information would be included in a record update.

(i) The PREA coordinator, PREA compliance manager, and classification staff discussed the various levels of accessibility they have to the information residing in the classification unit database. The Classification Unit supervisor has the highest level of access. The PREA compliance manager discussed that immediately when a

	<p>staff member transfers out of the classification unit access to the database is curtailed. The PREA compliance manager and the classification unit work closely together to ensure accountability to meeting the risk screening and reassessment process.</p> <p>Conclusions</p> <p>A review of policy, documents, electronic databases, interviews with staff and incarcerated people, coupled with observation during the site review show provisions (a) through (i) have been met and the KCSO is found in compliance with standard 115.41.</p>
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<b>115.42</b>	<b>Use of screening information</b>
	<p><b>Auditor Overall Determination:</b> Meets Standard</p> <hr/> <p><b>Auditor Discussion</b></p> <p>Document Review</p> <p>KCSO Detentions Bureau Policy K-100 – Classification General Policy</p> <p>KCSO Detentions Bureau Policy P-350 – Intake and Screening</p> <p>KCSO Detentions Bureau Policy P-410 – Gender Identity Committee</p> <p>LPF PAQ</p> <p>Interviews</p> <p>PREA Coordinator</p> <p>PREA Compliance Manager</p> <p>KCSO Detentions Bureau Classification Staff</p> <p>Incarcerated Transgender Individual</p> <p>Victim Advocate – Hi-Desert Women’s Health</p> <p>Findings</p> <p>(a) The KCSO Detentions Bureau utilizes information from the risk screening process conducted at intake, coupled with criteria outlined in policies P-350 and K-100 to</p>

make individual determinations about how to ensure the safety of each incarcerated person, and to make or recommend housing, bed, work, education, and program assignments with the goal of keeping separate those inmates at high risk of being sexually victimized from those at high risk of being sexually abusive. The PREA compliance manager and classification and intake staff indicated the information collected at intake is further processed through the directives in policy K-100. This policy directs that classification assessments and housing decisions will be made based on factors including, but not limited to; information obtained from the incarcerated person, medical and mental health issues, the objective PREA screening process, in-custody behavior and or history, charges and sophistication of the crime, escape history and information from other law enforcement agencies.

(b) An electronic classification record is maintained in the Criminal Justice Information System (CJIS). Both policies K-100 and K-300 discuss making individualized determinations for ensuring safety for each incarcerated person. The classification process was easy to follow and records were requested for a variety of classifications of incarcerated people, including general population, transgender, reclassification, discipline, and requests made by incarcerated people.

(c) The KCSO Detentions Bureau policy P-410 discusses the directives for making housing and program assignments for transgender or intersex incarcerated people on a case-by-case basis. The policy ensures the KCSO is committed to protecting all incarcerated individuals in its custody and recognizes that certain populations are more vulnerable to sexual abuse. This is accomplished through the Gender Identity Committee (GIC) to specifically address issues that are unique to transgender and intersex individuals in the custody of the KCSO. The GIC formally evaluates and makes decisions for transgender and intersex individual for the purpose of determining housing, clothing, and programming.

(d) Placement and programming assignments for each transgender or intersex individual housed in the LPF are assessed at least twice per year to review any threats to safety to the incarcerated individual. One transgender individual was housed at LPF. A review of their file indicated they had been in custody for a short period of time. However, the 30-day reclassification was conducted, and the PREA compliance manager and victim advocate both indicated they routinely check -in with any individual identifying as transgender or intersex to ensure their safety. The PREA compliance manager is immediately notified if a transgender or intersex individual is booked and transferred to the LPF.

(e) The KCSO classification staff and PREA compliance manager indicated the GIC, in accordance with policy P-410, will ensure the incarcerated individual's health and safety and give serious consideration to the incarcerated person's views with respect to his or her own safety.

	<p>(f) Policy P-410 also states that transgender and intersex individuals will be given the opportunity to shower separately from other incarcerated persons and the GIC will decide on the protocol within the housing unit to ensure the inmate's privacy when showering. The structure of the LPF allows for all incarcerated individuals to shower in private.</p> <p>(g) The KCSO does not operate dedicated facilities for LGBTI individuals. There are no consent decrees, legal settlements, or legal judgements requiring the KCSO to establish a dedicated facility, unit or wing for LGBTI individuals.</p> <p>Conclusions</p> <p>Provisions (a) through (g) were analyzed through the site review, observation of documentation, interviews, and policy. Based upon the analysis of all available evidence, the KCSO LPF is found to be compliant with standard 115.42.</p>
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<b>115.43</b>	<b>Protective Custody</b>
	<b>Auditor Overall Determination:</b> Meets Standard
	<b>Auditor Discussion</b>
	<p>Document Review</p> <p>KCSO Detentions Bureau Policy K-400 - Administrative Segregation</p> <p>LPF PAQ</p> <p>KCSO Detentions Bureau Policy P-200 - Prevention and Detection of Sexual Abuse</p> <p>Incarcerated Person Classification Administrative Segregation Review File</p> <p>Interviews</p> <p>LPF Facility Commander</p> <p>Staff who Supervise Incarcerated People in Segregated Housing</p> <p>PREA Compliance Manager</p> <p>Findings</p>

(a) KCSO Detentions Bureau Policy P-200, Directive 6 states the KCSO makes individualized determinations about how to ensure the safety of each incarcerated person. Those believed to be at risk of victimization shall not be placed in involuntary segregated housing unless an assessment of all available alternatives has been made and there is no available alternative means of separation from likely abusers. The facility commander and PREA compliance manager stated that involuntary segregated housing for individuals at high risk of sexual victimization is not common practice. The LPF reports there were seven individuals placed in involuntary segregated housing in the past 12-months for one to 24 hours awaiting completion of assessment. It was revealed in each case the holding time was less than an hour and for the purpose of ensuring safe housing could be secured that did not impact any program or work assignment the incarcerated person was currently involved in.

Policy P-400, Procedure B states that when an incarcerated person is administratively segregated at intake due to risk of sexual abuse a classification deputy shall; conduct a complete assessment of the individual within 24 hours of placement to ensure administrative segregation is necessary and that the inmate is housed in the least restrictive housing available, and ensure the inmate does not exceed 30 consecutive days of administrative segregation without documentation of the concern for the inmate's safety, including articulation of why no alternative means of separation from abusers can be arranged.

(b) Interviews with staff who supervise individuals in segregated housing and the PREA compliance manager indicated there is no restriction of access to programs, services, privileges, education or work opportunities at LPF when housed in administrative segregation. A review of CJIS Administrative Segregation files of individuals previously housed in administrative segregation showed regular reviews, housing changes, reasons for the housing changes, and who the changes were handled by.

(c) CJIS Ad Seg records were reviewed of individuals in administrative housing at the LPF. Interviews with classification staff and the PREA compliance manager indicated that incarcerated individuals generally stay for less than 24 hours or up to 72 hours before being released or assigned housing at one of the KCSO jail facilities. Although involuntary segregated housing is not general practice at the LPF, there were three individuals who remained in segregated housing for longer than 30 day. This was included in their electronic file as well as regular reviews. A review and discussions with staff indicated the stay was not fully involuntary, and this was documented.

(d) There were seven individuals housed in involuntary segregated housing in the past 12-months, with three held for longer than 30 days. Staff indicated all available options would be pursued before utilizing involuntary segregated housing for individuals at high risk of sexual victimization. The classification staff articulated their

	<p>process should someone be placed in involuntary segregated housing and staff who supervise individuals in segregated housing indicated it would be a rare occurrence when someone was placed there involuntarily,</p> <p>(e) Policy K-400, Procedure B requires a review every 30 days or sooner to determine the need for continued separation from general population. The policy also notes that to the extent possible, incarcerated persons administratively segregated for high risk of victimization they have access to programs, privileges, education and work opportunities and if access is limited, the opportunity that was limited, duration of the limitation and the reason for the limitation shall be documented.</p> <p>Conclusions</p> <p>Provisions (a)(b)(c)(d)(e) were documented through review of policy, observation of files and practice and interviews. Based on the review and analysis of all available evidence, KCSO LPF is found in compliance with standard 115.43.</p>
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<b>115.51</b>	<b>Inmate reporting</b>
	<p><b>Auditor Overall Determination:</b> Meets Standard</p> <hr/> <p><b>Auditor Discussion</b></p> <p>Document Review</p> <p>KCSO Detentions Bureau P-450 – Reporting Sexual Abuse</p> <p>KCSO Marsys Card – English and Spanish</p> <p>KCSO Sexual Assault Survivor’s Bill of Rights</p> <p>KCSO Women’s Center Hight Desert PREA Flyer</p> <p>KCSO PREA Poster – English and Spanish</p> <p>LPF Site Review</p> <p>LPF PAQ</p> <p>KCSO PREA Refresher Training Curriculum Power Point</p> <p>KCSO PREA Civilian-Contractor-Volunteer Training Curriculum</p> <p>BSCC approval of KCSO PREA STC Training</p> <p>Kern County Personal/Professional Services Agreement between the KCSO and the Women’s Center Hi-Desert</p> <p>Women’s Center Hi-Desert PREA Referral Forms</p>

KCSO Detentions Bureau Incarcerated Person Request Form

KCSO Detentions Bureau Incarcerated Person Grievance Form

Interviews

Random Staff

Random Incarcerated People

Incarcerated People who reported Sexual Abuse

PREA Compliance Manager

Women's Hi-Desert Victim Advocate

Mental Health Staff

Medical Staff

KCSO Volunteer

KCSO Contractor

Findings

(a) The KCSO has multiple ways for incarcerated people to privately report sexual abuse and sexual harassment. Additionally, incarcerated people can report retaliation by other incarcerated people or staff for they have been subjected to for reporting such abuse and harassment. Finally, any staff neglect can be reported by incarcerated people. The rights of the incarcerated people to report are outlined verbally during the intake process, in the KCSO PREA poster, Women's Center High Desert Demographic Form and referral forms, Facility Request Form, Inmate Grievance Form, and Sick Call Request. During the intake process incarcerated persons are verbally guided on their right to report and how to do it. Policy P-450 states "In accordance with the Prison Rape Elimination Act (PREA) standards, inmates shall be provided multiple avenues, internally and externally, for reporting sexual assault/ abuse. Anonymous and third-party verbal or written reports of sexual assault/ abuse shall be accepted by staff from any person on an inmate's behalf.". The policy further outlines in Directive 4, reporting methods that include telling any security staff member, telling medical staff at med pass, or submit a sick call slip, telling contracted staff at commissary pass or during classes, submitting a request to see Mental Health Staff, requesting to see the chaplain, or calling the free reporting hotline. Staff were able to articulate how an incarcerated person could report, and incarcerated people were knowledgeable on how to report. Most incarcerated individuals stated they would most likely report any abuse or harassment directly to a staff member. When asked "why", they noted staff would take action right away.

Overall, the general sense at the LPF was that incarcerated people felt comfortable with staff and the onsite victim advocate. The incarcerated persons telephone line was utilized by the auditor during the site review. The telephone system was in working condition. There was no identifier required to utilize the phone system. Further, the PREA compliance manager stated the contracted telephone company has controls in place and will not release individual telephone usage to the KCSO.

(b) The KCSO has an agency agreement with the Women's Hi-Desert Center where incarcerated people can report abuse or neglect. Flyers with information on how to make a report are accessible to inmates throughout the facility. The flyer provides a form to complete, and the form includes the hotline number #7777. The KCSO also has an agreement with the Bakersfield Police Department. This agreement states that in cooperation with the KCSO the Bakersfield Police Department will accept reports of sexual assault and or sexual abuse committed against incarcerated people in the custody of the KCSO. Notifications made to the Bakersfield Police Department are routed to the KCSO Communications Center, who will then notify the PREA compliance manager. The PREA compliance manager has a notification system set up where any PREA related issues - including reports, are forwarded immediately to his office. The KCSO does not detain solely for civil immigration purposes.

(c) All staff, including medical and mental health, and victim advocacy acknowledged their responsibility to accept a report of sexual abuse, harassment, or retaliation regardless of the manner the report was made. Additionally, staff articulated they would immediately make notification to their supervisor and the PREA compliance manager (detention staff), or a detention staff member (medical and mental health). The on-site victim advocate and PREA compliance manager meet daily to discuss any new reports made by incarcerated people. Staff were clear on how to ensure anonymity, with several noting they received training on how to assure an incarcerated person could remain anonymous.

(d) Staff stated they were able to report privately and confidentially any sexual abuse or harassment of incarcerated people. Several new staff were interviewed and were asked scenario-based questions related to suspicion of their partner acting inappropriately or making inappropriate statements to incarcerated people. All staff indicated they would not hesitate to report this behavior to their supervisors. Additionally, staff acknowledged they could report any abuse, harassment, neglect, retaliation to any supervisor, even someone out of their chain of command.

#### Conclusions

Provisions (a)(b)(c)(d) were confirmed through documentation, policy, observation and interviews. Based on the analysis and all available evidence the KCSO LPF is found to be compliant with standard 115.51.



<b>115.52</b>	<b>Exhaustion of administrative remedies</b>
	<b>Auditor Overall Determination:</b> Meets Standard
	<b>Auditor Discussion</b>
	<p>Document Review</p> <p>KCSO Detentions Bureau Policy I-200 – Inmate Grievances</p> <p>KCSO Detentions Bureau Policy P-700 – PREA – Data Collection, Reviews and Audits</p> <p>KCSO Detentions Bureau Policy P-450 – Reporting Sexual Abuse</p> <p>KCSO Detentions Bureau Policy P-600 – PREA Criminal and Administrative Investigations</p> <p>KCSO Detentions Bureau Policy P-500 – Sexual Assault or Abuse – Security Response Plan</p> <p>KCSO Detentions Bureau Policy P-900 – Hiring Promotions and Discipline</p> <p>LPF PAQ</p> <p>KCSO Incarcerated Person Orientation Booklet (administered at intake)</p> <p>Site Review</p> <p>Interviews</p> <p>PREA Compliance Manager</p> <p>PREA Coordinator</p> <p>Random Incarcerated Persons</p> <p>Findings</p> <p>(a) The KCSO Detentions Bureau Policy I-200 outlines the grievance system process noting a grievance system is maintained for incarcerated persons to communicate their grievances relating to any conditions of confinement to facility staff and administration. The intent of this system is to ensure that incarcerated person grievances are resolved in a reasonable and timely manner. Directive 4 of the policy notes that grievances involving sexual abuse, sexual harassment or staff sexual misconduct will be referred for investigation and/or criminal complaint as appropriate. The shift supervisor will notify the PREA compliance manager who will notify the PREA coordinator and the facility commander of any such grievances received. The PREA coordinator indicated the PREA compliance manager is available at all times to be</p>

contacted regarding any PREA-related grievance that has been filed by an incarcerated person.

(b) Policy I-200 states whenever possible, deputies will resolve verbal grievances informally. When the deputy is not able to resolve the grievance issue informally, the incarcerated person may submit a written grievance. There is no time limit on submitting complaints or grievances. However, if the grievance is submitted more than 10 days after the incident in question, the supervisor will determine if there is good cause for the grievance to be processed. The 10-day rule does not apply to grievances alleging staff misconduct. Information in the incarcerated persons orientation booklet state if the housing officer cannot resolve the issue, the shift supervisor will attempt to resolve the issues. If the incarcerated person is still not satisfied, the right to appeal to the Facility Commander (Lieutenant) is provided.

(c) Incarcerated persons are not required to submit any grievance to a staff member who is the subject of the complaint. During incarcerated person interviews many stated regardless of what the issue was, a complaint or request, they could submit it to anyone. Additionally, there are locked boxes throughout the facility incarcerated people could put forms or kites into. The PREA compliance manager stated the documents contained in the boxes were generally handled each shift.

(d) A detailed discussion with the PREA compliance manager regarding the KCSO grievance process revealed that all grievances for alleged sexual abuse are immediately referred to a supervisor for criminal or administrative investigation. In the past 12-months the LPF received one grievance alleging sexual abuse. The grievance was processed by staff and reviewed. The grievance was an alleged PREA incident that had already been reported and investigated. The appropriate investigation and notifications had been conducted and provided, respectively. The PREA compliance manager had no evidence where an extension of the 90-day period to respond to a grievance had been initiated. The PREA compliance manager stated that while there was one grievance filed in the past year, policy and practice direct that notification be required, the incarcerated person would be notified of both an extension request and the outcome of any grievance filed. Further, no grievances had the allowable 70-day extension implemented. One unique marking that is made for any grievance is that once a grievance is received, a 10-day response stamp is placed in the grievance file and database to ensure the policy requirements are met.

(e) Policy P-450, Directive 4 states any third-party person may assist an incarcerated individual with writing, or directly filing on their behalf a request for administrative remedy related to allegations of sexual assault/abuse provided the incarcerated person approved of the third-party administrative remedy request filed on their behalf, the incarcerated individual agrees to participate in the administrative remedy process. Any refusal of an incarcerated person to participate in an administrative remedy shall be documented in CJIS using code 4050. There were zero grievances alleging sexual abuse filed by incarcerated persons in the past 12-months in which the incarcerated person declined third-party assistance.

	<p>(f) The LPF has not had any emergency grievances filed in the past 12-months. The PREA compliance manager reports that any allegation of sexual abuse, harassment, or retaliation bypasses the informal grievance process and is referred for investigation immediately. Any such allegation is processed promptly, thoroughly and objectively by the KCSO investigators both at the agency and facility level.</p> <p>(g) Policy P-900, Procedure D states that for the purpose of disciplinary action, a report of sexual abuse made in good faith based upon a reasonable belief that the alleged conduct occurred shall not constitute false reporting or lying, even if an investigation does not establish evidence sufficient to substantiate the allegation.</p> <p>Conclusions</p> <p>Provisions (a) through (g) were documented in policy, interviews with staff and incarcerated persons. The PREA compliance manager discussion of the informal vs. formal grievance processes at the KCSO solidified the understanding and full compliance with standard 115.52.</p>
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<b>115.53</b>	<b>Inmate access to outside confidential support services</b>
	<b>Auditor Overall Determination:</b> Exceeds Standard
	<b>Auditor Discussion</b>
	<p>Document Review</p> <p>KCSO Policy P-550 - Victim Services Response Plan</p> <p>KCSO Marsys Card - English and Spanish</p> <p>KCSO Sexual Assault Survivor's Bill of Rights - English and Spanish</p> <p>Women's Hi-Desert Center - PREA Flyer - Spanish and English</p> <p>Memorandum of Understanding between KCSO and the KERN Behavioral Health and Recovery Services (KernBHRS)</p> <p>Kern County Amendment 1 to Kern County Justice Facility Medical Services Agreement between the County of Kern and Kern County Hospital Authority</p> <p>Kern County Personal/Professional Services Agreement between KCSO and Kern County Forensic Services, LLC</p> <p>Site Review</p>

Interviews

PREA Compliance Manager

Incarcerated Persons

Random Staff

Women's Center Hi-Desert Victim Advocate

Medical Staff

Behavioral Health Staff

Findings

(a) During the site review it was observed the KCSO PREA pamphlet/poster and the Women's Center High Desert poster were displayed throughout the facility. The information included the mailing address and telephone numbers on how to access outside confidential support services. Just Detention International and the Women's Center High Desert addresses are provided to the incarcerated population. An incarcerated person telephone hotline for accessing victim advocacy #7777 was accessed during the site review. Additionally, #7732 can be used for reporting sexual abuse. The facility does not detain individuals solely for civil immigration services. The written agreement between Kern County and the Women's High Desert Center provides for two on-site victim advocates. During the site review the victim advocate was in attendance and it was clear the accessibility of the advocate for a variety of support including confidential emotional support services was a benefit to the efforts of sexual safety within the KCSO detentions bureau. Incarcerated persons knew the advocates and knew how to gain access via a written request, or through the telephone. During interviews with several incarcerated individuals requests were made to speak to the advocate. Most stated they had previous communication with the advocate and wanted more emotional support. Others stated they declined to provide information about previous sexual abuse they had experienced during childhood and didn't realize they could receive help this many years later. The victim advocate discussed participation in local, regional, state and national meetings as a means of promoting the collaboration between the KCSO and the Women's High Desert Center, and to learn best practices in the field of PREA and victim advocacy. The collaboration between the High Desert Women's Center and KCSO is a topic of interest at many of these meetings. Exploring how this type of partnership could become a national model could have a significant impact on correctional facilities nationwide. Throughout the process of this audit both the PREA compliance manager and the victim advocates emphasized the value of this partnership.

(b) Staff interviews (facility staff, medical, mental health, volunteer and contractor staff) indicated during their training they learn how to inform the inmate, prior to giving them access to outside support services, the extent to which such communications will be monitored. This generally includes information about mandatory reporting rules.

(c) A copy of the Personal/Professional Services Agreement between Kern County and the Women’s High Desert Center was reviewed. The agreement is current, and was renewed on 04/22/2024, and outlines the services required by the Women’s Center High Desert. In addition to the administrative requirements, i.e., background checks completed, and training, the agreements requires:

- a. Providing emergency Sexual Assault Response Team (SART) hospital accompaniment
- b. Arrange accompaniment with qualified organization
- c. Provide on-site, one-on-one counseling of inmates
- d. Provide “hotline” counseling phone services for inmates
- e. Provide bilingual counseling for inmates as necessary
- f. Provide in person victim support during investigation interviews as requested by the inmate
- g. Consult with Correctional Mental Health as necessary, within confines of confidentiality requirements
- h. Administer inmate case files and reports
- i. Attend in person and phone consultations/meetings with Responsible County Department staff as necessary
- j. Participate in the PREA audit process

Conclusions

Provisions (a)(b)(c) are met and exceeded through documentation, policy, interviews and observation. The KCSO model of victim advocacy should be a national model. The proactive approach, and collaborative process is a force multiplier in ensuring sexual safety in the KCSO. Based on the review and analysis of all available evidence, the KCSO and LPF are found to exceed standard 115.53.

**Auditor Overall Determination:** Meets Standard

**Auditor Discussion**

Document Review

KCSO Detentions Bureau Policy P-450 – Reporting Sexual Abuse

KCSO Website: [www.kernsheriff.org](http://www.kernsheriff.org)

Interviews

PREA Compliance Manager

Random Incarcerated Persons

Random Staff

Findings

(a) Policy P-450 defines third-party as anyone who is not employed by the agency, contracted, or is a volunteer. This may include fellow incarcerated people, staff members, family members, attorneys, and outside advocates. Directive 4 of the policy discusses incarcerated person reporting methods and states the incarcerated person can call the free reporting hotline by dialing #7777 (no identifying information required to make the call), and by telling a family member or attorney. Reports can be made to the Bakersfield Police Department (BPD) and the KCSO’s Communications Center. These reports are referred to the PREA compliance manager.

Additionally, information on third-party reporting is found on the KCSO website. Under the “PREA” tab there is information stating any person wishing to contact the PREA Coordinator regarding a sexual abuse, sexual harassment, or retaliation incident occurring in one of the Sheriff’s jail facilities may call 661.391.2604 or email [PREAcoordinator@kernsheriff.org](mailto:PREAcoordinator@kernsheriff.org). The reporting form is available to download. Once the form is completed it can be mailed to the PREA coordinator via the U.S. Postal System or through the KCSO email system.

Nearly all staff and incarcerated persons understood they could report any sexual abuse, sexual harassment, or retaliation via a third-party and noted it would most likely be reported to a family member who would then report to the KCSO.

Conclusions

	<p>The standard was documented with verification of information available on the KCSO website and via policy and interviews. Based on the review of this information the KCSO is in compliance with standard 115.54.</p>
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115.61	Staff and agency reporting duties
	<p><b>Auditor Overall Determination:</b> Meets Standard</p> <hr/> <p><b>Auditor Discussion</b></p> <p>Document Review</p> <p>KCSO Detentions Bureau Policy P-450 - Reporting Sexual Abuse</p> <p>LPF PAQ</p> <p>KCSO Detentions Bureau Policy P-400 - Vulnerable PREA Population Incarcerated Persons</p> <p>KCSO Citizen Complaint Procedure</p> <p>Interviews</p> <p>PREA Compliance Manager</p> <p>PREA Coordinator</p> <p>LPF Facility Commander</p> <p>Random Staff</p> <p>Medical Staff</p> <p>Behavioral Health Staff</p> <p>Findings</p> <p>(a) Policy P-450 outlines staff responsibilities for reporting sexual abuse, sexual harassment, or retaliation against incarcerated people or staff for reporting an incident or reporting staff neglect. Any staff member who has knowledge, suspicion, or information regarding an incident of sexual abuse/assault or sexual harassment; retaliation against incarcerated people or staff who reported such an incident; and any staff neglect that may have contributed to such an incident or retaliation shall immediately report such information to a supervisor. Staff indicated without hesitation they would report to their supervisor, also acknowledging they could report to the PREA coordinator or PREA compliance manager. Reporting duties are applicable to all</p>

KCSO contractors, volunteers, and vendors as well, and includes medical and mental health staff. A contractor indicated the requirement to report immediately to any detention officer.

(b) Directive 2 of Policy P-450 prohibits staff from revealing any information related to a sexual assault/abuse report or incident to anyone uninvolved in the response and investigation. The PREA compliance manager indicated only those who are directly involved in the investigative process have any information beyond the initial report by an incarcerated person or staff member.

(c) Directive 3 of Policy P-450 notes that medical and mental health practitioners shall report knowledge, suspicion, or information regarding sexual assault/abuse, sexual harassment, retaliation, or staff neglect. Unless precluded by federal, state or local law, medical and mental health staff shall inform inmates of their duty to report sexual abuse and the limits of their confidentiality at the initiation of services.

(d) California defines a vulnerable adult as someone aged 18-64 who has mental or physical limitations that limit their ability to carry out normal activities or protect their own rights, regardless of whether they live independently or not. The LPF facility commander stated the KCSO identifies vulnerable populations as anyone with hearing, visual, physical, limitations, any LGBTI person, those with LEP and the elderly. The facility does not house anyone under the age of 18. The PREA coordinator and compliance manager acknowledged their duties and responsibilities include making proper notifications.

(e) Third party reports are handled as any other report of compromised sexual safety. Third party reports can be initiated via the KCSO website, or by filing a Citizen Complaint or Personnel Complaint which go directly to the KCSO Internal Affairs Unit. Facility and Sheriff's Office investigators noted that all allegations of sexual abuse and sexual harassment are fully investigated whether deemed administrative or criminal in nature

#### Conclusions

Provisions (a)(b)(c)(d)(e) were documented in policy, forms, and confirmed through staff interviews. Based upon the review and analysis of all available evidence, KCSO LPF is found in compliance with standard 115.61.



**Auditor Overall Determination:** Meets Standard

**Auditor Discussion**

Document Review

KCSO Detentions Bureau Policy P-400 – Vulnerable PREA Incarcerated People Population

KCSO Detentions Bureau Policy P-350 – PREA Intake and Screening

KCSO Detentions Bureau Policy P-420 – Gender Identity Committee

LPF PAQ

Interviews

KCSO Detentions Bureau Chief Deputy

PREA Coordinator

PREA Compliance Manager

LPF Facility Commander

Random Staff

Findings

KCSO Policy P-400 states the KCSO recognizes certain incarcerated persons in its custody are potentially vulnerable and at greater risk for sexual abuse or sexual harassment. The KCSO shall apply the specific guidelines afforded by the PREA standards to protect at-risk or vulnerable populations from abuse. All staff interviewed emphasized how important sexual safety is in the facility. Immediate action would be taken if any knowledge was received that an incarcerated person is subject to substantial risk of imminent sexual abuse.

Several measures are in place to protect at risk individuals. These include housing options, separation from any potential threats against them. Staff confirmed their understanding to act immediately to substantial risk for imminent abuse. The Detentions Bureau Deputy Chief indicated she is made aware of any allegation of sexual abuse or sexual harassment, including retaliation. She relies on the PREA coordinator and the PREA compliance manager to ensure the KCSO protection duties are carried out.

	<p>The LPF reports in the past 12-months 15 incarcerated individuals were booked into the KCSO who were determined to be subject to a substantial risk of imminent sexual abuse.. Although these individuals were not housed at the LPF, it was confirmed that once an individual is deemed at imminent risk of sexual abuse the booking officer places the subject in a holding cell by themselves and notifies classification who deploys an officer to conduct an interview. The interview has many facets. Firstly to ensure the safety of the individual, and then to identify appropriate and safe housing. The victim advocate is notified as well and responds accordingly, sometimes at the booking facility, other times upon transfer to the home facility, and sometimes at both places. The actions to ensure safety of the individual are taken immediately.</p> <p>Conclusions</p> <p>Policy and interviews with staff confirm the KCSO and LPF are in compliance with standard 115.62.</p>
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<b>115.63</b>	<b>Reporting to other confinement facilities</b>
	<b>Auditor Overall Determination:</b> Meets Standard
	<p><b>Auditor Discussion</b></p> <p>Document Review</p> <p>KCSO Detentions Bureau Policy P-450 – Reporting Sexual Abuse</p> <p>KCSO Detentions Bureau Policy P-500 – Sexual Assault/Abuse – Security Response Plan</p> <p>KCSO Detentions Bureau Policy P-600 – PREA Criminal and Administrative Investigations</p> <p>LPF PAQ</p> <p>Interviews</p> <p>PREA Compliance Manager</p> <p>KCSO Detentions Bureau Deputy Chief</p> <p>LPF Facility Commander</p> <p>Findings</p>

(a) Policy P-500, Directive A-5: Other Agency In-Custody Assault outlines the notification process when knowledge is obtained that an incarcerated person was sexually abused while confined to another facility. Specifically, security staff must notify the on-duty shift supervisor. They will obtain basic information, i.e., date, current injuries, and previously reported to law enforcement. If medical care is necessary or requested it is obtained immediately. A report is written and a CJIS report using PREA code 4050 are written. The individual making the report will be offered victim advocate contact information. In the past 12-months there have been two notifications of sexual abuse occurring at another confinement facility. The shift supervisor holds the responsibility for notifying the other agency where the sexual abuse occurred, the PREA compliance manager is notified as well. A supplemental incident report documenting the agency and the person the notification is required. The PREA compliance manager noted if KCSO receives information that a sexual assault occurred at another confinement facility it has the duty to report the incident to that confinement facility. Security staff shall notify the next supervisor in their chain of command. Section managers shall notify the head of the appropriate agency or jurisdiction where the assault or harassment occurred. The section manager will notify the PREA compliance manager and ensure a jail management system incident report is created.

(b) Policy P-450, Directive 9 states any notification made to another agency shall be made within 72 hours of the allegation being received. The LPF facility commander indicated the notification would be made immediately.

(c) The report is documented in the Criminal Justice Information System and a copy of the report is accessible by the PREA compliance manager.

(d) Any report received from another facility will be investigated in accordance with the KCSO PREA standards. This is outlined in Detentions Bureau Policy P-450 which states reports of assault/ abuse occurring outside of KCSO facilities shall be referred to the appropriate custodial facility or law enforcement agency. The Detentions Bureau Deputy Chief described the process of receiving an allegation from an outside facility as follows: however the allegation of sexual abuse or sexual harassment comes to the KCSO the Deputy Chief will be briefed by the PREA coordinator and PREA compliance manager. The Deputy Chief receives regular briefings on all PREA related incidents and referred to the latest briefing which indicated there was one allegations coming from other facilities. The LPF facility commander and PREA compliance manager indicated the report was reviewed and processed according to and in compliance with Policy P-600.

#### Conclusions

Provisions (a)(b)(c)(d) were documented in policy and by staff interviews. Based upon the review and analysis of all available evidence, the KCSO and LPF are found to be in

	compliance with standard 115.63.
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115.64	Staff first responder duties
	<b>Auditor Overall Determination:</b> Meets Standard
	<b>Auditor Discussion</b>
	<p>Document Review</p> <p>KCSO Detentions Bureau Policy P-500 – Sexual Assault/Abuse – Security Response Plan</p> <p>LPF PAQ</p> <p>KCSO Detentions Bureau Policy P-300 – Employee Training and Incarcerated People Education</p> <p>KCSO Detentions Bureau Policy P-550 – Victim Services Response Plan</p> <p>KCSO Detentions Bureau Employee Training Records</p> <p>KCSO Detentions Bureau PREA Training Curriculum (Initial &amp; Refresher)</p> <p>Interviews</p> <p>LPF Detentions Bureau First Responders</p> <p>LPF Non-Detention First Responders</p> <p>Random Staff</p> <p>Findings</p> <p>(a) Policy P-500, Directive A-1: New Assault outlines first responder duties for security staff. Among securing the scene, first responders will identify and separate any victim(s) from any known or potential suspect(s), advise the victim not to eat, drink, brush teeth, change clothes, or use the toilet or shower in order to preserve evidence. All detention staff are trained in first responder duties during their initial training and during the annual refresher training. In the past 12-months there were five allegations that an incarcerated person was sexually abuse. Four of these allegations resulted in the first security staff member arriving on scene to separate the alleged victim and abuser. The other allegation involved a separation between the victim and suspect prior to the allegation being reported. A review of one allegation showed the classification unit staff had put into the detentions bureau database a</p>

	<p>“keep away” status between the alleged victim and alleged abuser. A LPF contractor indicated immediate notification would be made to a detention staff member if they became aware of an allegation of sexual abuse. Policy 550, Procedure C provides directives on how to manage allegations made up to five days from the incident occurrence, and allegations made longer than five days after the incident. The policy further establishes procedures for medical staff, and mental health staff.</p> <p>(b) Policy P-550 dictates that non detention center staff are required to immediately notify detention center staff if they become aware of any form of sexual abuse, sexual harassment, or retaliation. Detention center staff, medical and mental health staff as well as a contractor from the LPF were able to recite first responder duties. The policy denotes the medical staff will consult with the investigating deputy and or forensic examiners regarding any evidence related issues. There were zero non-security staff members who responded to the above noted allegations of sexual abuse.</p> <p>Conclusions</p> <p>Provisions (a) and (b) were documented in policy and training and confirmed by interviews with staff, both security and non-security. Training records and a review of the curriculum showed detention staff are trained as first responders. Based upon the review and analysis of all available evidence, the KCSO and LPF are found to be in compliance with standard 115.64.</p>
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<b>115.65</b>	<b>Coordinated response</b>
	<p><b>Auditor Overall Determination:</b> Meets Standard</p> <p><b>Auditor Discussion</b></p> <p>Document Review</p> <p>KCSO Detentions Bureau Policy P-500 – Sexual Assault/Abuse – Security Response Plan</p> <p>Interviews</p> <p>PREA Compliance Manager</p> <p>PREA Coordinator</p> <p>LPF Facility Commander</p> <p>Findings</p> <p>(a) Policy P-500 outlines the KCSO Coordinated Response Plan. The plan describes</p>

the sexual abuse/assault response plan, which provides an appropriate response to incidents of sexual abuse, assault, harassment, or retaliation occurring in KCSO's detention facilities. This plan establishes roles, responsibilities and actions of security staff first responders, supervisors, investigators, and section managers. The 12-page document includes a list of definitions followed by a series of directives and procedures. The plan incorporates the responsibilities of facility staff, medical, mental health, advocacy, and investigative staff. The Facility Commander, PREA coordinator and compliance manager were able to describe the process of the coordinated response plan.

- a. Directive 1: Lists all provisions staff shall adhere to when responding to or investigating a sexual assault/abuse incident
- b. Directive 2: Directs which investigative entity within the KCSO will conduct the preliminary and full investigations.
- c. Directive 3: Ensures detention deputy first responders write ILEADS and CJIS supplemental incident reports to the primary investigator's report as appropriate.
- d. Directive 4: requires the section manager to be notified by the shift supervisor of all reports of sexual assault, abuse, harassment, or retaliation for reporting an incident of sexual abuse or cooperating in an investigation of sexual abuse. The section manager shall direct the shift supervisor's incident response and make notification to the PREA compliance manager.
- e. Procedure A: Sexual assaults
- f. Directive A-1: New Assault (Medical Priority; Security staff, shift supervisor duties and responsibilities
- g. Directive A-2: Acute In-Custody Assault (less than five days); Security staff, shift supervisor duties and responsibilities
- h. Directive A-3: Acute In-Custody Assault (less than five days) other KCSO facility; Security staff, shift supervisor, incident location supervisor duties and responsibilities.
- i. Directive A-4: Non-Acute In-Custody Assault (more than five days); Security staff and shift supervisor responsibilities
- j. Directive A-5: Other Agency In-Custody Assault; Security staff, shift supervisor responsibilities
- k. Directive A-6: Sexual Assault In the Community; Security staff, shift supervisor responsibilities
- l. Directive A-7: Sexual Assault Transportation to hospital; Security transportation staff, and shift supervisor responsibilities
- m. Procedure B: Sexual Abuse directs the Special Victims Unit day Sergeant be consulted on all abuse reports for determination of felony or misdemeanor status,

	<p>and preliminary or full investigation by the Detentions Bureau Senior Deputy</p> <p>n. Directive B-1: First responder, security staff and shift supervisor responsibilities.</p> <p>o. Procedure C: Harassment/Retaliation/Threats and the reporting and response requirements</p> <p>p. Procedure C-1: First responder duties; obtain basic information for the shift supervisor; determine the incarcerated person’s safety level; Separate the victim from any potential suspect(s); contact classification for housing change and “keep aways”; conduct an investigation - with or without the victim’s participation (record the interview); Write an incident report, include the PREA code 4050</p> <p>q. Procedure D: Classification; outlines duties and responsibilities classification staff must follow to ensure sexual safety after an allegation of sexual abuse, harassment, retaliation or threats.</p> <p>Conclusions</p> <p>Policy P-500 defines the written institutional response plan. Interviews with staff support their understanding of the response plan. Based upon a review of the plan coupled with staff interviews, the KCSO and LPF are found in compliance with standard 115.65.</p>
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<b>115.66</b>	<b>Preservation of ability to protect inmates from contact with abusers</b>
	<b>Auditor Overall Determination:</b> Meets Standard
	<b>Auditor Discussion</b>
	<p>Document Review</p> <p>Kern County Board of Supervisors Letter - SEIU Local 16</p> <p>Kern County Board of Supervisors MOU - Kern County SEIU Local 521</p> <p>Kern County Board of Supervisors MOU - Kern County Sheriff’s Command Association - Through June 30, 2026</p> <p>Kern County Board of Supervisors MOU - Kern County Detention Officers’ Association - Through June 30, 2024</p> <p>Interviews</p>

	<p>KCSO Detentions Bureau Deputy Chief</p> <p>PREA Compliance Manager</p> <p>Findings</p> <p>(a) In 2021, the County of Kern entered into new MOUs with the Kern County Sheriff’s Command Association (KCSCA), the Service Employee’s International Union (SEIU) Local 16 &amp; 521, and the Kern County Detention Officer’s Association (KCDOA). The MOUs were provided for review and there are no limitations on the entities ability to remove alleged staff sexual abusers from contact with any incarcerated persons pending the outcome on an investigation, or of a determination of whether and to what extend discipline is warranted and imposed. The Detentions Bureau Chief Deputy is aware of all of the MOUs and noted any and all staff misconduct is investigated to the fullest extent with no limitation on discipline or termination for founded investigations. The PREA compliance manager indicated there were no changes in the disciplinary and termination processes with the new MOUs.</p> <p>Conclusions</p> <p>A review of the agreements coupled with staff interview show the KCSO and LPF is in compliance with standard 115.66.</p>
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<b>115.67</b>	<b>Agency protection against retaliation</b>
	<b>Auditor Overall Determination:</b> Meets Standard
	<b>Auditor Discussion</b>
	<p>Document Review</p> <p>KCSO Detentions Bureau Policy P-100 – Zero Tolerance of Sexual Abuse and Sexual Harassment</p> <p>KCSO Detentions Bureau Policy P-600 – Criminal and Administrative Investigations</p> <p>KCSO Detentions Bureau Policy P-450 – Reporting Sexual Abuse</p> <p>LPF PAQ</p> <p>Interviews</p> <p>KCSO Detentions Bureau Chief Deputy</p> <p>PREA Compliance Manager</p>



## Staff Charged with Monitoring Retaliation

Hi-Desert Women's Center Victim Advocate

### Findings

(a) KCSO Detentions Bureau Policy P-100 states that reports of sexual abuse, or harassment of one incarcerated person by another incarcerated person, or retaliation towards an incarcerated person by another incarcerated person for reporting or cooperating in an investigation of sexual abuse or harassment will be investigated and referred for prosecution when appropriate in accordance with the PREA reporting policy. Policy 450 states that retaliation towards any incarcerated person, staff member, volunteer, or contractor for reporting sexual abuse and or sexual harassment, and retaliation towards any incarcerated person, staff member, volunteer or contractor for cooperating in an investigation are prohibited and will be thoroughly investigated. The Detentions Bureau Chief Deputy has assigned retaliation monitoring to the sergeant of the Detentions Bureau who is also the PREA compliance manager.

(b) The Detentions Bureau Chief Deputy cited several ways the KCSO makes efforts to protect incarcerated people and staff from retaliation. For staff, the individual suspect would be removed from the housing area the staff member is assigned. The PREA compliance manager would make recommendations for protection and together with the PREA coordinator protections would be put in place. Directive 7 - Protection from retaliation for reporting, of policy P-450 states protects all incarcerated people and staff who report sexual assault/abuse or sexual harassment or cooperate with sexual abuse/assault or sexual harassment investigations from retaliation by other incarcerated people or staff by utilizing; classification changes, housing or facility transfers, staff re-assignment, victim advocate services.

(c) For at least 90 days following a report of sexual abuse, the PREA compliance manager shall monitor the conduct and treatment of the incarcerated persons or staff who reported sexual assault/abuse. The items to be monitored include 1) disciplinary reports of incarcerated persons, 2) housing assignments, 3) program changes, 4) negative performance reviews, 5) reassignments of staff, and 5) periodic status checks of the incarcerated person. The monitoring is documented on the PREA Victim Monitoring Form. In the past 12-months there KCSO LPF has had zero allegations of retaliation. Should retaliation monitoring occur, it will terminate only if the agency determines that the allegation is unfounded.

(d) As reported by the PREA compliance manager, there have been zero incidents of retaliation monitoring. In addition to discussions with the staff any incarcerated

	<p>person alleging retaliation, the five elements listed in provision (c) are monitored. The PREA compliance manager shared a retaliation monitoring spreadsheet that is used to follow up with individuals who have reported sexual abuse to ensure there is no retaliation occurring.</p> <p>(e) Any staff member or incarcerated person who cooperates with an investigation who expresses fear of retaliation would mandate action. The information would be documented and protective measures would be implemented. The PREA compliance manager would work with the victim advocate who would check in with the incarcerated person regularly and report back to the PREA compliance manager. Protection measures would be put in place for staff, and referrals would be made to the Kern County Employee Assistance Program (EAP).</p> <p>(f) The KCSO's obligation to monitor shall terminate if the agency determines that the allegation is unfounded. However, in discussion with both the PREA compliance manager and the victim advocate they will routinely and informally check in with any incarcerated person who has been monitored for retaliation despite the unfounded outcome.</p> <p>Conclusions</p> <p>Provisions (a)(b)(c)(d)(e)(f) are defined in policy and confirmed by interviews with staff. Based on the review and analysis of all available evidence, the KCSO and LPF are found in compliance with standard 115.67.</p>
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<b>115.68</b>	<b>Post-allegation protective custody</b>
	<p><b>Auditor Overall Determination:</b> Meets Standard</p> <p><b>Auditor Discussion</b></p> <p>Document Review</p> <p>KCSO Detentions Bureau Policy K-400 – Administrative Separation</p> <p>LPF PAQ</p> <p>Incarcerated Person CJIS Classification Review File</p> <p>KCSO Detentions Bureau Policy K-500 – Classification Review</p> <p>Interviews</p>

Staff who supervise incarcerated persons in segregated housing

KCSO Detentions Bureau Classification Staff

PREA Compliance Manager

#### Findings

(a) The policy K-400 acknowledges administrative separation is a tool afforded to facility administrators to maintain safety, security, order and control in the jail. It provides an opportunity to protect potential victims, isolate potential predators, or to control an incarcerated person or group of incarcerated persons that display the propensity to disrupt the proper operation of the jail. Procedure B of policy K-400 outlines administrative segregation of PREA at-risk incarcerated persons. When an incarcerated person is administratively separated at intake due to a risk of sexual abuse, a classification deputy shall conduct a complete assessment of the incarcerated person within 24-hours of placement to ensure segregated separation is necessary and the incarcerated individual is housed in the least restrictive housing available. The policy also outlines that incarcerated persons likely to need protection from other incarcerated persons, including those at-risk for sexual abuse, or recent abuse, may be housed in administrative separation if no other alternative exists. Administrative separation in separate and secure housing shall not involve more deprivation of privileges than is necessary to protect incarcerated persons and staff.

In the past 12-months the LPF indicated 13 individuals who alleged to have suffered sexual abuse were placed into administrative separation pending safe and secure housing. Of the 13 individuals, seven remained in administrative separation for longer than 30 days awaiting appropriate placement. Discussions with the PREA compliance manager indicated there is dialogue that occurs between the incarcerated person and staff to ensure they know why they are being considered for administrative separation.

Staff who supervise individuals in administrative separation housing indicated most incarcerated persons who are housed there are awaiting appropriate and safe housing. A review of CJIS files shows staff document pertinent information on the administrative separation placement.

#### Conclusions

Site review observations, policy, and interviews with staff confirm the KCSO and LPF are in compliance with standard 115.68.

<b>115.71</b>	<b>Criminal and administrative agency investigations</b>
	<b>Auditor Overall Determination:</b> Exceeds Standard
	<b>Auditor Discussion</b>
	<p>Document Review</p> <p>KCSO Detentions Bureau Policy P-600 - Criminal and Administrative Investigations</p> <p>LPF PAQ</p> <p>KCSO Training Records</p> <p>KCSO Specialized Training in Investigations Curriculum</p> <p>BSCC Investigations Training</p> <p>KCSO LPF PREA Investigative Files</p> <p>Interviews</p> <p>PREA Compliance Manager</p> <p>LPF Investigator</p> <p>KCSO Investigators - Professional Standards Bureau</p> <p>KCSO Investigators Sexual Assault and Abuse Investigations Unit</p> <p>LPF Facility Commander</p> <p>PREA Coordinator</p> <p>Findings</p> <p>(a) The KCSO conducts investigations internally utilizing a tiered system. Policy P-600 outlines that as a law enforcement agency any allegation of sexual abuse or sexual harassment are investigated promptly, thoroughly, and objectively. All senior detention deputies receive specialized training in investigations and are generally the first line officer to review and initiate an investigation. In coordination with the PREA coordinator, PREA compliance manger and the Facility Administrator it is determined if the incident should be referred out to Professional Standards Bureau (administrative) or Kern County Sheriff’s Office Sexual Assault and Abuse Investigations Unit - SAAIU (criminal). All staff interviewed noted investigations are initiated immediately for any allegation of sexual abuse, sexual harassment, retaliation, or misconduct. Third-party and anonymous reports are pursued in the same manner.</p>

(b) Directive 1 of Policy P-600 states that all administrative, criminal, and sexual abuse investigators shall receive specialized training in their respective assignments prior to conducting sexual abuse investigations. A review of personnel training records confirmed staff received the required training. Staff were able to articulate components of the training and the training is comprehensive and thorough. Staff noted they follow policy which requires investigation to be conducted utilizing standard investigation methods in accordance with all laws. They understood the special attention to victimization and confinement settings.

(c) Policy P-600, Directive 4, states investigators are to gather and preserve direct and circumstantial evidence, including any available physical and DNA evidence and any available electronic monitoring data; shall interview alleged victims, and witnesses; and shall review prior complaints and reports of sexual abuse involving the victim and suspected perpetrator(s). As reported by the investigators the first steps would be to ensure the crime scene was locked down and the appropriate evidence was collected. Facility staff would likely be the first responders. Interviews would follow and all information is documented. There are several ways to cross-reference prior complaints and reports. Classification documentation would show if there were any previous "keep-away" orders. A review of LEADS would show any prior allegations. All investigators understood the investigative process and were able to discuss the tiered and referral system. During discussions with the investigators, PREA coordinator and PREA compliance manager, it was evident that an institutionalized network of communication was in place for any allegations violating sexual safety of incarcerated persons.

(d) Policy P-600, Directive 4 indicated KCSO will not conduct any compelled interviews until after all criminal proceedings are completed, or the District Attorney has declined to file the complaint. Investigative documentation shows that in accordance with policy allegations of conduct that appears to be criminal shall be referred for prosecution.

(e) Investigators noted the evidence speaks for itself, therefore removing any need to assess credibility on the status of the individual; incarcerated person, staff, volunteer, or contractor. It is also practice of the KCSO to make a referral for prosecution if there is enough for probable cause, however, most are sent out of abundance of caution, and sent back to the facility for outcome determination that includes the findings of the PSB or SAAIU.

(f) Investigators noted collecting evidence of previous reports, camera footage, interviews, and utilizing the documentation of the current allegation are used to determine whether staff actions or failures to act contributed to the abuse, A review of investigative reports shows thorough documentation not only of the evidence, but of the investigative process.

	<p>(g) All investigations, whether criminal or administration are thoroughly documented. Throughout Policy P-600 are directives on what must be documented, where it should be documented, and how the documentation is utilized throughout the investigative process.</p> <p>(h) Substantiated allegations of conduct that appear criminal are always referred for prosecution. There have been zero substantiated allegations of conduct that appeared to be criminal in nature that were referred for prosecution since the last PREA audit. The LPF reports of the 14 PREA incidents reported over the past 12-months, none were found to be criminal. Two cases remain active and still being investigated.</p> <p>(i) Policy P-600 requires written documentation to be retained for as long as the alleged abuser is incarcerated or employed by the agency plus five years.</p> <p>(j) The departure of the alleged abuser or victim from the employment or control of the facility or agency shall not provide a basis for terminating an investigation.</p> <p>(k) This provision is not applicable to the KCSO.</p> <p>(l) As confirmed by investigators, both local facility investigators and department-wide investigators, the facility commander, PREA coordinator and PREA compliance manager, all investigations are conducted within the department.</p> <p>Conclusions</p> <p>Provisions (a) through (l) were documented by policy, interviews, records review, and observation of electronic file retention. The level of articulation of documentation, knowledge of the investigative staff, and communication established system wide for the investigative process shows KCSO and LPF exceeds standard 115.71.</p>
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<b>115.72</b>	<b>Evidentiary standard for administrative investigations</b>
	<b>Auditor Overall Determination:</b> Meets Standard
	<b>Auditor Discussion</b>
	Document Review
	KCSO Detentions Bureau Policy P-600 - Criminal and Administrative Investigations

	<p>LPF PAQ</p> <p>KCSO LPF PREA Investigative Files</p> <p>Interviews</p> <p>KCSO Investigative Staff</p> <p>LPF Investigative Staff</p> <p>Findings</p> <p>(a) KCSO Detentions Bureau Policy P-600 states that investigations shall be conducted utilizing standard investigation methods in accordance with all laws. No standard higher than a preponderance of the evidence shall be used in determining whether allegations of sexual abuse or sexual harassment are substantiated in administrative investigations.</p> <p>Conclusions</p> <p>Provision (a) of the standard was documented in policy and confirmed through staff interviews. Based upon the review and analysis of all available evidence the KCSO and LPF are found in compliance with standard 115.72.</p>
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<b>115.73</b>	<b>Reporting to inmates</b>
	<b>Auditor Overall Determination:</b> Meets Standard
	<b>Auditor Discussion</b>
	<p>Document Review</p> <p>KCSO Detentions Bureau Policy P-600 – PREA – Criminal and Administrative Investigations</p> <p>KCSO PREA Investigative Disposition Notifications</p> <p>KCSO LPF – PREA Investigative Reports</p> <p>LPF PAQ</p> <p>Interviews</p>

LPF Facility Commander

PREA Compliance Manager

Investigative Staff

#### Findings

(a) Procedure D: Reporting to Inmates, of Policy P-600 states all notifications involving staff abuse allegations and incarcerated person abuse allegations shall be attempted or made to the incarcerated person unless released from custody. All notifications or attempts shall be documented on a PREA Incident Findings Notification, and include whether the allegation has been substantiated, unsubstantiated, or unfounded. The facility commander and investigative staff noted notifications are attempted or made to the incarcerated individual regarding the outcome of an investigation. A review of PREA Incident Review Reports and PREA Incident Findings Notification letters confirm these notifications are made. In the past 12-months there were 14 investigations of alleged incarcerated person sexual abuse that were completed. Copies of the outcome of the investigations were reviewed and confirmed by a completed KCSO PREA Incident Findings Notification Letter. One was released from custody prior to the completion of the investigation. The PREA compliance manager indicated that should the incarcerated person recidivate and return to custody a notification of the previous allegation would be provided.

(b) The KCSO does not utilize outside entities for conducting their investigations. Therefore, this provision is not applicable.

(c) A review of PREA allegations show neither to have been substantiated or founded. Policy P-600, Procedure D: Reporting to Inmates states that unless a sexual abuse allegation against staff was determined to be unfounded and absent any legal restriction, the KCSO shall notify inmates reporting staff sexual abuse of the investigation findings, and whenever:

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

(d) For incarcerated persons abuse allegation the KCSO shall inform the alleged victim whenever 1) the agency learns that the alleged abuser has been indicted on a charge related to sexual abuse within the facility, and 2) the agency learns that the alleged abuser has been convicted on a charge related to sexual abuse within the



	<p>facility.</p> <p>(e) All notifications or attempted notifications are documented utilizing the KCSO PREA Incident Findings Notification Letter. There were notifications made to incarcerated persons over the past 12-months. The notification provides the name of the deputy making the notification, the incarcerated person, incident date, location and type. Information also includes whether the case has been referred to the KCSO Special Victims Unit, and the investigative findings. The KCSO PREA Incident Review Team reviews the findings prior to the notification being made to the incarcerated person.</p> <p>(f) Policy P-600 acknowledges the obligation to notify the incarcerated person should they be released, the PREA compliance manager indicated documentation is maintained on file of the investigation and the incident review.</p> <p>Conclusions</p> <p>Provisions (a) through (f) were documented in the investigative files and through interviews with staff. Provision (b) is not applicable as the KCSO conducts their investigations internally. Based upon a review and analysis of all available evidence, the KCSO LPF is found in compliance with standard 115.73.</p>
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<b>115.76</b>	<b>Disciplinary sanctions for staff</b>
	<b>Auditor Overall Determination:</b> Meets Standard
	<b>Auditor Discussion</b>
	<p>Document Review</p> <p>KCSO Detentions Bureau Policy P-100 – Zero Tolerance of Sexual Abuse and Sexual Harassment</p> <p>KCSO Detentions Bureau Policy P-900 – PREA – Hiring, Promotions and Discipline</p> <p>LPF PAQ</p> <p>Interviews</p> <p>PREA Compliance Manager</p> <p>Findings</p>

	<p>(a) Two policies; P-100 &amp; P-900 of the KCSO Detentions Bureau addresses disciplinary sanctions for staff. Policy P-900, Procedure D: Staff Discipline indicates KCSO shall appropriate discipline staff for substantiated allegations of sexual abuse and sexual harassment. Policy P-100 states substantiated allegations may result in discipline up to and including termination of employment, cancellation of contract and/or criminal prosecution of staff and incarcerated persons.</p> <p>(b) As reported on the LPF PAQ, there have been zero staff from the facility who have violated KCSO sexual abuse or sexual harassment policies. One PSB Investigative Brief from 2019 (for reference in a previous KCSO report (2023), showed administrative leave imposed for a staff member alleged to have violated the KCSO zero tolerance policy.</p> <p>(c) The LPF reports zero staff disciplined, short of termination, for violation of agency sexual abuse or sexual harassment policies. Procedure C: Staff Discipline notes that 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.</p> <p>(d) Policy P-900 indicates all terminations for violations of agency sexual abuse or sexual harassment policies, or resignations by staff in lieu of termination shall be reported to any relevant licensing bodies, unless the activity was clearly not criminal. In the past year there have been zero staff reported to law enforcement or licensing boards following their termination or resignation prior to termination for violating the KCSO zero tolerance policy.</p> <p>Conclusions</p> <p>Provisions (a)(b)(c)(d) are outlined in policy and confirmed through interviews. Based upon the review and analysis of all available evidence, KCSO LPF is found in compliance with standard 115.76.</p>
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<b>115.77</b>	<b>Corrective action for contractors and volunteers</b>
	<p><b>Auditor Overall Determination:</b> Meets Standard</p> <hr/> <p><b>Auditor Discussion</b></p> <p>Document Review</p> <p>KCSO Detentions Bureau Policy P-900 – PREA – Hiring, Promotions and Discipline</p>

KCSO Detentions Bureau Policy P-100 – Zero Tolerance of Sexual Abuse and Sexual Harassment

LPF PAQ

Interviews

PREA Compliance Manager

LPF Facility Commander

KCSO Volunteer

KCSO Contractor

Findings

(a) Policy P-900, Procedure E: Corrective Action for Contractors and Volunteers indicates the KCSO will terminate services from any contractor or volunteer for any substantiated allegation of sexual abuse involving an incarcerated person. Further, any contractor or volunteer who engages in sexual abuse of an incarcerated person shall be prohibited from contact with incarcerated people and shall be reported to law enforcement agencies. In the past 12-months there have been zero contractors or volunteers reported to law enforcement agencies and or relevant licensing bodies for engaging in sexual abuse or with incarcerated people. There have been zero incidents of restricting a contractor or volunteer from access to incarcerated people for violating the KCSO zero tolerance policy. Contractor and volunteer interviews revealed an understanding of potential consequences should the PREA policies be violated.

(b) Under Procedure E of Policy P-900, in case of any other violation of agency sexual abuse or sexual harassment policies by a contractor or volunteer, the facility shall take appropriate remedial measures, and shall consider whether to prohibit all further contact by the contractor or volunteer with incarcerated people. Staff indicated the decisions for corrective action are taken on a case-by-case basis. Examples provided might be to restricting a contractor from one or all facilities, reporting them to their employer and leaving it up to the employer to manage the volunteer or contractor who is no longer allowed to be on site either at one or all KCSO facilities. The PREA compliance manager indicated it would be highly unlikely a volunteer or contractor who has violated the zero-tolerance for sexual abuse or sexual harassment or any part of Policy P-100 would be allowed in any KCSO facility.

Conclusions

Provisions (a) and (b) are defined in policy and confirmed by staff interviews. Based upon the review and analysis of all available evidence KCSO LPF is found in compliance with standard 115.77.

<b>115.78</b>	<b>Disciplinary sanctions for inmates</b>
	<p data-bbox="256 188 959 221"><b>Auditor Overall Determination:</b> Meets Standard</p> <hr/> <p data-bbox="256 266 544 300"><b>Auditor Discussion</b></p> <p data-bbox="256 344 517 378">Document Review</p> <p data-bbox="256 412 1370 445">KCSO Detentions Bureau Policy P-900 – PREA Hiring, Promotions and Discipline</p> <p data-bbox="256 479 906 512">Report of Incarcerated Person Incident Report</p> <p data-bbox="256 557 373 591">LPF PAQ</p> <p data-bbox="256 703 405 736">Interviews</p> <p data-bbox="256 770 639 804">PREA Compliance Manager</p> <p data-bbox="256 837 587 871">Behavioral Health Staff</p> <p data-bbox="256 904 517 938">Kern Medical Staff</p> <p data-bbox="256 983 683 1016">Random Incarcerated Persons</p> <p data-bbox="256 1128 373 1162">Findings</p> <p data-bbox="256 1196 1458 1364">(a) Procedure D: Inmate Discipline of Policy P-900 outlines the incarcerated persons disciplinary sanctions for founded administrative or criminal allegations of sexual abuse. In the past 12-months there have been zero administrative and zero criminal findings of incarcerated person-on-incarcerated person sexual abuse at LPF.</p> <p data-bbox="256 1464 1474 1800">(b) Procedure D of the policy further states the sanctions will be commensurate with the nature and circumstances of abuse committed, the incarcerated person’s disciplinary history, and the sanctions imposed for comparable offenses by other incarcerated person’s with similar histories. The LPF facility commander noted the policy is followed and coordination with the PREA coordinator and PREA compliance manager is discussed. Any mental disability or illness is also considered. A review of a report of sexual abuse against a Kern County Medical staff member indicated consideration of all facets were reviewed.</p> <p data-bbox="256 1980 1458 2058">(c) Outlined in Procedure D of Policy P-900 is the disciplinary process considering whether an incarcerated person’s mental disabilities or mental illness contributed to</p>

	<p>their behavior when determining what type and severity of sanction, if any is to be imposed.</p> <p>(d) Confirmed with behavioral health staff, the LPF offers various types of therapeutic modeling designed to address and correct the underlying reasons or motivation for any recognized abuse.</p> <p>(e) The KCSO may discipline an incarcerated person for sexual contact with staff only upon a finding that the staff member did not consent to such contact.</p> <p>(f) For the purposes of disciplinary action, a report of sexual abuse made in good faith based upon a reasonable belief that the alleged conduct occurred shall not constitute false reporting or lying, even if an investigation does not establish evidence sufficient to substantiate the allegation.</p> <p>(g) Policy P-900, page 5 states consensual sexual activity between incarcerated people is a facility rule violation and incarcerated people are subject to disciplinary action. Further, the Incarcerated Person Orientation Booklet states on page 6, incarcerated people are not to solicit, or engage in sexual activity with other incarcerated people. Interviews with incarcerated persons indicated they know the meaning of zero-tolerance and the policies and practices to ensure sexual safety at the LPF facility.</p> <p>Conclusions</p> <p>Provisions (a) through (g) are defined in both policy and the Incarcerated Person Orientation Booklet. Interviews with staff indicate an understanding of the disciplinary process. Based upon the review and analysis of all available evidence, the KCSO LPF is found to be compliant with standard 115.78.</p>
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<b>115.81</b>	<b>Medical and mental health screenings; history of sexual abuse</b>
	<b>Auditor Overall Determination:</b> Meets Standard
	<b>Auditor Discussion</b>
	<p>Document Review</p> <p>KCSO Detentions Bureau Policy P-350 – PREA Intake and Screening</p> <p>Hi-Desert Women’s Center PREA Flyer</p>

KCSO Detentions Bureau Policy P-450 – Reporting Sexual Abuse

KCSO Detentions Bureau Policy P-200 – Prevention and Detection of Sexual Abuse

LPF PAQ

Interviews

LPF Incarcerated People who Disclosed Sexual Victimization at Risk Screening

KCSO Staff Responsible for Risk Screening

Behavioral Health Staff

Kern Medical Staff

PREA Compliance Manager

Women’s Center Hi-Desert Victim Advocate

Findings

(a) KCSO Policy P-350 requires medical staff to interview and evaluate any newly booked incarcerated person’s claim of sexual victimization within the past 5 days for a required response. The LPF reports in the past 12-months 15 individuals who disclosed prior victimization during screening were housed at LPF after the booking process. All individuals were offered a follow up meeting with medical or mental health. The KCSO PREA compliance manager maintains a list of incarcerated individuals who report previous sexual abuse. This list is accessed and reviewed weekly by the PREA coordinator, victim advocate and PREA compliance manager.

(b) The KCSO LPF offers mental health follow up for incarcerated individuals who have previously perpetrated sexual abuse that is indicated at intake screening. Information related to any medical or mental health services is maintained in their medical or correctional behavioral health file.

(c) See response to provision (a).

(d) Directive 2 of Policy P-450 requires the KCSO to make individualized determinations about how to ensure the safety of each inmate. Additionally, appropriate controls of dissemination of confidential information is implemented. Classification staff, supervisors and the PREA compliance manager discussed in detail the various mechanisms to maintain strict confidentiality of information. Classification information is maintained and accessible only through the classification unit, and different staffing classifications dictate the depth of accessible information. Medical and mental health information is maintained in the incarcerated persons electronic medical files.

	<p>(e) An interview with medical and mental health staff as well as the victim advocate indicate informed consent must be obtained prior to reporting information about prior sexual victimization that did not occur in an institutional setting. The incarcerated person is also given the opportunity to have the report made anonymously.</p> <p>Conclusions</p> <p>Provisions (a)(b)(c)(d)(e) were documented in policy and confirmed through staff interviews. Based upon a review and analysis of all available information the KCSO LPF is found to be in compliance with standard 115.81.</p>
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<b>115.82</b>	<b>Access to emergency medical and mental health services</b>
	<p><b>Auditor Overall Determination:</b> Meets Standard</p> <p><b>Auditor Discussion</b></p> <p>Document Review</p> <p>KCSO Detentions Bureau Policy P-550 – Victim Services Response Plan</p> <p>KCSO Detentions Bureau Policy P-350 – PREA Intake and Screening</p> <p>Interviews</p> <p>KCSO LPF First Responders</p> <p>PREA Compliance Manager</p> <p>Behavioral Health Staff</p> <p>Kern Medical Staff</p> <p>Findings</p> <p>(a) The KCSO Detentions Bureau has developed a policy on victim services and a victim services response plan to provide incarcerated person victims of sexual harassment abuse, or assault with immediate intervention and or prompt emergency and crisis intervention services from medical, behavioral health and victim advocates. Policy P-550, Procedure A: Emergency Care for Victims requires behavioral health staff to provide direct emergency crisis support to incarcerated people during a current or recent abuse incident as needed. Medical staff are required to provide incarcerated person victims of sexual abuse timely, unimpeded emergency medical treatment, taking care to preserve and or secure evidence, as much as possible.</p>

	<p>(b) As outlined in Policy P-350, ensuring the safety of incarcerated individuals who have been victimized is of highest priority to the KCSO. Medical services are available at the facility 24-hours a day. If the emergency services are required and there are no practitioners at LPF in time of need, practitioners on site at any adjacent KCSO jail facility will be solicited for services.</p> <p>(c) Kern Medical staff offer all victims of sexual abuse who do not receive a forensic examination with timely information about and timely access to emergency contraception and sexually transmitted infections prophylaxis in accordance with professionally accepted standards of care, where medically appropriate. They do this during a medical visit and any services rendered are done at no cost to the victim.</p> <p>(d) As indicated through interviews all treatment services are provided to the victim without financial cost and regardless of whether the victim names the abuser or cooperates with any investigation resulting out of the incident. Policy P-550 states KCSO shall provide free community level medical and mental health services to all sexual abuse victims with or without cooperation in any subsequent investigation.</p> <p>Conclusions</p> <p>Provisions (a)(b)(c)(d) are outlined in policy and confirmed through interviews. Based upon a review of all available evidence, the KCSO LPF is found compliant with standard 115.82.</p>
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<b>115.83</b>	<b>Ongoing medical and mental health care for sexual abuse victims and abusers</b>
	<b>Auditor Overall Determination:</b> Meets Standard
	<b>Auditor Discussion</b>
	<p>Document Review</p> <p>KCSO Detentions Bureau Policy P-550 – Victim Services Response Plan</p> <p>LPF PAQ</p> <p>Incarcerated Persons Files</p> <p>Site Review</p>



## Interviews

PREA Compliance Manager

Kern Medical Staff

Behavioral Health Staff

Hi-Desert Women's Center Victim Advocate

Incarcerated Persons who Reported a Sexual Abuse

## Findings

(a) KCSO Detentions Bureau Policy P-550, Procedure B: Ongoing Medical and Behavioral Health Treatment states the KCSO shall provide medical and behavioral health evaluations and, as appropriate treatment to all incarcerated people who have been victimized and to abusers if known.

(b) KCSO medical and mental health staff share responsibilities for ongoing treatment. Kern Medical staff provide follow-up services and develop treatment plans. Staff offer referrals for continued care upon transfer or placement in other KCSO facilities, or the victim's release from custody. Behavioral health staff conduct a suicide evaluation on any victim of new or acute sexual abuse or assault, whether or not they receive a forensic exam. Staff will also conduct a mental health evaluation of all known incarcerated person-on-incarcerated person abusers within 60-days of learning of such abuse history and offer treatment when deemed appropriate by behavioral health practitioners.

(c) Behavioral health staff indicated they are part of a larger network of care in the county of Kern, and their level of care is consistent with the community level of care. Staff also noted that the detention staff go above and beyond by providing transportation for incarcerated persons who are transitioning to a medical or behavioral health services facility in the community.

(d) Procedure A of Policy P-550 states that when applicable, incarcerated females who have experienced sexual assault will be offered pregnancy tests. This information is maintained in the electronic medical file. A review of files indicated that of the women who reported sexual abuse, there was no penetration. Interviewees indicated they were offered forensic exams, pregnancy tests, and referrals for follow up care via the community and or through the Hi-Desert victim advocate.

(e) Although zero incidents resulted in a pregnancy, should pregnancy results be confirmed the victim shall receive timely comprehensive information about and timely access to all lawful pregnancy related medical services.

(f) Procedure A of Policy P-550: Emergency Care for Victims, medical staff will offer incarcerated person victims of sexual abuse tests for sexually transmitted infections. Interviews with incarcerated people who reported sexual abuse indicated they were

	<p>provided information related to STIs.</p> <p>(g) Policy P-550, page 1 states KCSO shall provide free community level medical and behavioral health services to all sexual abuse victims with or without cooperation in any subsequent investigation.</p> <p>(h) Although not a prison, the KCSO behavioral health staff, per policy P-550 conduct a behavioral health evaluation of all known incarcerated person-on-incarcerated person abusers within 60-days of learning of such abuse history and offer treatment when deemed appropriate by behavioral health practitioners.</p> <p>Conclusions</p> <p>Provisions (a) through (h) were documented by policy and interviews. Based upon the review and analysis of all available evidence, the KCSO LPF is found in compliance with standard 115.83.</p>
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<b>115.86</b>	<b>Sexual abuse incident reviews</b>
	<b>Auditor Overall Determination:</b> Meets Standard
	<b>Auditor Discussion</b>
	<p>Document Review</p> <p>KCSO Detentions Bureau Policy P-700 - PREA - Data Collections, Reviews and Audits</p> <p>KCSO PREA Incident Review Reports</p> <p>LPF PAQ</p> <p>LPF Addendum 2023 - PREA Facility Review Report</p> <p>KCSO 2023 End of Year PREA Agency Report</p> <p>Interviews</p> <p>PREA Compliance Manager</p> <p>LPF Facility Commander</p> <p>PREA Coordinator</p> <p>Incident Review Team Member</p> <p>Hi-Desert Women's Center Victim Advocate</p>

## Findings

(a) KCSO Detentions Bureau Policy P-700, Procedure A: Sexual Abuse Incident Reviews states the facility shall conduct an incident review at the conclusion of every sexual abuse investigation, including allegations not substantiated unless the allegation has been determined to be unfounded. In the past 12-months there were three incident reviews conducted at the LPF. Copies of the KCSO PREA Incident Review Reports were obtained and reviewed. Each incident had an outcome of unsubstantiated.

(b) The Incident Review Team at LPF conducted three reviews over the past 12-months. Policy P-500 states the incident review shall ordinarily occur within 30 days of the conclusion of the investigation. For the referenced reviews, policy was adhered to and the review reports were approved by both the PREA coordinator and facility commander.

(c) Policy 700 states the review team shall include the PREA coordinator, section manager with input from the supervisors, investigators, and medical or mental health practitioners. Interviews with incident review team members indicated that often the PREA compliance manager and the Hi-Desert Women's Health victim advocate are present. A review of the reports indicated representation from classification compliance, Lerdo Justice and Pretrial, the PREA compliance manager, Kern Medical and behavioral health. The facility commander stated the importance of his involvement in the incident reviews, and that he attends them, signs off on them, and processes them through the appropriate chain of command.

(d) The KCSO PREA Incident Review Report form assesses for motivation behind the incident by considering race, ethnicity, gang affiliation, gender identity, age, and stature. Policy P-700 requires an examination of the area in the facility where the incident is reported to have occurred to assess if physical barriers exist in the area which may enable abuse; assess the adequacy of staffing levels in that area during different shifts; assess whether monitoring technology should be deployed or augmented to supplement supervision by staff; and prepare and submit a report of its findings including any recommendations for improvement to the PREA compliance manager and appropriate section manager. The PREA Incident Review form contains a checklist of the above-mentioned components and includes an area for comments, descriptions, and or notations.

(e) Per policy, the section manager shall implement the recommendations for improvement or document their reasons for not doing so. The PREA compliance manager will forward all completed reports and documentation to the Detentions Bureau Chief Deputy via the chain of command. A review of one incident report showed gender identity as a motivator, and investigatory actions included placing a keep-away status between the victim and abuser. The other two reports did not identify any motivators for the incidents, however actions included rehousing of the suspect, and initiating follow up by the victim advocate. The reports showed a series of signatures that were evident of appropriate movement through the chain of command.

	<p>Conclusions</p> <p>Provisions (a)(b)(c)(d)(e) were outlined in policy, documented via the incident review report forms, and confirmed through completed incident review reports and interviews. Based upon the review and analysis of all available evidence, the KCSO LPF is found compliant with standard 115.86.</p>
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<b>115.87</b>	<b>Data collection</b>
	<b>Auditor Overall Determination:</b> Meets Standard
	<b>Auditor Discussion</b>
	<p>Document Review</p> <p>KCSO Detentions Bureau Policy P-700 – PREA – Data Collection, Reviews and Audits</p> <p>KCSO 2023 – End of Year PREA Report</p> <p>KCSO LPF Addendum 2023 PREA Report</p> <p>KCSO Annual PREA Facility Review Report Form</p> <p>Interviews</p> <p>PREA Compliance Manager</p> <p>LPF Facility Commander</p> <p>Findings</p> <p>(a) The KCSO Detentions Bureau Policy P-700 directs the Detentions Bureau Compliance Section, in accordance with PREA to maintain incident data for all reports of sexual abuse, assault, and harassment. The Compliance Section shall conduct a review of each incident report and evaluate the effectiveness of its sexual abuse prevention, detection, response policies, practices, and training. All data shall be aggregated annually and a report made available to the public on the Sheriff’s Office public website. The data collected shall answer all questions from the most recent DOJ Survey of Sexual Violence. A copy of both the latest year end PREA report and LPF addendum report were reviewed.</p> <p>(b) The reports are published annually, one year in arrears.</p>

	<p>(c) Procedure B: Data Collection of the Policy P-700 directs the collection of accurate, uniform data for every allegation of sexual assault/abuse at all KCSO custody facilities using a standardized instrument and set of definitions and aggregate the data at least annually. The data will be documented on an Annual PREA Facility Review Report form. The policy also directs the collection of incident-based data to include, at a minimum, the data necessary to answer all questions from the most recent version of the Survey of Sexual Violence conducted by the Department of Justice (DOJ).</p> <p>(d) Procedure B: Data Collection of the Policy P-700 directs the maintenance, review and collection of data as needed from all available incident-based documents, including reports, investigation files, and sexual assault/abuse incident reviews.</p> <p>(e) The KCSO does not contract for the confinement of their incarcerated people with private facilities, leaving this provision not applicable.</p> <p>(f) The KCSO Detentions Bureau Compliance Section would, upon request provide all such data from the previous calendar year to the Department of Justice (DOJ) no later than June 30th. Staff indicated there have been no requests from DOJ for data.</p> <p>Conclusions</p> <p>Provisions (a) through (f) were documented in policy, review of annual reports and staff interviews. Based upon the review and analysis of all available evidence the KCSO LPF is found compliant with standard 115.87.</p>
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<b>115.88</b>	<b>Data review for corrective action</b>
	<b>Auditor Overall Determination:</b> Meets Standard
	<b>Auditor Discussion</b>
	<p>Document Review</p> <p>KCSO 2023 - End of Year PREA Report</p> <p>KCSO LPF Addendum 2023 PREA Report</p> <p>KCSO Detentions Bureau Policy P-700 - PREA - Data Collection, Reviews and Audits</p> <p>KCSO website <a href="http://www.kernsheriff.org">www.kernsheriff.org</a></p> <p>KCSO LPF Staffing Plan</p>

## Interviews

KCSO Detentions Bureau Chief Deputy

PREA Coordinator

PREA Compliance Manager

## Findings

(a) Directive B-2: Data review for correction action, of Detentions Bureau Policy P-700 outlines the requirements of the Detentions Bureau's Compliance Section and the requirement to conduct an annual review of the aggregated, incident-based data collected to assess and improve the effectiveness of all PREA related training, policies, and procedures. The review must include the identification of any deficiencies within each facility or section; suggested corrective actions (if any); comparison of current year's data with the prior year, and assessment of progress in addressing sexual assault/abuse.

The Detentions Bureau Chief Deputy noted regular communication and briefings occur with the PREA compliance manager and necessary staff. Any recommendations for improvement are discussed and strategies are developed to address any identified problem areas. The PREA compliance manager and PREA coordinator work closely to develop plans for recommendations of corrective action based on any input received through the incident reviews, reports, and recommendations from entities such as the BSCC, Prison Law Office, or the public. The PREA coordinator ensures maintenance of data collected is securely retained. Interviews with key staff indicate any issues that arise are discussed immediately and the dialogue continues until the issue has been resolved and the deputy chief has approved the recommendations.

(b) A review of the most current report shows a comparison to the previous year's report. The current report shows no recommended corrective actions to request or include in the report. The narrative indicates no changes are needed at this time at LPF. Cameras have been installed throughout the facility and units. Video surveillance helps detect and identify instances of sexual abuse or harassment in KCSO facilities, acting as a deterrent for perpetrators of such crimes.

(c) The reports are posted on the KCSO website at [www.kernsheriff.org](http://www.kernsheriff.org).

(d) Specific material that would present a clear and targeted threat to the safety and security of a facility will be redacted prior to publication for public viewing. This would include, but not be limited to personal identifiers, The report shall indicate the nature of the material(s) redacted.

## Conclusions

	Provisions (a)(b)(c)(d) were demonstrated by policy, review of annual reports and interviews with staff. Based upon the review and analysis of all available evidence KCSO and LPF are found to be compliant with standard 115.88.
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<b>115.89</b>	<b>Data storage, publication, and destruction</b>
	<p><b>Auditor Overall Determination:</b> Meets Standard</p> <hr/> <p><b>Auditor Discussion</b></p> <p>Document Review</p> <p>KCSO 2023 - End of Year PREA Report</p> <p>KCSO LPF Addendum 2023 PREA Report</p> <p>KCSO Detentions Bureau Policy P-700 - PREA - Data Collection, Reviews and Audits</p> <p>KCSO website <a href="http://www.kernsheriff.org">www.kernsheriff.org</a></p> <p>Interviews</p> <p>PREA Coordinator</p> <p>Findings</p> <p>(a) Directive B-3 of KCSO Detentions Bureau Policy P-700 states the compliance section shall ensure data collected is securely retained. Data is maintained in secure electronic files that are password protected, in locked file cabinets within a locked office. The PREA coordinator reviews data collected to assess and improve the effectiveness of its sexual safety efforts.</p> <p>(b) Although the KCSO does not contract with private facilities, aggregate data collected for the LPF and all other facilities operated by the KCSO that become a part of the annual reports are made readily available to the public annually through the website.</p> <p>(c) The Detentions Bureau Compliance Section removes all personal identifiers prior to making all facility aggregated sexual abuse data available to the public annually on its website. A review of the reports show no personal identifiers.</p> <p>(d) The Compliance Section shall also maintain collected sexual assault/abuse data for at least 10 years after the date of the initial collection, unless Federal, State, or</p>

	<p>local law requires otherwise. The website shows several past years' PREA reports for LPF.</p> <p>Conclusions</p> <p>Provisions (a)(b)(c)(d) were demonstrated by policy, a review of documents, a review of the website, and through interviews with staff. Based upon the review and analysis of all available evidence, KCSO and LPF are found compliant with standard 115.89.</p>
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<b>115.401</b>	<b>Frequency and scope of audits</b>
	<b>Auditor Overall Determination:</b> Meets Standard
	<b>Auditor Discussion</b>
	<p>Document Review</p> <p>2021 KCSO Lerdo Pretrial Facility PREA Audit Certification Report</p> <p>Interviews</p> <p>PREA Compliance Manager</p> <p>Findings</p> <p>The KCSO Lerdo Pretrial Facility (LPF) was audited in November 2021, with the final report being submitted December 2021. This is the second year of the current audit cycle. The auditor checked the KCSO website, media outlets, and contacted Just Detention International to assess if there had been any sexual safety concerns stemming out of the LPF. No findings were reported. One letter was received from the LPF and the incarcerated person who wrote the letter was interviewed. The auditor conducted some specialized staff interviews prior to the on-site portion of the audit. Full access to the facility, employee, volunteer, contractor, and incarcerated person files were made available, The auditor and PREA compliance manager discussed the KCSO commitment to sexual safety and any actions that had been taken over the past year to strengthen efforts to ensure the zero-tolerance policy for sexual abuse and sexual harassment were understood by all. All records that were requested, including supporting documentation to the information provided in the LPF PAQ were provided while on site. All interviews were conducted in private and secure areas. In addition, the auditor had many informal discussions with staff and incarcerated persons throughout the site review.</p>



	<p>Conclusions</p> <p>Based upon the review and analysis of the previous audit report and completion of the current audit the KCSO LPF is found to be in compliance with standard 115.401.</p>
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<b>115.403</b>	<b>Audit contents and findings</b>
	<b>Auditor Overall Determination:</b> Meets Standard
	<b>Auditor Discussion</b>
	<p>Document Review</p> <p>KCSO Detentions Bureau Policies</p> <p>KCSO Personnel Records</p> <p>KCSO Incarcerated Person Records</p> <p>KCSO Staff, Volunteer, Contractor, Incarcerated Persons Training Records</p> <p>KCSO Detentions Bureau PREA Documents; posters, pamphlets, video, flyers</p> <p>KCSO PREA Investigative Files</p> <p>Interviews</p> <p>Agency Head - Designee - Chief Deputy Detentions Bureau</p> <p>PREA Coordinator</p> <p>PREA Compliance Manager</p> <p>LPF Facility Commander</p> <p>Random Staff Interviews</p> <p>Specialized Staff Interviews</p> <p>Incarcerated Person Interviews</p> <p>Findings</p> <p>The documentation provided and requested were thoroughly analyzed and tested against each provision and standard. Interviews with random staff, specialized staff, targeted and random justice involved individuals, informal discussions while on-site at the Lerdo Pretrial Facility were layered over the documentation and a</p>

determination of compliance was made.

The KCSO PREA compliance manager is the nucleus to the operations and implementation of PREA throughout the KCSO. Discussions with the compliance manager were initiated immediately once the contract was signed by both parties, and regular communication ensued from there. There was no hesitation on behalf of the KCSO to provide requested information, and it was generally supported with an explanation of the request and a follow up phone call or email to ensure the auditor had a full understanding of the information provided.

The KCSO LPF final PREA Facility Audit Report is posted on the Kern County Sheriff's Office website at [www.kernsheriff.org/prea](http://www.kernsheriff.org/prea). The agency's mission statement appears on the website as well. Their mission is as follows: The Kern County Sheriff's Office is committed to work in partnership with our community to enhance the safety, security, and quality of life for the residents and visitors of Kern County through professional public safety services.

The KCSO website also includes all policies, internal facility reports, facility final PREA audit reports, and staffing plans.

#### Conclusions

Based upon the review and analysis of the website, documentation made available to the auditor, and discussions with KCSO employees and incarcerated persons to ensure what is written in policy is adhered to, that the adherence has been solidified throughout the system, and the PREA coordinator and PREA compliance manager are utilizing a continuous quality improvement style of management to ensure sexual safety within the system, the KCSO LPF is found compliant with standard 115.403.

<b>Appendix: Provision Findings</b>		
<b>115.11 (a)</b>	<b>Zero tolerance of sexual abuse and sexual harassment; PREA coordinator</b>	
	Does the agency have a written policy mandating zero tolerance toward all forms of sexual abuse and sexual harassment?	yes
	Does the written policy outline the agency's approach to preventing, detecting, and responding to sexual abuse and sexual harassment?	yes
<b>115.11 (b)</b>	<b>Zero tolerance of sexual abuse and sexual harassment; PREA coordinator</b>	
	Has the agency employed or designated an agency-wide PREA Coordinator?	yes
	Is the PREA Coordinator position in the upper-level of the agency hierarchy?	yes
	Does the PREA Coordinator have sufficient time and authority to develop, implement, and oversee agency efforts to comply with the PREA standards in all of its facilities?	yes
<b>115.11 (c)</b>	<b>Zero tolerance of sexual abuse and sexual harassment; PREA coordinator</b>	
	If this agency operates more than one facility, has each facility designated a PREA compliance manager? (N/A if agency operates only one facility.)	yes
	Does the PREA compliance manager have sufficient time and authority to coordinate the facility's efforts to comply with the PREA standards? (N/A if agency operates only one facility.)	yes
<b>115.12 (a)</b>	<b>Contracting with other entities for the confinement of inmates</b>	
	If this agency is public and it contracts for the confinement of its inmates with private agencies or other entities including other government agencies, has the agency included the entity's obligation to comply with the PREA standards in any new contract or contract renewal signed on or after August 20, 2012? (N/A if the agency does not contract with private agencies or other entities for the confinement of inmates.)	na
<b>115.12 (b)</b>	<b>Contracting with other entities for the confinement of inmates</b>	
	Does any new contract or contract renewal signed on or after August 20, 2012 provide for agency contract monitoring to ensure	na

	that the contractor is complying with the PREA standards? (N/A if the agency does not contract with private agencies or other entities for the confinement of inmates.)	
<b>115.13 (a)</b>	<b>Supervision and monitoring</b>	
	Does the facility have a documented staffing plan that provides for adequate levels of staffing and, where applicable, video monitoring, to protect inmates against sexual abuse?	yes
	In calculating adequate staffing levels and determining the need for video monitoring, does the staffing plan take into consideration: Generally accepted detention and correctional practices?	yes
	In calculating adequate staffing levels and determining the need for video monitoring, does the staffing plan take into consideration: Any judicial findings of inadequacy?	yes
	In calculating adequate staffing levels and determining the need for video monitoring, does the staffing plan take into consideration: Any findings of inadequacy from Federal investigative agencies?	yes
	In calculating adequate staffing levels and determining the need for video monitoring, does the staffing plan take into consideration: Any findings of inadequacy from internal or external oversight bodies?	yes
	In calculating adequate staffing levels and determining the need for video monitoring, does the staffing plan take into consideration: All components of the facility's physical plant (including "blind-spots" or areas where staff or inmates may be isolated)?	yes
	In calculating adequate staffing levels and determining the need for video monitoring, does the staffing plan take into consideration: The composition of the inmate population?	yes
	In calculating adequate staffing levels and determining the need for video monitoring, does the staffing plan take into consideration: The number and placement of supervisory staff?	yes
	In calculating adequate staffing levels and determining the need for video monitoring, does the staffing plan take into consideration: The institution programs occurring on a particular shift?	yes
	In calculating adequate staffing levels and determining the need for video monitoring, does the staffing plan take into	yes

	consideration: Any applicable State or local laws, regulations, or standards?	
	In calculating adequate staffing levels and determining the need for video monitoring, does the staffing plan take into consideration: The prevalence of substantiated and unsubstantiated incidents of sexual abuse?	yes
	In calculating adequate staffing levels and determining the need for video monitoring, does the staffing plan take into consideration: Any other relevant factors?	yes
<b>115.13 (b)</b>	<b>Supervision and monitoring</b>	
	In circumstances where the staffing plan is not complied with, does the facility document and justify all deviations from the plan? (N/A if no deviations from staffing plan.)	yes
<b>115.13 (c)</b>	<b>Supervision and monitoring</b>	
	In the past 12 months, has the facility, in consultation with the agency PREA Coordinator, assessed, determined, and documented whether adjustments are needed to: The staffing plan established pursuant to paragraph (a) of this section?	yes
	In the past 12 months, has the facility, in consultation with the agency PREA Coordinator, assessed, determined, and documented whether adjustments are needed to: The facility's deployment of video monitoring systems and other monitoring technologies?	yes
	In the past 12 months, has the facility, in consultation with the agency PREA Coordinator, assessed, determined, and documented whether adjustments are needed to: The resources the facility has available to commit to ensure adherence to the staffing plan?	yes
<b>115.13 (d)</b>	<b>Supervision and monitoring</b>	
	Has the facility/agency implemented a policy and practice of having intermediate-level or higher-level supervisors conduct and document unannounced rounds to identify and deter staff sexual abuse and sexual harassment?	yes
	Is this policy and practice implemented for night shifts as well as day shifts?	yes
	Does the facility/agency have a policy prohibiting staff from alerting other staff members that these supervisory rounds are occurring, unless such announcement is related to the legitimate operational functions of the facility?	yes

<b>115.14 (a)</b>	<b>Youthful inmates</b>	
	Does the facility place all youthful inmates in housing units that separate them from sight, sound, and physical contact with any adult inmates through use of a shared dayroom or other common space, shower area, or sleeping quarters? (N/A if facility does not have youthful inmates (inmates <18 years old).)	na
<b>115.14 (b)</b>	<b>Youthful inmates</b>	
	In areas outside of housing units does the agency maintain sight and sound separation between youthful inmates and adult inmates? (N/A if facility does not have youthful inmates (inmates <18 years old).)	na
	In areas outside of housing units does the agency provide direct staff supervision when youthful inmates and adult inmates have sight, sound, or physical contact? (N/A if facility does not have youthful inmates (inmates <18 years old).)	na
<b>115.14 (c)</b>	<b>Youthful inmates</b>	
	Does the agency make its best efforts to avoid placing youthful inmates in isolation to comply with this provision? (N/A if facility does not have youthful inmates (inmates <18 years old).)	na
	Does the agency, while complying with this provision, allow youthful inmates daily large-muscle exercise and legally required special education services, except in exigent circumstances? (N/A if facility does not have youthful inmates (inmates <18 years old).)	na
	Do youthful inmates have access to other programs and work opportunities to the extent possible? (N/A if facility does not have youthful inmates (inmates <18 years old).)	na
<b>115.15 (a)</b>	<b>Limits to cross-gender viewing and searches</b>	
	Does the facility always refrain from conducting any cross-gender strip or cross-gender visual body cavity searches, except in exigent circumstances or by medical practitioners?	yes
<b>115.15 (b)</b>	<b>Limits to cross-gender viewing and searches</b>	
	Does the facility always refrain from conducting cross-gender pat-down searches of female inmates, except in exigent circumstances? (N/A if the facility does not have female inmates.)	yes
	Does the facility always refrain from restricting female inmates' access to regularly available programming or other out-of-cell opportunities in order to comply with this provision? (N/A if the	yes

	facility does not have female inmates.)	
<b>115.15 (c)</b>	<b>Limits to cross-gender viewing and searches</b>	
	Does the facility document all cross-gender strip searches and cross-gender visual body cavity searches?	yes
	Does the facility document all cross-gender pat-down searches of female inmates (N/A if the facility does not have female inmates)?	yes
<b>115.15 (d)</b>	<b>Limits to cross-gender viewing and searches</b>	
	Does the facility have policies that enables inmates to shower, perform bodily functions, and change clothing without nonmedical staff of the opposite gender viewing their breasts, buttocks, or genitalia, except in exigent circumstances or when such viewing is incidental to routine cell checks?	yes
	Does the facility have procedures that enables inmates to shower, perform bodily functions, and change clothing without nonmedical staff of the opposite gender viewing their breasts, buttocks, or genitalia, except in exigent circumstances or when such viewing is incidental to routine cell checks?	yes
	Does the facility require staff of the opposite gender to announce their presence when entering an inmate housing unit?	yes
<b>115.15 (e)</b>	<b>Limits to cross-gender viewing and searches</b>	
	Does the facility always refrain from searching or physically examining transgender or intersex inmates for the sole purpose of determining the inmate's genital status?	yes
	If an inmate's genital status is unknown, does the facility determine genital status during conversations with the inmate, by reviewing medical records, or, if necessary, by learning that information as part of a broader medical examination conducted in private by a medical practitioner?	yes
<b>115.15 (f)</b>	<b>Limits to cross-gender viewing and searches</b>	
	Does the facility/agency train security staff in how to conduct cross-gender pat down searches in a professional and respectful manner, and in the least intrusive manner possible, consistent with security needs?	yes
	Does the facility/agency train security staff in how to conduct searches of transgender and intersex inmates in a professional and respectful manner, and in the least intrusive manner possible, consistent with security needs?	yes

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



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

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

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

	If the agency installed or updated a video monitoring system, electronic surveillance system, or other monitoring technology, did the agency consider how such technology may enhance the agency's ability to protect inmates from sexual abuse? (N/A if agency/facility has not installed or updated a video monitoring system, electronic surveillance system, or other monitoring technology since August 20, 2012, or since the last PREA audit, whichever is later.)	yes
<b>115.21 (a)</b>	<b>Evidence protocol and forensic medical examinations</b>	
	If the agency is responsible for investigating allegations of sexual abuse, does the agency follow a uniform evidence protocol that maximizes the potential for obtaining usable physical evidence for administrative proceedings and criminal prosecutions? (N/A if the agency/facility is not responsible for conducting any form of criminal OR administrative sexual abuse investigations.)	yes
<b>115.21 (b)</b>	<b>Evidence protocol and forensic medical examinations</b>	
	Is this protocol developmentally appropriate for youth where applicable? (N/A if the agency/facility is not responsible for conducting any form of criminal OR administrative sexual abuse investigations.)	yes
	Is this protocol, as appropriate, adapted from or otherwise based on the most recent edition of the U.S. Department of Justice's Office on Violence Against Women publication, "A National Protocol for Sexual Assault Medical Forensic Examinations, Adults/Adolescents," or similarly comprehensive and authoritative protocols developed after 2011? (N/A if the agency/facility is not responsible for conducting any form of criminal OR administrative sexual abuse investigations.)	yes
<b>115.21 (c)</b>	<b>Evidence protocol and forensic medical examinations</b>	
	Does the agency offer all victims of sexual abuse access to forensic medical examinations, whether on-site or at an outside facility, without financial cost, where evidentiarily or medically appropriate?	yes
	Are such examinations performed by Sexual Assault Forensic Examiners (SAFEs) or Sexual Assault Nurse Examiners (SANEs) where possible?	yes
	If SAFEs or SANEs cannot be made available, is the examination performed by other qualified medical practitioners (they must have been specifically trained to conduct sexual assault forensic exams)?	yes

	Has the agency documented its efforts to provide SAFEs or SANEs?	yes
<b>115.21 (d)</b>	<b>Evidence protocol and forensic medical examinations</b>	
	Does the agency attempt to make available to the victim a victim advocate from a rape crisis center?	yes
	If a rape crisis center is not available to provide victim advocate services, does the agency make available to provide these services a qualified staff member from a community-based organization, or a qualified agency staff member? (N/A if the agency always makes a victim advocate from a rape crisis center available to victims.)	yes
	Has the agency documented its efforts to secure services from rape crisis centers?	yes
<b>115.21 (e)</b>	<b>Evidence protocol and forensic medical examinations</b>	
	As requested by the victim, does the victim advocate, qualified agency staff member, or qualified community-based organization staff member accompany and support the victim through the forensic medical examination process and investigatory interviews?	yes
	As requested by the victim, does this person provide emotional support, crisis intervention, information, and referrals?	yes
<b>115.21 (f)</b>	<b>Evidence protocol and forensic medical examinations</b>	
	If the agency itself is not responsible for investigating allegations of sexual abuse, has the agency requested that the investigating agency follow the requirements of paragraphs (a) through (e) of this section? (N/A if the agency/facility is responsible for conducting criminal AND administrative sexual abuse investigations.)	na
<b>115.21 (h)</b>	<b>Evidence protocol and forensic medical examinations</b>	
	If the agency uses a qualified agency staff member or a qualified community-based staff member for the purposes of this section, has the individual been screened for appropriateness to serve in this role and received education concerning sexual assault and forensic examination issues in general? (N/A if agency always makes a victim advocate from a rape crisis center available to victims.)	na
<b>115.22 (a)</b>	<b>Policies to ensure referrals of allegations for investigations</b>	

	Does the agency ensure an administrative or criminal investigation is completed for all allegations of sexual abuse?	yes
	Does the agency ensure an administrative or criminal investigation is completed for all allegations of sexual harassment?	yes
<b>115.22 (b)</b>	<b>Policies to ensure referrals of allegations for investigations</b>	
	Does the agency have a policy and practice in place to ensure that allegations of sexual abuse or sexual harassment are referred for investigation to an agency with the legal authority to conduct criminal investigations, unless the allegation does not involve potentially criminal behavior?	yes
	Has the agency published such policy on its website or, if it does not have one, made the policy available through other means?	yes
	Does the agency document all such referrals?	yes
<b>115.22 (c)</b>	<b>Policies to ensure referrals of allegations for investigations</b>	
	If a separate entity is responsible for conducting criminal investigations, does the policy describe the responsibilities of both the agency and the investigating entity? (N/A if the agency/facility is responsible for criminal investigations. See 115.21(a).)	na
<b>115.31 (a)</b>	<b>Employee training</b>	
	Does the agency train all employees who may have contact with inmates on its zero-tolerance policy for sexual abuse and sexual harassment?	yes
	Does the agency train all employees who may have contact with inmates on how to fulfill their responsibilities under agency sexual abuse and sexual harassment prevention, detection, reporting, and response policies and procedures?	yes
	Does the agency train all employees who may have contact with inmates on inmates' right to be free from sexual abuse and sexual harassment?	yes
	Does the agency train all employees who may have contact with inmates on the right of inmates and employees to be free from retaliation for reporting sexual abuse and sexual harassment?	yes
	Does the agency train all employees who may have contact with inmates on the dynamics of sexual abuse and sexual harassment in confinement?	yes

	Does the agency train all employees who may have contact with inmates on the common reactions of sexual abuse and sexual harassment victims?	yes
	Does the agency train all employees who may have contact with inmates on how to detect and respond to signs of threatened and actual sexual abuse?	yes
	Does the agency train all employees who may have contact with inmates on how to avoid inappropriate relationships with inmates?	yes
	Does the agency train all employees who may have contact with inmates on how to communicate effectively and professionally with inmates, including lesbian, gay, bisexual, transgender, intersex, or gender nonconforming inmates?	yes
	Does the agency train all employees who may have contact with inmates on how to comply with relevant laws related to mandatory reporting of sexual abuse to outside authorities?	yes
<b>115.31 (b)</b>	<b>Employee training</b>	
	Is such training tailored to the gender of the inmates at the employee's facility?	yes
	Have employees received additional training if reassigned from a facility that houses only male inmates to a facility that houses only female inmates, or vice versa?	yes
<b>115.31 (c)</b>	<b>Employee training</b>	
	Have all current employees who may have contact with inmates received such training?	yes
	Does the agency provide each employee with refresher training every two years to ensure that all employees know the agency's current sexual abuse and sexual harassment policies and procedures?	yes
	In years in which an employee does not receive refresher training, does the agency provide refresher information on current sexual abuse and sexual harassment policies?	yes
<b>115.31 (d)</b>	<b>Employee training</b>	
	Does the agency document, through employee signature or electronic verification, that employees understand the training they have received?	yes
<b>115.32 (a)</b>	<b>Volunteer and contractor training</b>	

	Has the agency ensured that all volunteers and contractors who have contact with inmates have been trained on their responsibilities under the agency's sexual abuse and sexual harassment prevention, detection, and response policies and procedures?	yes
<b>115.32 (b)</b>	<b>Volunteer and contractor training</b>	
	Have all volunteers and contractors who have contact with inmates been notified of the agency's zero-tolerance policy regarding sexual abuse and sexual harassment and informed how to report such incidents (the level and type of training provided to volunteers and contractors shall be based on the services they provide and level of contact they have with inmates)?	yes
<b>115.32 (c)</b>	<b>Volunteer and contractor training</b>	
	Does the agency maintain documentation confirming that volunteers and contractors understand the training they have received?	yes
<b>115.33 (a)</b>	<b>Inmate education</b>	
	During intake, do inmates receive information explaining the agency's zero-tolerance policy regarding sexual abuse and sexual harassment?	yes
	During intake, do inmates receive information explaining how to report incidents or suspicions of sexual abuse or sexual harassment?	yes
<b>115.33 (b)</b>	<b>Inmate education</b>	
	Within 30 days of intake, does the agency provide comprehensive education to inmates either in person or through video regarding: Their rights to be free from sexual abuse and sexual harassment?	yes
	Within 30 days of intake, does the agency provide comprehensive education to inmates either in person or through video regarding: Their rights to be free from retaliation for reporting such incidents?	yes
	Within 30 days of intake, does the agency provide comprehensive education to inmates either in person or through video regarding: Agency policies and procedures for responding to such incidents?	yes
<b>115.33 (c)</b>	<b>Inmate education</b>	
	Have all inmates received the comprehensive education referenced in 115.33(b)?	yes



	Do inmates receive education upon transfer to a different facility to the extent that the policies and procedures of the inmate's new facility differ from those of the previous facility?	yes
<b>115.33 (d)</b>	<b>Inmate education</b>	
	Does the agency provide inmate education in formats accessible to all inmates including those who are limited English proficient?	yes
	Does the agency provide inmate education in formats accessible to all inmates including those who are deaf?	yes
	Does the agency provide inmate education in formats accessible to all inmates including those who are visually impaired?	yes
	Does the agency provide inmate education in formats accessible to all inmates including those who are otherwise disabled?	yes
	Does the agency provide inmate education in formats accessible to all inmates including those who have limited reading skills?	yes
<b>115.33 (e)</b>	<b>Inmate education</b>	
	Does the agency maintain documentation of inmate participation in these education sessions?	yes
<b>115.33 (f)</b>	<b>Inmate education</b>	
	In addition to providing such education, does the agency ensure that key information is continuously and readily available or visible to inmates through posters, inmate handbooks, or other written formats?	yes
<b>115.34 (a)</b>	<b>Specialized training: Investigations</b>	
	In addition to the general training provided to all employees pursuant to §115.31, does the agency ensure that, to the extent the agency itself conducts sexual abuse investigations, its investigators receive training in conducting such investigations in confinement settings? (N/A if the agency does not conduct any form of administrative or criminal sexual abuse investigations. See 115.21(a).)	yes
<b>115.34 (b)</b>	<b>Specialized training: Investigations</b>	
	Does this specialized training include techniques for interviewing sexual abuse victims? (N/A if the agency does not conduct any form of administrative or criminal sexual abuse investigations. See 115.21(a).)	yes
	Does this specialized training include proper use of Miranda and	yes

	Garrity warnings? (N/A if the agency does not conduct any form of administrative or criminal sexual abuse investigations. See 115.21(a).)	
	Does this specialized training include sexual abuse evidence collection in confinement settings? (N/A if the agency does not conduct any form of administrative or criminal sexual abuse investigations. See 115.21(a).)	yes
	Does this specialized training include the criteria and evidence required to substantiate a case for administrative action or prosecution referral? (N/A if the agency does not conduct any form of administrative or criminal sexual abuse investigations. See 115.21(a).)	yes
<b>115.34 (c)</b>	<b>Specialized training: Investigations</b>	
	Does the agency maintain documentation that agency investigators have completed the required specialized training in conducting sexual abuse investigations? (N/A if the agency does not conduct any form of administrative or criminal sexual abuse investigations. See 115.21(a).)	yes
<b>115.35 (a)</b>	<b>Specialized training: Medical and mental health care</b>	
	Does the agency ensure that all full- and part-time medical and mental health care practitioners who work regularly in its facilities have been trained in how to detect and assess signs of sexual abuse and sexual harassment? (N/A if the agency does not have any full- or part-time medical or mental health care practitioners who work regularly in its facilities.)	yes
	Does the agency ensure that all full- and part-time medical and mental health care practitioners who work regularly in its facilities have been trained in how to preserve physical evidence of sexual abuse? (N/A if the agency does not have any full- or part-time medical or mental health care practitioners who work regularly in its facilities.)	yes
	Does the agency ensure that all full- and part-time medical and mental health care practitioners who work regularly in its facilities have been trained in how to respond effectively and professionally to victims of sexual abuse and sexual harassment? (N/A if the agency does not have any full- or part-time medical or mental health care practitioners who work regularly in its facilities.)	yes
	Does the agency ensure that all full- and part-time medical and mental health care practitioners who work regularly in its facilities have been trained in how and to whom to report allegations or	yes

	suspicious of sexual abuse and sexual harassment? (N/A if the agency does not have any full- or part-time medical or mental health care practitioners who work regularly in its facilities.)	
<b>115.35 (b)</b>	<b>Specialized training: Medical and mental health care</b>	
	If medical staff employed by the agency conduct forensic examinations, do such medical staff receive appropriate training to conduct such examinations? (N/A if agency medical staff at the facility do not conduct forensic exams or the agency does not employ medical staff.)	na
<b>115.35 (c)</b>	<b>Specialized training: Medical and mental health care</b>	
	Does the agency maintain documentation that medical and mental health practitioners have received the training referenced in this standard either from the agency or elsewhere? (N/A if the agency does not have any full- or part-time medical or mental health care practitioners who work regularly in its facilities.)	yes
<b>115.35 (d)</b>	<b>Specialized training: Medical and mental health care</b>	
	Do medical and mental health care practitioners employed by the agency also receive training mandated for employees by §115.31? (N/A if the agency does not have any full- or part-time medical or mental health care practitioners employed by the agency.)	yes
	Do medical and mental health care practitioners contracted by or volunteering for the agency also receive training mandated for contractors and volunteers by §115.32? (N/A if the agency does not have any full- or part-time medical or mental health care practitioners contracted by or volunteering for the agency.)	yes
<b>115.41 (a)</b>	<b>Screening for risk of victimization and abusiveness</b>	
	Are all inmates assessed during an intake screening for their risk of being sexually abused by other inmates or sexually abusive toward other inmates?	yes
	Are all inmates assessed upon transfer to another facility for their risk of being sexually abused by other inmates or sexually abusive toward other inmates?	yes
<b>115.41 (b)</b>	<b>Screening for risk of victimization and abusiveness</b>	
	Do intake screenings ordinarily take place within 72 hours of arrival at the facility?	yes
<b>115.41 (c)</b>	<b>Screening for risk of victimization and abusiveness</b>	
	Are all PREA screening assessments conducted using an objective	yes

	screening instrument?	
<b>115.41 (d)</b>	<b>Screening for risk of victimization and abusiveness</b>	
	Does the intake screening consider, at a minimum, the following criteria to assess inmates for risk of sexual victimization: (1) Whether the inmate has a mental, physical, or developmental disability?	yes
	Does the intake screening consider, at a minimum, the following criteria to assess inmates for risk of sexual victimization: (2) The age of the inmate?	yes
	Does the intake screening consider, at a minimum, the following criteria to assess inmates for risk of sexual victimization: (3) The physical build of the inmate?	yes
	Does the intake screening consider, at a minimum, the following criteria to assess inmates for risk of sexual victimization: (4) Whether the inmate has previously been incarcerated?	yes
	Does the intake screening consider, at a minimum, the following criteria to assess inmates for risk of sexual victimization: (5) Whether the inmate's criminal history is exclusively nonviolent?	yes
	Does the intake screening consider, at a minimum, the following criteria to assess inmates for risk of sexual victimization: (6) Whether the inmate has prior convictions for sex offenses against an adult or child?	yes
	Does the intake screening consider, at a minimum, the following criteria to assess inmates for risk of sexual victimization: (7) Whether the inmate is or is perceived to be gay, lesbian, bisexual, transgender, intersex, or gender nonconforming (the facility affirmatively asks the inmate about his/her sexual orientation and gender identity AND makes a subjective determination based on the screener's perception whether the inmate is gender non-conforming or otherwise may be perceived to be LGBTI)?	yes
	Does the intake screening consider, at a minimum, the following criteria to assess inmates for risk of sexual victimization: (8) Whether the inmate has previously experienced sexual victimization?	yes
	Does the intake screening consider, at a minimum, the following criteria to assess inmates for risk of sexual victimization: (9) The inmate's own perception of vulnerability?	yes
	Does the intake screening consider, at a minimum, the following criteria to assess inmates for risk of sexual victimization: (10)	yes

	Whether the inmate is detained solely for civil immigration purposes?	
<b>115.41 (e)</b>	<b>Screening for risk of victimization and abusiveness</b>	
	In assessing inmates for risk of being sexually abusive, does the initial PREA risk screening consider, as known to the agency: prior acts of sexual abuse?	yes
	In assessing inmates for risk of being sexually abusive, does the initial PREA risk screening consider, as known to the agency: prior convictions for violent offenses?	yes
	In assessing inmates for risk of being sexually abusive, does the initial PREA risk screening consider, as known to the agency: history of prior institutional violence or sexual abuse?	yes
<b>115.41 (f)</b>	<b>Screening for risk of victimization and abusiveness</b>	
	Within a set time period not more than 30 days from the inmate's arrival at the facility, does the facility reassess the inmate's risk of victimization or abusiveness based upon any additional, relevant information received by the facility since the intake screening?	yes
<b>115.41 (g)</b>	<b>Screening for risk of victimization and abusiveness</b>	
	Does the facility reassess an inmate's risk level when warranted due to a referral?	yes
	Does the facility reassess an inmate's risk level when warranted due to a request?	yes
	Does the facility reassess an inmate's risk level when warranted due to an incident of sexual abuse?	yes
	Does the facility reassess an inmate's risk level when warranted due to receipt of additional information that bears on the inmate's risk of sexual victimization or abusiveness?	yes
<b>115.41 (h)</b>	<b>Screening for risk of victimization and abusiveness</b>	
	Is it the case that inmates are not ever disciplined for refusing to answer, or for not disclosing complete information in response to, questions asked pursuant to paragraphs (d)(1), (d)(7), (d)(8), or (d)(9) of this section?	yes
<b>115.41 (i)</b>	<b>Screening for risk of victimization and abusiveness</b>	
	Has the agency implemented appropriate controls on the dissemination within the facility of responses to questions asked pursuant to this standard in order to ensure that sensitive	yes

	information is not exploited to the inmate's detriment by staff or other inmates?	
<b>115.42 (a) Use of screening information</b>		
	Does the agency use information from the risk screening required by § 115.41, with the goal of keeping separate those inmates at high risk of being sexually victimized from those at high risk of being sexually abusive, to inform: Housing Assignments?	yes
	Does the agency use information from the risk screening required by § 115.41, with the goal of keeping separate those inmates at high risk of being sexually victimized from those at high risk of being sexually abusive, to inform: Bed assignments?	yes
	Does the agency use information from the risk screening required by § 115.41, with the goal of keeping separate those inmates at high risk of being sexually victimized from those at high risk of being sexually abusive, to inform: Work Assignments?	yes
	Does the agency use information from the risk screening required by § 115.41, with the goal of keeping separate those inmates at high risk of being sexually victimized from those at high risk of being sexually abusive, to inform: Education Assignments?	yes
	Does the agency use information from the risk screening required by § 115.41, with the goal of keeping separate those inmates at high risk of being sexually victimized from those at high risk of being sexually abusive, to inform: Program Assignments?	yes
<b>115.42 (b) Use of screening information</b>		
	Does the agency make individualized determinations about how to ensure the safety of each inmate?	yes
<b>115.42 (c) Use of screening information</b>		
	When deciding whether to assign a transgender or intersex inmate to a facility for male or female inmates, does the agency consider, on a case-by-case basis, whether a placement would ensure the inmate's health and safety, and whether a placement would present management or security problems (NOTE: if an agency by policy or practice assigns inmates to a male or female facility on the basis of anatomy alone, that agency is not in compliance with this standard)?	yes
	When making housing or other program assignments for transgender or intersex inmates, does the agency consider, on a case-by-case basis, whether a placement would ensure the inmate's health and safety, and whether a placement would	yes

	present management or security problems?	
<b>115.42 (d)</b>	<b>Use of screening information</b>	
	Are placement and programming assignments for each transgender or intersex inmate reassessed at least twice each year to review any threats to safety experienced by the inmate?	yes
<b>115.42 (e)</b>	<b>Use of screening information</b>	
	Are each transgender or intersex inmate's own views with respect to his or her own safety given serious consideration when making facility and housing placement decisions and programming assignments?	yes
<b>115.42 (f)</b>	<b>Use of screening information</b>	
	Are transgender and intersex inmates given the opportunity to shower separately from other inmates?	yes
<b>115.42 (g)</b>	<b>Use of screening information</b>	
	Unless placement is in a dedicated facility, unit, or wing established in connection with a consent decree, legal settlement, or legal judgment for the purpose of protecting lesbian, gay, bisexual, transgender, or intersex inmates, does the agency always refrain from placing: lesbian, gay, and bisexual inmates in dedicated facilities, units, or wings solely on the basis of such identification or status? (N/A if the agency has a dedicated facility, unit, or wing solely for the placement of LGBT or I inmates pursuant to a consent decree, legal settlement, or legal judgement.)	yes
	Unless placement is in a dedicated facility, unit, or wing established in connection with a consent decree, legal settlement, or legal judgment for the purpose of protecting lesbian, gay, bisexual, transgender, or intersex inmates, does the agency always refrain from placing: transgender inmates in dedicated facilities, units, or wings solely on the basis of such identification or status? (N/A if the agency has a dedicated facility, unit, or wing solely for the placement of LGBT or I inmates pursuant to a consent decree, legal settlement, or legal judgement.)	yes
	Unless placement is in a dedicated facility, unit, or wing established in connection with a consent decree, legal settlement, or legal judgment for the purpose of protecting lesbian, gay, bisexual, transgender, or intersex inmates, does the agency always refrain from placing: intersex inmates in dedicated facilities, units, or wings solely on the basis of such identification or status? (N/A if the agency has a dedicated facility, unit, or wing	yes

	solely for the placement of LGBT or I inmates pursuant to a consent degree, legal settlement, or legal judgement.)	
<b>115.43 (a)</b>	<b>Protective Custody</b>	
	Does the facility always refrain from placing inmates at high risk for sexual victimization in involuntary segregated housing unless an assessment of all available alternatives has been made, and a determination has been made that there is no available alternative means of separation from likely abusers?	yes
	If a facility cannot conduct such an assessment immediately, does the facility hold the inmate in involuntary segregated housing for less than 24 hours while completing the assessment?	yes
<b>115.43 (b)</b>	<b>Protective Custody</b>	
	Do inmates who are placed in segregated housing because they are at high risk of sexual victimization have access to: Programs to the extent possible?	yes
	Do inmates who are placed in segregated housing because they are at high risk of sexual victimization have access to: Privileges to the extent possible?	yes
	Do inmates who are placed in segregated housing because they are at high risk of sexual victimization have access to: Education to the extent possible?	yes
	Do inmates who are placed in segregated housing because they are at high risk of sexual victimization have access to: Work opportunities to the extent possible?	yes
	If the facility restricts any access to programs, privileges, education, or work opportunities, does the facility document the opportunities that have been limited? (N/A if the facility never restricts access to programs, privileges, education, or work opportunities.)	na
	If the facility restricts access to programs, privileges, education, or work opportunities, does the facility document the duration of the limitation? (N/A if the facility never restricts access to programs, privileges, education, or work opportunities.)	na
	If the facility restricts access to programs, privileges, education, or work opportunities, does the facility document the reasons for such limitations? (N/A if the facility never restricts access to programs, privileges, education, or work opportunities.)	na
<b>115.43 (c)</b>	<b>Protective Custody</b>	



	Does the facility assign inmates at high risk of sexual victimization to involuntary segregated housing only until an alternative means of separation from likely abusers can be arranged?	yes
	Does such an assignment not ordinarily exceed a period of 30 days?	yes
<b>115.43 (d) Protective Custody</b>		
	If an involuntary segregated housing assignment is made pursuant to paragraph (a) of this section, does the facility clearly document: The basis for the facility's concern for the inmate's safety?	yes
	If an involuntary segregated housing assignment is made pursuant to paragraph (a) of this section, does the facility clearly document: The reason why no alternative means of separation can be arranged?	yes
<b>115.43 (e) Protective Custody</b>		
	In the case of each inmate who is placed in involuntary segregation because he/she is at high risk of sexual victimization, does the facility afford a review to determine whether there is a continuing need for separation from the general population EVERY 30 DAYS?	yes
<b>115.51 (a) Inmate reporting</b>		
	Does the agency provide multiple internal ways for inmates to privately report: Sexual abuse and sexual harassment?	yes
	Does the agency provide multiple internal ways for inmates to privately report: Retaliation by other inmates or staff for reporting sexual abuse and sexual harassment?	yes
	Does the agency provide multiple internal ways for inmates to privately report: Staff neglect or violation of responsibilities that may have contributed to such incidents?	yes
<b>115.51 (b) Inmate reporting</b>		
	Does the agency also provide at least one way for inmates to report sexual abuse or sexual harassment to a public or private entity or office that is not part of the agency?	yes
	Is that private entity or office able to receive and immediately forward inmate reports of sexual abuse and sexual harassment to agency officials?	yes
	Does that private entity or office allow the inmate to remain	yes

	anonymous upon request?	
	Are inmates detained solely for civil immigration purposes provided information on how to contact relevant consular officials and relevant officials at the Department of Homeland Security? (N/A if the facility never houses inmates detained solely for civil immigration purposes.)	na
<b>115.51 (c)</b>	<b>Inmate reporting</b>	
	Does staff accept reports of sexual abuse and sexual harassment made verbally, in writing, anonymously, and from third parties?	yes
	Does staff promptly document any verbal reports of sexual abuse and sexual harassment?	yes
<b>115.51 (d)</b>	<b>Inmate reporting</b>	
	Does the agency provide a method for staff to privately report sexual abuse and sexual harassment of inmates?	yes
<b>115.52 (a)</b>	<b>Exhaustion of administrative remedies</b>	
	Is the agency exempt from this standard? NOTE: The agency is exempt ONLY if it does not have administrative procedures to address inmate grievances regarding sexual abuse. This does not mean the agency is exempt simply because an inmate does not have to or is not ordinarily expected to submit a grievance to report sexual abuse. This means that as a matter of explicit policy, the agency does not have an administrative remedies process to address sexual abuse.	no
<b>115.52 (b)</b>	<b>Exhaustion of administrative remedies</b>	
	Does the agency permit inmates to submit a grievance regarding an allegation of sexual abuse without any type of time limits? (The agency may apply otherwise-applicable time limits to any portion of a grievance that does not allege an incident of sexual abuse.) (N/A if agency is exempt from this standard.)	yes
	Does the agency always refrain from requiring an inmate to use any informal grievance process, or to otherwise attempt to resolve with staff, an alleged incident of sexual abuse? (N/A if agency is exempt from this standard.)	yes
<b>115.52 (c)</b>	<b>Exhaustion of administrative remedies</b>	
	Does the agency ensure that: An inmate who alleges sexual abuse may submit a grievance without submitting it to a staff member who is the subject of the complaint? (N/A if agency is exempt from	yes

	this standard.)	
	Does the agency ensure that: Such grievance is not referred to a staff member who is the subject of the complaint? (N/A if agency is exempt from this standard.)	yes
<b>115.52 (d)</b>	<b>Exhaustion of administrative remedies</b>	
	Does the agency issue a final agency decision on the merits of any portion of a grievance alleging sexual abuse within 90 days of the initial filing of the grievance? (Computation of the 90-day time period does not include time consumed by inmates in preparing any administrative appeal.) (N/A if agency is exempt from this standard.)	yes
	If the agency claims the maximum allowable extension of time to respond of up to 70 days per 115.52(d)(3) when the normal time period for response is insufficient to make an appropriate decision, does the agency notify the inmate in writing of any such extension and provide a date by which a decision will be made? (N/A if agency is exempt from this standard.)	yes
	At any level of the administrative process, including the final level, if the inmate does not receive a response within the time allotted for reply, including any properly noticed extension, may an inmate consider the absence of a response to be a denial at that level? (N/A if agency is exempt from this standard.)	yes
<b>115.52 (e)</b>	<b>Exhaustion of administrative remedies</b>	
	Are third parties, including fellow inmates, staff members, family members, attorneys, and outside advocates, permitted to assist inmates in filing requests for administrative remedies relating to allegations of sexual abuse? (N/A if agency is exempt from this standard.)	yes
	Are those third parties also permitted to file such requests on behalf of inmates? (If a third party files such a request on behalf of an inmate, the facility may require as a condition of processing the request that the alleged victim agree to have the request filed on his or her behalf, and may also require the alleged victim to personally pursue any subsequent steps in the administrative remedy process.) (N/A if agency is exempt from this standard.)	yes
	If the inmate declines to have the request processed on his or her behalf, does the agency document the inmate's decision? (N/A if agency is exempt from this standard.)	yes
<b>115.52 (f)</b>	<b>Exhaustion of administrative remedies</b>	

	Has the agency established procedures for the filing of an emergency grievance alleging that an inmate is subject to a substantial risk of imminent sexual abuse? (N/A if agency is exempt from this standard.)	yes
	After receiving an emergency grievance alleging an inmate is subject to a substantial risk of imminent sexual abuse, does the agency immediately forward the grievance (or any portion thereof that alleges the substantial risk of imminent sexual abuse) to a level of review at which immediate corrective action may be taken? (N/A if agency is exempt from this standard.)	yes
	After receiving an emergency grievance described above, does the agency provide an initial response within 48 hours? (N/A if agency is exempt from this standard.)	yes
	After receiving an emergency grievance described above, does the agency issue a final agency decision within 5 calendar days? (N/A if agency is exempt from this standard.)	yes
	Does the initial response and final agency decision document the agency's determination whether the inmate is in substantial risk of imminent sexual abuse? (N/A if agency is exempt from this standard.)	yes
	Does the initial response document the agency's action(s) taken in response to the emergency grievance? (N/A if agency is exempt from this standard.)	yes
	Does the agency's final decision document the agency's action(s) taken in response to the emergency grievance? (N/A if agency is exempt from this standard.)	yes
<b>115.52 (g)</b>	<b>Exhaustion of administrative remedies</b>	
	If the agency disciplines an inmate for filing a grievance related to alleged sexual abuse, does it do so ONLY where the agency demonstrates that the inmate filed the grievance in bad faith? (N/A if agency is exempt from this standard.)	yes
<b>115.53 (a)</b>	<b>Inmate access to outside confidential support services</b>	
	Does the facility provide inmates with access to outside victim advocates for emotional support services related to sexual abuse by giving inmates mailing addresses and telephone numbers, including toll-free hotline numbers where available, of local, State, or national victim advocacy or rape crisis organizations?	yes
	Does the facility provide persons detained solely for civil immigration purposes mailing addresses and telephone numbers,	na

	including toll-free hotline numbers where available of local, State, or national immigrant services agencies? (N/A if the facility never has persons detained solely for civil immigration purposes.)	
	Does the facility enable reasonable communication between inmates and these organizations and agencies, in as confidential a manner as possible?	yes
<b>115.53 (b)</b>	<b>Inmate access to outside confidential support services</b>	
	Does the facility inform inmates, prior to giving them access, of the extent to which such communications will be monitored and the extent to which reports of abuse will be forwarded to authorities in accordance with mandatory reporting laws?	yes
<b>115.53 (c)</b>	<b>Inmate access to outside confidential support services</b>	
	Does the agency maintain or attempt to enter into memoranda of understanding or other agreements with community service providers that are able to provide inmates with confidential emotional support services related to sexual abuse?	yes
	Does the agency maintain copies of agreements or documentation showing attempts to enter into such agreements?	yes
<b>115.54 (a)</b>	<b>Third-party reporting</b>	
	Has the agency established a method to receive third-party reports of sexual abuse and sexual harassment?	yes
	Has the agency distributed publicly information on how to report sexual abuse and sexual harassment on behalf of an inmate?	yes
<b>115.61 (a)</b>	<b>Staff and agency reporting duties</b>	
	Does the agency require all staff to report immediately and according to agency policy any knowledge, suspicion, or information regarding an incident of sexual abuse or sexual harassment that occurred in a facility, whether or not it is part of the agency?	yes
	Does the agency require all staff to report immediately and according to agency policy any knowledge, suspicion, or information regarding retaliation against inmates or staff who reported an incident of sexual abuse or sexual harassment?	yes
	Does the agency require all staff to report immediately and according to agency policy any knowledge, suspicion, or information regarding any staff neglect or violation of responsibilities that may have contributed to an incident of sexual	yes

	abuse or sexual harassment or retaliation?	
<b>115.61 (b)</b>	<b>Staff and agency reporting duties</b>	
	Apart from reporting to designated supervisors or officials, does staff always refrain from revealing any information related to a sexual abuse report to anyone other than to the extent necessary, as specified in agency policy, to make treatment, investigation, and other security and management decisions?	yes
<b>115.61 (c)</b>	<b>Staff and agency reporting duties</b>	
	Unless otherwise precluded by Federal, State, or local law, are medical and mental health practitioners required to report sexual abuse pursuant to paragraph (a) of this section?	yes
	Are medical and mental health practitioners required to inform inmates of the practitioner's duty to report, and the limitations of confidentiality, at the initiation of services?	yes
<b>115.61 (d)</b>	<b>Staff and agency reporting duties</b>	
	If the alleged victim is under the age of 18 or considered a vulnerable adult under a State or local vulnerable persons statute, does the agency report the allegation to the designated State or local services agency under applicable mandatory reporting laws?	yes
<b>115.61 (e)</b>	<b>Staff and agency reporting duties</b>	
	Does the facility report all allegations of sexual abuse and sexual harassment, including third-party and anonymous reports, to the facility's designated investigators?	yes
<b>115.62 (a)</b>	<b>Agency protection duties</b>	
	When the agency learns that an inmate is subject to a substantial risk of imminent sexual abuse, does it take immediate action to protect the inmate?	yes
<b>115.63 (a)</b>	<b>Reporting to other confinement facilities</b>	
	Upon receiving an allegation that an inmate was sexually abused while confined at another facility, does the head of the facility that received the allegation notify the head of the facility or appropriate office of the agency where the alleged abuse occurred?	yes
<b>115.63 (b)</b>	<b>Reporting to other confinement facilities</b>	
	Is such notification provided as soon as possible, but no later than 72 hours after receiving the allegation?	yes

<b>115.63 (c)</b>	<b>Reporting to other confinement facilities</b>	
	Does the agency document that it has provided such notification?	yes
<b>115.63 (d)</b>	<b>Reporting to other confinement facilities</b>	
	Does the facility head or agency office that receives such notification ensure that the allegation is investigated in accordance with these standards?	yes
<b>115.64 (a)</b>	<b>Staff first responder duties</b>	
	Upon learning of an allegation that an inmate was sexually abused, is the first security staff member to respond to the report required to: Separate the alleged victim and abuser?	yes
	Upon learning of an allegation that an inmate was sexually abused, is the first security staff member to respond to the report required to: Preserve and protect any crime scene until appropriate steps can be taken to collect any evidence?	yes
	Upon learning of an allegation that an inmate was sexually abused, is the first security staff member to respond to the report required to: Request that the alleged victim not take any actions that could destroy physical evidence, including, as appropriate, washing, brushing teeth, changing clothes, urinating, defecating, smoking, drinking, or eating, if the abuse occurred within a time period that still allows for the collection of physical evidence?	yes
	Upon learning of an allegation that an inmate was sexually abused, is the first security staff member to respond to the report required to: Ensure that the alleged abuser does not take any actions that could destroy physical evidence, including, as appropriate, washing, brushing teeth, changing clothes, urinating, defecating, smoking, drinking, or eating, if the abuse occurred within a time period that still allows for the collection of physical evidence?	yes
<b>115.64 (b)</b>	<b>Staff first responder duties</b>	
	If the first staff responder is not a security staff member, is the responder required to request that the alleged victim not take any actions that could destroy physical evidence, and then notify security staff?	yes
<b>115.65 (a)</b>	<b>Coordinated response</b>	
	Has the facility developed a written institutional plan to coordinate actions among staff first responders, medical and mental health practitioners, investigators, and facility leadership taken in	yes

	response to an incident of sexual abuse?	
<b>115.66 (a)</b>	<b>Preservation of ability to protect inmates from contact with abusers</b>	
	Are both the agency and any other governmental entities responsible for collective bargaining on the agency's behalf prohibited from entering into or renewing any collective bargaining agreement or other agreement that limit the agency's ability to remove alleged staff sexual abusers from contact with any inmates pending the outcome of an investigation or of a determination of whether and to what extent discipline is warranted?	yes
<b>115.67 (a)</b>	<b>Agency protection against retaliation</b>	
	Has the agency established a policy to protect all inmates and staff who report sexual abuse or sexual harassment or cooperate with sexual abuse or sexual harassment investigations from retaliation by other inmates or staff?	yes
	Has the agency designated which staff members or departments are charged with monitoring retaliation?	yes
<b>115.67 (b)</b>	<b>Agency protection against retaliation</b>	
	Does the agency employ multiple protection measures, such as housing changes or transfers for inmate victims or abusers, removal of alleged staff or inmate abusers from contact with victims, and emotional support services for inmates or staff who fear retaliation for reporting sexual abuse or sexual harassment or for cooperating with investigations?	yes
<b>115.67 (c)</b>	<b>Agency protection against retaliation</b>	
	Except in instances where the agency determines that a report of sexual abuse is unfounded, for at least 90 days following a report of sexual abuse, does the agency: Monitor the conduct and treatment of inmates or staff who reported the sexual abuse to see if there are changes that may suggest possible retaliation by inmates or staff?	yes
	Except in instances where the agency determines that a report of sexual abuse is unfounded, for at least 90 days following a report of sexual abuse, does the agency: Monitor the conduct and treatment of inmates who were reported to have suffered sexual abuse to see if there are changes that may suggest possible retaliation by inmates or staff?	yes
	Except in instances where the agency determines that a report of	yes



	sexual abuse is unfounded, for at least 90 days following a report of sexual abuse, does the agency: Act promptly to remedy any such retaliation?	
	Except in instances where the agency determines that a report of sexual abuse is unfounded, for at least 90 days following a report of sexual abuse, does the agency: Monitor any inmate disciplinary reports?	yes
	Except in instances where the agency determines that a report of sexual abuse is unfounded, for at least 90 days following a report of sexual abuse, does the agency: Monitor inmate housing changes?	yes
	Except in instances where the agency determines that a report of sexual abuse is unfounded, for at least 90 days following a report of sexual abuse, does the agency: Monitor inmate program changes?	yes
	Except in instances where the agency determines that a report of sexual abuse is unfounded, for at least 90 days following a report of sexual abuse, does the agency: Monitor negative performance reviews of staff?	yes
	Except in instances where the agency determines that a report of sexual abuse is unfounded, for at least 90 days following a report of sexual abuse, does the agency: Monitor reassignments of staff?	yes
	Does the agency continue such monitoring beyond 90 days if the initial monitoring indicates a continuing need?	yes
<b>115.67 (d)</b>	<b>Agency protection against retaliation</b>	
	In the case of inmates, does such monitoring also include periodic status checks?	yes
<b>115.67 (e)</b>	<b>Agency protection against retaliation</b>	
	If any other individual who cooperates with an investigation expresses a fear of retaliation, does the agency take appropriate measures to protect that individual against retaliation?	yes
<b>115.68 (a)</b>	<b>Post-allegation protective custody</b>	
	Is any and all use of segregated housing to protect an inmate who is alleged to have suffered sexual abuse subject to the requirements of § 115.43?	yes
<b>115.71 (a)</b>	<b>Criminal and administrative agency investigations</b>	
	When the agency conducts its own investigations into allegations	yes

	of sexual abuse and sexual harassment, does it do so promptly, thoroughly, and objectively? (N/A if the agency/facility is not responsible for conducting any form of criminal OR administrative sexual abuse investigations. See 115.21(a).)	
	Does the agency conduct such investigations for all allegations, including third party and anonymous reports? (N/A if the agency/facility is not responsible for conducting any form of criminal OR administrative sexual abuse investigations. See 115.21(a).)	yes
<b>115.71 (b)</b>	<b>Criminal and administrative agency investigations</b>	
	Where sexual abuse is alleged, does the agency use investigators who have received specialized training in sexual abuse investigations as required by 115.34?	yes
<b>115.71 (c)</b>	<b>Criminal and administrative agency investigations</b>	
	Do investigators gather and preserve direct and circumstantial evidence, including any available physical and DNA evidence and any available electronic monitoring data?	yes
	Do investigators interview alleged victims, suspected perpetrators, and witnesses?	yes
	Do investigators review prior reports and complaints of sexual abuse involving the suspected perpetrator?	yes
<b>115.71 (d)</b>	<b>Criminal and administrative agency investigations</b>	
	When the quality of evidence appears to support criminal prosecution, does the agency conduct compelled interviews only after consulting with prosecutors as to whether compelled interviews may be an obstacle for subsequent criminal prosecution?	yes
<b>115.71 (e)</b>	<b>Criminal and administrative agency investigations</b>	
	Do agency investigators assess the credibility of an alleged victim, suspect, or witness on an individual basis and not on the basis of that individual's status as inmate or staff?	yes
	Does the agency investigate allegations of sexual abuse without requiring an inmate who alleges sexual abuse to submit to a polygraph examination or other truth-telling device as a condition for proceeding?	yes
<b>115.71 (f)</b>	<b>Criminal and administrative agency investigations</b>	
	Do administrative investigations include an effort to determine whether staff actions or failures to act contributed to the abuse?	yes

	Are administrative investigations documented in written reports that include a description of the physical evidence and testimonial evidence, the reasoning behind credibility assessments, and investigative facts and findings?	yes
<b>115.71 (g)</b>	<b>Criminal and administrative agency investigations</b>	
	Are criminal investigations documented in a written report that contains a thorough description of the physical, testimonial, and documentary evidence and attaches copies of all documentary evidence where feasible?	yes
<b>115.71 (h)</b>	<b>Criminal and administrative agency investigations</b>	
	Are all substantiated allegations of conduct that appears to be criminal referred for prosecution?	yes
<b>115.71 (i)</b>	<b>Criminal and administrative agency investigations</b>	
	Does the agency retain all written reports referenced in 115.71(f) and (g) for as long as the alleged abuser is incarcerated or employed by the agency, plus five years?	yes
<b>115.71 (j)</b>	<b>Criminal and administrative agency investigations</b>	
	Does the agency ensure that the departure of an alleged abuser or victim from the employment or control of the agency does not provide a basis for terminating an investigation?	yes
<b>115.71 (l)</b>	<b>Criminal and administrative agency investigations</b>	
	When an outside entity investigates sexual abuse, does the facility cooperate with outside investigators and endeavor to remain informed about the progress of the investigation? (N/A if an outside agency does not conduct administrative or criminal sexual abuse investigations. See 115.21(a).)	na
<b>115.72 (a)</b>	<b>Evidentiary standard for administrative investigations</b>	
	Is it true that the agency does not impose a standard higher than a preponderance of the evidence in determining whether allegations of sexual abuse or sexual harassment are substantiated?	yes
<b>115.73 (a)</b>	<b>Reporting to inmates</b>	
	Following an investigation into an inmate's allegation that he or she suffered sexual abuse in an agency facility, does the agency inform the inmate as to whether the allegation has been determined to be substantiated, unsubstantiated, or unfounded?	yes

<b>115.73 (b)</b>	<b>Reporting to inmates</b>	
	If the agency did not conduct the investigation into an inmate's allegation of sexual abuse in an agency facility, does the agency request the relevant information from the investigative agency in order to inform the inmate? (N/A if the agency/facility is responsible for conducting administrative and criminal investigations.)	na
<b>115.73 (c)</b>	<b>Reporting to inmates</b>	
	Following an inmate's allegation that a staff member has committed sexual abuse against the resident, unless the agency has determined that the allegation is unfounded, or unless the inmate has been released from custody, does the agency subsequently inform the resident whenever: The staff member is no longer posted within the inmate's unit?	yes
	Following an inmate's allegation that a staff member has committed sexual abuse against the resident, unless the agency has determined that the allegation is unfounded, or unless the resident has been released from custody, does the agency subsequently inform the resident whenever: The staff member is no longer employed at the facility?	yes
	Following an inmate's allegation that a staff member has committed sexual abuse against the resident, unless the agency has determined that the allegation is unfounded, or unless the resident has been released from custody, does the agency subsequently inform the resident whenever: The agency learns that the staff member has been indicted on a charge related to sexual abuse in the facility?	yes
	Following an inmate's allegation that a staff member has committed sexual abuse against the resident, unless the agency has determined that the allegation is unfounded, or unless the resident has been released from custody, does the agency subsequently inform the resident whenever: The agency learns that the staff member has been convicted on a charge related to sexual abuse within the facility?	yes
<b>115.73 (d)</b>	<b>Reporting to inmates</b>	
	Following an inmate's allegation that he or she has been sexually abused by another inmate, does the agency subsequently inform the alleged victim whenever: The agency learns that the alleged abuser has been indicted on a charge related to sexual abuse within the facility?	yes
	Following an inmate's allegation that he or she has been sexually	yes

	abused by another inmate, does the agency subsequently inform the alleged victim whenever: The agency learns that the alleged abuser has been convicted on a charge related to sexual abuse within the facility?	
<b>115.73 (e)</b>	<b>Reporting to inmates</b>	
	Does the agency document all such notifications or attempted notifications?	yes
<b>115.76 (a)</b>	<b>Disciplinary sanctions for staff</b>	
	Are staff subject to disciplinary sanctions up to and including termination for violating agency sexual abuse or sexual harassment policies?	yes
<b>115.76 (b)</b>	<b>Disciplinary sanctions for staff</b>	
	Is termination the presumptive disciplinary sanction for staff who have engaged in sexual abuse?	yes
<b>115.76 (c)</b>	<b>Disciplinary sanctions for staff</b>	
	Are disciplinary sanctions for violations of agency policies relating to sexual abuse or sexual harassment (other than actually engaging in sexual abuse) commensurate with the nature and circumstances of the acts committed, the staff member's disciplinary history, and the sanctions imposed for comparable offenses by other staff with similar histories?	yes
<b>115.76 (d)</b>	<b>Disciplinary sanctions for staff</b>	
	Are all terminations for violations of agency sexual abuse or sexual harassment policies, or resignations by staff who would have been terminated if not for their resignation, reported to: Law enforcement agencies (unless the activity was clearly not criminal)?	yes
	Are all terminations for violations of agency sexual abuse or sexual harassment policies, or resignations by staff who would have been terminated if not for their resignation, reported to: Relevant licensing bodies?	yes
<b>115.77 (a)</b>	<b>Corrective action for contractors and volunteers</b>	
	Is any contractor or volunteer who engages in sexual abuse prohibited from contact with inmates?	yes
	Is any contractor or volunteer who engages in sexual abuse reported to: Law enforcement agencies (unless the activity was clearly not criminal)?	yes

	Is any contractor or volunteer who engages in sexual abuse reported to: Relevant licensing bodies?	yes
<b>115.77 (b)</b>	<b>Corrective action for contractors and volunteers</b>	
	In the case of any other violation of agency sexual abuse or sexual harassment policies by a contractor or volunteer, does the facility take appropriate remedial measures, and consider whether to prohibit further contact with inmates?	yes
<b>115.78 (a)</b>	<b>Disciplinary sanctions for inmates</b>	
	Following an administrative finding that an inmate engaged in inmate-on-inmate sexual abuse, or following a criminal finding of guilt for inmate-on-inmate sexual abuse, are inmates subject to disciplinary sanctions pursuant to a formal disciplinary process?	yes
<b>115.78 (b)</b>	<b>Disciplinary sanctions for inmates</b>	
	Are sanctions commensurate with the nature and circumstances of the abuse committed, the inmate's disciplinary history, and the sanctions imposed for comparable offenses by other inmates with similar histories?	yes
<b>115.78 (c)</b>	<b>Disciplinary sanctions for inmates</b>	
	When determining what types of sanction, if any, should be imposed, does the disciplinary process consider whether an inmate's mental disabilities or mental illness contributed to his or her behavior?	yes
<b>115.78 (d)</b>	<b>Disciplinary sanctions for inmates</b>	
	If the facility offers therapy, counseling, or other interventions designed to address and correct underlying reasons or motivations for the abuse, does the facility consider whether to require the offending inmate to participate in such interventions as a condition of access to programming and other benefits?	yes
<b>115.78 (e)</b>	<b>Disciplinary sanctions for inmates</b>	
	Does the agency discipline an inmate for sexual contact with staff only upon a finding that the staff member did not consent to such contact?	yes
<b>115.78 (f)</b>	<b>Disciplinary sanctions for inmates</b>	
	For the purpose of disciplinary action does a report of sexual abuse made in good faith based upon a reasonable belief that the alleged conduct occurred NOT constitute falsely reporting an incident or lying, even if an investigation does not establish	yes

	evidence sufficient to substantiate the allegation?	
<b>115.78 (g)</b>	<b>Disciplinary sanctions for inmates</b>	
	If the agency prohibits all sexual activity between inmates, does the agency always refrain from considering non-coercive sexual activity between inmates to be sexual abuse? (N/A if the agency does not prohibit all sexual activity between inmates.)	yes
<b>115.81 (a)</b>	<b>Medical and mental health screenings; history of sexual abuse</b>	
	If the screening pursuant to § 115.41 indicates that a prison inmate has experienced prior sexual victimization, whether it occurred in an institutional setting or in the community, do staff ensure that the inmate is offered a follow-up meeting with a medical or mental health practitioner within 14 days of the intake screening? (N/A if the facility is not a prison).	na
<b>115.81 (b)</b>	<b>Medical and mental health screenings; history of sexual abuse</b>	
	If the screening pursuant to § 115.41 indicates that a prison inmate has previously perpetrated sexual abuse, whether it occurred in an institutional setting or in the community, do staff ensure that the inmate is offered a follow-up meeting with a mental health practitioner within 14 days of the intake screening? (N/A if the facility is not a prison.)	na
<b>115.81 (c)</b>	<b>Medical and mental health screenings; history of sexual abuse</b>	
	If the screening pursuant to § 115.41 indicates that a jail inmate has experienced prior sexual victimization, whether it occurred in an institutional setting or in the community, do staff ensure that the inmate is offered a follow-up meeting with a medical or mental health practitioner within 14 days of the intake screening? (N/A if the facility is not a jail).	yes
<b>115.81 (d)</b>	<b>Medical and mental health screenings; history of sexual abuse</b>	
	Is any information related to sexual victimization or abusiveness that occurred in an institutional setting strictly limited to medical and mental health practitioners and other staff as necessary to inform treatment plans and security management decisions, including housing, bed, work, education, and program assignments, or as otherwise required by Federal, State, or local law?	yes
<b>115.81 (e)</b>	<b>Medical and mental health screenings; history of sexual abuse</b>	
	Do medical and mental health practitioners obtain informed consent from inmates before reporting information about prior	yes

	sexual victimization that did not occur in an institutional setting, unless the inmate is under the age of 18?	
<b>115.82 (a)</b>	<b>Access to emergency medical and mental health services</b>	
	Do inmate victims of sexual abuse receive timely, unimpeded access to emergency medical treatment and crisis intervention services, the nature and scope of which are determined by medical and mental health practitioners according to their professional judgment?	yes
<b>115.82 (b)</b>	<b>Access to emergency medical and mental health services</b>	
	If no qualified medical or mental health practitioners are on duty at the time a report of recent sexual abuse is made, do security staff first responders take preliminary steps to protect the victim pursuant to § 115.62?	yes
	Do security staff first responders immediately notify the appropriate medical and mental health practitioners?	yes
<b>115.82 (c)</b>	<b>Access to emergency medical and mental health services</b>	
	Are inmate victims of sexual abuse offered timely information about and timely access to emergency contraception and sexually transmitted infections prophylaxis, in accordance with professionally accepted standards of care, where medically appropriate?	yes
<b>115.82 (d)</b>	<b>Access to emergency medical and mental health services</b>	
	Are treatment services provided to the victim without financial cost and regardless of whether the victim names the abuser or cooperates with any investigation arising out of the incident?	yes
<b>115.83 (a)</b>	<b>Ongoing medical and mental health care for sexual abuse victims and abusers</b>	
	Does the facility offer medical and mental health evaluation and, as appropriate, treatment to all inmates who have been victimized by sexual abuse in any prison, jail, lockup, or juvenile facility?	yes
<b>115.83 (b)</b>	<b>Ongoing medical and mental health care for sexual abuse victims and abusers</b>	
	Does the evaluation and treatment of such victims include, as appropriate, follow-up services, treatment plans, and, when necessary, referrals for continued care following their transfer to, or placement in, other facilities, or their release from custody?	yes
<b>115.83 (c)</b>	<b>Ongoing medical and mental health care for sexual abuse</b>	



	<b>victims and abusers</b>	
	Does the facility provide such victims with medical and mental health services consistent with the community level of care?	yes
<b>115.83 (d)</b>	<b>Ongoing medical and mental health care for sexual abuse victims and abusers</b>	
	Are inmate victims of sexually abusive vaginal penetration while incarcerated offered pregnancy tests? (N/A if "all male" facility. Note: in "all male" facilities there may be inmates who identify as transgender men who may have female genitalia. Auditors should be sure to know whether such individuals may be in the population and whether this provision may apply in specific circumstances.)	yes
<b>115.83 (e)</b>	<b>Ongoing medical and mental health care for sexual abuse victims and abusers</b>	
	If pregnancy results from the conduct described in paragraph § 115.83(d), do such victims receive timely and comprehensive information about and timely access to all lawful pregnancy-related medical services? (N/A if "all male" facility. Note: in "all male" facilities there may be inmates who identify as transgender men who may have female genitalia. Auditors should be sure to know whether such individuals may be in the population and whether this provision may apply in specific circumstances.)	yes
<b>115.83 (f)</b>	<b>Ongoing medical and mental health care for sexual abuse victims and abusers</b>	
	Are inmate victims of sexual abuse while incarcerated offered tests for sexually transmitted infections as medically appropriate?	yes
<b>115.83 (g)</b>	<b>Ongoing medical and mental health care for sexual abuse victims and abusers</b>	
	Are treatment services provided to the victim without financial cost and regardless of whether the victim names the abuser or cooperates with any investigation arising out of the incident?	yes
<b>115.83 (h)</b>	<b>Ongoing medical and mental health care for sexual abuse victims and abusers</b>	
	If the facility is a prison, does it attempt to conduct a mental health evaluation of all known inmate-on-inmate abusers within 60 days of learning of such abuse history and offer treatment when deemed appropriate by mental health practitioners? (NA if the facility is a jail.)	na

<b>115.86 (a)</b>	<b>Sexual abuse incident reviews</b>	
	Does the facility conduct a sexual abuse incident review at the conclusion of every sexual abuse investigation, including where the allegation has not been substantiated, unless the allegation has been determined to be unfounded?	yes
<b>115.86 (b)</b>	<b>Sexual abuse incident reviews</b>	
	Does such review ordinarily occur within 30 days of the conclusion of the investigation?	yes
<b>115.86 (c)</b>	<b>Sexual abuse incident reviews</b>	
	Does the review team include upper-level management officials, with input from line supervisors, investigators, and medical or mental health practitioners?	yes
<b>115.86 (d)</b>	<b>Sexual abuse incident reviews</b>	
	Does the review team: Consider whether the allegation or investigation indicates a need to change policy or practice to better prevent, detect, or respond to sexual abuse?	yes
	Does the review team: Consider whether the incident or allegation was motivated by race; ethnicity; gender identity; lesbian, gay, bisexual, transgender, or intersex identification, status, or perceived status; gang affiliation; or other group dynamics at the facility?	yes
	Does the review team: Examine the area in the facility where the incident allegedly occurred to assess whether physical barriers in the area may enable abuse?	yes
	Does the review team: Assess the adequacy of staffing levels in that area during different shifts?	yes
	Does the review team: Assess whether monitoring technology should be deployed or augmented to supplement supervision by staff?	yes
	Does the review team: Prepare a report of its findings, including but not necessarily limited to determinations made pursuant to §§ 115.86(d)(1)-(d)(5), and any recommendations for improvement and submit such report to the facility head and PREA compliance manager?	yes
<b>115.86 (e)</b>	<b>Sexual abuse incident reviews</b>	
	Does the facility implement the recommendations for improvement, or document its reasons for not doing so?	yes

<b>115.87 (a)</b>	<b>Data collection</b>	
	Does the agency collect accurate, uniform data for every allegation of sexual abuse at facilities under its direct control using a standardized instrument and set of definitions?	yes
<b>115.87 (b)</b>	<b>Data collection</b>	
	Does the agency aggregate the incident-based sexual abuse data at least annually?	yes
<b>115.87 (c)</b>	<b>Data collection</b>	
	Does the incident-based data include, at a minimum, the data necessary to answer all questions from the most recent version of the Survey of Sexual Violence conducted by the Department of Justice?	yes
<b>115.87 (d)</b>	<b>Data collection</b>	
	Does the agency maintain, review, and collect data as needed from all available incident-based documents, including reports, investigation files, and sexual abuse incident reviews?	yes
<b>115.87 (e)</b>	<b>Data collection</b>	
	Does the agency also obtain incident-based and aggregated data from every private facility with which it contracts for the confinement of its inmates? (N/A if agency does not contract for the confinement of its inmates.)	na
<b>115.87 (f)</b>	<b>Data collection</b>	
	Does the agency, upon request, provide all such data from the previous calendar year to the Department of Justice no later than June 30? (N/A if DOJ has not requested agency data.)	yes
<b>115.88 (a)</b>	<b>Data review for corrective action</b>	
	Does the agency review data collected and aggregated pursuant to § 115.87 in order to assess and improve the effectiveness of its sexual abuse prevention, detection, and response policies, practices, and training, including by: Identifying problem areas?	yes
	Does the agency review data collected and aggregated pursuant to § 115.87 in order to assess and improve the effectiveness of its sexual abuse prevention, detection, and response policies, practices, and training, including by: Taking corrective action on an ongoing basis?	yes
	Does the agency review data collected and aggregated pursuant	yes

	to § 115.87 in order to assess and improve the effectiveness of its sexual abuse prevention, detection, and response policies, practices, and training, including by: Preparing an annual report of its findings and corrective actions for each facility, as well as the agency as a whole?	
<b>115.88 (b)</b>	<b>Data review for corrective action</b>	
	Does the agency's annual report include a comparison of the current year's data and corrective actions with those from prior years and provide an assessment of the agency's progress in addressing sexual abuse?	yes
<b>115.88 (c)</b>	<b>Data review for corrective action</b>	
	Is the agency's annual report approved by the agency head and made readily available to the public through its website or, if it does not have one, through other means?	yes
<b>115.88 (d)</b>	<b>Data review for corrective action</b>	
	Does the agency indicate the nature of the material redacted where it redacts specific material from the reports when publication would present a clear and specific threat to the safety and security of a facility?	yes
<b>115.89 (a)</b>	<b>Data storage, publication, and destruction</b>	
	Does the agency ensure that data collected pursuant to § 115.87 are securely retained?	yes
<b>115.89 (b)</b>	<b>Data storage, publication, and destruction</b>	
	Does the agency make all aggregated sexual abuse data, from facilities under its direct control and private facilities with which it contracts, readily available to the public at least annually through its website or, if it does not have one, through other means?	yes
<b>115.89 (c)</b>	<b>Data storage, publication, and destruction</b>	
	Does the agency remove all personal identifiers before making aggregated sexual abuse data publicly available?	yes
<b>115.89 (d)</b>	<b>Data storage, publication, and destruction</b>	
	Does the agency maintain sexual abuse data collected pursuant to § 115.87 for at least 10 years after the date of the initial collection, unless Federal, State, or local law requires otherwise?	yes
<b>115.401 (a)</b>	<b>Frequency and scope of audits</b>	

	During the prior three-year audit period, did the agency ensure that each facility operated by the agency, or by a private organization on behalf of the agency, was audited at least once? (Note: The response here is purely informational. A "no" response does not impact overall compliance with this standard.)	yes
<b>115.401 (b)</b>	<b>Frequency and scope of audits</b>	
	Is this the first year of the current audit cycle? (Note: a "no" response does not impact overall compliance with this standard.)	no
	If this is the second year of the current audit cycle, did the agency ensure that at least one-third of each facility type operated by the agency, or by a private organization on behalf of the agency, was audited during the first year of the current audit cycle? (N/A if this is not the second year of the current audit cycle.)	yes
	If this is the third year of the current audit cycle, did the agency ensure that at least two-thirds of each facility type operated by the agency, or by a private organization on behalf of the agency, were audited during the first two years of the current audit cycle? (N/A if this is not the third year of the current audit cycle.)	na
<b>115.401 (h)</b>	<b>Frequency and scope of audits</b>	
	Did the auditor have access to, and the ability to observe, all areas of the audited facility?	yes
<b>115.401 (i)</b>	<b>Frequency and scope of audits</b>	
	Was the auditor permitted to request and receive copies of any relevant documents (including electronically stored information)?	yes
<b>115.401 (m)</b>	<b>Frequency and scope of audits</b>	
	Was the auditor permitted to conduct private interviews with inmates, residents, and detainees?	yes
<b>115.401 (n)</b>	<b>Frequency and scope of audits</b>	
	Were inmates permitted to send confidential information or correspondence to the auditor in the same manner as if they were communicating with legal counsel?	yes
<b>115.403</b>	<b>Audit contents and findings</b>	

<b>(f)</b>		
	The agency has published on its agency website, if it has one, or has otherwise made publicly available, all Final Audit Reports. The review period is for prior audits completed during the past three years PRECEDING THIS AUDIT. The pendency of any agency appeal pursuant to 28 C.F.R. § 115.405 does not excuse noncompliance with this provision. (N/A if there have been no Final Audit Reports issued in the past three years, or, in the case of single facility agencies, there has never been a Final Audit Report issued.)	yes