

PREA Facility Audit Report: Final

Name of Facility: Ridgecrest Jail

Facility Type: Lockups

Date Interim Report Submitted: NA

Date Final Report Submitted: 10/12/2018

Auditor Certification	
The contents of this report are accurate to the best of my knowledge.	<input checked="" type="checkbox"/>
No conflict of interest exists with respect to my ability to conduct an audit of the agency under review.	<input checked="" 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 checked="" type="checkbox"/>
Auditor Full Name as Signed: Carrie Carone	Date of Signature: 10/12/2018

AUDITOR INFORMATION	
Auditor name:	Carone, Carrie
Address:	
Email:	littlemscarone@gmail.com
Telephone number:	
Start Date of On-Site Audit:	08/13/2018
End Date of On-Site Audit:	08/14/2018

FACILITY INFORMATION	
Facility name:	Ridgecrest Jail
Facility physical address:	128 East Coso Avenue, Ridgecrest, California - 93555
Facility Phone	
Facility mailing address:	
The facility is:	<input checked="" type="radio"/> County <input type="radio"/> Federal <input type="radio"/> Municipal <input type="radio"/> State <input type="radio"/> Military <input type="radio"/> Private for profit <input type="radio"/> Private not for profit
Facility Type:	<input type="radio"/> Police <input type="radio"/> Sheriff <input checked="" type="radio"/> Court Holding <input type="radio"/> Other <input type="text"/>

Primary Contact			
Name:	Wesley Embrey	Title:	Detention Sergeant
Email Address:	embreyw	Telephone Number:	661-391-7850

Sheriff/Chief/Director			
Name:	Michael Deleon	Title:	
Email Address:	Deleonm@kernsheriff.org	Telephone Number:	(760)549-2020

Facility PREA Compliance Manager			
Name:		Email Address:	

Facility Characteristics			
Designed facility capacity:		0	
Current population of facility:		0	
Age Range	<i>Adults: 18+</i>	<i>Juveniles:</i>	<i>Youthful Residents:</i>
Facility security level/detainee custody levels:		0-9	

AGENCY INFORMATION	
Name of agency:	Kern County Sheriff's Office
Governing authority or parent agency (if applicable):	
Physical Address:	1350 Norris Road, Bakersfield, California - 93308
Mailing Address:	
Telephone number:	661-391-7850

Agency Chief Executive Officer Information:			
Name:		Title:	Chief Deputy Sheriff
Email Address:	Davistyson@kernsheriff.org	Telephone Number:	661-39

Agency-Wide PREA Coordinator Information			
Name:	Leslie Embrey	Email Address:	embreyw@kernsheriff.com

AUDIT FINDINGS

Narrative:

The auditor's description of the audit methodology should include a detailed description of the following processes during the pre-audit, on-site audit, and post-audit phases: documents and files reviewed, discussions and types of interviews conducted, number of days spent on-site, observations made during the site-review, and a detailed description of any follow-up work conducted during the post-audit phase. The narrative should describe the techniques the auditor used to sample documentation and select interviewees, and the auditor's process for the site review.

NARRATIVE: This Auditor wishes to extend his appreciation to Chief Deputy Tyson Davis, Lieutenants Doug Sword and Anthony Gordon, Sergeant Wesley Embry, and the Ridgecrest Jail Facility's staff for the professionalism they demonstrated throughout the audit and for their hospitality they showed the Auditor.

The Sheriff's Department of the County of Kern, State of California, located at 1350 Norris Road, Bakersfield, CA 93308, requested professional consulting services, specifically a Prison Rape Elimination Act (PREA) audit of four of its detention facilities, from Jail Audits and Consulting, LLC located at P.O. Box 632, Brentwood, CA 94513. Jail Audits and Consulting, LLC provided United States Department of Justice- Certified PREA Auditor, Carrie Carone to conduct the audit. The terms and scope of the audit have been memorialized in a Personal/Professional Services Agreement dated January of 2017.

On August 13-14, 2018, I conducted an on-site audit with Kern County Sheriff's Office Ridgecrest Jail Facility located at 128 E Coso Avenue, Ridgecrest, CA. Prior to the audit, I communicated with the PREA Coordinator about scheduling and a timeline to utilize during the Audit. After speaking with the agency, we determined one to two days would be needed to conduct the on-site audit of the county facility.

PRE-AUDIT PHASE: The Auditor contacted the PREA Coordinator, Sergeant Wesley Embry, and through a detailed phone conversation both parties decided the online auditing system would provide the best ability to conduct a fair and accurate PREA audit. The agency was given access to the audit at least 60 days before the scheduled on-site audit. Sergeant Embry was designated as the point of contact for the PREA audit. The Auditor conducted a kick-off meeting with the agency on July 2, 2018 where the Auditor discussed her expectations and responsibilities. The Auditor also discussed what the on-site audit would consist of, what the process would be for the on-site audit, what the Auditor's role would be during the audit, and what would happen if any corrective actions were required of the agency. The Auditor and PREA Coordinator worked together to establish a timeline for the audit schedule and established due dates for paperwork and documents.

The Auditor conducted internet research regarding the facility, its location and layout, DOJ involvement, consent decrees, lawsuits, Bureau of Justice data, and news articles. Nothing of significance was reported. The Auditor also reviewed the agency website for accurate and up to date PREA information. The Auditor also confirmed the mandatory reporting laws in the state of California to confirm who is considered a mandatory reporter for the facility.

The Auditor sent the notice of audit to the agency on April 8, 2018. The notice was posted at least six weeks before the scheduled on-site audit. The notice of audit was posted in both English and Spanish. It was posted on peach colored paper so that it could stand out. Its printing was in black and white as well as blue ink so that the date of the audit as well as the Auditor's name and contact information could additionally stand out to the inmates. The notice of audit contained directions on how to contact the

Auditor, as well as the confidentiality requirements should the inmate choose to contact the Auditor prior to the onsite audit dates. The Auditor asked the PREA Coordinator to send photos of the posted "Notice of Audit" which the PREA Coordinator complied with. The PREA Coordinator directed all mailroom staff to allow communications to the Auditor in order to ensure confidentiality.

I directed the PREA Coordinator to complete the online Pre-Audit Questionnaire on the PREA online audit system. The Auditor received a completed the questionnaire for the Ridgecrest Jail facility about 30 days prior to the audit and it appeared to be complete. The PREA Coordinator uploaded several supporting documents to the online system. The PREA Pre-Audit Questionnaire provided the necessary information to complete a decent pre-review of the PREA Audit: Auditor Compliance Tool, Adult Lockups. The Auditor reviewed the PAQ submitted by the PREA Coordinator and identified a few missing items. There were several documents that were unavailable to the Auditor such as training logs, unannounced round logs, PREA video logs and therefore the Auditor requested these documents be ready for review at the physical on-site audit. The PREA Coordinator agreed the documents would be provided on-site during the audit.

The previous Auditor had audited the facility on February 5, 2015 and the final audit was dated August 10, 2015. The previous Auditor categorized the facility as a "Lockup" facility. This facility houses several classifications. However, the facility is utilized for basic booking purposes during the day and for court holding during court hours. Because it conducts basic intake for the surrounding agencies, it could potentially hold inmates between 1 day at minimum to 5 days at maximum. Because of its remote location, it does not intake persons who require special handling- i.e., inmates with ADA issues, inmates with mental disabilities, inmates with medical issues, etc.

There is no medical/mental health staff available at this facility. The closest Community Based Organization (CBO) is The Women's Center which has a rapid response time. There is also an MOU in place with the local medical center should any SANE/SAFE medical needs occur. If there is an inmate being booked with a known medical issue, they are refused from booking at this facility and sent to the Central Receiving Facility in downtown Bakersfield. If there is a medical emergency, then an ambulance is called and the inmate is taken to the nearest hospital then transferred to Central Receiving as well.

Prior to the onsite audit, the Auditor requested all supporting paperwork and documentation as included on the documentation checklist so that all paperwork pertaining to PREA could be reviewed. The following was a list of the documents requested for review by the Auditor-

- Complete Inmate Roster
- Youthful Inmates Roster
- Inmates with Disabilities
- LGBTI Inmates
- Inmates in Segregated Housing
- Residents in Isolation
- Inmates who Reported Sexual Abuse
- Inmates who Reported Sexual Victimization During Risk Screening
- Complete Staff Roster
- Specialized Staff
- All Contractors at Facility
- All Volunteers at Facility
- All Grievances/Allegations made in the past 12 months

- All Incident Reports made in the past 12 months
- All Allegations of Sexual Abuse and Sexual Harassment Reported for Investigation in the past 12 months
- All hotline calls made in the past 12 months

The Auditor wanted to review as much paperwork in advance so the Auditor could be well prepared for the onsite portion of the audit should any questions arise out of the paperwork portion of the pre-audit phase. The Auditor used the "Checklist of Documentation" to check off all paperwork sent to the Auditor pre-phase.

With the items received from the PREA Coordinator, the Auditor began the process of completing the "Pre-Audit" portion of the audit tool for the facility. All applicable policies were uploaded into the audit system and the Auditor was able to review several policies as well as the agency Organizational Chart, and other applicable forms. During the two –week period preceding the on-site audit, the Auditor was given the current facility staffing plan. The Auditor was also provided the 2017 annual report to review. The Auditor noted the Annual Report was up on the agency website.

There were zero (0) reportable incidents for 2017. Zero (0) allegations were made, zero (0) substantiated allegations, zero (0) unsubstantiated allegations, and zero (0) allegations/incidents referred to investigations. Since there were no reportable incidents at the facility for 2017, the Auditor asked if older reports could be provided from 2014-2016 for review. The Auditor requested-

- Total number of Allegations
- Number Determined to be Substantiated, Unsubstantiated, or Unfounded
- Number of Cases in Progress
- Number of Criminal Cases Investigated
- Number of Administrative Case Investigations
- Number of Criminal Cases Referred to Prosecutions; Number Indicted; Number Convicted or Acquitted.

There were zero (0) grievances/allegations made in the past three years preceding the audit. There were no allegations of sexual abuse and sexual harassment reported for investigation in the past three years. There were also no reportable grievances.

The Auditor and the PREA Coordinator maintained ongoing communication for several weeks prior to the audit to ensure preparation for the onsite visit. The Auditor explained that she would need to have unimpeded access to the facility, to all documents, and to all staff. The Auditor also discussed the goals and expectations of the audit and what would occur if there was an area that the Auditor did not feel met PREA standards. The process map was also discussed and explained via the phone.

Prior to the on-site Audit, the Auditor contacted several community based organizations, and local advocates against sexual assault. The Auditor called "Just Detention International" (JDI) as well as "The Women's Center" and the local regional hospital to confirm no additional sexual assault or sexual harassment incidents had been reported regarding this facility. There were zero (0) reports/incidents within the past 12 months.

The facility provided this Auditor a list of inmate names sorted by housing assignments, disabilities, and special designations. The Auditor also received complete staff roster, a roster of specialized staff, and a list of all contractors and volunteers. These lists were used by this Auditor to compile, at random, a sampling of inmates and staff to be interviewed during the onsite visit. This was to assure the best

available accuracy for interviews. The following inmates were available for interview at the facility-

Number and Category of Inmate

- 0 Youthful Inmates/ Detainees
- 0 Inmates with Disabilities
- 0 Inmates who are EAP
- 0 LGBTI Inmates
- 0 Inmates in Segregated Housing
- 0 Inmates in Isolation
- 0 Inmates who reported sexual abuse
- 0 Inmates who reported sexual victimization

The day before the audit, the Auditor also checked the business Post Office Box (P.O. BOX) but the Auditor noted there were no confidential letters from any inmates received prior to the audit.

PHASE: On August 13-14, 2018, the Auditor arrived at the Ridgecrest Jail Facility and was met with greetings from key administrators-The PREA Coordinator, and the Compliance Unit Lieutenant, Anthony Gordon. The Auditor was then introduced to the Sergeant and Senior Deputy of the jail.

The Auditor reviewed with the above management team about the audit process, the tentative schedule and what to expect. After the meeting, a tour of the complex was done including all areas in which inmates would have access. This a smaller facility with a rated bed capacity of 14. The day of the on-site audit, there were only nine (9) inmates at the facility. There were no specialized staff available, and two staff members were on duty- One Supervisor and one Deputy.

During the site review the Auditor was able to speak to inmates on individual, small groups and large group basis. This allowed the Auditor to ensure the inmates were aware of the audit as well as ask inmates about topics including PREA education, access to services for victims and PREA postings.

On the first day, the site review started in the intake and booking area. This jail is multi-classification. The Ridgecrest Jail Facility is a facility which holds inmates before, during, and after trial pending transfer to prison. The Auditor watched the actual intake of an inmate and observed the screening process. The Auditor was also shown the Classification screening form and was walked through the process of how each inmate is classified and housed while staying at the facility. The Auditor was also walked through the inmate education process and was shown the PREA video in its entirety. The Auditor checked the TTI, Language lines, and external interpreter services and made sure all mechanisms for proper reporting of PREA was working correctly.

The Auditor immediately noted posters on the walls with PREA information in both English and Spanish; then inspected the holding cells and the main control area where the on-duty deputy monitors the video of the holding cells captured by the surveillance cameras. Like all other agency facilities, all inmate screening information is stored in the online computer system. The tour continued with each holding cell, the control booth, reviewed logs, observed the shower areas and asked impromptu questions of the assigned deputies. The Auditor noted PREA posters were located in each pod, and that the PREA educational video was working. The PREA Coordinator took the Auditor on of tours of each cell in the facility and explained the day to day workings of the jail. The Auditor reviewed the logbook to see that "unannounced rounds" were notated as well as any female staff announcements. The Auditor inspected

all showers and restrooms for privacy. During the tour of the units, there were no inmate workers. The Auditor toured the PREA Compliance Manager's Office.

The Auditor noted the surveillance systems monitored all main corridors, and main hallways. The Auditor also toured the sally ports, and the area where newly booked inmates are transferred and intake is conducted. Attached to the facility is the local courthouse, district attorney's office, as well as the area's patrol substation. The PREA Auditor viewed this area as well.

During the site review the Auditor was observing for blind spots, grievance box placement, any other areas of concern, and the overall level of supervision of the inmate population and camera placements within the facility. Observations were made of PREA related materials posted in medical and all inmate living units. The Auditor also noted that there was a Grievance box near the Deputy/Control Center.

While touring the facility observations were made of staff conducting security rounds and making opposite gender announcements when entering living units. All inmate restrooms and shower areas were observed to ensure inmates could utilize the restroom, change clothing and shower without staff of the opposite gender observing inmates doing so.

The Auditor conducted a review of supportive documentation provided by facility staff. Supportive documentation provided by the facility included, but was not limited to, additional policy and procedures, staffing plan, diagrams, handbooks, training records, employee records, medical records, classification records, investigative files, disciplinary records and logbooks. Supportive documentation that was not already provided to the Auditor was reviewed to determine the facility's level of compliance in prevention, detection, and response to sexual abuse and sexual harassment, training and education, risk screening, reporting, investigations, inmate discipline, medical and mental health care, and data collection, review and reporting. The following is a description of the documentation which was reviewed on-site during the audit-

Total number of files reviewed – 42

Total number of files by category-

- Personnel/HR Files – 10
- Inmate Files – 10
- Investigative Files – 2 (There were zero reported incidents at the facility)
- Training Files – 10
- Medical/ Mental Health Files – 2 (The Auditor asked for files of Transgender Inmates currently in custody)
- Grievances – 0
- Other – 0

The Auditor was previously given staff rosters, inmate rosters, and a list of medical and mental health staff from the PREA Coordinator the day before the audit as to assure the best available accuracy for interviews. One of the methodologies utilized by the Auditor was to conduct the on-site audit during odd work days and hours to be able to interview more of an array of staff and inmates. The Auditor arrived on a Monday morning during the busiest time of the day so that the Auditor could observe operations occurring. There were only a total of two staff members on site, and therefore both staff members were interviewed.

The Auditor conducted a total of nine (9) inmate interviews, which was the total inmate population at the

time of the audit. The agency allowed the Auditor to conduct all interviews in a private and confidential setting in a conference room at the jail facility. There were no inmates in custody who were identified as being in a designated group (i.e., disabled, limited English speaking ability, gender bias, or who had reported a sexual abuse, etc.) and therefore, none were able to be selected to be interviewed. All nine of the inmates interviewed were classified as "General Population" with six (6) being male, and three (3) being female. There were no inmates who were considered a "targeted inmate" for the purpose of the on-site audit and therefore I was unable to conduct interviews with that specific selection criteria in mind. Out of a total of nine (9) inmates, all consented to the interview and once they arrived at the private interview room they were explained what the purpose was of the audit.

During the interviews conducted, the Auditor asked each inmate several questions about the agency's policies. The Auditor also asked questions specific to PREA. All of the inmates were aware of PREA. The video is shown to each new inmate booked into the facility on an individual basis. Because this particular facility is so small, it allows the inmates to watch the 15 minute PREA video while the arresting officer is finishing the booking paperwork. Then a notation is made in the booking paperwork that the inmate has received the required PREA training. All of the inmates interviewed could tell me the toll-free number to call should they encounter any type of situation where they needed to notify staff or a third party of a PREA related incident. I physically called the number provided on the PREA poster and it put me in touch with the local Women's Rape Crisis Center.

The Auditor was able to interact with staff in a variety of positions during the tour. Staff included supervisors, custody staff, and intake and transportation staff. The staff was provided an explanation of what the Auditor would use to determine if the facility was in compliance with the various standards. The Auditor shared the positive feeling of safety that inmates had repeatedly expressed. The Auditor also expressed the consistent answers the Auditor received from staff support a positive environment.

The Auditor formally interviewed two (2) staff members at the Ridgecrest facility, as they were all of the Detentions staff on duty that day. There are no specialized staff (other than one Supervisor), contractors, or volunteers at this facility therefore the Auditor then drove to the Sheriff's Central Receiving Facility (CRF) where the inmates are transferred to from Ridgecrest. Due to the complexity of the Ridgecrest Jail, the Auditor felt more staff interviews were needed. The Auditor asked to be taken to Central Receiving Facility (the location where inmates from Ridgecrest are transferred to) for more interviews. The Auditor conducted twenty-four (24) staff interviews in total. The staff rosters showed about 200 specialized staff members and about 100 volunteers and contractors.

The interviews included staff in specialized positions such as investigators, backgrounds and recruiting staff, volunteer staff, chaplaincy staff, contracted employees, off-site counseling staff, SAFE and SANE nursing staff. The Auditor's methodology was to select at least one to two staff members from each category to interview. Below is a list of staff interviewed-

Number & Category of Staff

- 1 Agency Head
- 2 Day/Admin Warden or Designee
- 1 Day/Admin Intermediate/Higher Level Security Staff
- 1 PREA Coordinator
- 1 Day/Admin PREA Compliance Manager
- 1 Day/Night Supervisors
- 1 Day/Night Staff

- 1 Senior Deputy (Supervisor)
- 1 Incident Review Team
- 1 Non-Medical Staff involved in Cross-Gender Viewing or Searches
- 1 Administrative (Human Resources Staff)
- 1 Day Staff who perform Screening for Risk of Victimization and Abusiveness
- 2 Detective/Investigations/ Supervisor Backgrounds/ Recruiting Staff
- 2 Volunteers
- 2 Contractors
- 2 Chaplains
- 1 Nursing Staff
- 2 Mental Health Staff

This Auditor was very impressed by how knowledgeable the correctional officers and other staff were about PREA, to include their initial response, evidence and data collection processes. When the onsite visit was completed, this Auditor conducted an exit meeting to review the outcome of the onsite tour and obtain minor clarification, which was provided prior to leaving the facility. This Auditor did give a preliminary overview of the audit and thanked the Ridgecrest Jail Facility staff for their hard work and commitment to the Prison Rape Elimination Act. It was apparent the outcome was successful due to an enhanced team effort.

At the conclusion of the site review, the Auditor began reviews of investigative files and other documents. The electronic file organization was excellent, allowing for a complete and accurate review of policies and agency documents. Compliance with each standard was determined by reviewing agency policy along with agency documentation/proofs of compliance, along with the PREA Compliance Audit Instrument Checklist of Policies/Procedures and other documents.

AUDIT FINDINGS

Facility Characteristics:

The auditor's description of the audited facility should include details about the facility type, demographics and size of the inmate or resident population, numbers and type of staff positions, configuration and layout of the facility, numbers of housing units, description of housing units including any special housing units, a description of programs and services, including food service and recreation. The auditor should describe how these details are relevant to PREA implementation and compliance.

FACILITY CHARACTERISTICS:

The Ridgecrest Jail facility opened in 1975 with a Board of State and Community Corrections rated bed capacity of 14, but averages only 4-6 inmates at one time. The Ridgecrest Jail provides booking and short term housing accommodations for male and female inmates that have no immediate medical or mental health needs. Also, if no female Deputy is on duty, new female arrestees are transported to the Sheriff's Central Receiving Facility (CRF) in Bakersfield. Inmates booked at the jail facility stay less than 24 hours due to daily transportation to CRF, the Sheriff's reception facility in Bakersfield. There are few exceptions- If some are required to stay over the weekend or a holiday. They are then transported on the next court day, making 48 to 72 hours the maximum stay at the facility. During the week inmates transported from Bakersfield for appearances at the Ridgecrest court are held at the facility.

Ridgecrest Jail is a small cell designed facility with a small Central Control area. The Control Deputy has direct sight of all housing unit dayrooms, cell doors, and the recreation yard. The facility features a recently upgraded audio/video surveillance system. Although the system is not monitored continuously it retains recordings for an extended period of time. The Deputy can monitor the contact and non-contact Attorney visiting rooms as well as the general non-contact public visiting rooms. The jail is one story and does not have any upper or lower tiers. The floor Deputy oversees the sally port area with views of each unit entrance door, the attorney rooms, and staff office.

In the middle of each long hallway between 4-man cells are small janitor closets with cleaning supplies that remain locked and each hallway has an attached secure storage area that is used by support staff to hold items such as maintenance items, or inmate property storage. There are three 4-man cells, two single cells, and one holding cell. Ridgecrest Jail has a booking area, and a receiving/holding area which leads to three hallways; the first hallway has two attorney booths and two 4-man cells. There is also a single-person sower located in between the cells. There second hallway has a holding cell, a room for the live-scan machine and a small dress-out area. The third hallway has two single cells, and one 4-man cell. There is a single-person shower between the single cell and a doorway frame leading to the 4-man cell.

One Lieutenant supervises both the patrol substation and the jail facility, and a Detentions Senior Deputy manages the jail staff and acts as the Administrative Supervisor as well as the PREA Compliance Manager. There are four (4) Detention Deputies, one for each 12-hour shift.

The Kern County Sheriff's Office Mission Statement is to be committed to working in partnership with their community to enhance the safety, security, and quality of life for the residents and visitors of Kern County through professional public safety services.

The Sheriff's Office promotes vocational training authorized by the Department of Corrections and Federal Law. Educational opportunities include pursuit of a GED, high school diploma, College

certificates and various treatment services to include substance abuse counseling and A/NA. Other programs vary such as inmate education, virtual custody, work release, and probation programs. Inmates meeting minimum qualifications for a program may be placed into one of the limited education classes available at the Central Receiving Facility (CRF) or at the Pretrial facility, once transferred.

Prior to the on-site audit, the Auditor reviewed a diagram of the physical plant (building plan) and was able to review and become familiar with the structure prior to the audit. This allowed the Auditor to thoroughly plan the facility site review and confirm all areas of the facility were observed during the on-site Audit.

The agency's Housing Units meet the DOJ PREA Working Group architectural definition of a housing unit, and the functional use of these housing units ensure that the agency is able to fully comply with the interview sampling requirements.

The Kern County Sheriff's Office has had zero instances of staff misconduct at the Ridgecrest Jail in 2017. There were also zero inmate on inmate reports of abuse at the Ridgecrest Jail in 2017. There were zero ((0) allegations made, zero (0) substantiated allegations, zero (0) unsubstantiated allegations, and zero (0) allegations/incidents referred to investigations. Since there were no reportable incidents at the facility for 2017, the Auditor asked if older reports could be provided from 2014-2016 for review.

AUDIT FINDINGS

Summary of Audit Findings:

The summary should include the number of standards exceeded, number of standards met, and number of standards not met, along with a list of each of the standards in each category. If relevant, provide a summarized description of the corrective action plan, including deficiencies observed, recommendations made, actions taken by the agency, relevant timelines, and methods used by the auditor to reassess compliance.

Auditor Note: No standard should be found to be "Not Applicable" or "NA". A compliance determination must be made for each standard.

Number of standards exceeded:	0
Number of standards met:	35
Number of standards not met:	0

AUDIT FINDINGS: Standards Exceeded: 0 Standards Met: 35 Standards NOT Met: 0

Auditing was completed during the course of a two (2) day on-site audit, the Auditor interviewed approximately nine (9) inmates, utilizing the random inmate questionnaire, reviewing data received from the PREA Coordinator. The Auditor reviewed a total of twenty-four (24) staff members. The Auditor reviewed and all applicable institutional files which included staff and inmates.

The Auditor found the Ridgecrest Jail was in compliance with all PREA standards.

Standards

Auditor Overall Determination Definitions

- Exceeds Standard
(Substantially exceeds requirement of standard)
- Meets Standard
(substantial compliance; complies in all material ways with the stand for the relevant review period)
- Does Not Meet Standard
(requires corrective actions)

Auditor Discussion Instructions

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.

115.111	Zero tolerance of sexual abuse and sexual harassment
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>115.11 (a)</p> <p>POLICY AND DOCUMENT REVIEW: Agency Policy P-100, P-200, P-300, P-400. Inmate Handbook, PREA Posters, and PREA Brochures.</p> <p>FINDINGS: Kern County’s Zero tolerance policy mandates the zero tolerance of sexual abuse and sexual harassment at all their confinement facilities. Their policy includes several definitions, including to prohibited behaviors regarding sexual abuse and sexual harassment. The policy includes a detailed description of agency strategies and responses to reduce and prevent sexual abuse and sexual harassment of inmates. Agency policies addressed “Preventing” sexual abuse and sexual harassment through the designation of a PREA Coordinator and PREA Compliance Managers, Criminal History Background Checks, and Child Abuse Registry Checks (Staff, Contractors, and Volunteers, as applicable), Training, (Employees and Staff, Volunteers, and Contractors), Staffing, Intake screening, Classification, Inmate Education handbooks, posting of signage (PREA and Counseling posters throughout the jail) and Contract Monitoring. The policies addressed “Detecting” sexual abuse and sexual harassment through Training (Staff, Volunteers, and Contractors) and Intake screening. The policies addressed “Responding” to Medical and Mental Health Services, Disciplinary Sanctions for Staff (including notification of licensing agencies), Incident Review Teams, and data Collections and Analysis. The Auditor reviewed and noted the Inmate Handbook, PREA posters, and PREA brochure do address sexual abuse by another inmate, and the Inmate Handbook does address sanctions for inmates when involved in such incident. All of the above mentioned tools are provided in several languages. However, most PREA posters are displayed in both English and Spanish as their jail demographics show their jail primarily houses English and Spanish speaking inmates. Based on several staff interviews and an onsite review of practices, it was noted staff closely monitor for inmate-on-inmate sexual misconduct in accordance with PREA, allegations are reported and investigated, and inmates are held accountable.</p> <p>115.11 (b)</p> <p>POLICY AND DOCUMENT REVIEW: Agency Policy P-350. Agency’s organizational chart.</p> <p>INTERVIEWS: PREA Coordinator and Compliance Unit Lieutenant.</p> <p>ON-SITE REVIEW (TOUR OBSERVATIONS): No on-site observations were required for this provision, although the Auditor took a tour of the remote Compliance Unit building and noted Sergeant Embry (PREA Coordinator) and his Lieutenant have their own offices dedicated for them to focus on PREA standards and compliance. The Auditor also toured the Compliance Managers office for this Lockup and it was noted to be adequate.</p> <p>FINDINGS: Although not required, Agency Policy P-350, address the position of the PREA Coordinator. It outlines the roles and responsibilities of the position and calls for the position</p>

being allowed sufficient time and authority to develop, implement, and oversee Department efforts to comply with the PREA standards at each facility. The PREA Coordinator is a Correctional Sergeant within the Compliance Division, and she is overseen by the Compliance Unit Lieutenant. The agency's organizational chart reflects that the PREA Coordinator position is an upper-level position and is agency-wide. The PREA Coordinator position reports to the agency's Detentions and Corrections Commander who then reports directly to the Sheriff. The PREA Coordinator was interviewed. She reported having enough time to focus on the PREA standards. She was also able to place other duties on hold so that she could focus on the audit beginning in 2017. She oversees and manages each Compliance Manager and reports to the Compliance Unit Lieutenant.

Being that there are 5 confinement facilities within Kern County, she oversees and communicates with a total of 5 Compliance Managers, which is a large task. The PREA Coordinator reported she oversees standards compliance for PREA and all other accreditations held by Kern County. The Auditor reviewed the agency policy, agencies organizational chart, and based on the interview, the designated agency's PREA Coordinator, the Auditor determined the agency demonstrates it complies with the requirements of this standard.

115.112	Contracting with other entities for the confinement of detainees
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>115.112 (a)</p> <p>POLICY AND DOCUMENT REVIEW: Agency Policy P-100, P-200.</p> <p>FINDINGS: There are currently no contracts for the confinement of inmates that the agency had entered into or renewed with private entities or other government agencies. Therefore the agency is in compliance with this standard as it is non-applicable.</p>
	<p>115.112(b)</p> <p>POLICY AND DOCUMENT REVIEW: Agency Policy P-100, P-200.</p> <p>INTERVIEWS: PREA Coordinator</p> <p>FINDINGS: There are currently no contracts for the confinement of inmates that the agency had entered into or renewed with private entities or other government agencies. Therefore the agency is in compliance with this standard as it is non-applicable.</p>

115.113	Supervision and monitoring
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>115.113(a)</p> <p>POLICY AND DOCUMENT REVIEW: Agency Policy P-200, DIRECTIVE A-1; P-0700 PREA Annual Facility Review Report, Staffing Plan, PREA Staffing Plan, Agency Annual Report</p> <p>INTERVIEWS: PREA Coordinator and Ridgecrest Jail Facility Watch Commander</p> <p>FINDINGS: The agency submitted an Annual PREA Staffing Plan Review for 2017. The agency reported the facility's average daily number of inmates is 5 and that the daily number of inmates in which the staffing plan was predicated on an average daily population of 14 inmates. It was noted that the Ridgecrest Facility's designated facility capacity is 14. The Auditor interviewed the PREA Coordinator and the Ridgecrest Jail Facility Watch Commander. Staff and the Watch Commander were aware of the staffing plan and reported it is in place. Staff and the Watch Commander reported they follow the PREA Standards, take into consideration the composition of the inmate population and their needs, scheduled appointment programming, and staff placement. The Auditor also spoke in depth with the Correctional Commander who is a part of the annual review for all staffing plans at the Ridgecrest Jail. The Correctional Commander confirmed the Ridgecrest Jail conducts an annual review of its staffing plan as well as an annual PREA review. Staff reported the inmate to staff ratios are followed.</p> <p>The Auditor was provided a P-0700 PREA Annual Facility Review Report as well as the 2017 Ridgecrest Jail Staffing Plan for review. It assessed, determined, and documented whether adjustments were needed based on their previous staffing plans, video monitoring systems, technological advancements, and staffing resources needed. Additionally, staff reported other relevant factors considered which include the needs of the LGBTQI inmates and incidents of substantiated and unsubstantiated sexual abuse. Classification staff reported, to ensure compliance with the staffing plan; they monitor during shifts, review folders, check-in sheets, documentation, inmate files, thoroughly review serious incident reports, and audit sheets. During the onsite audit, a review of the agency policy, staff interviews, and the agency's staffing plan indicated all of the elements are addressed.</p> <p>115.113(b)</p> <p>POLICY AND DOCUMENT REVIEW: The agency reported no deviations from the current staffing plan in place, therefore there was no documentation provided to review. If there is not enough staff to run the jail, it is considered "closed" and diverts all agencies to the Central Receiving Facility (CRF) for booking.</p> <p>INTERVIEWS: Ridgecrest Jail Watch Commander</p> <p>FINDINGS: The Auditor interviewed the Ridgecrest Jail Watch Commander. Based on interviews with staff and inmates at the facility, there had been no deviation from the staffing plan.</p>

115.113(c)

POLICY AND DOCUMENT REVIEW: Agency Policy P-200, DIRECTIVE A-3; Unannounced Rounds, Jail post log book

INTERVIEWS: Intermediate Level Supervising Staff and Senior Deputy

ONSITE REVIEW (TOUR OBSERVATIONS): A review of log entries indicated the upper management unannounced rounds, which are documented and provide additional supporting documentation for compliance with this standard.

FINDINGS: Agency Policy P-200, Directive A-3; Unannounced Rounds address this provision. Supervisor walk-thrus are conducted at One staff unannounced rounds. The "end of shift" reports are collected and reviewed by the Compliance Unit to maintain compliance with all accreditations. Intermediate Level Supervising Staff and Senior Deputy was interviewed. Staff reported there are two levels of management/supervision within the facility that conduct unannounced rounds: The Senior Deputy, and the Watch Commander. Outside of the facility, the PREA Coordinator and PREA Compliance Managers, as well as the Division Commander all occasionally conduct unannounced rounds. Rounds were documented on the log entries as well as on the Supervisor "end of shift" report. Staff reported different strategies utilized to prevent staff from alerting other staff that unannounced rounds were being conducted. One example was that the Supervising staff would vary the times of their unannounced rounds. For instance, one night staff would conduct it early in the shift (1700 hours) and then they would conduct it again around (0300 hours). The next night, supervising staff would conduct it at (2300 hours). The Auditor conducted a review of the agency policy, viewed completed Supervisor walk-thrus which were notated on the "end of shift" report, and completed staff interviews which indicated multiple levels of management conducting unannounced rounds on all shifts. It was noted the Supervisor walk-thrus are also documented in the shift log entries within the jail log book, which the Auditor reviewed as well. The Auditor determined the agency met the requirement of this provision.

115.113 (d)

POLICY AND DOCUMENT REVIEW: Agency Policy P-200, DIRECTIVE A-3; Unannounced Rounds, Jail post log book

INTERVIEWS: Intermediate Level Supervising Staff and Senior Deputy

ONSITE REVIEW (TOUR OBSERVATIONS): A review of log entries indicated the upper management unannounced rounds, which are documented and provide additional supporting documentation for compliance with this standard.

FINDINGS: Agency Policy P-200, Directive A-3; Unannounced Rounds address this provision. Supervisor walk-thrus are conducted and are unannounced rounds. The "end of shift" reports are collected and reviewed by the Compliance Unit to maintain compliance with all accreditations. Intermediate Level Supervising Staff and the Senior Deputy at the Jail was interviewed. Staff reported there are two levels of management/supervision within the facility

that conduct unannounced rounds: The Senior Deputy, and the Watch Commander. Outside of the facility, the PREA Coordinator and PREA Compliance Managers, as well as the Division Commander all occasionally conduct unannounced rounds. Rounds were documented on the log entries as well as on the Supervisor “end of shift” report. Staff reported different strategies utilized to prevent staff from alerting other staff that unannounced rounds were being conducted. One example was that the Supervising staff would vary the times of their unannounced rounds. For instance, one night staff would conduct it early in the shift (1700 hours) and then they would conduct it again around (0300 hours). The next night, supervising staff would conduct it at (2300 hours). A review of the agency policy, completed Supervisor walk-thrus notated on the “end of shift” report, and staff interviews, indicate multiple levels of management conducting unannounced rounds on all shifts. The Auditor reviewed the shift log entries and noted the Supervisor walk-thrus are properly documented in the shift log entries within the jail log book, which the Auditor determined the agency demonstrates it meets the requirement of this provision.

115.114	Juveniles and youthful detainees
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	115.114(a) – (c) YOUTHFUL INMATES This facility does not house youthful inmates. This is indicated in their agency policy P-0400 Vulnerable PREA populations. The agency only holds inmates over the age of 18.

115.115	Limits to cross-gender viewing and searches
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>115.115 (a)</p> <p>POLICY AND DOCUMENT REVIEW: Agency Policy P-200, DIRECTIVE C-1; CROSS-GENDER PAT DOWN SEARCHES</p> <p>INTERVIEWS: PREA Coordinator, Random Staff Interviews, Inmate Interviews</p> <p>FINDINGS: Agency Policy P-200, DIRECTIVE C-1; CROSS-GENDER PAT DOWN SEARCHES address this provision. The written directive is a written policy which staff must abide by in regards to searches. Agency policy states all cross-gender pat-down searches and crossgender strip searches are prohibited. If a pat-down search or a strip-search must be conducted (during exigent circumstances only) it must be conducted by staff of the same gender as the inmate. The agency reported there have been no incidents of cross-gender strip of crossgender visual body cavity searches of inmates. This was reported via written directive by the agency to the Auditor, and an informal interview with the PREA Coordinator confirmed this practice. The Auditor conducted a review of the agency policy, agency directive, and staff interviews which indicated no cross-gender strip searches or cross-gender visual body cavity searches have been conducted.</p> <p>115.115 (b)</p> <p>POLICY AND DOCUMENT REVIEW: Agency Policy P-200, DIRECTIVE C-2; VISUAL BODY CAVITY SEARCHES, training logs</p> <p>INTERVIEWS: PREA Coordinator, Random Staff Interviews, Inmate Interviews</p> <p>FINDINGS: Agency Policy P-200, DIRECTIVE C-2; VISUAL BODY CAVITY SEARCHES address this provision. Agency policy states all cross-gender pat-down searches and cross-gender strip searches of females are prohibited. If a pat-down search or a strip-search must be conducted (during exigent circumstances only) it must be conducted by staff of the same gender as the inmate.</p> <p>The agency reported there have been no incidents of cross-gender strip of crossgender visual body cavity searches of female inmates in the past 12 months. This was reported via written directive by the agency to the Auditor, and an informal interview with the PREA Coordinator confirmed this practice. A review of the agency policy, agency directive, and staff interviews indicate no cross-gender strip searches or cross-gender visual body cavity searches have been conducted. Staff members interviewed confirmed that there was always at least one female staff member working per shift. Even if there were no female staff members working, Supervisors have the ability to divert agencies to the CRF facility if they have a female arrestee and no female staff members are available.</p> <p>I instances of cross-gender pat searching or strip-searching will be documented per their PREA policy. Since this is both a male and female facility, there are members of both genders</p>

on the shift schedule and available at all times. If an exigent circumstance exists, and a female officer is required to pat search a male, per the agency policy it will be documented as well. The Auditor conducted two random staff interviews revealed staff were aware of this policy. Two random inmate interviews confirmed the agency is following this standard in accordance of the agency policy. Male staff are aware that if there is a transgender inmate who needs searching, and requests a female officer to search, they will divert the arresting agency to CRF. A male inmate confirmed they are not regularly searched by female staff members. Ongoing continued training for cross-gender pat searches are conducted at the agency's continued professional training or during their new-hire orientation.

115.115 (c)

POLICY AND DOCUMENT REVIEW: Agency Policy P-200, DIRECTIVE C-2; VISUAL BODY CAVITY SEARCHES, training logs

INTERVIEWS: PREA Coordinator, Random Staff Interviews, Inmate Interviews

FINDINGS: Agency Policy P-200, DIRECTIVE C-2; VISUAL BODY CAVITY SEARCHES address this provision. Agency policy states all cross-gender pat-down searches and crossgender strip searches are prohibited. If a pat-down search or a strip-search must be conducted (during exigent circumstances only) it must be conducted by staff of the same gender as the inmate. All instances of cross-gender pat searching or strip-searching will be documented per their PREA policy. The Auditor conducted two random staff interviews revealed staff were aware of this policy. Two random inmate interviews confirmed the agency is following this standard in accordance of the agency policy. Male staff are aware that if there is a transgender inmate who needs searching, and requests a female officer to search, they will divert the arresting agency to CRF. A male inmate confirmed they are not regularly searched by female staff members.

115.115 (d)

POLICY AND DOCUMENT REVIEW: Agency Policy P-200, D-500 Inmate Showers, P-410 Gender Identity Committee, P-200 PROCEDURE D; CROSS GENDER VIEWING, Agency housing unit log books

INTERVIEWS: Random Staff Interviews, and random Inmate Interviews

ONSITE REVIEW (TOUR OBSERVATIONS); During the site review of the facility, the Auditor noted every time staff of the opposite gender entered a housing unit, the staff would announce themselves accordingly. The Ridgecrest Jail tour confirmed that all cell/pod areas, restroom and shower areas contained permanently fixed privacy screens and privacy curtains which helped maintain this standard. Since the showers are stand alone and outside of the 4-man cells, there is privacy available to the inmate while showering. Staff have the capability of locking the inmate inside the shower area for ultimate safety and privacy. A review of the jail log book showed all opposite sex notifications were documented.

FINDINGS: Agency Policy P-200, D-500 Inmate Showers, P-410 Gender Identity Committee, P-200 PROCEDURE D; CROSS GENDER VIEWING address this provision. The facility

requires all officers to announce their presence in housing units of the opposite gender not only when inmates are in the shower, or while changing but also during every shift change and routine cell check. This announcement is made via radio. Additionally, they also give inmates time to cover up or get out of the shower to ensure compliance with this standard. Policy P200 enables inmates to shower, perform bodily functions, and change clothing in privacy and without view from non-medical staff. Additionally, inmates can keep private the visibility of all body parts except during routine cell checks and during exigent circumstances. The Auditor conducted random inmate interviews. During the Auditor's interviews, the response to this question was an overwhelming "no." Both female and male staff frequently work within the jail. Not one inmate I interviewed said they were seen by a female staff member when indecent.

115.116	Detainees with disabilities and detainees who are limited English proficient
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>115.116 (a)</p> <p>POLICY AND DOCUMENT REVIEW: Agency Policy P-400 Vulnerable PREA Population Inmates, PREA Posters, PREA Brochure, Inmate Handbook, ADA Required TTY Devices</p> <p>ONSITE REVIEW (TOUR OBSERVATIONS); During the tour of the facility, the Auditor noted PREA Posters and PREA Brochures are all available in both Spanish and English. Bilingual staff members were available from the patrol substation as needed. TTY Devices were also available as needed. The Auditor checked the TTY machine and ensured it was in working order.</p> <p>INTERVIEWS: Random Staff Interviews, Inmate who is Limited English Proficient (LEP)</p> <p>FINDINGS: Agency Policy P-400 address this provision. The Auditor noted there are PREA posters located throughout the Ridgecrest Jail in both English and Spanish outlining the PREA resources available. There are also pamphlets available almost everywhere throughout the building which are also in both English and in Spanish. For example, the Auditor noted PREA Posters were located specifically in the following locations; In booking, in the Ridgecrest Jail lobby, on vending machines, day room areas, and outside female and male holding cells. The Auditor noted if an inmate with a disability is unable to read the posters or pamphlets, a non-inmate interpreter is available by phone. For inmates with disabilities, a TTY device is also available. The Auditor noted the PREA video is shown in the temporary holding facility while the inmate is being booked. The Auditor viewed the video which is approximately 15 minutes long. Additionally, the Auditor noted the facility even has the PREA pamphlet available in brail to help with inmates who are visually impaired.</p>
	<p>115.116 (b)</p> <p>POLICY AND DOCUMENT REVIEW: Agency Policy P-400 Vulnerable PREA Population Inmates, PREA Posters, PREA Brochure, Inmate Handbook, ADA Required TTY Devices</p> <p>ONSITE REVIEW (TOUR OBSERVATIONS); During the tour of the facility, the Auditor noted PREA Posters and PREA Brochures are all available in both Spanish and English. Bilingual staff members were available from the patrol substation as needed. TTY Devices were also available as needed.</p> <p>INTERVIEWS: Random Staff Interviews, Inmate who is Limited English Proficient (LEP)</p> <p>FINDINGS: Agency Policy P-400 address this provision. Through the random sample of staff interviews conducted, staff area aware of Policy P-400 and do not utilize other inmates for any type of interpretation where PREA is involved. The staff understands PREA is confidential and utilizing another inmate would violate the right for a victim to have confidentiality. The Auditor conducted random staff interviews. Staff was aware of the different ways to assist inmates in</p>

translation, if he or she needed assistance.

115.116 (c)

POLICY AND DOCUMENT REVIEW: Agency Policy P-400 Vulnerable PREA Population Inmates, PREA Posters, PREA Brochure, Inmate Handbook, ADA Required TTY Devices

ONSITE REVIEW (TOUR OBSERVATIONS); During the tour of the facility, the Auditor noted PREA Posters and PREA Brochures are all available in both Spanish and English. Bilingual staff members were available from the patrol substation as needed. TTY Devices were also available as needed.

INTERVIEWS: Random Staff Interviews, Inmate who is Limited English Proficient (LEP), Transgender Inmate

FINDINGS: Agency Policy P-400 address this provision. The Auditor conducted random staff interviews. Through the random sample of staff interviews conducted, staff area aware of Policy P-400 and do not utilize other inmates for any type of interpretation where PREA is involved. The staff understands PREA is confidential and utilizing another inmate would violate the right for a victim to have confidentiality. At the time of the audit, all nine (9) inmates in custody at the time of the audit reported during the Auditor interview receiving PREA related information additionally as watching the PREA video within 48 hours of intake into the facility. Of the nine inmates interviewed, they were all aware that if they needed an interpreter, they could request a Spanish speaking Deputy to translate or assist in the translation.

115.117	Hiring and promotion decisions
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>115.117 (a)</p> <p>POLICY AND DOCUMENT REVIEW: Agency Policy P-600 CRIMINAL AND ADMINISTRATIVE INVESTIGATIONS, P-900 PREA HIRING, PROMOTIONS, AND DISCIPLINE, D-500 SUPERVISOR PERSONNEL FILES, Agency Forms, Background Files, Hiring Files, Personal History Statement, Employee Evaluation Reports, Confirmation Reports from the FBI/DOJ Fingerprint Alert System</p> <p>INTERVIEWS: Backgrounds and Recruiting Supervising Staff, Internal Affairs Supervising Staff</p> <p>FINDINGS: The agency has an employment policy “P-900 PREA Hiring, Promotions and Discipline” which prohibits the hiring or promoting of anyone who may have had contact with inmates and has previously engaged in any type of sexual misconduct in a jail, prison, community confinement facility, or lockup. They also prohibit the hiring or promotion of anyone who had previously been convicted of engaging or attempting to engage in sexual misconduct in a community facility by force or fear, implied threats, force, or coercion. The agency policy requires consideration of any incident of sexual harassment when considering an employee for hire or promotion, or when considering a contractor for hire. The auditor interviewed the Backgrounds and Recruiting Supervisory Staff.</p> <p>Staff reported through various random interviews the agency has incorporated and implemented the following admonition in writing to all promotional or hiring applicants “Deliberate misstatements or omissions can and often will result in your application being rejected, regardless of the nature or reason for the misstatements/omissions.” Additionally, all employees are required via policy P-900 to notify the on-duty Watch Commander of any arrests or incidents off-duty which could result in a criminal or administrative investigation. The agency also implemented an agency form when employees are applying for any promotional opportunity within the department. They must disclose any allegation of sexual assault or harassment, and also must agree to subject to another background check prior to promotion.</p> <p>The Auditor completed a "spot check" of about 10 backgrounds files which included documents of employees applying for promotion within the department. There was verbiage in the promotional form which directs the employee to disclose any allegation of sexual harassment or sexual assault. The employee also has to sign and consent to another background check.</p>
	<p>115.117 (b)</p> <p>POLICY AND DOCUMENT REVIEW: Agency Policy P-600 CRIMINAL AND ADMINISTRATIVE INVESTIGATIONS, P-900 HIRING, PROMOTIONS, AND DISCIPLINE, D-500 SUPERVISOR PERSONNEL FILES, Agency Forms, Background Files, Hiring Files, Personal History Statement, Employee Evaluation Reports, Confirmation Reports from the FBI/DOJ Fingerprint Alert System</p>

INTERVIEWS: Backgrounds and Recruiting Supervising Staff, Internal Affairs Staff, PREA Coordinator

FINDINGS: Agency Policy P-600, P-900, and D-500 address this provision. The auditor confirms the agency policy requires consideration of any incident of sexual harassment when considering an employee for hire or promotion, or when considering a contractor for hire. The auditor interviewed the Backgrounds and Recruiting Supervisory Staff. Staff reported the agency has incorporated and implemented the following admonition in writing to all promotional or hiring applicants- "Deliberate misstatements or omissions can and often will result in your application being rejected, regardless of the nature or reason for the misstatements/omissions." Additionally, all employees are required via policy P-900 to notify the on-duty Watch Commander of any arrests or incidents off-duty which could result in a criminal or administrative investigation. The agency also implemented an agency form when employees are applying for any promotional opportunity within the department. They must disclose any allegation of sexual assault or harassment, and also must agree to subject to another background check prior to promotion. The agency also send inquiry letters to all law enforcement agencies adjacent to each applicant's prior residences to learn of any activities or actions that could disqualify applicants for employment. When an employee applies for promotion, there is an agency form they are required to fill out. It confirms that they have not been involved in any incident of sexual harassment or sexual abuse in a jail, prison, community confinement facility, or lockup. They also are required to disclose if they had previously been convicted of engaging or attempting to engage in sexual misconduct in any jail or community facility by force or fear, implied threats, force, or coercion. Additionally, the auditor conducted "spot checks" of 10 promotional forms. They had all been completed appropriately and disclosed whether or not the promotional candidate was ever accused of sexual harassment or sexual abuse. All persons attempted to get hired with the agency are subject to the same requirements and complete a thorough background check.

115.117 (c)

POLICY AND DOCUMENT REVIEW: Agency Policy P-600 CRIMINAL AND ADMINISTRATIVE INVESTIGATIONS, P-900 HIRING, PROMOTIONS, AND DISCIPLINE, D-500 SUPERVISOR PERSONNEL FILES, Agency Forms, Background Files, Hiring Files, Personal History Statement, Employee Evaluation Reports, Confirmation Reports from the FBI/DOJ Fingerprint Alert System

INTERVIEWS: Backgrounds and Recruiting Supervising Staff, Internal Affairs Supervising Staff, PREA Coordinator

FINDINGS: Agency Policy P-600, D-500, and P-900 address this provision. The auditor conducted a review of 10 randomly selected staff personnel files which indicated timely criminal background checks, and child abuse registry checks, all within the past two years. The auditor interviewed the Backgrounds and Recruiting staff. Staff reported criminal background records and child abuse registry checks are conducted on all new hires. Kern County is also a subscriber to both DOJ and FBI's fingerprint alert system. For the duration of employment, Kern County will receive notification of any arrest and the charges against any employee or contractor. The agency also send inquiry letters to all law enforcement agencies

adjacent to each applicant's prior residences to learn of any activities or actions that could disqualify applicants for employment.

115.117 (d)

POLICY AND DOCUMENT REVIEW: Agency Policy P-600 CRIMINAL AND ADMINISTRATIVE INVESTIGATIONS, P-900 HIRING, PROMOTIONS, AND DISCIPLINE, D-500 SUPERVISOR PERSONNEL FILES, Agency Forms, Background Files, Hiring Files, Personal History Statement, Employee Evaluation Reports, Confirmation Reports from the FBI/DOJ Fingerprint Alert System

INTERVIEWS: Backgrounds and Recruiting Supervising Staff

FINDINGS: The auditor interviewed the Backgrounds and Recruiting Supervisory Staff. Staff reported criminal background records and child abuse registry checks are conducted on all new hires and contractors. Policy P-900 address the elements of this provision. The auditor conducted a review of the policy. A review of 10 randomly selected staff, volunteer, and contracted staff files indicated timely criminal background checks and subsequent annual criminal background checks.

115.117 (e)

POLICY AND DOCUMENT REVIEW: Agency Policy P-600 CRIMINAL AND ADMINISTRATIVE INVESTIGATIONS, P-900 HIRING, PROMOTIONS, AND DISCIPLINE, D-500 SUPERVISOR PERSONNEL FILES, Agency Forms, Background Files, Hiring Files, Personal History Statement, Employee Evaluation Reports, Confirmation Reports from the FBI/DOJ Fingerprint Alert System

INTERVIEWS: Randomly selected Staff

FINDINGS: The agency policy requires criminal history and child abuse registry checks will be conducted every five (5) years for non-sworn staff members, contractors, interns, and volunteers. The auditor reviewed 10 samples of randomly selected staff/employee files which indicated timely criminal background checks, all were completed within the appropriate policy timeframes. Additionally, Kern County is also a subscriber to both DOJ and FBI's fingerprint alert system. For the duration of employment, Kern County will receive notification of any arrest and the charges against any employee or contractor.

115.117 (f)

POLICY AND DOCUMENT REVIEW: Agency Policy P-600 CRIMINAL AND ADMINISTRATIVE INVESTIGATIONS, P-900 HIRING, PROMOTIONS, AND DISCIPLINE, D-500 SUPERVISOR PERSONNEL FILES, Agency Forms, Background Files, Hiring Files, Personal History Statement, Employee Evaluation Reports, Confirmation Reports from the FBI/DOJ Fingerprint Alert System

INTERVIEWS: Backgrounds and Recruiting Supervising Staff

FINDINGS: The auditor reviewed the above applicable policy. When an employee applies for promotion, there is an agency form they are required to fill out. It confirms that they have not been involved in any incident of sexual harassment or sexual abuse in a jail, prison, community confinement facility, or lockup. They also are required to disclose if they had previously been convicted of engaging or attempting to engage in sexual misconduct in any jail or community facility by force or fear, implied threats, force, or coercion. Additionally, the auditor conducted "spot checks" of 10 promotional forms. They had all been completed appropriately and disclosed whether or not the promotional candidate was ever accused of sexual harassment or sexual abuse. All persons attempted to get hired with the agency are subject to the same requirements and complete a thorough background check.

115.117 (g)

POLICY AND DOCUMENT REVIEW: Agency Policy P-600 CRIMINAL AND ADMINISTRATIVE INVESTIGATIONS, P-900 HIRING, PROMOTIONS, AND DISCIPLINE

INTERVIEWS: Backgrounds and Recruiting Supervising Staff

FINDINGS: Policy P-900 address the elements of this provision. The agency's policy covers background checks for employees. It mandates any employee who has had contact (no matter the reason) with another law enforcement agency report it as soon as possible to the on-duty watch commander. This hopefully ensures the agency gains knowledge of any employee misconduct while off-duty. The auditor conducted a review of the above policy. The auditor confirmed that the material omissions regarding such misconduct or the provision of materially false information, shall be grounds for termination. The auditor's interview with the Backgrounds and Recruiting Staff confirmed the agency's policy on material omissions.

115.117 (h)

POLICY AND DOCUMENT REVIEW: Agency Policy P-600 CRIMINAL AND ADMINISTRATIVE INVESTIGATIONS, P-900 HIRING, PROMOTIONS, AND DISCIPLINE

INTERVIEWS: Backgrounds and Recruiting Supervising Staff

FINDINGS: Policy P-600, and P-900 address the elements of this provision. The auditor conducted a review of the above policy. The auditor interviewed the Backgrounds and Recruiting Staff. Staff reported if the new potential employer secures a release form from the former employee, then the information will be released. Staff reported without the release form, the agency will not disclose the information. The auditor conducted a "spot check" of this form for auditing purposes and agreed the procedure is being followed accordingly.

115.118	Upgrades to facilities and technologies
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>115.118(a)</p> <p>POLICY AND DOCUMENT REVIEW: The agency reported it has not acquired a new facility to date, nor has it made a substantial expansion to existing facilities since August 20, 2012. Kern County just completed a new jail facility, Justice, which opened in May of 2018.</p> <p>FINDINGS: This provision is not applicable as the agency reported it has not a new facility to date, nor has it made a substantial expansion to existing facilities since August 20, 2012.</p> <p>115.118 (b)</p> <p>POLICY AND DOCUMENT REVIEW: Agency Policy P-200, DIRECTIVE A-2; SEXUAL ABUSE PREVENTION AND DETECTION</p> <p>ONSITE REVIEW (TOUR OBSERVATIONS); The Auditor took a tour of the control center where the video monitors were located.</p> <p>INTERVIEWS: Random Staff Interviews</p> <p>FINDINGS: Agency Policy P-200 address this provision. The Auditor conducted a review of the policy. The Auditor noted during the on-site tour, the Ridgecrest Jail is an older facility. The upgrade to newer technology and addition of new cameras since the previous audit specifically addressed the PREA standards allowing for the maximum safety of inmates. The Auditor noted in the above policy, P-200 DIRECTIVE A-2 states, "When deigning or acquiring any new facility and in planning any substantial expansion or modification of existing facilities, the agency will consider the effect of the design, acquisition, expansion, or modification upon its ability to protect inmates from sexual abuse." A Deputy that controls access to the facility also monitors several camera views for the inmates and their safety. The agency's staffing plan reflects the enhanced technology will augment the staff supervision and enhance the safety of the inmates.</p>

115.121	Evidence protocol and forensic medical examinations
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>115.121 (a)</p> <p>POLICY AND DOCUMENT REVIEW: Agency Policy P-600 CRIMINAL AND ADMINISTRATIVE INVESTIGATIONS, P-500 SEXUAL ASSAULT/ABUSE SECURITY RESPONSE PLAN, The agency reported it oversees administrative investigations and it also oversees the criminal investigations.</p> <p>INTERVIEWS: Random Staff Interviews, Sexual Assault Detective</p> <p>FINDINGS: The agency is responsible for conducting all administrative sexual abuse allegations. When investigating, the agency enlists the use of a uniform evidence protocol. Policy P-600 entitled “PREA- Criminal and Administrative Investigations” states that all investigations shall be conducted utilizing standard investigative methods in accordance with all laws. The Auditor conducted a review of the above policy. Policy P-500 entitled “Sexual Assault / Abuse – Security Response Plan” was reviewed regarding the agency’s evidence protocol. Additionally, the Auditor noted during random staff member interviews, staff members were aware of the policy and had a clear knowledge of their responsibilities as potential first responders and knowledge of agency policy and staff roles and responsibilities pertaining to investigations of allegations of sexual abuse. The Auditor conducted random staff interviews. Each staff member interviewed was able to mention at least one (1) Supervisor they would report the incident to. Each staff member had received training on how to collect DNA evidence both in a custodial setting and at a crime scene.</p> <p>115.121 (b)</p> <p>POLICY AND DOCUMENT REVIEW: Agency Policy P-600 CRIMINAL AND ADMINISTRATIVE INVESTIGATIONS, P-500 SEXUAL ASSAULT/ABUSE SECURITY RESPONSE PLAN, Memorandum of Understanding with Kern Medical Center, Memorandum of Understanding with Kern County’s Women Advocacy Center, The agency reported it oversees administrative investigations and it also oversees the criminal investigations.</p> <p>INTERVIEWS: Random Staff Interviews, PREA Coordinator, Kern Medical Center SART Nursing Staff, Women’s Advocacy Center Counselors, “The Women’s Center” Advocates/Counselors</p> <p>ONSITE REVIEW (TOUR OBSERVATIONS): None.</p> <p>FINDINGS: Agency Policy P-600 address this provision. Per the agency policy, the agency has a current MOU with the local medical center to conduct all SAFE and SANE forensic medical examinations. The Auditor was given the MOU to review. The Auditor confirmed through the review, only qualified medical professionals conduct forensic medical examinations on inmates. The Auditor was able to speak with the SAFE/SANE nurses who spoke of the positive working relationship they have with this agency. The Auditor noted the agency documents all</p>

allegations of sexual abuse and/or sexual harassment including any forensic medical examinations. The Auditor confirmed agency also has a current MOU with the local victim's rights advocate center. The Women's Center provides a counselor to aid the victim. The Auditor confirmed the counselor is allowed to accompany the victim through the forensic medical examination process. The Auditor interviewed several advocate counselors who spoke highly about the agency and the positive working relationship they have, specifically in regards to custody and PREA. The Auditor noted the agency is responsible for conducting all administrative sexual abuse allegations. When investigating, the agency enlists the use of a uniform evidence protocol. The Auditor conducted an interview with SART medical staff and the PREA Coordinator that the agency's protocol is 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." The Auditor noted that all forensic medical examinations are offered to all victims at no cost.

115.121 (c)

POLICY AND DOCUMENT REVIEW: Agency Policy P-600 CRIMINAL AND ADMINISTRATIVE INVESTIGATIONS, P-500 SEXUAL ASSAULT/ABUSE SECURITY RESPONSE PLAN, Memorandum of Understanding with Kern Medical Center, Memorandum of Understanding with Kern County's Women Advocacy Center, The agency reported it oversees administrative investigations and it also oversees the criminal investigations.

INTERVIEWS: Random Staff Interviews, PREA Coordinator, Kern Medical Center SART Nursing Staff, Women's Advocacy Center Counselors, "The Women's Center" Advocates/Counselors, Medical and Mental Health Staff at Ridgecrest Jail

ONSITE REVIEW (TOUR OBSERVATIONS): None.

115.121 (d)

POLICY AND DOCUMENT REVIEW: Agency Policy P-600 CRIMINAL AND ADMINISTRATIVE INVESTIGATIONS, P-500 SEXUAL ASSAULT/ABUSE SECURITY RESPONSE PLAN, Memorandum of Understanding with Kern Medical Center, Memorandum of Understanding with Kern County's Women Advocacy Center

INTERVIEWS: PREA Coordinator

ONSITE REVIEW (TOUR OBSERVATIONS): None.

FINDINGS: Although policy is not required, Policy P-600 address this provision. Per the agency policy, the Auditor confirmed the agency has a current MOU with the local victim's rights advocate center. "The Women's Center" provides a counselor to aid the victim. The Auditor confirmed a licensed department counselor (LPC, LMSW, etc.) would be made available to accompany the inmate through the forensic exam and investigative interviews only upon request from the inmate. The Auditor conducted a review of the above policy. During the on-site tour, the Auditor confirmed inmates can dial an extension from any phone in their day room area to contact a rape counselor directly and with confidentiality. The Auditor dialed the number from a day room, and confirmed counselors were available to answer the phone. Counselors and mental health staff are also available upon request for victim advocate

purposes. Since this is a contract, there is always an advocate available from the center 24/7. A review of the agency policy, MOU agreements, interviews with SART nursing staff and counselors indicate the agency has secured local confidential victim advocacy resources needed in response to this provision. The Auditor confirmed during the facility tour and also during the random inmate interviews, inmates can call an "800" number on any phone at the facility at any time to reach an outside counselor/advocate. The inmate hotline is accessed by dialing "07777" from any inmate phone in the facility. The inmates can also notify a deputy and they are given the opportunity to speak with medical staff who can then summon the appropriate outside resource. The Auditor dialed the number from a housing unit phone and confirmed the phone number works accurately and appropriately.

115.121 (e)

POLICY AND DOCUMENT REVIEW: Agency Policy P-600 CRIMINAL AND ADMINISTRATIVE INVESTIGATIONS, P-500 SEXUAL ASSAULT/ABUSE SECURITY RESPONSE PLAN, Memorandum of Understanding with Kern Medical Center, Memorandum of Understanding with Kern County's Women Advocacy Center

INTERVIEWS: PREA Coordinator, Inmate who reported sexual abuse while in custody

ONSITE REVIEW (TOUR OBSERVATIONS): None.

FINDINGS: Although policy is not required, Policy P-600 address this provision. The Auditor reviewed the current MOU contract. Per the agency policy, the Auditor confirmed the agency has a current MOU with the local victim's rights advocate center. The Women's Center provides a counselor to aid the victim. The Auditor confirmed a licensed department counselor (LPC, LMSW, etc.) would be made available to accompany the inmate through the forensic exam and investigative interviews only upon request from the inmate.

115.122	Policies to ensure referrals of allegations for investigations
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>115.122 (a)</p> <p>POLICY AND DOCUMENT REVIEW: Agency Policy Agency Policy P-300 EMPLOYEE TRAINING AND INMATE EDUCATION, P-500 SEXUAL ASSAULT/ABUSE SECURITY RESPONSE PLAN, P-600 PREA CRIMINAL AND ADMINISTRATIVE INVESTIGATIONS</p> <p>INTERVIEWS: Random Staff Interviews, Specialized Staff, Supervising Staff, Internal Affairs Staff, PREA Coordinator</p> <p>FINDINGS: Agency Policy P-300, P-500 and P-600 address this provision. A review of the agency policy, training curriculum, training records, and staff interviews demonstrate PREA related training is conducted and staff attend, participate and complete the training. The agency PowerPoint and lecture curriculum address all of the required fields. Staff are also required to complete the National Institute of Corrections online PREA training. Staff interviewed reported receiving training in all the required topics within the past year. The auditor spoke with one (1) supervisor during supervisor interviews. The auditor noted the Senior Deputy and on-duty Staff are responsible for conducting all initial investigations which allege sexual abuse or sexual misconduct in the facility. They conduct an initial investigation, and if the allegation is found to have any type of merit, they call out detectives to finish the investigation.</p> <p>Supervising staff interviewed ensured that an administrative and criminal investigation is completed for all allegations of sexual abuse. The auditor reviewed additional policy which outlines that investigations shall be conducted utilizing standard investigation methods in accordance with all laws. No standard higher than the preponderance of the evidence shall be used in determining whether allegations of sexual abuse or sexual harassment are substantiated in administrative investigations. A review of P600 DIRECTIVE #4 outlines the protocol for both criminal and administrative investigations.</p> <p>115.122 (b)</p> <p>POLICY AND DOCUMENT REVIEW: Agency Policy P-100 PREA ZERO TOLERANCE OF SEXUAL ABUSE AND SEXUAL HARASSMENT, P-500 SEXUAL ASSAULT/ABUSE SECURITY RESPONSE PLAN, P-600 PREA CRIMINAL AND ADMINISTRATIVE INVESTIGATIONS</p> <p>INTERVIEWS: Random Staff Interviews, Specialized Staff, Supervising Staff, Internal Affairs Staff, PREA Coordinator</p> <p>FINDINGS: Agency Policy P-100, P-500 and P-600 address this provision. The auditor reviewed policy P100 which is also displayed on the Kern County Sheriff's Office website. The auditor also reviewed agency policy P-600 which outlines that investigations shall be conducted by Kern County's Sexual Assault Detectives utilizing standard investigation methods in accordance with all laws. No standard higher than the preponderance of the</p>

evidence shall be used in determining whether allegations of sexual abuse or sexual harassment are substantiated in administrative investigations. A review of P-600 DIRECTIVE 32

#4 outlines the protocol for both criminal and administrative investigations.

115.122 (c)

POLICY AND DOCUMENT REVIEW: Agency Policy P-100 PREA ZERO TOLERANCE OF SEXUAL ABUSE AND SEXUAL HARASSMENT, P-500 SEXUAL ASSAULT/ABUSE SECURITY RESPONSE PLAN, P-600 PREA CRIMINAL AND ADMINISTRATIVE INVESTIGATIONS

INTERVIEWS: Random Staff Interviews, Specialized Staff, Supervising Staff, Internal Affairs Staff, PREA Coordinator

FINDINGS: Agency Policy P-100, P-500 and P-600 address this provision. The auditor also reviewed agency policy P-600 which outlines that investigations shall be conducted by Kern County's Sexual Assault Detectives utilizing standard investigation methods in accordance with all laws. No standard higher than the preponderance of the evidence shall be used in determining whether allegations of sexual abuse or sexual harassment are substantiated in administrative investigations. The auditor conducted a review of P-600 DIRECTIVE #4 outlines the protocol for both criminal and administrative investigations. P-600 describes investigative responsibilities of both the agency and the separate entity that conducts criminal investigations for the agency.

115.122 (d)

POLICY AND DOCUMENT REVIEW: Agency Policy P-100 PREA ZERO TOLERANCE OF SEXUAL ABUSE AND SEXUAL HARASSMENT, P-500 SEXUAL ASSAULT/ABUSE SECURITY RESPONSE PLAN, P-600 PREA CRIMINAL AND ADMINISTRATIVE INVESTIGATIONS

INTERVIEWS: Random Staff Interviews, Specialized Staff, Supervising Staff, Internal Affairs Staff, PREA Coordinator

FINDINGS: Agency Policy P-100, P-500 and P-600 address this provision. The auditor conducted a review of the above policy. The provision is not applicable to this agency as it conducts and handles its own administrative and criminal investigations.

115.131	Employee and volunteer training
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>115.131 (a)</p> <p>POLICY AND DOCUMENT REVIEW: Agency Policy P-100 PREA ZERO TOLERANCE OF SEXUAL ABUSE AND SEXUAL HARASSMENT, P-300 EMPLOYEE TRAINING AND INMATE EDUCATION, Agency Curriculum, Agency PREA PowerPoints, 10 Randomly selected training records.</p> <p>INTERVIEWS: Random Staff, Specialized Staff, Supervising Staff, PREA Coordinator</p> <p>FINDINGS: Agency Policy P-100, P-300 address this provision. The auditor conducted a review of the above policy. The agency policy, training curriculum, training records, and staff interviews demonstrate PREA related training is conducted and staff attend, participate and complete the training. The agency policy and curriculum address all of the required topics. Staff interviewed and acknowledged attending and participating in the PREA training and confirmed the required topics were covered during the training. The staff interviewed reported receiving training in all the required topics within the past year. The Auditor checked at least 10 training files to confirm the training was attained.</p>
	<p>115.131 (b)</p> <p>POLICY AND DOCUMENT REVIEW: Agency Policy P-100 PREA ZERO TOLERANCE OF SEXUAL ABUSE AND SEXUAL HARASSMENT, P-300 EMPLOYEE TRAINING AND INMATE EDUCATION, Agency Curriculum, Agency PREA PowerPoints, 10 Randomly selected training records.</p> <p>INTERVIEWS: Random Staff, Specialized Staff, Supervising Staff, PREA Coordinator</p> <p>FINDINGS: Agency Policy P-100, P-300 address this provision. The auditor conducted a review of the above policy. A review of the agency policy, training curriculum, training records, and staff interviews demonstrate PREA related training is conducted and staff attend, participate and complete the training. The agency policy and curriculum address all of the required topics. Staff interviewed and acknowledged attending and participating in the PREA training and confirmed the required topics were covered during the training. The staff interviewed reported receiving training in all the required topics within the past year. The auditor reviewed agency policy P-300 specifically. All training was tailored to the gender of the inmates residing in the facility. Employees who are assigned in units opposite their own gender are given additional training. Employees receive PREA training on an annual basis. Between trainings, all employees receive refresher training in musters. PREA training is a constant topic during musters. This was confirmed by the various random staff interviews conducted during the audit. The agency also confirms that all employees have received training on PREA as well as the agency's most current PREA policies via the computer which requires an electronic signature. The Auditor looked at random employee files to confirm the acknowledgement of PREA training.</p>

115.131 (c)

POLICY AND DOCUMENT REVIEW: Agency Policy P-100 PREA ZERO TOLERANCE OF SEXUAL ABUSE AND SEXUAL HARASSMENT, P-300 EMPLOYEE TRAINING AND INMATE EDUCATION, Agency Curriculum, Agency PREA PowerPoints, 10 Randomly selected training records.

INTERVIEWS: Random Staff, Specialized Staff, Supervising Staff, PREA Coordinator

FINDINGS: Agency Policy P-100, P-300 address this provision. The auditor reviewed agency policy P-300 specifically. Agency policy requires staff receive PREA related training during orientation and on an annual basis. The auditor reviewed ten (10) randomly selected employee training records. A review of the randomly selected employee training records reflected all had participated and completed the required PREA training. Additionally, Agency Policy requires all correctional Deputies complete this training during orientation. Training documentation reviewed supported the participation of all Deputies, as well as participation by management and support staff in the training.

115.132	Detainee, contractor, and inmate worker notification of the agency's zero-tolerance policy
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>115.132 (a)</p> <p>POLICY AND DOCUMENT REVIEW: Agency Policy P-100 PREA ZERO TOLERANCE OF SEXUAL ABUSE AND SEXUAL HARASSMENT, P-300 EMPLOYEE TRAINING AND INMATE EDUCATION, Agency Curriculum, Agency PREA PowerPoints, Volunteer, Intern, and Contract Staff training documentation, which included five (5) randomly selected training files, sign-in sheets, signed acknowledgement forms, and Certificates of Completion for Medical and Mental Health Staff.</p> <p>INTERVIEWS: Volunteers and Contractors</p> <p>FINDINGS: Agency Policy P-100, and P-300 address this provision. The auditor conducted a review of the above policy. The Volunteer, Intern, and Contractor staff training documentation was reviewed. Training documentation reflected training events held specifically for mental health and contract staff and volunteer/interns. The auditor interviewed two (2) randomly selected volunteers and contractors. The volunteers and contracted staff interviewed reported being trained on their responsibilities under the agency's sexual abuse and sexual harassment prevention, detection and response policies and procedures. The agency maintains the signed acknowledgement forms which affirm the Volunteers, Interns, and Contract Staff understood the training they received. Through volunteer/contractor interviews, it was made clear to the auditor that the staff understand the PREA training.</p>
	<p>115.132 (b)</p> <p>POLICY AND DOCUMENT REVIEW: Agency Policy P-100 PREA ZERO TOLERANCE OF SEXUAL ABUSE AND SEXUAL HARASSMENT, P-300 EMPLOYEE TRAINING AND INMATE EDUCATION, Agency Curriculum, Agency PREA PowerPoints, Volunteer, Intern, and Contract Staff training documentation, which included five (5) randomly selected training files, sign-in sheets, signed acknowledgement forms, and Certificates of Completion for Medical and Mental Health Staff.</p> <p>INTERVIEWS: Volunteers and Contractors</p> <p>FINDINGS: Agency Policy P-100, and P-300 address this provision. The auditor conducted a review of the above policy. The Volunteer, Intern, and Contractor staff training documentation was reviewed. Training documentation reflected training events held specifically for mental health and contract staff and volunteer/interns. The auditor interviewed two (2) randomly selected volunteers and contractors. The volunteers and contracted staff interviewed reported being trained on their responsibilities under the agency's sexual abuse and sexual harassment prevention, detection and response policies and procedures. The auditor reviewed signed acknowledgement forms. The agency maintains the signed acknowledgement forms which</p>

affirm the Volunteers, Interns, and Contract Staff understood the training they received. Through staff interviews, it was made clear to the auditor that the staff understand the PREA training.

115.132 (c)

POLICY AND DOCUMENT REVIEW: Agency Policy P-100 PREA ZERO TOLERANCE OF SEXUAL ABUSE AND SEXUAL HARASSMENT, P-300 EMPLOYEE TRAINING AND INMATE EDUCATION, Agency Curriculum, Agency PREA PowerPoints, Volunteer, Intern, and Contract Staff training documentation, which included five (5) randomly selected training files, sign-in sheets, signed acknowledgement forms, and Certificates of Completion for Medical and Mental Health Staff.

INTERVIEWS: Volunteers and Contractors

FINDINGS: Agency Policy P-100, and P-300 address this provision. The auditor conducted a review of the above policy. The Volunteer, Intern, and Contractor staff training documentation was reviewed. Training documentation reflected training events held specifically for mental health and contract staff and volunteer/interns. The auditor interviewed two (2) randomly selected volunteers and contractors. The volunteers and contracted staff interviewed reported being trained on their responsibilities under the agency's sexual abuse and sexual harassment prevention, detection and response policies and procedures. The agency maintains the signed acknowledgement forms which affirm the Volunteers, Interns, and Contract Staff understood the training they received. Through staff interviews, it was made clear to the auditor that the staff understand the PREA training.

115.134 Specialized training: Investigations

Auditor Overall Determination: Meets Standard

Auditor Discussion

115.134 (a)

POLICY AND DOCUMENT REVIEW: Agency Policy P-100 PREA ZERO TOLERANCE OF SEXUAL ABUSE AND SEXUAL HARASSMENT, P-500 SEXUAL ASSAULT/ ABUSESECURITY RESPONSE PLAN, P-600 CRIMINAL AND ADMINISTRATIVE INVESTIGATONS, ICI Sexual Assault Course Outline, Kern County PowerPoint training modules, and PREA general and specialized Detective training records sign-in sheets

INTERVIEWS: Investigative Staff was interviewed.

FINDINGS: Agency Policy P-100, P-500 and P-600 address this provision. The auditor conducted Investigative Staff interviews. Staff interviewed received formal training in sexual assault and sexual abuse investigations from a Police Officer Standardized Training instituteThe Robert Presley Institute of Criminal Investigations (ICI). This ICI Course is an 80 hour course focusing specifically on sexual assault investigations. Training documentation reflected the Detectives had completed the general PREA training offered by the National Institute of Corrections specialized Detective training modules.

115.134 (b)

POLICY AND DOCUMENT REVIEW: Agency Policy P-100 PREA ZERO TOLERANCE OF SEXUAL ABUSE AND SEXUAL HARASSMENT, P-500 SEXUAL ASSAULT/ ABUSESECURITY RESPONSE PLAN, P-600 CRIMINAL AND ADMINISTRATIVE INVESTIGATONS, ICI Sexual Assault Course Outline, Kern County PowerPoint training modules, and PREA general and specialized Detective training records sign-in sheets

INTERVIEWS: Investigative Staff was interviewed.

FINDINGS: Agency Policy P-100, P-500 and P-600 address this provision. The auditor conducted Investigative Staff interviews. Staff interviewed received formal training in sexual assault and sexual abuse investigations from a Police Officer Standardized Training institute-The Robert Presley Institute of Criminal Investigations (ICI). This ICI Course is an 80 hour course focusing specifically on sexual assault investigations. The auditor reviewed the ICI Course curriculum and the training includes techniques for interviewing sexual abuse victims, proper use of Miranda and Garrity warnings, sexual abuse evidence collection, and evidence required to substantiate a case for administrative or prosecutorial referral. Training documentation also reflected the Detectives had completed the general PREA training offered by the National Institute of Corrections specialized Detective training modules.

115.134 (c)

POLICY AND DOCUMENT REVIEW: Agency Policy P-100 PREA ZERO TOLERANCE OF SEXUAL ABUSE AND SEXUAL HARASSMENT, P-500 SEXUAL ASSAULT/ ABUSESECURITY

RESPONSE PLAN, P-600 CRIMINAL AND ADMINISTRATIVE INVESTIGATIONS, ICI Sexual Assault Course Outline, Kern County PowerPoint training modules, and PREA general and specialized Detective training records sign-in sheets

INTERVIEWS: Investigative Staff was interviewed.

FINDINGS: Agency Policy P-100, P-500 and P-600 address this provision. The auditor interviewed Investigative Staff. Staff interviewed received formal training in sexual assault and sexual abuse investigations from a Police Officer Standardized Training institute- The Robert Presley Institute of Criminal Investigations (ICI). This ICI Course is an 80 hour course focusing specifically on sexual assault investigations. The auditor reviewed the ICI Course curriculum and the training includes techniques for interviewing sexual abuse victims, proper use of Miranda and Garrity warnings, sexual abuse evidence collection, and evidence required to substantiate a case for administrative or prosecutorial referral. Training documentation also reflected the Detectives had completed the general PREA training offered by the National Institute of Corrections specialized Detective training modules.

115.141	Screening for risk of victimization and abusiveness
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>115.141 (a)</p> <p>POLICY AND DOCUMENT REVIEW: Agency Policy P-100 PREA ZERO TOLERANCE OF SEXUAL ABUSE AND SEXUAL HARASSMENT, P-400 VULNERABLE PREA POPULATION INMATES, K-300 CLASSIFICATION CRITERIA, Classification Screening Form, Classification Computer System</p> <p>INTERVIEWS: Staff Responsible for risk screening: Intake and medical staff, and randomly selected inmates</p> <p>FINDINGS: Agency Policy P-100, P-400, and K-300 address this provision. The auditor conducted a review of the above policy. The auditor had a chance to review ten (10) random classification files. Ten of the case files reflected the screening process was completed on the same date of arrival. All ten classification files reflected the process was completed within 48 hours of arrival to the facility. If classification could not be done in a timely fashion at the facility, the inmate was placed separate from other inmates until the classification process could be completed. The auditor conducted interviews with two randomly selected inmates. Staff interviewed reported inmates are screened normally within two – four hours and that the files reflected a follow-up with the inmate was continued periodically. Staff reported if any risk factors were to be detected, the inmate would be referred to the PREA Coordinator for proper follow-up within 7 days of intake.</p> <p>115.141 (b)</p> <p>POLICY AND DOCUMENT REVIEW: Agency Policy P-100 PREA ZERO TOLERANCE OF SEXUAL ABUSE AND SEXUAL HARASSMENT, P-400 VULNERABLE PREA POPULATION INMATES, K-300 CLASSIFICATION CRITERIA, Classification Screening Form, Classification Computer System</p> <p>FINDINGS: During the auditor’s site review of the facility, the intake staff and the classification staff showed and explained to the auditor the updated classification intake computer program. The computer records every intake question including all required and pertinent PREA related questions. If the newly booked inmate answers “YES” to any of the PREA questions during the intake screening, the inmate’s classification file gets flagged and the inmate’s information gets sent, via email, directly to the PREA Coordinator for review and follow-up. The computer also shows a time/date stamp which showed all inmate files reviewed were screen within 72 hours of arrival at the facility.</p> <p>115.141 (c)</p> <p>POLICY AND DOCUMENT REVIEW: Agency Policy P-100 PREA ZERO TOLERANCE OF SEXUAL ABUSE AND SEXUAL HARASSMENT, P-400 VULNERABLE PREA POPULATION INMATES, K-300 CLASSIFICATION CRITERIA, Classification Screening Form, Classification</p>

Computer System

INTERVIEWS: Classification Staff, Intake Staff responsible for risk screening: Intake and Medical Staff

FINDINGS: The auditor review the online classification computer program. The Classification online computer program reflects all of the required elements in the provision. The auditor interviewed Classification and Intake Staff. Staff interviewed confirmed they use the agency's screening tools during intake. Staff interviewed properly referenced the required elements inmates are screened for during the risk screening process.

115.141 (d)

POLICY AND DOCUMENT REVIEW: Agency Policy P-100 PREA ZERO TOLERANCE OF SEXUAL ABUSE AND SEXUAL HARASSMENT, P-400 VULNERABLE PREA POPULATION INMATES, K-300 CLASSIFICATION CRITERIA, Classification Screening Form, Classification Computer System

INTERVIEWS: Classification Staff, Intake Staff responsible for risk screening: Intake and Medical Staff

FINDINGS: The auditor interviewed Classification and Intake Staff. Staff reported the information is ascertained through inmate interviews, and from information collected through the online classification screening tool, medical screening, and classification file records.

115.151	Detainee reporting
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>115.151 (a)</p> <p>POLICY AND DOCUMENT REVIEW: Agency Policy P-100 PREA ZERO TOLERANCE OF SEXUAL ABUSE AND SEXUAL HARASSMENT, P-500 SEXUAL ASSAULT/ABUSE SECURITY PLAN, Inmate Rules and Regulations handbook, Grievance Form</p> <p>INTERVIEWS: PREA Compliance Manager, Random Sample of Inmates</p> <p>ONSITE REVIEW (TOUR OBSERVATIONS): During the site review, the auditor noted PREA Posters (noting he abuse hotline number), phones, and grievance forms are accessible to the inmates in each housing unit and in common areas. The auditor tested the phones to ensure the hotline number worked. The call was answered by a representative.</p> <p>FINDINGS: Agency policy P-100 and P-500 address this provision. Agency policy P-500 titled “Sexual Assault/Abuse- Security Response Plan” is a response plan the agency developed while establishes the roles, responsibilities and actions of security staff first responders should an incident of sexual abuse, assault, harassment, or retaliation occur in one of the agency’s facilities. Random inmate interviews confirmed inmates can utilize the phone in the day room area to contact a third-party crisis center by dialing the confidential PREA designated phone line 0#7777. They can call friends or family outside of the jail who can then report any incidents to staff. They can write a confidential note to the housing unit deputy. They can contact a deputy, medical, or mental health staff who can then report the incident for them. They can write confidentially, and through the mail to report the incident as well. Random staff interviews confirmed the staff was very aware that inmates could report any allegation of sexual abuse or harassment and that staff was required to immediately notify their supervisor of the incident to initiate the investigative process. They also know they must accept all reports coming from third parties, on message requests as well and can report confidentially themselves if they are in a situation where they feel they need to. Random inmate interviews reported they could make a report to staff (supervisor, counselor; family, use the hotline, or their probation officer. Most of the inmates indicated they would go directly to staff.</p> <p>115.151 (b)</p> <p>POLICY AND DOCUMENT REVIEW: Agency Policy P-100 PREA ZERO TOLERANCE OF SEXUAL ABUSE AND SEXUAL HARASSMENT, P-500 SEXUAL ASSAULT/ABUSE SECURITY PLAN, PREA Posters</p> <p>INTERVIEWS: PREA Compliance Manager, Random Sample of Staff</p> <p>ONSITE REVIEW (TOUR OBSERVATIONS): During the site review, the auditor noted PREA Posters (noting he abuse hotline number), phones, and grievance forms are accessible to the inmates in each housing unit and in common areas. The auditor tested the phones to ensure the hotline number worked. The call was answered by a representative.</p>

FINDINGS: Agency policy P-100 and P-500 address this provision. Agency policy P-500 titled 54

“Sexual Assault/Abuse- Security Response Plan” is a response plan the agency developed while establishes the roles, responsibilities and actions of security staff first responders should an incident of sexual abuse, assault, harassment, or retaliation occur in one of the agency’s facilities. Agency policy states that inmates are not detained solely for civil immigration purposes. Staff interviewed reported inmates could call a family member, their probation or parole officer, or the hotline if they needed to contact someone outside of the facility. The inmates interviewed reported they were aware they could make reports anonymously.

115.151 (c)

POLICY AND DOCUMENT REVIEW: Agency Policy P-100 PREA ZERO TOLERANCE OF SEXUAL ABUSE AND SEXUAL HARASSMENT, P-500 SEXUAL ASSAULT/ABUSE SECURITY PLAN, PREA Posters

INTERVIEWS: Random Sample of Staff, Random Sample of Inmates

ONSITE REVIEW (TOUR OBSERVATIONS): During the site review, the auditor noted PREA Posters (noting he abuse hotline number), phones, and grievance forms are accessible to the inmates in each housing unit and in common areas. The auditor tested the phones to ensure the hotline number worked. The call was answered by a representative.

FINDINGS: Agency policy P-100 and P-500 address this provision. Staff interviewed reported they would accept reports in writing, anonymously, verbally and through third parties, and that any reports received verbally would be documented immediately. Inmates interviewed reported they could make reports anonymously, in writing, verbally, or through a family member, case worker, or probation/parole officer.

115.154	Third-party reporting
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>115.154 (a)</p> <p>POLICY AND DOCUMENT REVIEW: Agency Policy P-100 PREA ZERO TOLERANCE OF SEXUAL ABUSE AND SEXUAL HARASSMENT, P-500 SEXUAL ASSAULT/ABUSE SECURITY PLAN, Posted Advocacy Information, Inmate Rules and Regulations Handbook, PREA Brochure</p> <p>INTERVIEWS: PREA Compliance Manager</p> <p>ONSITE REVIEW (TOUR OBSERVATIONS): During the site review, the auditor noted the posted PREA posters which included advocacy information for “The Women’s Center.” Victim Advocacy informational brochures are available for the inmates in both English and Spanish.</p> <p>FINDINGS: The agency has an MOU with community service providers that can provide inmates with confidential emotional support services related to sexual abuse. The agency has an understanding with “The Women’s Center” which is the rape crisis center in the area. Third party reports can be received either in writing or verbally or through “The Women’s Center.” The PREA Brochure includes information on “third party reporting” that can help an inmate with the reporting abuse. The brochure explains “third party reporting” can include a facility staff member, counselor, teacher, medical, professional, attorney, probation officer, parole officer, parent, spouse, or family member. The auditor reviewed the MOU with "The Women's Center" and confirmed there was a contract in place to provide the above services.</p>

115.161	Staff and agency reporting duties
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>115.161 (a)</p> <p>POLICY AND DOCUMENT REVIEW: Agency Policy P-100 PREA ZERO TOLERANCE OF SEXUAL ABUSE AND SEXUAL HARASSMENT, P-200 PREVENTION AND DETECTION OF SEXUAL ABUSE, P-500 SEXUAL ASSAULT/ABUSE SECURITY PLAN, P-600 PREA CRIMINAL AND ADMINISTRATIVE INVESTIGATIONS</p> <p>INTERVIEWS: Random Sample of Staff</p> <p>FINDINGS: Agency Policy P-100, P-200, P-500, and P-600 address this provision. All staff interviewed reported they would immediately report any knowledge, suspicion, or information regarding any allegation of sexual abuse or sexual harassment. Staff also reported they would report any retaliation against staff or inmates who reported an incident or any staff neglect or violation of responsibilities that may have contributed to an incident or retaliation.</p>
	<p>115.161 (b)</p> <p>POLICY AND DOCUMENT REVIEW: Agency Policy P-100 PREA ZERO TOLERANCE OF SEXUAL ABUSE AND SEXUAL HARASSMENT, P-200 PREVENTION AND DETECTION OF SEXUAL ABUSE, P-500 SEXUAL ASSAULT/ABUSE SECURITY PLAN, P-600 PREA CRIMINAL AND ADMINISTRATIVE INVESTIGATIONS</p> <p>INTERVIEWS: Random Sample of Staff</p> <p>FINDINGS: Agency Policy P-100, P-200, P-500, and P-600 address this provision. All staff interviewed reported they are required to comply with the State’s mandatory child abuse reporting laws.</p>
	<p>115.161 (c)</p> <p>POLICY AND DOCUMENT REVIEW: Agency Policy P-100 PREA ZERO TOLERANCE OF SEXUAL ABUSE AND SEXUAL HARASSMENT, P-200 PREVENTION AND DETECTION OF SEXUAL ABUSE, P-500 SEXUAL ASSAULT/ABUSE SECURITY PLAN, P-600 PREA CRIMINAL AND ADMINISTRATIVE INVESTIGATIONS</p> <p>INTERVIEWS: Random Sample of Staff</p> <p>FINDINGS: Agency Policy P-100, P-200, P-500, and P-600 address this provision. All staff interviewed reported they would make the initial report to their supervisor, write the incident report, and thereafter wait for further instructions for their supervisor. Staff reported they would not disclose any information regarding the incident and would follow policy regarding confidentiality. The auditor noted there were no reports in the last three years to review.</p>

115.161 (d)

POLICY AND DOCUMENT REVIEW: Agency Policy P-100 PREA ZERO TOLERANCE OF SEXUAL ABUSE AND SEXUAL HARASSMENT, P-200 PREVENTION AND DETECTION OF SEXUAL ABUSE, P-500 SEXUAL ASSAULT/ABUSE SECURITY PLAN, P-600 PREA CRIMINAL AND ADMINISTRATIVE INVESTIGATIONS

INTERVIEWS: Medical and Mental Health Staff

FINDINGS: Agency Policy P-100, P-200, P-500, and P-600 address this provision. Agency policy dictates that they do not accept nor house inmates under the age of eighteen (18), therefore this provision does not apply to this agency.

115.162	Agency protection duties
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>115.162 (a)</p> <p>POLICY AND DOCUMENT REVIEW: Agency Policy P-100 PREA ZERO TOLERANCE OF SEXUAL ABUSE AND SEXUAL HARASSMENT, P-500 SEXUAL ASSAULT/ABUSE SECURITY PLAN</p> <p>INTERVIEWS: Detentions and Corrections Division Commander, Lerdo Facility Watch Commander, Random Sample of Staff</p> <p>FINDINGS: Agency Policy P-100, and P-500 address this provision. The auditor interviewed random staff for this standard. Staff interviewed reported immediate action would be taken if staff were to become aware of any inmate being at substantial risk of imminent sexual abuse. Staff reported any allegation would be taken seriously and due diligence would be followed to ensure staff responded to inmates immediately. Management staff reported the key is creating a safe culture. Randomly selected staff reported in detail the immediate steps they would take to respond to any allegation of an inmate reporting they are at a substantial risk of imminent sexual abuse. The auditor interviewed two random staff members and asked that they walk the auditor through the process of an inmate reporting a PREA incident at their facility. Staff members walked the auditor through a methodical reporting process which was within guidelines of properly reporting an incident.</p>

115.163	Reporting to other confinement facilities
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>115.163 (a)</p> <p>POLICY AND DOCUMENT REVIEW: Agency Policy P-100 PREA ZERO TOLERANCE OF SEXUAL ABUSE AND SEXUAL HARASSMENT, P-450 REPORTING SEXUAL ABUSE, P-500 SEXUAL ASSAULT/ABUSE SECURITY PLAN</p> <p>INTERVIEWS: PREA Coordinator</p> <p>FINDINGS: Agency Policy P-100, P-450, and P-500 address this provision. The auditor interviewed the PREA Coordinator for this provision. During the auditor’s interview with the PREA Coordinator, the auditor confirmed that upon receiving an allegation to which an inmate was sexually abused while confined at another facility, the head of the facility (Watch Commander) that received the allegation from his staff, will notify the supervisor of the agency where the alleged abuse occurred. Per agency policy, this is mandated to occur within 72 hours of being notified of the allegation. The agency shall document the report, and document that it has provided such notification. There have been no allegations and therefore, the Auditor was unable to review applicable paperwork in regards to this standard.</p>
	<p>115.163 (b)</p> <p>POLICY AND DOCUMENT REVIEW: Agency Policy P-100 PREA ZERO TOLERANCE OF SEXUAL ABUSE AND SEXUAL HARASSMENT, P-450 REPORTING SEXUAL ABUSE, P-500 SEXUAL ASSAULT/ABUSE SECURITY PLAN</p> <p>INTERVIEWS: PREA Coordinator</p> <p>FINDINGS: Agency Policy P-100, P-450, and P-500 address this provision. The auditor interviewed the PREA Coordinator for this provision. During the auditor’s interview with the PREA Coordinator, the auditor confirmed that upon receiving an allegation to which an inmate was sexually abused while confined at another facility, the head of the facility (Watch Commander) that received the allegation from his staff, will notify the supervisor of the agency where the alleged abuse occurred. Per agency policy, this is mandated to occur within 72 hours of being notified of the allegation. The agency shall document the report, and document that it has provided such notification.</p>
	<p>115.163 (c)</p> <p>POLICY AND DOCUMENT REVIEW: Agency Policy P-100 PREA ZERO TOLERANCE OF SEXUAL ABUSE AND SEXUAL HARASSMENT, P-450 REPORTING SEXUAL ABUSE, P-500 SEXUAL ASSAULT/ABUSE SECURITY PLAN</p> <p>INTERVIEWS: PREA Coordinator, Lerdo Facility Watch Commander</p> <p>FINDINGS: Agency Policy P-100, P-450, and P-500 address this provision. The auditor</p>

interviewed the PREA Coordinator for this provision. During the auditor's interview with the PREA Coordinator, the auditor confirmed that upon receiving an allegation to which an inmate was sexually abused while confined at another facility, the head of the facility (Watch Commander) that received the allegation from his staff, will notify the supervisor of the agency where the alleged abuse occurred. Per agency policy, this is mandated to occur within 72 hours of being notified of the allegation. The agency shall document the report, and document that it has provided such notification.

115.163 (d)

POLICY AND DOCUMENT REVIEW: Agency Policy P-100 PREA ZERO TOLERANCE OF SEXUAL ABUSE AND SEXUAL HARASSMENT, P-450 REPORTING SEXUAL ABUSE, P-500 SEXUAL ASSAULT/ABUSE SECURITY PLAN

INTERVIEWS: PREA Coordinator, Lerdo Facility Watch Commander

FINDINGS: Agency Policy P-100, P-450, and P-500 address this provision. The auditor interviewed the PREA Coordinator for this provision. During the auditor's interview with the PREA Coordinator, the auditor confirmed that upon receiving an allegation to which an inmate was sexually abused while confined at another facility, the head of the facility (Watch Commander) that received the allegation from his staff, will notify the supervisor of the agency where the alleged abuse occurred. Per agency policy, this is mandated to occur within 72 hours of being notified of the allegation. The agency shall document the report, and document that it has provided such notification. Staff interviewed reported they would initiate an investigation just like any other. They would make a request for cooperation form the other facility.

115.164	Staff first responder duties
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>115.164 (a)</p> <p>POLICY AND DOCUMENT REVIEW: Agency Policy P-100 PREA ZERO TOLERANCE OF SEXUAL ABUSE AND SEXUAL HARASSMENT, P-450 REPORTING SEXUAL ABUSE, P-500 SEXUAL ASSAULT/ABUSE SECURITY PLAN</p> <p>INTERVIEWS: Random Security Staff First Responders</p> <p>FINDINGS: Agency Policy P-100, P-450, and P-500 address this provision. Agency policy P-450 "Reporting Sexual Abuse" states upon learning an allegation that an inmate was sexually abused, the first security staff member to respond to the report is required to-</p> <ul style="list-style-type: none"> • Separate the alleged victim and abuser • Preserve and protect any crime scene until appropriate steps can be taken to collect any evidence • Request that the alleged victim not take any actions that could destroy physical evidence, including, washing, brushing teeth, changing clothes, urinating, defecating, smoking, drinking, or eating, if the abuse occurred within a period that still allows for the collection of physical evidence. • Ensure that the alleged abuser does not take any actions that could destroy physical evidence, including, washing, brushing teeth, changing clothes, urinating, defecating, smoking, drinking, or eating, if the abuse occurred within a period that still allows or the collection of physical evidence. <p>Per the agency PREA policy (P-100), the first responding staff member is required to request that the alleged victim not take any actions that could destroy physical evidence, and then they are to immediately notify a supervisor so the investigation can be initiated.</p> <p>The auditor conducted a review of the above policies in their entirety. The auditor noted the PREA Coordinator made "PREA Quick Reference Guides" that were small enough to fit in every staff member's uniform pocket. They were laminated, and given to all jail staff members to utilize should there be a PREA incident. This ensured all staff could quickly reference the applicable PREA first responder duties should an emergency of that nature arise.</p> <p>A review of the policy outlines in detail the steps staff are to follow when responding to an allegation. The agency protocol, which meets the standard requirements, was followed. The auditor was given one of the pocketbooks to review. The pocketbook outlines all basic PREA investigative measures and is a great tool for staff.</p> <p>115.164 (b)</p> <p>POLICY AND DOCUMENT REVIEW: Agency Policy P-100 PREA ZERO TOLERANCE OF SEXUAL ABUSE AND SEXUAL HARASSMENT, P-450 REPORTING SEXUAL ABUSE, P-500</p>

SEXUAL ASSAULT/ABUSE SECURITY PLAN

INTERVIEWS: Random Security Staff First Responders, PREA Coordinator, Inmate who reported sexual abuse

FINDINGS: Agency Policy P-100, P-450, and P-500 address this provision. The auditor reviewed a report of sexual abuse- inmate versus inmate. There was no forensic evidence available. Staff interviewed reported that all investigative policies were followed. Because there was no forensic evidence available, the first responder did not ask that the victim take any actions that could destroy physical evidence as it was not required.

115.165	Coordinated response
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>115.165 (a)</p> <p>POLICY AND DOCUMENT REVIEW: Agency Policy P-100 PREA ZERO TOLERANCE OF SEXUAL ABUSE AND SEXUAL HARASSMENT, P-450 REPORTING SEXUAL ABUSE, P-500 SEXUAL ASSAULT/ABUSE SECURITY PLAN, P-550 VICTIM SERVICES RESPONSE PLAN</p> <p>INTERVIEWS: PREA Coordinator</p> <p>FINDINGS: Agency Policy P-100, P-450, and P-500, and P-550 address this provision. The auditor reviewed a report of sexual abuse- inmate versus inmate. A review of policy P-100 outlines in detail the steps staff are to follow when responding to an allegation. This included the response by security/supervisory/management staff, medical, law enforcement, and The Women’s Center. The document clearly outlines the institutional plan to coordinate actions taken in response to an incident. Staff interviewed reiterated the protocols outlined in the agency’s institutional plan.</p> <p>The agency has a written policy P-550 “Victim Services Response Plan” which outlines a plan to coordinate actions among staff members, medical and mental health practitioners, Detectives and facility leadership taken in response to an incident of sexual abuse.</p>

115.166	Preservation of ability to protect detainees from contact with abusers
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>115.166 (a)</p> <p>POLICY AND DOCUMENT REVIEW: Agency Policy P-100 PREA ZERO TOLERANCE OF SEXUAL ABUSE AND SEXUAL HARASSMENT</p> <p>INTERVIEWS: PREA Coordinator</p> <p>FINDINGS: Agency Policy P-100 address this provision. The auditor reviewed the above policy for this provision. A review of policy P-100 outlines that the agency and any other governmental entities responsible for collective bargaining on the agency's behalf are prohibited from entering into or renewing any collective bargaining agreement or other agreement that limits the agency's ability to remove alleged staff sexual abusers from contact with any inmates pending the outcome of an investigation. All contracts must abide by all Federal PREA laws.</p>

115.167	Agency protection against retaliation
Auditor Overall Determination: Meets Standard	
Auditor Discussion	
<p>115.167 (a)</p> <p>POLICY AND DOCUMENT REVIEW: Agency Policy P-100 PREA ZERO TOLERANCE OF SEXUAL ABUSE AND SEXUAL HARASSMENT</p> <p>INTERVIEWS: PREA Coordinator, Random Staff</p> <p>FINDINGS: Agency Policy P-100 address this provision. The auditor interviewed the PREA Coordinator and Random Staff for this provision. Staff reported when an investigation is initiated, the individual making the report is told what the expected process will be and if anyone threatens or otherwise makes them feel uncomfortable, they are provided with the same name of the person to notify. Staff and inmates are informed in the Inmate Rules and Regulations Handbook as well as in the PREA Brochure that any retaliation will be taken seriously and acted upon. Staff reported the process followed and strategies used when monitoring for potential retaliation against both inmates and staff. Staff advised The Women’s Center is offered as a resource for emotional support. In the allegation of inmate versus inmate sexual assault, the PREA Coordinator and Lieutenant of the Compliance Unit is tasked with monitoring possible retaliation.</p> <p>115.167 (b)</p> <p>POLICY AND DOCUMENT REVIEW: Agency Policy P-100 PREA ZERO TOLERANCE OF SEXUAL ABUSE AND SEXUAL HARASSMENT</p> <p>INTERVIEWS: PREA Coordinator, Random Staff</p> <p>FINDINGS: Agency Policy P-100 address this provision. The auditor interviewed the PREA Coordinator and Random Staff for this provision. Staff reported when an investigation is initiated, the individual making the report is told what the expected process will be and if anyone threatens or otherwise makes them feel uncomfortable, they are provided with the same name of the person to notify. Staff and inmates are informed in the Inmate Rules and Regulations Handbook as well as in the PREA Brochure that any retaliation will be taken seriously and acted upon. Staff reported the process followed and strategies used when monitoring for potential retaliation against both inmates and staff. Staff advised The Women’s Center is offered as a resource for emotional support. In the allegation of inmate versus inmate sexual assault, the PREA Coordinator and Lieutenant of the Compliance Unit is tasked with monitoring possible retaliation. Both are tasked with monitoring the victim as well as the suspected suspects for ninety (90) days.</p> <p>115.167 (c)</p> <p>POLICY AND DOCUMENT REVIEW: Agency Policy P-100 PREA ZERO TOLERANCE OF SEXUAL ABUSE AND SEXUAL HARASSMENT</p>	

INTERVIEWS: PREA Coordinator, Random Staff

FINDINGS: Agency Policy P-100 address this provision. The auditor interviewed the PREA Coordinator and Random Staff for this provision. Staff reported when an investigation is initiated, the individual making the report is told what the expected process will be and if anyone threatens or otherwise makes them feel uncomfortable, they are provided with the same name of the person to notify. Staff and inmates are informed in the Inmate Rules and Regulations Handbook as well as in the PREA Brochure that any retaliation will be taken seriously and acted upon. Staff reported the process followed and strategies used when monitoring for potential retaliation against both inmates and staff. Staff advised The Women's Center is offered as a resource for emotional support.

115.167 (d)

POLICY AND DOCUMENT REVIEW: Agency Policy P-100 PREA ZERO TOLERANCE OF SEXUAL ABUSE AND SEXUAL HARASSMENT

INTERVIEWS: PREA Coordinator, Random Staff

FINDINGS: Agency Policy P-100 address this provision. The auditor reviewed all sexual abuse reports. In the allegation involving inmate versus inmate sexual abuse, the PREA Coordinator was delegated with monitoring retaliation. The auditor interviewed random staff members. Staff interviewed discussed in detail the type of periodic status checks they conduct when monitoring for retaliation against inmates. Per the agency policy, the first initial check for retaliation MUST be conducted within 14 days. There is an online form utilized by the agency called, "PREA Victim Monitoring." This is where the monitoring is recorded for future monitoring purposes, as well as documentation purposes. The auditor conducted a "spot check" of 5 "PREA Victim Monitoring" forms. All of the tracking and monitoring occurred within the 14 day timeframe.

115.171	Criminal and administrative agency investigations
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>115.171 (a)</p> <p>POLICY AND DOCUMENT REVIEW: Agency Policy P-100 PREA ZERO TOLERANCE OF SEXUAL ABUSE AND SEXUAL HARASSMENT, P-600 PREA- CRIMINAL AND ADMINISTRATIVE INVESTIGATIONS</p> <p>INTERVIEWS: PREA Coordinator, Investigative Staff</p> <p>FINDINGS: Agency Policy P-100, and P-600 address this provision. The auditor conducted a review of the above policies. The agency conducts its own investigations into allegations of sexual abuse and sexual harassment. The auditor conducted a review of all PREA reports for 2015- 2017. There were no PREA allegation of sexual assault or harassment made. The auditor was notified of an incident that occurred prior to the auditing timeframe at this facility. A staff member was sexually assaulting inmates while on duty. The auditor was able to review the report and spoke with the PREA Coordinator at length in regards to the incident. The incident had been properly reported and investigated by interval affairs. The staff member was eventually fired from the department, and given sentenced to several years in prison for the incident.</p> <p>115.171 (b)</p> <p>POLICY AND DOCUMENT REVIEW: Agency Policy P-100 PREA ZERO TOLERANCE OF SEXUAL ABUSE AND SEXUAL HARASSMENT, P-600 PREA- CRIMINAL AND ADMINISTRATIVE INVESTIGATIONS</p> <p>INTERVIEWS: PREA Coordinator, Investigative Staff</p> <p>FINDINGS: Agency Policy P-100, and P-600 address this provision. The auditor interviewed Investigative Staff. The agency uses Detectives from the Kern County Sheriff’s Office Sexual Assault and Abuse Investigations Unit (SAAIU) unit. The Detectives have all received specialized training in sexual abuse investigations. The auditor conducted an interview with one of the detectives for the agency. The Investigations Sergeant confirmed the Detectives gather and preserve direct and circumstantial evidence, including any available physical and DNA evidence and any available electronic monitoring data. They also interview all alleged victims, suspected perpetrators, and witnesses. They also review prior reports and complaints of sexual abuse involving the suspected perpetrator.</p> <p>When the Detectives believe the quality of evidence appears to support criminal prosecution, the agency conducts compelled interviews only after consulting with prosecutors as to whether compelled interviews may be an obstacle for subsequent criminal prosecution.</p> <p>The agency assesses the credibility of an alleged victim suspect, or witness on an individual basis and not based on that individual’s status as inmate or staff. The agency investigates all allegations of sexual abuse without requiring an inmate who alleges sexual abuse to submit to</p>

a polygraph examination or other truth-telling device as a condition of proceeding.

115.171 (c)

POLICY AND DOCUMENT REVIEW: Agency Policy P-100 PREA ZERO TOLERANCE OF SEXUAL ABUSE AND SEXUAL HARASSMENT, P-600 PREA- CRIMINAL AND ADMINISTRATIVE INVESTIGATIONS

INTERVIEWS: PREA Coordinator, Investigative Staff

FINDINGS: Agency Policy P-100, and P-600 address this provision. The auditor interviewed Investigative Staff. The agency uses Detectives from the Kern County Sheriff's Office Sexual Assault and Abuse Investigations Unit (SAAIU) unit. The Detectives have all received specialized training in sexual abuse investigations. The auditor conducted an interview with one of the detectives for the agency. The Investigations Sergeant confirmed the Detectives gather and preserve direct and circumstantial evidence, including any available physical and DNA evidence and any available electronic monitoring data. They also interview all alleged victims, suspected perpetrators, and witnesses. They also review prior reports and complaints of sexual abuse involving the suspected perpetrator.

115.171 (d)

POLICY AND DOCUMENT REVIEW: Agency Policy P-100 PREA ZERO TOLERANCE OF SEXUAL ABUSE AND SEXUAL HARASSMENT, P-600 PREA- CRIMINAL AND ADMINISTRATIVE INVESTIGATIONS

INTERVIEWS: PREA Coordinator, Investigative Staff

FINDINGS: Agency Policy P-100, and P-600 address this provision. The auditor interviewed Investigative Staff. The agency uses Detectives from the Kern County Sheriff's Office Sexual Assault and Abuse Investigations Unit (SAAIU) unit. The Detectives have all received specialized training in sexual abuse investigations. The auditor conducted an interview with one of the detectives for the agency. The Investigations Sergeant confirmed the Detectives gather and preserve direct and circumstantial evidence, including any available physical and DNA evidence and any available electronic monitoring data. They also interview all alleged victims, suspected perpetrators, and witnesses. They also review prior reports and complaints of sexual abuse involving the suspected perpetrator.

When the Detectives believe the quality of evidence appears to support criminal prosecution, the agency conducts compelled interviews only after consulting with prosecutors as to whether compelled interviews may be an obstacle for subsequent criminal prosecution.

115.171 (e)

POLICY AND DOCUMENT REVIEW: Agency Policy P-100 PREA ZERO TOLERANCE OF SEXUAL ABUSE AND SEXUAL HARASSMENT, P-600 PREA- CRIMINAL AND ADMINISTRATIVE INVESTIGATIONS

INTERVIEWS: PREA Coordinator, Investigative Staff

FINDINGS: Agency Policy P-100, and P-600 address this provision. The auditor interviewed Investigative Staff. The agency uses Detectives from the Kern County Sheriff's Office Sexual Assault and Abuse Investigations Unit (SAAIU) unit. The Detectives have all received specialized training in sexual abuse investigations. The auditor conducted an interview with one of the detectives for the agency. The Investigations Sergeant confirmed the Detectives gather and preserve direct and circumstantial evidence, including any available physical and DNA evidence and any available electronic monitoring data. They also interview all alleged victims, suspected perpetrators, and witnesses. They also review prior reports and complaints of sexual abuse involving the suspected perpetrator.

The agency assesses the credibility of an alleged victim suspect, or witness on an individual basis and not based on that individual's status as inmate or staff. The agency investigates all 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 of proceeding.

A review of the investigative files reflected law enforcement becomes involved when there is a potential for criminal charges being filed. Staff interviewed reported law enforcement becomes involved when there is an indication the case is prosecutable. Staff reported law enforcement would then refer the case for prosecutorial review.

115.171 (f)

POLICY AND DOCUMENT REVIEW: Agency Policy P-100 PREA ZERO TOLERANCE OF SEXUAL ABUSE AND SEXUAL HARASSMENT, P-600 PREA- CRIMINAL AND ADMINISTRATIVE INVESTIGATIONS

INTERVIEWS: PREA Coordinator, Compliance Unit Lieutenant, Internal Affairs Investigative Staff

FINDINGS: Agency Policy P-100, and P-600 address this provision. The auditor interviewed Investigative Staff and Internal Affairs Staff. Staff interviewed reported all information would be considered, documented, and assessed as a part of the investigation. Staff also reported a polygraph is not a part of the investigative process.

115.171 (g)

POLICY AND DOCUMENT REVIEW: Agency Policy P-100 PREA ZERO TOLERANCE OF SEXUAL ABUSE AND SEXUAL HARASSMENT, P-600 PREA- CRIMINAL AND ADMINISTRATIVE INVESTIGATIONS

INTERVIEWS: PREA Coordinator, Compliance Unit Lieutenant, Internal Affairs Investigative Staff

FINDINGS: Agency Policy P-100, and P-600 address this provision. The auditor interviewed Investigative Staff and Internal Affairs Staff. Staff interviewed reported all information would be considered, documented, and assessed as a part of the investigation. Staff also reported a

polygraph is not a part of the investigative process.

115.171 (h)

POLICY AND DOCUMENT REVIEW: Agency Policy P-100 PREA ZERO TOLERANCE OF SEXUAL ABUSE AND SEXUAL HARASSMENT, P-600 PREA- CRIMINAL AND ADMINISTRATIVE INVESTIGATIONS

INTERVIEWS: PREA Coordinator, Compliance Unit Lieutenant, Internal Affairs Investigative Staff

FINDINGS: Agency Policy P-100, and P-600 address this provision. The auditor interviewed Investigative Staff and Internal Affairs Staff. The agency will not conduct any compelled interviews until after all criminal proceedings are complete, or the District Attorney has declined to file the complaint. The auditor reviewed an investigative file. A review of the investigative files reflected there had been several reports where the victim declined prosecution. Without the permission of the victim, the district attorney declined prosecution. The incident review process, which address this provision, was completed.

115.171 (i)

POLICY AND DOCUMENT REVIEW: Agency Policy P-100 PREA ZERO TOLERANCE OF SEXUAL ABUSE AND SEXUAL HARASSMENT, P-600 PREA- CRIMINAL AND ADMINISTRATIVE INVESTIGATIONS

INTERVIEWS: PREA Coordinator, Compliance Unit Lieutenant, Internal Affairs Investigative Staff

FINDINGS: Agency Policy P-100, and P-600 address this provision. The auditor reviewed the above applicable policies. Additionally, the agency is required per their PREA policy to retain all written reports for as long as the alleged abuser is incarcerated or employed by the agency, plus five years. The agency ensures that the departure of an alleged abuser or victim from the employment or control of the facility or agency does not provide a basis for terminating an investigation. The auditor reviewed the PREA Coordinator's files. The PREA Coordinator holds all such reports in the Compliance Unit office in a locked file cabinet. The Compliance Unit Office is a building which is separate from all of the jail facilities but is still on the Kern County Sheriff's Office property.

115.171 (j)

POLICY AND DOCUMENT REVIEW: Agency Policy P-100 PREA ZERO TOLERANCE OF SEXUAL ABUSE AND SEXUAL HARASSMENT, P-600 PREA- CRIMINAL AND ADMINISTRATIVE INVESTIGATIONS

INTERVIEWS: PREA Coordinator, Compliance Unit Lieutenant, Internal Affairs Investigative Staff

FINDINGS: Agency Policy P-100, and P-600 address this provision. The auditor reviewed the

above applicable policies. Additionally, the agency is required per their PREA policy to retain all written reports for as long as the alleged abuser is incarcerated or employed by the agency, plus five years. The auditor reviewed investigative files.

115.171 (k)

POLICY AND DOCUMENT REVIEW: Agency Policy P-100 PREA ZERO TOLERANCE OF SEXUAL ABUSE AND SEXUAL HARASSMENT, P-600 PREA- CRIMINAL AND ADMINISTRATIVE INVESTIGATIONS

INTERVIEWS: PREA Coordinator, Investigative Staff

FINDINGS: Agency Policy P-100, and P-600 address this provision. The auditor reviewed Investigative Staff. Staff interviewed reported an investigation would continue regardless of whether the alleged abuser or alleged victim left the facility.

115.171 (l)

POLICY AND DOCUMENT REVIEW: Agency Policy P-100 PREA ZERO TOLERANCE OF SEXUAL ABUSE AND SEXUAL HARASSMENT, P-600 PREA- CRIMINAL AND ADMINISTRATIVE INVESTIGATIONS

FINDINGS: Agency Policy P-100, and P-600 address this provision. The auditor reviewed the above applicable files. The agency is not required to respond to this provision. An outside agency does not conduct administrative or criminal sexual abuse investigations.

115.172	Evidentiary standard for administrative investigations
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>115.172 (a)</p> <p>POLICY AND DOCUMENT REVIEW: Agency Policy P-100 PREA ZERO TOLERANCE OF SEXUAL ABUSE AND SEXUAL HARASSMENT, P-600 PREA- CRIMINAL AND ADMINISTRATIVE INVESTIGATIONS, Investigative Files</p> <p>INTERVIEWS: Investigative Staff</p> <p>FINDINGS: Agency Policy P-100, and P-600 address this provision. The auditor interviewed Investigative Staff and reviewed investigative files. A review of the investigative files indicated the proper standard was used in determining that the allegations were founded/substantiated. Staff reported the standard of evidence used to substantiate allegations is the preponderance of the evidence.</p>

115.176	Disciplinary sanctions for staff
Auditor Overall Determination: Meets Standard	
Auditor Discussion	
<p>115.176 (a)</p> <p>POLICY AND DOCUMENT REVIEW: Agency Policy P-100 PREA ZERO TOLERANCE OF SEXUAL ABUSE AND SEXUAL HARASSMENT, P-900 HIRING, PROMOTIONS, AND DISCIPLINE</p> <p>FINDINGS: Agency Policy P-100, and P-900 address this provision. The auditor reviewed the above policies. Per policy P-900 “PREA-Hiring, Promotions, and Discipline” staff are subject to disciplinary sanctions up to and including termination for violating agency sexual abuse or sexual harassment policies. Additionally, disciplinary sanctions for violations of agency policies relations to sexual abuse or sexual harassment 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>The agency reported there have been no staff that have violated agency sexual abuse or sexual harassment policies in the past twelve (12) months. The auditor also spoke with the PREA Coordinator who reported there had been no allegations of sexual harassment or sexual assault at the Ridgecrest facility in the past three years since the prior PREA audit.</p> <p>115.176 (b)</p> <p>POLICY AND DOCUMENT REVIEW: Agency Policy P-100 PREA ZERO TOLERANCE OF SEXUAL ABUSE AND SEXUAL HARASSMENT, P-900 HIRING, PROMOTIONS, AND DISCIPLINE</p> <p>FINDINGS: Agency Policy P-100, and P-900 address this provision. The auditor reviewed the above policies. Per policy P-900 “PREA-Hiring, Promotions, and Discipline” staff are subject to disciplinary sanctions up to and including termination for violating agency sexual abuse or sexual harassment policies. 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 are reported to law enforcement agencies, and to relevant licensing bodies.</p> <p>The agency reported there have been no staff that have violated agency sexual abuse or sexual harassment policies in the past twelve (12) months.</p> <p>115.176 (c)</p> <p>POLICY AND DOCUMENT REVIEW: Agency Policy P-100 PREA ZERO TOLERANCE OF SEXUAL ABUSE AND SEXUAL HARASSMENT, P-900 HIRING, PROMOTIONS, AND DISCIPLINE</p> <p>FINDINGS: Agency Policy P-100, and P-900 address this provision. The auditor reviewed the above policies. Per policy P-900 “PREA-Hiring, Promotions, and Discipline” staff are subject to</p>	

disciplinary sanctions up to and including termination for violating agency sexual abuse or sexual harassment policies. 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 are reported to law enforcement agencies, and to relevant licensing bodies.

The agency reported there have been no staff that have violated agency sexual abuse or sexual harassment policies in the past twelve (12) months.

115.177	Corrective action for contractors and volunteers
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>115.177 (a)</p> <p>POLICY AND DOCUMENT REVIEW: Agency Policy P-100 PREA ZERO TOLERANCE OF SEXUAL ABUSE AND SEXUAL HARASSMENT, P-900 HIRING, PROMOTIONS, AND DISCIPLINE</p> <p>FINDINGS: Agency Policy P-100, and P-900 address this provision. The auditor reviewed the above policies. The agency reported there had been no contractor or volunteer reported to law enforcement agencies and relevant licensing bodies for engaging in sexual abuse of inmates in the past twelve (12) months, therefore there was no documentation to review specific to this provision.</p> <p>115.177 (b)</p> <p>POLICY AND DOCUMENT REVIEW: Agency Policy P-100 PREA ZERO TOLERANCE OF SEXUAL ABUSE AND SEXUAL HARASSMENT, P-900 HIRING, PROMOTIONS, AND DISCIPLINE</p> <p>FINDINGS: Agency Policy P-100, and P-900 address this provision. The auditor reviewed the above policies. The agency reported there had been no contractor or volunteer reported to law enforcement agencies and relevant licensing bodies for engaging in sexual abuse of inmates in the past twelve (12) months, therefore there was no documentation to review specific to this provision. The auditor interviewed Investigative Staff. Staff interviewed reported any allegations of sexual abuse of inmates by contractors or volunteers would be treated the same as if they were regular staff. Human Resources would be contacted, who would then contact the contractor's point of contact and cease the contract with the contractor. Both volunteers and contractors would be prohibited from having further contact with inmates.</p>

115.178	Referral for prosecution for detainee-on-detainee sexual abuse
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>115.178 (a)</p> <p>POLICY AND DOCUMENT REVIEW: Agency Policy P-100 PREA ZERO TOLERANCE OF SEXUAL ABUSE AND SEXUAL HARASSMENT, P-900 HIRING, PROMOTIONS, AND DISCIPLINE, Inmates Rules and Regulations Handbook. The agency reported there was one incident of substantiated sexual contact between inmates. The suspect was monitored for further incidents and referred for mental health services.</p> <p>FINDINGS: Agency Policy P-100, and P-900 address this provision. The auditor reviewed the Inmate Rules and Regulations Handbook. The Inmate Rules and Regulations Handbook provide information related to the Code of Conduct and Progressive Disciplinary Sanctions, including sanctions pertaining to sexual abuse and sexual harassment.</p> <p>115.78 (b)</p> <p>POLICY AND DOCUMENT REVIEW: Agency Policy P-100 PREA ZERO TOLERANCE OF SEXUAL ABUSE AND SEXUAL HARASSMENT, P-900 HIRING, PROMOTIONS, AND DISCIPLINE, Inmates Rules and Regulations Handbook. The agency reported there was one incident of substantiated sexual contact between inmates. The suspect was monitored for further incidents and referred for mental health services.</p> <p>INTERVIEWS: Lerdo Jail Watch Commander</p> <p>FINDINGS: Agency Policy P-100, and P-900 address this provision. The auditor reviewed the above policies and interviewed the Lerdo Jail Watch Commander. The agency reported there was one incident of substantiated sexual contact between inmates. The suspect was monitored for further incidents and referred for mental health services. The agency reported there have been no inmates placed in isolation for inmate-on-inmate sexual abuse as a disciplinary sanction in the past twelve (12) months. The auditor requested to review all reports and investigations at the Ridgecrest facility for the past three years, however, there have been no reportable PREA incidents.</p>

115.182	Access to emergency medical and mental health services
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>115.182 (a)</p> <p>POLICY AND DOCUMENT REVIEW: Agency Policy P-100 PREA ZERO TOLERANCE OF SEXUAL ABUSE AND SEXUAL HARASSMENT, P-500 SEXUAL ASSAULT/ABUSE RESPONSE PLAN, P-550 VICTIM SERVICES RESPONSE PLAN</p> <p>INTERVIEWS: Medical and Mental Health Staff, Inmate who Reported Sexual Abuse</p> <p>FINDINGS: Agency Policy P-100, P-500, and P-550 address this provision. The auditor interviewed medical and mental health staff. Staff interviewed reported inmates would be provided emergency medical treatment immediately and that the nature and scope of the services are determined according to their professional judgement. The auditor interviewed two random medical staff members.</p>

115.186	Sexual abuse incident reviews
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>115.186 (a)</p> <p>POLICY AND DOCUMENT REVIEW: Agency Policy P-100 PREA ZERO TOLERANCE OF SEXUAL ABUSE AND SEXUAL HARASSMENT, P-700 PREA- DATA COLLECTION, REVIEWS AND AUDITS</p> <p>FINDINGS: Agency Policy P-100, and P-700 address this provision. The auditor reviewed the above applicable policies. The agency utilizes its supervisors and investigative staff to conduct a sexual abuse incident review at the end of every sexual abuse investigation. This includes investigations where the incident was not substantiated. The auditor interviewed medical and mental health staff as well as members of the review team to ensure the review was being conducted in a timely fashion. This review is conducted within 30 days of the conclusion of the investigation. As previously stated, the review team includes a mixture of upper-level management officials, line supervisors, investigators, and medical and mental health staff.</p> <p>The facility takes all the above factors into account after an investigation and usually implements the recommendations for improvement. If not, it documents the reason for doing so.</p> <p>115.186 (b)</p> <p>POLICY AND DOCUMENT REVIEW: Agency Policy P-100 PREA ZERO TOLERANCE OF SEXUAL ABUSE AND SEXUAL HARASSMENT, P-700 PREA- DATA COLLECTION, REVIEWS AND AUDITS, Investigative Files</p> <p>FINDINGS: Agency Policy P-100, and P-700 address this provision. The auditor reviewed the above applicable policies. The agency utilizes its supervisors and investigative staff to conduct a sexual abuse incident review at the end of every sexual abuse investigation. This includes investigations where the incident was not substantiated. The auditor interviewed medical and mental health staff as well as members of the review team to ensure the review was being conducted in a timely fashion. This review is conducted within 30 days of the conclusion of the investigation. As previously stated, the review team includes a mixture of upper-level management officials, line supervisors, investigators, and medical and mental health staff.</p> <p>The facility takes all the above factors into account after an investigation and usually implements the recommendations for improvement. If not, it documents the reason for doing so. A review of the investigative files reflected the department had completed a sexual abuse incident review as required.</p> <p>115.186 (c)</p> <p>POLICY AND DOCUMENT REVIEW: Policy P-100 PREA ZERO TOLERANCE OF SEXUAL ABUSE AND SEXUAL HARASSMENT, P-700 PREA- DATA COLLECTION, REVIEWS AND</p>

AUDITS

FINDINGS: Agency Policy P-100, and P-700 address this provision. The auditor reviewed the above applicable policies. The agency utilizes its supervisors and investigative staff to conduct a sexual abuse incident review at the end of every sexual abuse investigation. This includes investigations where the incident was not substantiated. The auditor interviewed medical and mental health staff as well as members of the review team to ensure the review was being conducted in a timely fashion. This review is conducted within 30 days of the conclusion of the investigation. As previously stated, the review team includes a mixture of upper-level management officials, line supervisors, investigators, and medical and mental health staff.

The facility takes all the above factors into account after an investigation and usually implements the recommendations for improvement. If not, it documents the reason for doing so.

115.186 (d)

POLICY AND DOCUMENT REVIEW: Agency Policy P-100 PREA ZERO TOLERANCE OF SEXUAL ABUSE AND SEXUAL HARASSMENT, P-700 PREA- DATA COLLECTION, REVIEWS AND AUDITS

FINDINGS: Agency Policy P-100, and P-700 address this provision. The auditor reviewed the above applicable policies. The agency utilizes its supervisors and investigative staff to conduct a sexual abuse incident review at the end of every sexual abuse investigation. This includes investigations where the incident was not substantiated. The auditor interviewed medical and mental health staff as well as members of the review team to ensure the review was being conducted in a timely fashion. This review is conducted within 30 days of the conclusion of the investigation. As previously stated, the review team includes a mixture of upper-level management officials, line supervisors, investigators, and medical and mental health staff.

The facility takes all the above factors into account after an investigation and usually implements the recommendations for improvement. If not, it documents the reason for doing so.

115.186 (e)

POLICY AND DOCUMENT REVIEW: Agency Policy P-100 PREA ZERO TOLERANCE OF SEXUAL ABUSE AND SEXUAL HARASSMENT, P-700 PREA- DATA COLLECTION, REVIEWS AND AUDITS

FINDINGS: Agency Policy P-100, and P-700 address this provision.

115.187	Data collection
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>115.187 (a) and (c)</p> <p>POLICY AND DOCUMENT REVIEW: P-700 PREA- DATA COLLECTION, REVIEWS AND AUDITS. Database.</p> <p>FINDINGS: Agency Policy P-700 address this provision. The auditor completed a review of the above applicable policies and a review of the PREA online database. A review of the database reflected a comprehensive system designed to maintain various elements for the required data for sexual abuse allegations, plus also data for sexual harassment allegations. One of the functions of the Compliance Unit is to populate and maintain the PREA investigation database. The database contains information on all allegations of abuse, neglect and exploitation, and all serious incidents at the Lerdo facility as defined by The Women’s Center, which includes sexual misconduct.</p>
	<p>115.187 (b)</p> <p>POLICY AND DOCUMENT REVIEW: P-700 PREA- DATA COLLECTION, REVIEWS AND AUDITS. Database.</p> <p>FINDINGS: Agency Policy P-700 address this provision. The auditor completed a review of the above applicable policies and a review of the PREA online database. A review of the database reflected a comprehensive system designed to maintain various elements for the required data for sexual abuse allegations, plus also data for sexual harassment allegations.</p>
	<p>115.187 (d)</p> <p>POLICY AND DOCUMENT REVIEW: P-700 PREA- DATA COLLECTION, REVIEWS AND AUDITS. Database.</p> <p>FINDINGS: Agency Policy P-700 address this provision. The auditor completed a review of the above applicable policies and a review of the PREA online database. A review of the database reflected a comprehensive system designed to maintain various elements for the required data for sexual abuse allegations, plus also data for sexual harassment allegations.</p>
	<p>115.187 (e)</p> <p>POLICY AND DOCUMENT REVIEW: P-700 PREA- DATA COLLECTION, REVIEWS AND AUDITS. Database.</p> <p>FINDINGS: Agency Policy P-700 address this provision. The auditor completed a review of the above applicable policies and a review of the PREA online database.</p> <p>115.187 (f)</p>

POLICY AND DOCUMENT REVIEW: P-700 PREA- DATA COLLECTION, REVIEWS AND AUDITS. Database.

FINDINGS: Agency Policy P-700 address this provision. The auditor completed a review of the above applicable policies and a review of the PREA online database.

115.188	Data review for corrective action
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>115.188 (a)</p> <p>POLICY AND DOCUMENT REVIEW: P-700 PREA- DATA COLLECTION, REVIEWS AND AUDITS. Annual report, dated January 2017, posted on website.</p> <p>INTERVIEWS: PREA Coordinator, and PREA Compliance Manager</p> <p>FINDINGS: Agency Policy P-700 address this provision. The auditor reviewed the annual report and included it in this audit. A review of the annual report reflects all of the elements required by this provision. Staff interviewed reported in detail the process followed when reviewing the data, identifying problem areas and corrective action and preparing the annual audit.</p>
	<p>115.188 (b)</p> <p>POLICY AND DOCUMENT REVIEW: P-700 PREA- DATA COLLECTION, REVIEWS AND AUDITS.</p> <p>FINDINGS: Agency Policy P-700 address this provision. The auditor completed a review of the above applicable policies and a review of the PREA online database.</p>
	<p>115.188 (c)</p> <p>POLICY AND DOCUMENT REVIEW: P-700 PREA- DATA COLLECTION, REVIEWS AND AUDITS. Annual report.</p> <p>INTERVIEWS: PREA Coordinator, Compliance Unit Lieutenant</p> <p>FINDINGS: Agency Policy P-700 address this provision. The auditor reviewed the annual report and included it in this audit. A review of the annual report reflects all of the elements required by this provision. The auditor interviewed the PREA Coordinator. Staff interviewed reported the annual report is reviewed and approved by the Compliance Unit Lieutenant, and the Detentions and Corrections Commander. A review of the posted annual report reflected the signatures of the PREA Coordinator, Compliance Unit Lieutenant, and the Detentions and Corrections Commander. The auditor confirmed the current report is available online to the public.</p>
	<p>115.188 (d)</p> <p>POLICY AND DOCUMENT REVIEW: P-700 PREA- DATA COLLECTION, REVIEWS AND AUDITS</p> <p>INTERVIEWS: PREA Coordinator</p>

FINDINGS: Agency Policy P-700 address this provision. The auditor interviewed the PREA Coordinator. Staff interviewed reported all personal identifying information and personal health information is redacted. The reports would reflect only basic demographic information.

115.189	Data storage, publication, and destruction
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>115.189 (a)</p> <p>POLICY AND DOCUMENT REVIEW: P-700 PREA- DATA COLLECTION, REVIEWS AND AUDITS</p> <p>INTERVIEWS: PREA Coordinator</p> <p>FINDINGS: Agency Policy P-700 address this provision. The auditor interviewed the PREA Coordinator. Staff interviewed reported access to any data is restricted to the Compliance Unit staff and is password protected.</p> <p>115.189 (b)</p> <p>POLICY AND DOCUMENT REVIEW: P-700 PREA- DATA COLLECTION, REVIEWS AND AUDITS, Aggregated Data on Website</p> <p>FINDINGS: Agency Policy P-700 address this provision. The auditor interviewed the PREA Coordinator. The data posted on the website includes data from calendar year 2015 – Present.</p> <p>115.189 (c)</p> <p>POLICY AND DOCUMENT REVIEW: P-700 PREA- DATA COLLECTION, REVIEWS AND AUDITS, Aggregated Data on Website</p> <p>FINDINGS: Agency Policy P-700 address this provision. The auditor interviewed the PREA Coordinator. The data posted on the website includes data from calendar year 2015 – Present.</p> <p>115.189 (d)</p> <p>POLICY AND DOCUMENT REVIEW: P-700 PREA- DATA COLLECTION, REVIEWS AND AUDITS, Aggregated Data on Website</p> <p>FINDINGS: Agency Policy P-700 address this provision. The auditor interviewed the PREA Coordinator. The data posted on the website includes data from calendar year 2015 – Present.</p>

115.401	Frequency and scope of audits
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>115.401 (h)</p> <p>Did the auditor have access to, and the ability to observe, all areas of the audited facility?</p> <p>The PREA Coordinator took the auditor on a tour of the facility. The tour started in the intake and booking area. The auditor immediately noted posters on the walls with PREA information in both English and Spanish; then inspected the folding cells and the Central Control where a female Sheriff's Aide monitors the video of the holding cells captured by the surveillance cameras. The auditor noted that all of the temporary holding cells have permanent privacy screens. Like all other agency facilities, all inmate screening information is stored in the online computer system. The tour continued with the Segregated Housing, where the auditor toured the control booth, reviewed logs, observed inmate use of the shower and asked impromptu questions of the assigned deputies. The auditor reviewed all pods in Segregated Housing. The auditor noted PREA posters were located in each pod, and that the PREA educational video was working. The PREA Coordinator took the auditor on of tours of each Housing Unit in the facility, including the female Housing Unit area. The auditor reviewed the logbooks in each Housing Unit to see that "unannounced rounds" were notated as well as any female staff announcements. The auditor inspected all showers and restrooms for privacy, and the exercise yard. During the tour of the units, there were no inmate workers. The PREA Coordinator took the auditor to the infirmary and new mental health unit where the auditor viewed suicide watch cells, spoke with medical staff, and talked with inmates who had just received medical treatment. The auditor toured the Sergeant's office, PREA Compliance Manager's Office, and the Central Control room where deputies monitor live video from several of the new and upgraded surveillance systems. The auditor noted the surveillance systems monitored the Infirmary, all main corridors, and main hallways between the pods. The auditor also toured the sally ports, and the area where newly booked inmates are transferred and intake is conducted.</p>
	<p>115.401 (i)</p> <p>Was the auditor permitted to request and receive copies of any relevant documents (including electronically stored information)?</p> <p>The auditor was given access to any and all records necessary and pertinent to the PREA audit and investigation.</p>
	<p>115.401 (h)</p> <p>Was the auditor permitted to conduct private interviews with inmates, inmates, and detainees?</p> <p>The auditor was given staff rosters, inmate rosters, and a list of medical and mental health staff from the PREA Coordinator the day before the audit as to assure the best available accuracy for interviews. The auditor chose to select all inmates who were housed at the facility</p>

as it only totaled nine inmates. The auditor then picked any inmates who fit the criteria for specialized inmate interviews. The auditor conducted a total of nine (9) inmate interviews. The agency allowed the auditor to conduct all interviews in a private and confidential setting.

115.401 (m) and (n)

The auditor was allowed to conduct private interviews with inmates, inmates, and detainees. There were no inmates at the Lerdo Pre-Trail facility who sent the auditor confidential email prior to the audit. The auditor confirmed the "Notice of Audit" was placed at the jail facility at least 60 days before the on-site audit.

PREA Standard 115.401 (n) states that Inmates shall be permitted to send confidential information or correspondence to the auditor in the same manner as if they were communicating with legal counsel.

115.403	Audit contents and findings
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>115.403 (f)</p> <p>The Auditor verified that the 2015 PREA Report for Ridgecrest facility was posted on the agency website and available for public viewing.</p>

Appendix: Provision Findings

115.111 (a)	Zero tolerance of sexual abuse and sexual harassment	
	Does the agency have a written policy mandating zero tolerance toward all forms of sexual abuse and sexual harassment?	yes
	Does the written policy outline the agency's approach to preventing, detecting, and responding to sexual abuse and sexual harassment?	yes

115.111 (b)	Zero tolerance of sexual abuse and sexual harassment	
	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 lockups?	yes

115.112 (a)	Contracting with other entities for the confinement of detainees	
	If this agency is law enforcement and it contracts for the confinement of its lockup detainees in lockups operated by private agencies or other entities, including other government agencies, has the agency included the entity's obligation to adopt and comply with the PREA standards in any new contract or contract renewal signed on or after August 20, 2012? (N/A if the law enforcement agency does not contract with private agencies or other entities for the confinement of detainees.)	na

115.112 (b)	Contracting with other entities for the confinement of detainees	
	Does any new contract or contract renewal signed on or after August 20, 2012 provide for agency contract monitoring to ensure that the contractor is complying with the PREA standards? (N/A if the law enforcement agency does not contract with private agencies or other entities for the confinement of detainees OR the response to 115.112(a)-1 is "NO".)	na

115.113 (a)	Supervision and monitoring	
	Does the agency ensure that it has developed for each lockup a staffing plan that provides for adequate levels of staffing and, where applicable, video monitoring, to protect detainees against sexual abuse?	yes
	Does the agency ensure that it has documented for each lockup a staffing plan that provides for adequate levels of staffing and, where applicable, video monitoring, to protect detainees against sexual abuse?	yes
	Does the agency ensure that it takes into consideration the 4 criteria below in calculating adequate staffing levels and determining the need for video monitoring: The physical layout of each lockup?	yes
	Does the agency ensure that it takes into consideration the 4 criteria below in calculating adequate staffing levels and determining the need for video monitoring: The composition of the detainee population?	yes
	Does the agency ensure that it takes into consideration the 4 criteria below in calculating adequate staffing levels and determining the need for video monitoring: The prevalence of substantiated and unsubstantiated incidents of sexual abuse?	yes
	Does the agency ensure that it takes into consideration the 4 criteria below in calculating adequate staffing levels and determining the need for video monitoring: Any other relevant factors?	yes

115.113 (b)	Supervision and monitoring	
	In circumstances where the staffing plan is not complied with, does the lockup document and justify all deviations from the plan? (N/A if no deviations from staffing plan.)	yes

115.113 (c)	Supervision and monitoring	
	In the past 12 months, has the lockup assessed, determined, and documented whether adjustments are needed to: 1. The staffing plan established pursuant to paragraph (a) of this section?	yes
	In the past 12 months, has the lockup assessed, determined, and documented whether adjustments are needed to: Prevailing staffing patterns?	yes
	In the past 12 months, has the lockup assessed, determined, and documented whether adjustments are needed to: The lockup's deployment of video monitoring systems and other monitoring technologies?	yes
	In the past 12 months, has the lockup assessed, determined, and documented whether adjustments are needed to: The resources the lockup has available to commit to ensure adequate staffing levels?	yes

115.113 (d)	Supervision and monitoring	
	If vulnerable detainees are identified pursuant to the screening required by § 115.141, does security staff provide such detainees with heightened protection, to include: Continuous direct sight and sound supervision?	yes
	If vulnerable detainees are identified pursuant to the screening required by § 115.141, does security staff provide such detainees with heightened protection, to include: Single-cell housing or placement in a cell actively monitored on video by a staff member sufficiently proximate to intervene, unless no such option is determined to be feasible?	yes

115.114 (a)	Juveniles and youthful detainees	
	Are juveniles and youthful detainees held separately from adult detainees? (N/A if the facility does not hold juveniles or youthful detainees (detainees <18 years old).)	na

115.115 (a)	Limits to cross-gender viewing and searches	
	Does the lockup always refrain from conducting any cross-gender strip searches or cross-gender visual body cavity searches, except in exigent circumstances or by medical practitioners?	yes

115.115 (b)	Limits to cross-gender viewing and searches	
	Does the lockup document all cross-gender strip searches and cross-gender visual body cavity searches?	yes

115.115 (c)	Limits to cross-gender viewing and searches	
	Does the lockup implement policies and procedures that enable detainees 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 lockup require staff of the opposite gender to announce their presence when entering an area where detainees are likely to be showering, performing bodily functions, or changing clothing?	yes

115.115 (d)	Limits to cross-gender viewing and searches	
	Does the lockup always refrain from searching or physically examining transgender or intersex detainees for the sole purpose of determining the detainee's genital status?	yes
	If a detainee's genital status is unknown, does the lockup determine genital status during conversations with the detainee, by reviewing medical records, or, if necessary, by learning that information as part of a broader medical examination conducted in private by a medical practitioner?	yes

115.115 (e)	Limits to cross-gender viewing and searches	
	Does the agency train law enforcement 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 agency train law enforcement staff in how to conduct searches of transgender and intersex detainees in a professional and respectful manner, and in the least intrusive manner possible, consistent with security needs?	yes

115.116 (a)	Detainees with disabilities and detainees who are limited English proficient	
	Does the agency take appropriate steps to ensure that detainees with	yes

	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: Detainees who are deaf or hard of hearing?	
	Does the agency take appropriate steps to ensure that detainees 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: Detainees who are blind or have low vision?	yes
	Does the agency take appropriate steps to ensure that detainees 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: Detainees who have intellectual disabilities?	yes
	Does the agency take appropriate steps to ensure that detainees 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: Detainees who have psychiatric disabilities?	yes
	Does the agency take appropriate steps to ensure that detainees 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: Detainees who have speech disabilities?	yes
	Does the agency take appropriate steps to ensure that detainees 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 the overall determination notes.)	yes
	Do such steps include, when necessary, ensuring effective communication with detainees who are deaf or hard of hearing?	yes
	Do such steps include, when necessary, providing access to interpreters who can interpret effectively, accurately, and impartially, both receptively and expressively, using any necessary specialized vocabulary?	yes
	Does the agency ensure that written materials are provided in formats or through methods that ensure effective communication with detainees with disabilities including detainees who: Have intellectual disabilities?	yes
	Does the agency ensure that written materials are provided in formats or through methods that ensure effective communication with detainees with disabilities including detainees 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 detainees with disabilities including detainees who: are blind or have low vision?	yes
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115.116 (b)	Detainees with disabilities and detainees who are limited English proficient	
	Does the agency take reasonable steps to ensure meaningful access to all aspects of the agency's efforts to prevent, detect, and respond to sexual abuse and sexual harassment to detainees who are limited English proficient?	yes
	Do these steps include providing interpreters who can interpret effectively, accurately, and impartially, both receptively and expressively, using any necessary specialized vocabulary?	yes

115.116 (c)	Detainees with disabilities and detainees who are limited English proficient	
	Does the agency always refrain from relying on detainee interpreters, detainee readers, or other types of detainee assistants except in limited circumstances where an extended delay in obtaining an effective interpreter could compromise the detainee's safety, the performance of first-response duties under §115.164, or the investigation of the detainee's allegations?	yes

115.117 (a)	Hiring and promotion decisions	
	Does the agency prohibit the hiring or promotion of anyone who may have contact with detainees 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 detainees who: Has been convicted of engaging or attempting to engage in sexual activity in the community facilitated by force, overt or implied threats of force, or coercion, or if the victim did not consent or was unable to consent or refuse?	yes
	Does the agency prohibit the hiring or promotion of anyone who may have contact with detainees who: Has been civilly or administratively adjudicated to have engaged in the activity described in the bullet immediately above?	yes
	Does the agency prohibit the enlistment of services of any contractor who may have contact with detainees who: o 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 detainees 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 detainees who: Has been civilly or administratively adjudicated to have engaged in the activity described in the bullet immediately above?	yes

115.117 (b)	Hiring and promotion decisions	
	Does the agency consider any incidents of sexual harassment in determining whether to hire or promote anyone, or to enlist the services of any contractor, who may have contact with detainees?	yes

115.117 (c)	Hiring and promotion decisions	
	Before hiring new employees who may have contact with detainees, does the agency: Perform a criminal background records check?	yes
	Before hiring new employees who may have contact with detainees, does the agency: Consistent with Federal, State, and local law, make its best efforts to contact all prior institutional employers for information on substantiated allegations of sexual abuse or any resignation during a pending investigation of an allegation of sexual abuse?	yes

115.117 (d)	Hiring and promotion decisions	
	Does the agency perform a criminal background records check before enlisting the services of any contractor who may have contact with detainees?	yes

115.117 (e)	Hiring and promotion decisions	
	Does the agency either conduct criminal background records checks at least every five years of current employees and contractors who may have contact with detainees or have in place a system for otherwise capturing such information for current employees?	yes

115.117 (f)	Hiring and promotion decisions	
	Does the agency ask all applicants and employees who may have contact with detainees 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 detainees directly about previous misconduct described in paragraph (a) of this section in any interviews or written self-evaluations conducted as part of reviews of current employees?	yes
	Does the agency impose upon employees a continuing affirmative duty to disclose any such misconduct?	yes

115.117 (g)	Hiring and promotion decisions	
	Does the agency consider material omissions regarding such misconduct, or the provision of materially false information, grounds for termination?	yes

115.117 (h)	Hiring and promotion decisions	
	Unless prohibited by law, does the agency provide information on substantiated allegations of sexual abuse or sexual harassment involving a former employee upon receiving a request from an institutional employer for whom such employee has applied to work? (N/A if providing information on substantiated allegations of sexual abuse or sexual harassment involving a former employee is prohibited by law.)	yes

115.118 (a)	Upgrades to facilities and technologies	
	If the agency designed or acquired any new lockup or planned any substantial expansion or modification of existing lockups, did the agency consider the effect of the design, acquisition, expansion, or modification upon the agency's ability to protect detainees from sexual abuse? (N/A if agency/facility has not acquired a new facility or made a substantial expansion to existing facilities since August 20, 2012, or since the last PREA audit, whichever is later.)	na

115.118 (b)	Upgrades to facilities and technologies	
	If the agency installed or updated a video monitoring system, electronic surveillance system, or other monitoring technology, did the agency consider how such technology may enhance the agency's ability to protect detainees from sexual abuse? (N/A if agency/facility has not installed or updated a video monitoring system, electronic surveillance system, or other monitoring technology since August 20, 2012, or since the last PREA audit, whichever is later.)	na

115.121 (a)	Evidence protocol and forensic medical examinations	
	If the agency is responsible for investigating allegations of sexual abuse in its lockups, 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

115.121 (b)	Evidence protocol and forensic medical examinations	
	Is this protocol developmentally appropriate for youth where applicable? (N/A if the agency/facility is not responsible for conducting any form of criminal OR administrative sexual abuse investigations.)	yes
	Is this protocol, as appropriate, adapted from or otherwise based on the most recent edition of the U.S. Department of Justice’s Office on Violence Against Women publication, “A National Protocol for Sexual Assault Medical Forensic Examinations, Adults/Adolescents,” or similarly comprehensive and authoritative protocols developed after 2011? (N/A if the agency/facility is not responsible for conducting any form of criminal OR administrative sexual abuse investigations.)	yes

115.121 (c)	Evidence protocol and forensic medical examinations	
	Does the agency offer all victims of sexual abuse access to forensic medical examinations, whether on-site or at an outside facility, without financial cost, where evidentiarily or medically appropriate?	yes
	Are such examinations performed by Sexual Assault Forensic Examiners (SAFEs) or Sexual Assault Nurse Examiners (SANEs) where possible?	yes
	If SAFEs or SANEs cannot be made available, is the examination performed by other qualified medical practitioners (they must have been specifically trained to conduct sexual assault forensic exams)?	yes
	Has the agency documented its efforts to provide SAFEs or SANEs?	yes

115.121 (d)	Evidence protocol and forensic medical examinations	
	If the detainee is transported for a forensic examination to an outside hospital that offers victim advocacy services, does the agency permit the detainee to use such services to the extent available, consistent with security needs?	yes

115.121 (e)	Evidence protocol and forensic medical examinations	
	If the agency itself is not responsible for investigating allegations of sexual abuse, has the agency requested that the investigating entity follow the requirements of paragraphs (a) through (e) of this section? (N/A if the agency/facility is responsible for conducting any form of criminal or administrative sexual abuse investigations.)	na

115.122 (a)	Policies to ensure referrals of allegations for investigations	
	Does the agency ensure an administrative or criminal investigation is completed for all allegations of sexual abuse?	yes
	Does the agency ensure an administrative or criminal investigation is completed for all allegations of sexual harassment?	yes

115.122 (b)	Policies to ensure referrals of allegations for investigations	
	If another law enforcement agency is responsible for conducting investigations of allegations of sexual abuse and sexual harassment in its lockups, does the agency have a policy in place to ensure that such allegations are referred for investigation to an agency with the legal authority to conduct criminal investigations, unless the allegation does not involve potentially criminal behavior? (N/A if agency is responsible for conducting administrative and criminal investigations of sexual abuse or sexual harassment. See 115.121(a).)	na
	Has the agency published such policy, including a description of responsibilities of both the agency and the investigating entity, on its website or, if it does not have one, made the policy available through other means? (N/A if agency is responsible for conducting administrative and criminal investigations of sexual abuse or sexual harassment. See 115.121(a).)	na
	Does the agency document all such referrals? (N/A if agency is responsible for conducting administrative and criminal investigations of sexual abuse or sexual harassment. See 115.121(a).)	na

115.131 (a)	Employee and volunteer training	
	Does the agency train all employees and volunteers who may have contact with lockup detainees to be able to fulfill their responsibilities under agency sexual abuse prevention, detection, and response policies and procedures, including training on: Its zero-tolerance policy and detainees' right to be free from sexual abuse and sexual harassment?	yes
	Does the agency train all employees and volunteers who may have contact with lockup detainees to be able to fulfill their responsibilities under agency sexual abuse prevention, detection, and response policies and procedures, including training on: The dynamics of sexual abuse and sexual harassment in confinement, including which detainees are most vulnerable in lockup settings?	yes
	Does the agency train all employees and volunteers who may have contact with lockup detainees to be able to fulfill their responsibilities under agency sexual abuse prevention, detection, and response policies and procedures, including training on: The right of detainees and employees to be free from retaliation for reporting sexual abuse or harassment?	yes
	Does the agency train all employees and volunteers who may have contact with lockup detainees to be able to fulfill their responsibilities under agency sexual abuse prevention, detection, and response policies and procedures, including training on: How to detect and respond to signs of threatened and actual sexual abuse?	yes
	Does the agency train all employees and volunteers who may have contact with lockup detainees to be able to fulfill their responsibilities under agency sexual abuse prevention, detection, and response policies and procedures, including training on: How to communicate effectively and professionally with all detainees?	yes
	Does the agency train all employees and volunteers who may have contact with lockup detainees to be able to fulfill their responsibilities under agency sexual abuse prevention, detection, and response policies and procedures, including training on: How to comply with relevant laws related to mandatory reporting of sexual abuse to outside authorities?	yes

115.131 (b)	Employee and volunteer training	
	Have all current employees and volunteers who may have contact with detainees received such training?	yes
	Does the agency provide each employee and volunteer with annual refresher information to ensure that they know the agency's current sexual abuse and sexual harassment policies and procedures?	yes

115.131 (c)	Employee and volunteer training	
	Does the agency document, through employee signature or electronic verification, that employees understand the training they have received?	yes

115.132 (a)	Detainee, contractor, and inmate worker notification of the agency's zero-tolerance policy	
	During the intake process, do employees notify all detainees of the agency's zero-tolerance policy regarding sexual abuse and sexual harassment?	yes

115.132 (b)	Detainee, contractor, and inmate worker notification of the agency's zero-tolerance policy	
	Does the agency ensure that, upon entering the lockup, all contractors and any inmates who work in the lockup are informed of the agency's zero-tolerance policy regarding sexual abuse and sexual harassment?	yes

115.134 (a)	Specialized training: Investigations	
	In addition to the general training provided to all employees and volunteers pursuant to §115.131, does the agency ensure that, to the extent the agency itself conducts sexual abuse investigations, its investigators have received 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 115.121(a).)	yes

115.134 (b)	Specialized training: Investigations	
	Does this specialized training include: Techniques for interviewing sexual abuse victims? (N/A if the agency does not conduct any form of administrative or criminal sexual abuse investigations. See 115.121(a).)	yes
	Does this specialized training include: Proper use of Miranda and Garrity warnings? (N/A if the agency does not conduct any form of administrative or criminal sexual abuse investigations. See 115.121(a).)	yes
	Does this specialized training include: Sexual abuse evidence collection in confinement settings? (N/A if the agency does not conduct any form of administrative or criminal sexual abuse investigations. See 115.121(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 115.121(a).)	yes

115.134 (c)	Specialized training: Investigations	
	Does the agency maintain documentation that agency investigators have completed the required specialized training in conducting sexual abuse investigations? (N/A if the agency does not conduct any form of administrative or criminal sexual abuse investigations. See 115.121(a).)	yes

115.141 (a)	Screening for risk of victimization and abusiveness	
	If the lockup is not utilized to house detainees overnight, before placing any detainees together in a holding cell do staff consider whether, based on the information before them, a detainee may be at a high risk of being sexually abused? (N/A if the lockup is utilized to house detainees overnight.)	yes
	When appropriate, do staff take necessary steps to mitigate such danger to the detainee? (N/A if the lockup is utilized to house detainees overnight.)	yes

115.141 (b)	Screening for risk of victimization and abusiveness	
	If the lockup is utilized to house detainees overnight, are all detainees screened to assess their risk of being sexually abused by other detainees or sexually abusive toward other detainees? (N/A if lockup is NOT used to house detainees overnight.)	yes

115.141 (c)	Screening for risk of victimization and abusiveness	
	In lockups described in paragraph (b) of this section, do staff always ask the detainee about his or her own perception of vulnerability? (N/A if lockup is NOT used to house detainees overnight.)	yes

115.141 (d)	Screening for risk of victimization and abusiveness	
	Does the screening process in the lockups described in paragraph (b) of this section consider, to the extent that the information is available, the following criteria to screen detainees for risk of sexual victimization: Whether the detainee has a mental, physical, or developmental disability. (N/A if lockup is NOT used to house detainees overnight.)	yes
	Does the screening process in the lockups described in paragraph (b) of this section consider, to the extent that the information is available, the following criteria to screen detainees for risk of sexual victimization: The age of the detainee? (N/A if lockup is NOT used to house detainees overnight.)	yes
	Does the screening process in the lockups described in paragraph (b) of this section consider, to the extent that the information is available, the following criteria to screen detainees for risk of sexual victimization: The physical build and appearance of the detainee? (N/A if lockup is NOT used to house detainees overnight.)	yes
	Does the screening process in the lockups described in paragraph (b) of this section consider, to the extent that the information is available, the following criteria to screen detainees for risk of sexual victimization: Whether the detainee has previously been incarcerated? (N/A if lockup is NOT used to house detainees overnight.)	yes
	Does the screening process in the lockups described in paragraph (b) of this section consider, to the extent that the information is available, the following criteria to screen detainees for risk of sexual victimization: The nature of the detainee's alleged offense and criminal history? (N/A if lockup is NOT used to house detainees overnight.)	yes

115.151 (a)	Detainee reporting	
	Does the agency provide multiple ways for detainees to privately report: Sexual abuse and sexual harassment?	yes
	Does the agency provide multiple ways for detainees to privately report: Retaliation by other detainees or staff for reporting sexual abuse and sexual harassment?	yes
	Does the agency provide multiple ways for detainees to privately report: Staff neglect or violation of responsibilities that may have contributed to such incidents?	yes

115.151 (b)	Detainee reporting	
	Does the agency also provide at least one way for idetainees 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 entity or office able to receive and immediately forward detainee reports of sexual abuse and sexual harassment to agency officials?	yes
	Does that private entity or office allow the detainee to remain anonymous upon request?	yes

115.151 (c)	Detainee reporting	
	Do staff members accept reports of sexual abuse and sexual harassment made verbally, in writing, anonymously, and from third parties?	yes
	Do staff members promptly document any verbal reports of sexual abuse and sexual harassment ?	yes

115.151 (d)	Detainee reporting	
	Does the agency provide a method for staff to privately report sexual abuse and sexual harassment of detainees?	yes

115.154 (a)	Third-party reporting	
	Has the agency established a method to receive third-party reports of sexual abuse and sexual harassment in its lockups?	yes
	Has the agency distributed publicly information on how to report sexual abuse and sexual harassment on behalf of a detainee?	yes

115.161 (a)	Staff and agency reporting duties	
	Does the agency require all staff to report immediately and according to agency policy any knowledge, suspicion, or information regarding an incident of sexual abuse or sexual harassment that occurred in an agency lockup?	yes
	Does the agency require all staff to report immediately and according to agency policy any knowledge, suspicion, or information regarding retaliation against detainees or staff who reported such an incident?	yes
	Does the agency require all staff to report immediately and according to agency policy any knowledge, suspicion, or information regarding any staff neglect or violation of responsibilities that may have contributed to an incident of sexual abuse or sexual harassment or retaliation?	yes

115.161 (b)	Staff and agency reporting duties	
	Apart from reporting to designated supervisors or officials, do 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, and investigation decisions?	yes

115.161 (c)	Staff and agency reporting duties	
	If the alleged victim is under the age of 18 or considered a vulnerable adult under a State or local vulnerable persons statute, does the agency report the allegation to the designated State or local services agency under applicable mandatory reporting laws?	yes

115.161 (d)	Staff and agency reporting duties	
	Does the agency report all allegations of sexual abuse, including third-party and anonymous reports, to the agency's designated investigators?	yes

115.162 (a)	Agency protection duties	
	When the agency learns that a detainee is subject to a substantial risk of imminent sexual abuse, does it take immediate action to protect the detainee?	yes

115.163 (a)	Reporting to other confinement facilities	
	Upon receiving an allegation that a detainee was sexually abused while confined at another facility, does the head of the facility that received the allegation notify the head of the facility or appropriate office of the agency where the alleged abuse occurred?	yes

115.163 (b)	Reporting to other confinement facilities	
	Is such notification provided as soon as possible, but no later than 72 hours after receiving the allegation?	yes

115.163 (c)	Reporting to other confinement facilities	
	Does the agency document that it has provided such notification?	yes

115.163 (d)	Reporting to other confinement facilities	
	Does the facility head or agency office that receives such notification ensure that the allegation is investigated in accordance with these standards?	yes

115.164 (a)	Staff first responder duties	
	Upon learning of an allegation that a detainee was sexually abused, is the first law enforcement staff member to respond to the report required to: Separate the alleged victim and abuser?	yes
	Upon learning of an allegation that a detainee was sexually abused, is the first law enforcement 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 a detainee was sexually abused, is the first law enforcement 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 a detainee was sexually abused, is the first law enforcement staff member to respond to the report required to: Ensure that the alleged abuser does not take any actions that could destroy physical evidence, including, as appropriate, washing, brushing teeth, changing clothes, urinating, defecating, smoking, drinking, or eating, if the abuse occurred within a time period that still allows for the collection of physical evidence?	yes

115.164 (b)	Staff first responder duties	
	If the first staff responder is not a law enforcement staff member, is the responder required to request that the alleged victim not take any actions that could destroy physical evidence, and then notify law enforcement staff?	yes

115.165 (a)	Coordinated response	
	Has the agency developed a written institutional plan to coordinate actions among staff first responders, medical and mental health practitioners, investigators, and facility leadership taken in response to a lockup incident of sexual abuse?	yes
	If a victim is transferred from the lockup to a jail, prison, or medical facility, does the agency, as permitted by law and unless the victim requests otherwise, inform the receiving facility of the incident and the victim's potential need for medical or social services?	yes

115.165 (b)	Coordinated response	
	If a victim is transferred from the lockup to a jail, prison, or medical facility, does the agency, as permitted by law, inform the receiving facility of the incident unless the victim requests otherwise? (N/A if the agency is not permitted by law to inform a receiving facility, where a victim is transferred from the lockup to a jail, prison, or medical facility as a result of an allegation of sexual abuse of the incident and the victim's potential need for medical or social services.)	yes
	If a victim is transferred from the lockup to a jail, prison, or medical facility, does the agency, as permitted by law, inform the receiving facility of the victim's potential need for medical or social services unless the victim requests otherwise? (N/A if the agency is not permitted by law to inform a receiving facility, where a victim is transferred from the lockup to a jail, prison, or medical facility as a result of an allegation of sexual abuse of the incident and the victim's potential need for medical or social services.)	yes

115.166 (a)	Preservation of ability to protect detainees from contact with abusers	
	Are both the agency and any other governmental entities responsible for collective bargaining on the agency's behalf prohibited from entering into or renewing any collective bargaining agreement or other agreement that limits the agency's ability to remove alleged staff sexual abusers from contact with detainees pending the outcome of an investigation or of a determination of whether and to what extent discipline is warranted?	yes

115.167 (a)	Agency protection against retaliation	
	Has the agency established a policy to protect all detainees and staff who report sexual abuse or sexual harassment or cooperate with sexual abuse or sexual harassment investigations from retaliation by other detainees or staff?	yes
	Has the agency designated which staff members or departments are charged with monitoring retaliation?	yes

115.167 (b)	Agency protection against retaliation	
	Does the agency employ multiple protection measures, such as housing changes or transfers for detainee victims or abusers, removal of alleged staff or detainee abusers from contact with victims, and emotional support services for detainees or staff who fear retaliation for reporting sexual abuse or sexual harassment or for cooperating with investigations?	yes

115.167 (c)	Agency protection against retaliation	
	Except in instances where the agency determines that a report of sexual abuse is unfounded, does the agency: Monitor the conduct and treatment of detainees or staff who have reported sexual abuse?	yes
	Except in instances where the agency determines that a report of sexual abuse is unfounded, does the agency: Monitor the conduct and treatment of detainees who were reported to have suffered sexual abuse?	yes
	Except in instances where the agency determines that a report of sexual abuse is unfounded, does the agency: Act promptly to remedy any such retaliation?	yes

115.167 (d)	Agency protection against retaliation	
	If any other individual who cooperates with an investigation expresses a fear of retaliation, does the agency take appropriate measures to protect that individual against retaliation?	yes

115.171 (a)	Criminal and administrative agency investigations	
	When the agency conducts its own investigations into allegations of sexual abuse and sexual harassment, does it do so promptly, thoroughly, and objectively? (N/A if the agency/facility is not responsible for conducting any form of criminal OR administrative sexual abuse investigations. See 115.121(a).)	yes
	Does the agency conduct such investigations for all allegations, including third party and anonymous reports? (N/A if the agency/facility is not responsible for conducting any form of criminal OR administrative sexual abuse investigations. See 115.121(a).)	yes

115.171 (b)	Criminal and administrative agency investigations	
	Where sexual abuse is alleged, does the agency use investigators who have received specialized training in sexual abuse investigations as required by 115.134?	yes

115.171 (c)	Criminal and administrative agency investigations	
	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

115.171 (d)	Criminal and administrative agency investigations	
	When the quality of evidence appears to support criminal prosecution, does the agency conduct compelled interviews only after consulting with prosecutors as to whether compelled interviews may be an obstacle for subsequent criminal prosecution?	yes

115.171 (e)	Criminal and administrative agency investigations	
	Do agency investigators assess the credibility of an alleged victim, suspect, or witness on an individual basis and not on the basis of that individual's status as detainee or staff?	yes
	Does the agency investigate allegations of sexual abuse without requiring a detainee who alleges sexual abuse to submit to a polygraph examination or other truth-telling device as a condition for proceeding?	yes

115.171 (f)	Criminal and administrative agency investigations	
	Do administrative investigations include an effort to determine whether staff actions or failures to act contributed to the abuse?	yes
	Are administrative investigations documented in written reports that include a description of the physical evidence and testimonial evidence, the reasoning behind credibility assessments, and investigative facts and findings?	yes

115.171 (g)	Criminal and administrative agency investigations	
	Are criminal investigations documented in a written report that contains a thorough description of the physical, testimonial, and documentary evidence and attaches copies of all documentary evidence where feasible?	yes

115.171 (h)	Criminal and administrative agency investigations	
	Are all substantiated allegations of conduct that appears to be criminal referred for prosecution?	yes

115.171 (i)	Criminal and administrative agency investigations	
	Does the agency retain all written reports referenced in 115.171(f) and (g) for as long as the alleged abuser is incarcerated or employed by the agency, plus five years?	yes

115.171 (j)	Criminal and administrative agency investigations	
	Does the agency ensure that the departure of an alleged abuser or victim from the employment or control of the lockup or agency does not provide a basis for terminating an investigation?	yes

115.171 (l)	Criminal and administrative agency investigations	
	When outside agencies investigate sexual abuse, does the agency 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 115.121(a).)	yes

115.172 (a)	Evidentiary standard for administrative investigations	
	Is it true that the agency does not impose a standard higher than a preponderance of the evidence in determining whether allegations of sexual abuse or sexual harassment are substantiated?	yes

115.176 (a)	Disciplinary sanctions for staff	
	Are staff subject to disciplinary sanctions up to and including termination for violating agency sexual abuse or sexual harassment policies?	yes

115.176 (b)	Disciplinary sanctions for staff	
	Is termination the presumptive disciplinary sanction for staff who have engaged in sexual abuse?	yes

115.176 (c)	Disciplinary sanctions for staff	
	Are disciplinary sanctions for violations of agency policies relating to sexual abuse or sexual harassment (other than actually engaging in sexual abuse) commensurate with the nature and circumstances of the acts committed, the staff member's disciplinary history, and the sanctions imposed for comparable offenses by other staff with similar histories?	yes

115.176 (d)	Disciplinary sanctions for staff	
	Are all terminations for violations of agency sexual abuse or sexual harassment policies, or resignations by staff who would have been terminated if not for their resignation, reported to: o Law enforcement agencies, unless the activity was clearly not criminal?	yes
	Are all terminations for violations of agency sexual abuse or sexual harassment policies, or resignations by staff who would have been terminated if not for their resignation, reported to: Relevant licensing bodies?	yes

115.177 (a)	Corrective action for contractors and volunteers	
	Is any contractor or volunteer who engages in sexual abuse prohibited from contact with detainees?	yes
	Is any contractor or volunteer who engages in sexual abuse reported to: Law enforcement agencies(unless the activity was clearly not criminal)?	yes
	Is any contractor or volunteer who engages in sexual abuse reported to: Relevant licensing bodies?	yes

115.177 (b)	Corrective action for contractors and volunteers	
	In the case of any other violation of agency sexual abuse or sexual harassment policies by a contractor or volunteer, does the facility take appropriate remedial measures, and consider whether to prohibit further contact with detainees?	yes

115.178 (a)	Referral for prosecution for detainee-on-detainee sexual abuse	
	When there is probable cause to believe that a detainee sexually abused another detainee in a lockup, does the agency refer the matter to the appropriate prosecuting authority?	yes

115.178 (b)	Referral for prosecution for detainee-on-detainee sexual abuse	
	If the agency itself is not responsible for investigating allegations of sexual abuse, does the agency inform the investigating entity of this policy? (N/A if the agency/facility is responsible for administrative and criminal investigations. See 115.121(a).)	na

115.182 (a)	Access to emergency medical and mental health services	
	Do detainee victims of sexual abuse in lockups receive timely, unimpeded access to emergency medical treatment?	yes

115.182 (b)	Access to emergency medical and mental health services	
	Are treatment services provided to the victim without financial cost and regardless of whether the victim names the abuser or cooperates with any investigation arising out of the incident?	yes

115.186 (a)	Sexual abuse incident reviews	
	Does the lockup conduct a sexual abuse incident review at the conclusion of every sexual abuse investigation, including where the allegation has not been substantiated, unless the allegation has been determined to be unfounded?	yes

115.186 (b)	Sexual abuse incident reviews	
	Does such review ordinarily occur within 30 days of the conclusion of the investigation?	yes

115.186 (c)	Sexual abuse incident reviews	
	Does the review team include upper-level management officials, with input from line supervisors and investigators?	yes

115.186 (d)	Sexual abuse incident reviews	
	Does the review team: Consider whether the allegation or investigation indicates a need to change policy or practice to better prevent, detect, or respond to sexual abuse?	yes
	Does the review team: Consider whether the incident or allegation was motivated by race; ethnicity; gender identity; lesbian, gay, bisexual, transgender, or intersex identification, status, or perceived status; gang affiliation; or was motivated or otherwise caused by other group dynamics at the lockup?	yes
	Does the review team: Examine the area in the lockup 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 §§ 115.186(d) (1)-(d)(5), and any recommendations for improvement and submit such report to the lockup head and agency PREA coordinator?	yes

115.186 (e)	Sexual abuse incident reviews	
	Does the lockup implement the recommendations for improvement, or document its reasons for not doing so?	yes

115.187 (a)	Data collection	
	Does the agency collect accurate, uniform data for every allegation of sexual abuse at lockups under its direct control using a standardized instrument and set of definitions?	yes

115.187 (b)	Data collection	
	Does the agency aggregate the incident-based sexual abuse data at least annually?	yes

115.187 (c)	Data collection	
	Does the incident-based data include, at a minimum, the data necessary to answer all questions from the most recent version of the Local Jail Jurisdictions Survey of Sexual Violence conducted by the Department of Justice, or any subsequent form developed by the Department of Justice and designated for lockups?	yes

115.187 (d)	Data collection	
	Does the agency maintain, review, and collect data as needed from all available incident-based documents, including reports, investigation files, and sexual abuse incident reviews?	yes

115.187 (e)	Data collection	
	Does the agency also obtain incident-based and aggregated data from every private facility with which it contracts for the confinement of its detainees? (N/A if the agency does not contract for the confinement of its detainees.)	yes

115.187 (f)	Data collection	
	Does the agency, upon request, provide all such data from the previous calendar year to the Department of Justice no later than June 30? (N/A if DOJ has not requested agency data.)	yes

115.188 (a)	Data review for corrective action	
	Does the agency review data collected and aggregated pursuant to § 115.187 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 § 115.187 in order to assess and improve the effectiveness of its sexual abuse prevention, detection, and response policies, practices, and training, including by: Taking corrective action on an ongoing basis?	yes
	Does the agency review data collected and aggregated pursuant to § 115.187 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 lockup, as well as the agency as a whole?	yes

115.188 (b)	Data review for corrective action	
	Does the agency's annual report include a comparison of the current year's data and corrective actions with those from prior years and provide an assessment of the agency's progress in addressing sexual abuse?	yes

115.188 (c)	Data review for corrective action	
	Is the agency's annual report approved by the agency head and made readily available to the public through its website or, if it does not have one, through other means?	yes

115.188 (d)	Data review for corrective action	
	Does the agency indicate the nature of the material redacted where it redacts specific material from the reports when publication would present a clear and specific threat to the safety and security of a lockup?	yes

115.189 (a)	Data storage, publication, and destruction	
	Does the agency ensure that data collected pursuant to § 115.187 are securely retained?	yes

115.189 (b)	Data storage, publication, and destruction	
	Does the agency make all aggregated sexual abuse data, from lockups under its direct control and any private agencies with which it contracts, readily available to the public at least annually through its website or, if it does not have one, through other means?	yes

115.189 (c)	Data storage, publication, and destruction	
	Does the agency remove all personal identifiers before making aggregated sexual abuse data publicly available?	yes

115.189 (d)	Data storage, publication, and destruction	
	Does the agency maintain sexual abuse data collected pursuant to § 115.187 for at least 10 years after the date of the initial collection, unless Federal, State, or local law requires otherwise?	yes

115.401 (a)	Frequency and scope of audits	
	During the prior three-year audit period, did the agency ensure that each facility operated by the agency, or by a private organization on behalf of the agency, was audited at least once? (Note: The response here is purely informational. A "no" response does not impact overall compliance with this standard.)	yes

115.401 (b)	Frequency and scope of audits	
	Is this the first year of the current audit cycle? (Note: a “no” response does not impact overall compliance with this standard.)	yes
	If this is the second year of the current audit cycle, did the agency ensure that at least one-third of each facility type operated by the agency, or by a private organization on behalf of the agency, was audited during the first year of the current audit cycle? (N/A if this is not the second year of the current audit cycle.)	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.)	yes

115.401 (h)	Frequency and scope of audits	
	Did the auditor have access to, and the ability to observe, all areas of the audited facility?	yes

115.401 (i)	Frequency and scope of audits	
	Was the auditor permitted to request and receive copies of any relevant documents (including electronically stored information)?	yes

115.401 (m)	Frequency and scope of audits	
	Was the auditor permitted to conduct private interviews with inmates, residents, and detainees?	yes

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

115.403 (f)	Audit contents and findings	
	<p>The agency has published on its agency website, if it has one, or has otherwise made publicly available, all Final Audit Reports within 90 days of issuance by auditor. The review period is for prior audits completed during the past three years PRECEDING THIS AGENCY AUDIT. In the case of single facility agencies, the auditor shall ensure that the facility's last audit report was published. The pendency of any agency appeal pursuant to 28 C.F.R. § 115.405 does not excuse noncompliance with this provision. (N/A only if there have been no Final Audit Reports issued in the past three years, or in the case of single facility agencies that there has never been a Final Audit Report issued.)</p>	yes