

PREA AUDIT REPORT

Interim Final

COMMUNITY CONFINEMENT FACILITIES

Date of report: August 5, 2016

Auditor Information			
Auditor name: Alton Baskerville			
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Telephone number: (804) 980-6379			
Date of facility visit: July 13, 2016			
Facility Information			
Facility name: Flowood County Community Work Center/Restitution Center			
Facility physical address: 1632 Highway 80 East, Flowood, MS 39232			
Facility mailing address: <i>(if different from above)</i> Click here to enter text.			
Facility telephone number: (601)936-7213			
The facility is:	<input type="checkbox"/> Federal	<input checked="" type="checkbox"/> State	<input type="checkbox"/> County
	<input type="checkbox"/> Military	<input type="checkbox"/> Municipal	<input type="checkbox"/> Private for profit
	<input type="checkbox"/> Private not for profit		
	<input type="checkbox"/> Community treatment center	<input checked="" type="checkbox"/> Community-based confinement facility	
	<input type="checkbox"/> Halfway house	<input type="checkbox"/> Mental health facility	
	<input type="checkbox"/> Alcohol or drug rehabilitation center	<input type="checkbox"/> Other	
Name of facility's Chief Executive Officer: Lisa Spinks			
Number of staff assigned to the facility in the last 12 months: 31			
Designed facility capacity: 324			
Current population of facility: 229			
Facility security levels/inmate custody levels: minimum			
Age range of the population: 20-60			
Name of PREA Compliance Manager: Lisa Spinks		Title: Commander	
Email address: lspinks@mdoc.state.ms.us		Telephone number: (601) 936-7213	
Agency Information			
Name of agency: Mississippi Department of Corrections			
Governing authority or parent agency: <i>(if applicable)</i> Click here to enter text.			
Physical address: 633 N. State Street Jackson, MS 39202			
Mailing address: <i>(if different from above)</i>			
Telephone number: 601-359-5600			
Agency Chief Executive Officer			
Name: Marshall Fisher		Title: Commissioner, MSDOC	
Email address: mfisher@mdoc.state.ms.us		Telephone number: 601-359-5600 ext. 5621	
Agency-Wide PREA Coordinator			
Name: Marcia Stingley		Title: State-wide PREA	
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AUDIT FINDINGS

NARRATIVE

The Prison Rape Elimination Act (PREA) on-site audit of Flowood County Community Work Center/Restitution Center (FCCWC/RC) was conducted on July 13, 2016. The audit was performed by Alton Baskerville, Certified PREA auditor and assisted by Phyllis Baskerville, a retired corrections warden.

Six weeks in advance of the audit, notices, with contact information for the auditor, were placed throughout the facility to alert residents and staff of the impending audit. The Pre-Audit Questionnaire was submitted to the auditor two weeks prior to the audit. Other documentation submitted included policies, procedures, organization charts, posters, inmate handbook, and other PREA related materials. A review of the materials raised no questions about the pending audit.

The audit team was escorted to the facility by Ms. Marcia Stingley. We were greeted by Commander Lisa Spinks, several members of her staff, Mr. Todd King, Community Corrections Director, and Ms. Christy Guthertz, Deputy Commissioner, Community Corrections. We had the entry meeting in the visitation area where introductions and audit expectations were shared.

The audit team was led on a tour of the facility by Lt. Diane Porter which included three (3) main buildings. Building (A) houses work center inmates. It is an open dorm which contains 50 double bunk beds on each end for a total of 200 beds. A raised control room is situated between the two bays. The front of the control room has tables and seats used for writing surfaces, and for board/card games. A television is also located in this area. Toilets, sinks and showers are located at each end of the building and provide adequate privacy for the offenders. The control center officer monitors the cameras that are located throughout the building. Building (B) is in the middle of the complex and houses the administrative and support areas. It also houses food preparation, dining and hair care services. Building (C) has a bed capacity of 124 offenders. These are individual rooms with up to eight residents per room. Building (C) houses offenders participating in the Restitution and the Regimented Inmate Discipline (RID) programs. All of these rooms have cameras that are monitored at the front entry building. The restroom area has a curtain to provide privacy from the cameras. A number of cameras were installed throughout the center in June, 2016.

Notices of the impending audit were posted throughout the unit. PREA Hot line notices were posted in the housing units. Residents were aware of the posted notices and how to call the hot line number.

Between buildings AB and BC are recreation yards. Each of the two yards include shaded picnic tables, a basketball court and exercise equipment. A paved interior courtyard oval path provides opportunities for walking. Additionally, there are three outside storage sheds.

After completing the tour, we found the center to be clean, neat and orderly. We spoke to approximately twelve (12) offender/residents during the tour of the housing units. At the conclusion of the tour, we were given private offices to review audit files and to conduct interviews. We interviewed fifteen (15) employees, including administrative, program, contract, volunteer and security staff from both 12-hour shifts. Staff was knowledgeable concerning PREA and how to respond to an incident. Documentation verified recent training of all staff interviewed.

A total of ten (10) residents were privately interviewed. Of the residents interviewed, two (2) had reported a sexual abuse, two (2) were gender non-conforming and one (1) had difficulty speaking English and needed to use an interpreter. All interviewed residents were familiar with PREA and acknowledged receiving PREA orientation upon arrival at the center. Written documentation supported the training of all residents interviewed.

A review of the investigative files showed that there were a total of eight (8) allegations of sexual abuse of residents during the past twelve (12) months. Six (6) of the allegations were investigated administratively: one (1) deemed unfounded and five (5) deemed unsubstantiated. The remaining two (2) allegations were referred for criminal investigation. The two (2) cases referred for criminal investigation involved allegations of sexual abuse against outside contractors. As of the date of the onsite audit, both cases referred for criminal investigations were ongoing.

The audit team had an exit meeting with Commander Spinks, Mr. Todd King, Ms. Guthertz, and Ms. Stingley in Commander Spink's office. The team informed them that they met the requirements of all 39 standards. We congratulated them on this accomplishment. The strong support of top management in the presence of Mr. Todd King and Ms. Guthertz was noted as a key to the success of this audit.

DESCRIPTION OF FACILITY CHARACTERISTICS

The Flowood County Community Work/Restitution Center is located at 1632 Highway 80 East Flowood, MS. This location is south of the Jackson, MS city limits and is part of the Jackson Metropolitan area.

Flowood was established in August, 1995. It is situated on three acres of land and was previously used as a motel. It has three main buildings; buildings A and C are housing units while building B houses administrative and support services. There is a front entry building through which everyone must enter and exit for security screening. The center is surrounded by a ten-foot chain link fence topped with a single strand of razor wire. At the front of the center, there are privacy slats for the chain link fence to screen the center from view of the street and curious onlookers.

Flowood houses female offenders in five program categories. **Capacity Breakdown by Program:** **138** CWC offenders are community work center workers who provide labor for cities, counties and state agencies and non-profit organizations; **44** Pre-release offenders; **64** restitution center offenders who are required to work and pay restitution, court costs and fines; **50** TVC – technical violation residents who pay room and board of \$11 per day; **28** offenders in the Regimented Inmate Discipline (RID) program - a 120 to 150 day intensive paramilitary rehabilitation program. **Total maximum Unit Capacity: 324**

SUMMARY OF AUDIT FINDINGS

Flowood was found to be in compliance with all PREA standards for Community Confinement Facilities.

Number of standards exceeded: 0

Number of standards met: 39

Number of standards not met: 0

Number of standards not applicable: 0

Standard 115.211 Zero tolerance of sexual abuse and sexual harassment; PREA Coordinator

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

The Mississippi Department of Corrections (MDOC) has a written policy, MDOC Policy 20-14, adopted in October 2004, that mandates zero tolerance towards all forms of sexual abuse and sexual harassment. MDOC Policy 20-14-01 also details implementation of the agency's zero tolerance policy, defines prohibited behavior, outlines strategies and responses to reduce and prevent sexual abuse and sexual harassment, and details sanctions for violators. Additionally, MDOC Policy 03-17, adopted in December 1992, includes definitions of prohibited behaviors regarding sexual harassment and sanctions.

MDOC has an agency-wide PREA coordinator position, identified as Branch Director II in MDOC's organizational chart. It designates PREA compliance responsibilities to the Correctional Supervisor position, and this position reports to the statewide PREA Coordinator, Ms. Marcia Stingley.

Standard 115.212 Contracting with other entities for the confinement of residents

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

MDOC has entered into or renewed a contract for the confinement of residents on or after August 20, 2012, or since the last PREA audit. Such contracts do require contractors to adopt and comply with PREA standards. Additionally, the contracts do require MDOC to monitor the contractor's compliance with the PREA standards.

Standard 115.213 Supervision and monitoring

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

MDOC Policy 20-14-01 and MDOC Policy 03-29 require all facilities to meet the requirements of this standard. There have been no deviations from the staffing plan in the past 12 months at Flowood. Further, Flowood had no reports of

inadequacy for this standard.

Standard 115.215 Limits to cross-gender viewing and searches

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

MDOC Policy 16.07 and MDOC S.O.P. 20-14-01 govern PREA compliance for this standard. Flowood does not conduct cross-gender strip or visual body cavity searches of residents. During the unit tour, auditors noted announcements being made when males entered the housing units. Interviews with staff and residents verified the practice of male staff making announcements. Observation of the toilet facilities confirmed that residents can shower and perform bodily functions without the opposite gender viewing their genitalia.

Standard 115.216 Residents with disabilities and residents who are limited English proficient

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

MDOC Policy 20-14-01 has established procedures to provide disabled and limited English proficiency inmates 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. MDOC has contracted with an agency for interpreter services to ensure effective communication with inmates with disabilities and limited English proficiency. Staff indicated that resident interpreters would not be used in reporting an allegation of sexual abuse or harassment.

Standard 115.217 Hiring and promotion decisions

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

MDOC Policy 20-14-01 prohibits the hiring or promoting of anyone who may have contact with inmates who has previously been convicted or adjudicated to have engaged, or attempted to engage, in forced or nonconsensual sexual activity or sexual abuse. MDOC Policy 20-14-01 also requires criminal background record checks to be performed at least every five years for current employees and contractors who may have contact with inmates. In the past 12 months, no new persons who may have contact with inmates have been hired. The policy is consistent with the requirements of the standard.

Standard 115.218 Upgrades to facilities and technologies

- Exceeds Standard (substantially exceeds requirement of standard)
- Meets Standard (substantial compliance; complies in all material ways with the standard for the relevant review period)

- Does Not Meet Standard (requires corrective action)

Flowood has not acquired any new facilities or made any substantial expansions or modifications of existing facilities since August 20, 2012, or since the last PREA audit. Flowood installed a video monitoring and electronic surveillance system in June, 2016.

Standard 115.221 Evidence protocol and forensic medical examinations

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

MDOC's Corrections Investigation Division is responsible for conducting sexual abuse investigations as outlined in MDOC Policy 12-05. Additional policies that outline evidence protocol and requirements for forensic medical exams are found in MDOC Policy 16-14 and MDOC Policy 20-14-01. MDOC has signed a Memorandum of Understanding with the Mississippi Coalition Against Sexual Assault (MSCASA) to make MSCASA's services available to victims of sexual assault.

All victims of sexual abuse have access to a forensic medical examination at an outside facility without any cost to them. Examinations are conducted by SANEs/SAFEs when available. Within the past 12 months, Flowood had no exams.

Standard 115.222 Policies to ensure referrals of allegations for investigations

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

MDOC 20-14-01, Policy 12-05 Criteria for Corrections Investigations meets the requirements of this standard. MDOC conducts an administrative review for all allegations of sexual abuse and sexual harassment as stated in MDOC Policy 20-14-01. During the past 12 months, Flowood received eight (8) allegations of sexual abuse and sexual harassment, of which six (6) resulted in administrative investigation. Two (2) were referred for criminal investigation. This policy is available on the MDOC website.

Standard 115.231 Employee training

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

MDOC Policy 20-14-01 states that all MDOC employees who may have contact with inmates will be trained on all of the enumerated PREA training curriculum requirements. Employees receive training on PREA requirements at least once a year during annual refresher training, and between trainings, MDOC employs agency directives to provide employees with information about current policies regarding sexual abuse and harassment. Staff demonstrated their knowledge about the importance of PREA during the interviews.

Standard 115.232 Volunteer and contractor training

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

Flowood trains all volunteers and contractors who have contact with inmates on their responsibilities under the agency's policies and procedures regarding sexual abuse and sexual harassment prevention, detection and response. Flowood dedicates a section in its Volunteer Handbook, a tool used for training volunteers and contractors, to educate them on PREA and the agency's applicable policies and procedures. In the past 12 months, twenty-seven volunteers received training on these policies.

Standard 115.233 Resident education

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

MDOC Policy 20-14-01 meets the requirements of this standard. Interviews with randomly chosen residents (using the facility weekly resident population log) confirmed that they had PREA orientation, knew about the policy, and felt safe at Flowood. Files of the interviewed residents contained signed documentation of PREA training completion.

Standard 115.234 Specialized training: Investigations

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

MDOC conducts its own investigations of allegations of sexual abuse, and MDOC Policy 20-14-01 requires all investigators to be trained in sexual abuse investigations in confinement settings. The auditor reviewed documentation confirming that the (2) two investigators who are responsible for PREA investigations at Flowood received PREA investigative training in compliance with this standard.

Standard 115.235 Specialized training: Medical and mental health care

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

Flowood does not have medical and mental health practitioners on site. Residents are referred to Central Mississippi Correctional Institution (CMCI) for treatment as needed. Telephonic interview with the nurse confirmed that she had received the agency's required PREA training in accordance with MDOC Policy 20-14-01. Medical staff at Flowood or CMCI do not conduct forensic examinations.

Standard 115.241 Screening for risk of victimization and abusiveness

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

MDOC Policy 20-14-01 requires all inmates to be screened for risk of sexual victimization or risk of sexually abusing other inmates within 72 hours of their intake. Interviews with residents confirmed that they were screened within 72 hours of their intake.

Standard 115.242 Use of screening information

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

MDOC uses information from the risk screening to inform housing, bed, work, education and program assignments with the goal of keeping separate inmates at high risk of being sexually victimized from inmates at high risk of being sexually abusive. Residents with a high risk of being sexual abusive are not assigned to community work centers. Flowood makes individualized determinations on how to ensure the safety of each inmate.

Standard 115.251 Resident reporting

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

MDOC has established procedures allowing for multiple internal ways for inmates and staff to privately report sexual abuse or harassment of inmates, retaliation and staff neglect or violation of responsibilities that may have contributed to such incidents. MDOC has signed a memorandum of understanding with the Mississippi Coalition Against Sexual Assault to provide their contact information for residents who wish to confidentially report incidents to an outside entity.

Additionally, Flowood residents and staff may call a confidential hotline to report suspected instances of sexual assault. Another avenue for residents to report incidents is to file a grievance; staff may complete an incident report. During interviews, residents stated that they could talk to any of the staff if there was an issue. Several expressed that they felt safe and knew of the PREA safety postings on the bulletin boards in the housing units, dining hall, and other common areas.

Standard 115.252 Exhaustion of administrative remedies

- Exceeds Standard (substantially exceeds requirement of standard)
- Meets Standard (substantial compliance; complies in all material ways with the standard for the relevant review period)

- Does Not Meet Standard (requires corrective action)

MDOC Policies 20-14-01 and 20-08 establish administrative procedures for dealing with inmate grievances regarding sexual abuse. Resident interview responses indicate that they are aware of their right to file a grievance to address a PREA allegation. In the past 12 months, one (1) grievance was filed that alleged past sexual abuse. That one (1) grievance reached a final decision within 90 days after being filed. In the past 12 months, no grievances were filed for imminent sexual abuse with a final decision reached within five days.

Standard 115.253 Resident access to outside confidential support services

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

MDOC has signed a memorandum of understanding with the Mississippi Coalition Against Sexual Assault (MCASA) to provide their contact information for inmates who wish to confidentially report incidents to an outside entity. Residents are provided the contact information for MCASA through distributed written materials.

Standard 115.254 Third-party reporting

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

The MDOC website posts a designated phone number for third parties to call and confidentially report incidents of resident sexual abuse or sexual harassment. The designated phone number is also visible on PREA Tip Line posters in the center. These posters were observed during the unit tour. When residents were interviewed, their responses confirmed that they knew of the posters and the information contained.

Standard 115.261 Staff and agency reporting duties

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

MDOC Policy 20-14-01 requires staff to immediately report any knowledge, suspicion or information regarding an incident of sexual abuse or harassment, retaliation, or staff neglect or violation of PREA responsibilities. Additionally, the policy states that staff must not reveal any information related to a sexual abuse report beyond what is necessary to share for appropriate follow-up actions. During staff interviews, it was clear that they knew the appropriate reporting procedures.

Standard 115.262 Agency protection duties

- Exceeds Standard (substantially exceeds requirement of standard)
- Meets Standard (substantial compliance; complies in all material ways with the standard for the

relevant review period)

- Does Not Meet Standard (requires corrective action)

MDOC Policy 20-14-01 states that when the agency or facility learns that a resident is subject to a substantial risk of imminent sexual abuse, immediate action must be taken to protect the resident. In the past 12 months, there have been no cases at Flowood where a resident was determined to be in substantial risk of imminent sexual abuse.

Standard 115.263 Reporting to other confinement facilities

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

MDOC Policy 20-14-01 states that upon receiving an allegation that a resident was sexually abused while confined at another facility, the facility head or designee will notify the appropriate staff in the agency where the alleged abuse occurred. In the past 12 months, Flowood received no allegations that a resident was abused while confined at another facility.

Standard 115.264 Staff first responder duties

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

In the past 12 months, there were eight (8) allegations at Flowood that a resident was sexually abused. There were no instances when the security staff first responder had to separate the alleged victim and the abuser. In no instances were staff required to collect physical evidence of the sexual assault. There was no instance in the past 12 months where non-security staff served as a first responder to an allegation of resident sexual abuse.

Standard 115.265 Coordinated response

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

MDOC has developed a written institutional plan, reflected in the Sexual Assault Response and Containment Checklist, to coordinate actions among first responders, medical staff, investigators and leadership taken in response to an incident of sexual abuse. Interviews confirmed that staff were aware of their specific responsibilities in response to an allegation of sexual abuse.

Standard 115.266 Preservation of ability to protect residents from contact with abusers

- Exceeds Standard (substantially exceeds requirement of standard)

- Meets Standard (substantial compliance; complies in all material ways with the standard for the relevant review period)
- Does Not Meet Standard (requires corrective action)

MDOC has not entered into a collective bargaining agreement that limits its ability to remove alleged staff sexual abusers from contact with any residents pending the outcome of an investigation or of a determination of whether and to what extent discipline is warranted.

Standard 115.267 Agency protection against retaliation

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

MDOC Policy 20-14-01 states that all inmates and staff who report sexual abuse or sexual harassment or cooperate with investigations will be protected from retaliation by other inmates or staff and monitored by Flowood designated staff. In the past 12 months, there have been no reported incidents of retaliation.

Standard 115.271 Criminal and administrative agency investigations

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

MDOC Policies 20-14-10 and 12-05 require that an investigation is conducted and documented whenever a sexual assault or threat is reported, and for all substantiated allegations that appear to be criminal to be referred for prosecution. Since August 20, 2012, Flowood reported two (2) substantiated allegations referred for criminal investigation. These two cases are on-going.

Standard 115.272 Evidentiary standard for administrative investigations

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

MDOC Policy 20-14-01 states that no standard higher than a preponderance of the evidence will be used in determining whether allegations of sexual abuse or sexual harassment are substantiated.

Standard 115.273 Reporting to residents

- Exceeds Standard (substantially exceeds requirement of standard)
- Meets Standard (substantial compliance; complies in all material ways with the standard for the relevant review period)

- Does Not Meet Standard (requires corrective action)

MDOC Policy 20-14-01 states that following an investigation the agency will inform the offender as to whether the allegation has been substantiated, unsubstantiated or unfounded. In the past 12 months, Flowood had eight (8) residents file a complaint alleging sexual abuse. Offenders were notified verbally of six administrative investigative results. The two offenders who were interviewed during the onsite audit detailed several meetings with CID investigators and were fully aware of the status of their complaints.

Standard 115.276 Disciplinary sanctions for staff

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

MDOC Policy 20-14-01 states that staff will be subject to disciplinary sanctions up to and including termination for violating agency sexual abuse or sexual harassment policies. In the past 12 months, no Flowood staff were found in violation of PREA policies, and therefore, no disciplinary sanctions have been warranted.

Standard 115.277 Corrective action for contractors and volunteers

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

MDOC Policy 20-14-01 states that any contractor or volunteer who engages in sexual abuse will be prohibited from contact with inmates and will be reported to the Corrections Investigations Division (CID). In the past 12 months, Flowood had two (2) allegations of sexual abuse against contractors or volunteers. Documentation confirmed that the two cases were reported to (CID).

Standard 115.278 Disciplinary sanctions for residents

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

MDOC Policy 20-14-01 states that inmates are subject to disciplinary sanctions pursuant to a formal disciplinary process following an administrative finding that the inmate sexually abused another inmate. In the past 12 months, Flowood had no administrative findings of resident on resident sexual abuse.

Standard 115.282 Access to emergency medical and mental health services

- Exceeds Standard (substantially exceeds requirement of standard)

- Meets Standard (substantial compliance; complies in all material ways with the standard for the relevant review period)
- Does Not Meet Standard (requires corrective action)

MDOC Policy 12-40-01 provides for timely, unimpeded access to emergency medical treatment and crisis intervention services without any cost to the Flowood resident.

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

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

MDOC Policy 20-14-01 states that residents will be offered medical and mental health evaluation as appropriate treatment to all residents who have been victimized by sexual abuse consistent with the community level of care.

Standard 115.286 Sexual abuse incident reviews

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

MDOC Policy 20-14-01 states that it will conduct sexual abuse review at the conclusion of every sexual abuse investigation unless the allegation has been determined unfounded. This review will take place 30 days after the conclusion of the investigation and will be conducted by the facility head, the statewide PREA coordinator and the PREA Manager. There were five (5) sexual abuse review team meetings 30 days after the conclusion of investigations. The Annual PREA Report documents MDOC’s efforts to improve policies for more effective compliance with PREA.

Standard 115.287 Data collection

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

Pursuant to MDOC Policy 20-14-01, MDOC uses a standard form and definitions sheet to facilitate the uniform collection of data for every sexual abuse allegation. MDOC Policy states that the agency will collect incident data at least annually, and upon request, will provide such data for the previous calendar year to the Department of Justice.

Standard 115.288 Data review for corrective action

- Exceeds Standard (substantially exceeds requirement of standard)

- Meets Standard (substantial compliance; complies in all material ways with the standard for the relevant review period)
- Does Not Meet Standard (requires corrective action)

MDOC Policy 20-14-01 requires the agency to review data collected in order to assess and to improve the effectiveness of its sexual abuse prevention, detection, and response policies, practices, and training. Annual reports, approved by the MDOC Commissioner, containing institutional assessment information are posted online at www.mdoc.state.ms.us.

Standard 115.289 Data storage, publication, and destruction

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

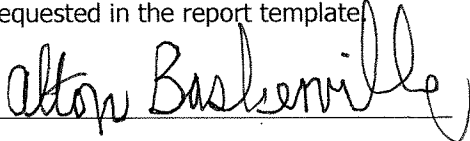
MDOC Policy 20-14-01 states that the agency will ensure that data is securely retained, and personal identifiers are removed before making data on sexual abuse publicly available.

AUDITOR CERTIFICATION

I certify that:

- The contents of this report are accurate to the best of my knowledge.
- No conflict of interest exists with respect to my ability to conduct an audit of the agency under review, and
- I have not included in the final report any personally identifiable information (PII) about any inmate or staff member, except where the names of administrative personnel are specifically requested in the report template

Alton Baskerville



August 5, 2016

Auditor Signature Date