

2015 Sexual Abuse Annual Report

North Carolina
Department Of Public Safety
(NCDPS)



August 25, 2015



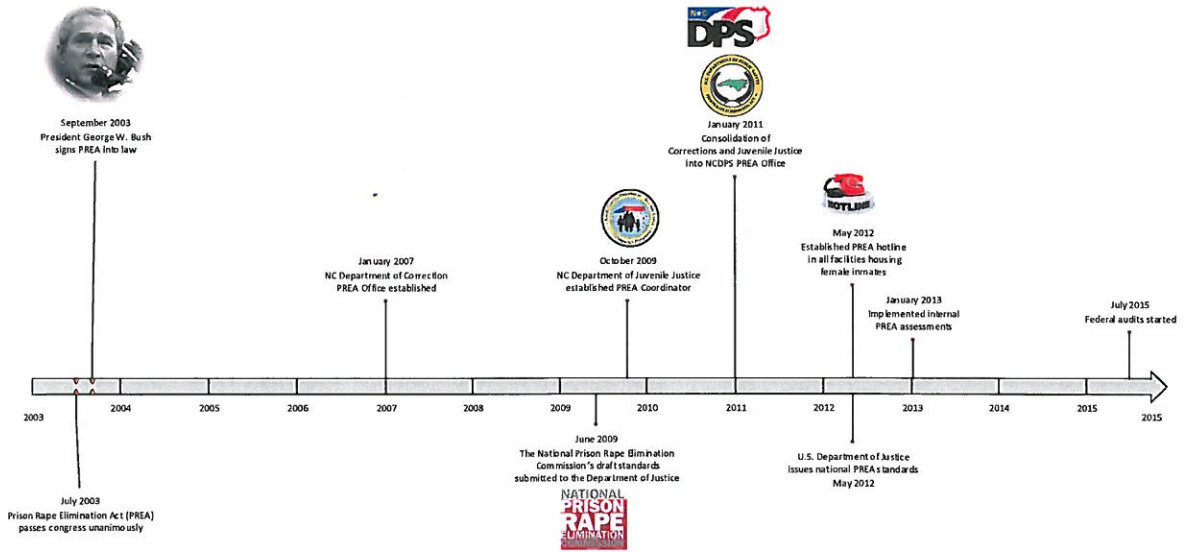
INTRODUCTION

The Prison Rape Elimination Act of 2003 (PREA) was enacted by Congress to address the problem of sexual abuse and sexual harassment of persons in the custody of U.S. correctional agencies. The Act applies to all public and private institutions that house adult or juvenile offenders and is also relevant to community-based agencies. The PREA national standards were promulgated in August 2012. These standards established nationwide consistency in practices covering the areas of detection, prevention, reduction, and punishment of prison rape in confinement facilities.

In January 2007, the former North Carolina Department of Correction (NCDOC) established the PREA Office. Charged with developing a program of prevention, detection, response, and tracking allegations of sexual abuse and sexual harassment within prisons, the Office began intensive efforts toward implementing a response to the Prison Rape Elimination Act and strengthening a culture of zero-tolerance. In October 2009, the former North Carolina Department of Juvenile Justice and Delinquency Prevention (NCDJJD) established a PREA Coordinator, and began its own efforts toward response within its juvenile justice facilities. In January 2011, the former DOC and NCDJJD were consolidated into the NCDPS, resulting in an agency responsible for the safety and supervision of over 157,000 juveniles, inmates, and offenders on probation and/or parole. This consolidation unified the PREA Offices and strengthened its efforts toward PREA compliance. In the subsequent years, the NCDPS has proudly developed a robust PREA program, focused on the goal of eliminating sexual abuse and sexual harassment within confinement.

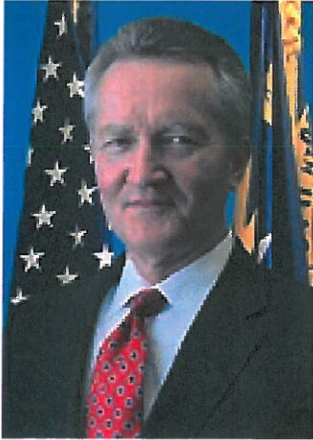
This report summarizes NCDPS's work from 2013-2014.

HISTORY IN REVIEW





MESSAGE FROM THE SECRETARY



Sexual abuse and sexual harassment have a significant impact for both the criminal justice system and general public. The Prison Rape Elimination Act (PREA) of 2003 provided findings that victims of sexual abuse suffer severe physical and psychological effects that may hinder their ability to reintegrate into the community upon their release.

The North Carolina Department of Public Safety (NCDPS) is committed to a zero-tolerance standard by maintaining a program of prevention, detection, response, investigation, prosecution, and tracking. As required by PREA national standards §115.88, §115.288, and §115.388, the 2015 annual report presents a summary of substantiated incidents of sexual abuse in confinement for the calendar years 2013-2014 and the corrective actions taken by the Department in response. This report also provides an assessment of the Department's progress in addressing sexual abuse.

The NCDPS prides itself on being proactive and focused on prevention in order to maintain the highest standards of correctional and rehabilitative treatment. The Department relies on stakeholders to assist in achieving its zero-tolerance goal and welcomes community partnerships to further its efforts.

Sincerely,

A handwritten signature in blue ink that reads "Frank L. Perry". The signature is written in a cursive, flowing style.

Frank L. Perry

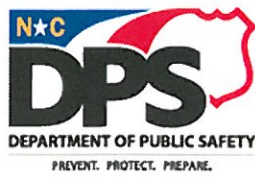
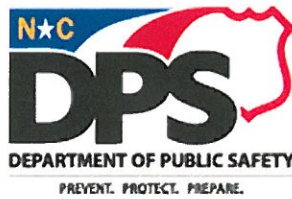


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OVERVIEW: NORTH CAROLINA DEPARTMENT OF PUBLIC SAFETY

The overall mission of the Department of Public Safety is to improve the quality of life for North Carolinians by reducing crime and enhancing public safety. The Department focuses citizen and legislative attention on law enforcement and public safety issues.

The Department's scope includes the State Bureau of Investigation, the North Carolina National Guard, the North Carolina State Highway Patrol, and the Division of Adult Correction and Juvenile Justice (DACJJ).

DIVISION OF ADULT CORRECTION AND JUVENILE JUSTICE

The Division of Adult Correction and Juvenile Justice is responsible for the care, custody, and supervision of all adults and juveniles sentenced after conviction for violations or adjudicated for delinquent acts under the North Carolina law.

ADULT CORRECTION

Adult offenders, to include youthful inmates, face sentences ranging from probation served in the community to active prison sentences served in one of the state's prison facilities. After prison, there is a period of post-release supervision for offenders to help them transition more successfully back to the community. For those who commit technical violations of probation, there are Confinement in Response to Violation (CRV) facilities.

JUVENILE JUSTICE

Juvenile dispositions can include supervision by a juvenile court counselor in the community, short-term commitments at a residential facility or detention center, or longer-term commitments in a youth development center for serious and/or violent or chronic offenders. Delinquent, non-adjudicated, and at-risk juveniles may all receive services from programs in their communities.



DEPARTMENTAL ACCOMPLISHMENTS: 2013 AND 2014

PROGRAM ADMINISTRATION

1. Developed an internal assessment (mock audit) process across all DACJJ facilities to evaluate implementation of the Department's PREA program.

PREVENTION

1. Enhanced existing screening protocols to identify potential high-risk abusers, and implemented a high-risk abuser report to inform decisions on housing, bed, work, education, and program assignments.
2. Established separate housing units for both male and female youthful inmate populations at the North Carolina Correctional Institution for Women and the Foothills Correctional Institution.
3. Enhanced the Department's prevention strategies by implementing a system for responding to the hiring and promotion requirements for new and current employees under standards §115.17, §115.217, and §115.317.

RESPONSE

1. Developed the NC PREA Advocacy and Advisory Board in conjunction with the North Carolina Coalition Against Sexual Assault, bringing together the Department and victim advocates from outside agencies.
2. Developed the coordinated response template, consistent with federal standards, to ensure consistency in protocols.
3. Developed the Post Incident Review (PIR) tool for use on substantiated or unsubstantiated cases of sexual abuse.
4. Conducted PREA briefings with each DACJJ facility's Sexual Abuse Response & Review Teams.
5. Developed response protocols, including referral to law enforcement and/or prosecuting authorities upon receipt of allegations of criminal misconduct.

TRAINING AND EDUCATION

1. Conducted PREA training for the Governor and staff to educate on program requirements and to inform on requirements to respond to the U.S. Department of Justice.



2. Held statewide PREA conferences for DACJJ to inform key stakeholders on national standards.
3. Developed and administered a PREA Compliance Manager workshop.
4. Revised existing training curricula, focusing on both content and format.
5. Developed and introduced a specialized training for medical and mental health staff, and provided updates for specialized training for sexual abuse and sexual harassment investigators.
6. Developed an educational video and an accompanying facilitator's guide for juvenile residents, per standard §115.333.
7. Developed and published for use the "Juvenile PREA Education Acknowledgement Form" to improve documentation of education provided.
8. Translated existing "Offender PREA Education Acknowledgement Form" (for use by inmate population) to address limited English proficiency population.
9. Revised brochures on the prevention of undue familiarity and sexual abuse and sexual harassment for the following:
 - a) Staff
 - b) Volunteers and/or Agents of the Department
 - c) Offenders and juveniles



DEFINITIONS RELATED TO SEXUAL ABUSE AND SEXUAL HARASSMENT

SEXUAL ABUSE – For purposes of this report and statistical data, sexual abuse includes:

- Sexual abuse of an inmate, detainee, or resident by another inmate, detainee, or resident; and
- Sexual abuse of an inmate, detainee, or resident by a staff member, contractor, or volunteer.

Sexual abuse of an inmate, detainee, or resident by another inmate, detainee, or resident includes any of the following acts, if the victim does not consent, is coerced into such act by overt or implied threats of violence, or is unable to consent or refuse:

1. Contact between the penis and the vulva or the penis and the anus, including penetration, however slight;
2. Contact between the mouth and the penis, vulva, or anus;
3. Penetration of the anal or genital opening of another person, however slight, by a hand, finger, object, or other instrument; and
4. Any other intentional touching, either directly or through the clothing, of the genitalia, anus, groin, breast, inner thigh, or the buttocks of another person, excluding contact incidental to a physical altercation.

Sexual abuse of an inmate, detainee, or resident by a staff member, contractor, or volunteer (NOTE: previously staff sexual misconduct) includes any of the following acts, with or without consent of the inmate, detainee, or resident:

1. Contact between the penis and the vulva or the penis and the anus, including penetration, however slight;
2. Contact between the mouth and the penis, vulva, or anus;
3. Contact between the mouth and any body part where the staff member, contractor, or volunteer has the intent to abuse, arouse, or gratify sexual desire;
4. Penetration of the anal or genital opening, however slight, by a hand, finger, object, or other instrument, that is unrelated to official duties or where the staff member, contractor, or volunteer has the intent to abuse, arouse, or gratify sexual desire;



5. Any other intentional contact, either directly or through the clothing, of or with the genitalia, anus, groin, breast, inner thigh, or the buttocks, that is unrelated to official duties or where the staff member, contractor, or volunteer has the intent to abuse, arouse, or gratify sexual desire;
6. Any attempt, threat, or request by a staff member, contractor, or volunteer to engage in the activities described in paragraphs (1)-(5) of this section;
7. Any display by a staff member, contractor, or volunteer of his or her uncovered genitalia, buttocks, or breast in the presence of an inmate, detainee, or resident, and
8. Voyeurism by a staff member, contractor, or volunteer. Voyeurism by a staff member, contractor, or volunteer means an invasion of privacy of an inmate, detainee, or resident by staff for reasons unrelated to official duties, such as peering at an inmate who is using a toilet in his or her cell to perform bodily functions; requiring an inmate to expose his or her buttocks, genitals, or breasts; or taking images of all or part of an inmate's naked body or of an inmate performing bodily functions.

SEXUAL HARASSMENT:

1. Repeated and unwelcome sexual advances, requests for sexual favors, or verbal comments, gestures, or actions of a derogatory or offensive sexual nature by one inmate, detainee, or resident directed toward another; and
2. Repeated verbal comments or gestures of a sexual nature to an inmate, detainee, or resident by a staff member, contractor, or volunteer, including demeaning references to gender, sexually suggestive or derogatory comments about body or clothing, or obscene language or gestures.



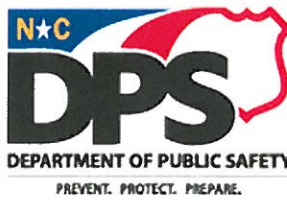
COMPARATIVE DATA

2014: THE DEPARTMENT'S YEAR IN REVIEW

During the 2014 calendar year, the NCDPS received a total of 614 inmate and juvenile sexual abuse and sexual harassment allegations. The following outlines the total number of incidents reported and the outcome of investigations in 2014.

2014					
Incident Type	Substantiated	Unsubstantiated	Unfounded	Ongoing	Total
Inmate on Inmate Abusive Sexual Contact	4	38	22	2	66
Inmate on Inmate Nonconsensual Sexual Act	3	16	8	1	28
Inmate on Inmate Sexual Harassment	25	86	26	5	142
Staff on Inmate Sexual Misconduct	17	69	96	4	186
Staff on Inmate Sexual Harassment	7	54	89	1	151
Juvenile on Juvenile Abusive Sexual Contact	0	4	3	0	7
Juvenile on Juvenile Nonconsensual Sexual Act	1	0	1	0	2
Juvenile on Juvenile Sexual Harassment	0	12	8	0	20
Staff on Juvenile Sexual Misconduct	2	1	1	0	4
Staff on Juvenile Sexual Harassment	0	2	6	0	8
Total Allegations Received					614

TABLE 1



**2014 ADULT CORRECTION FACILITIES:
SUBSTANTIATED SEXUAL ABUSE CASES WITH CORRECTIVE ACTIONS**

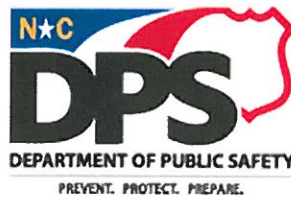
Facility	# Substantiated Cases	Corrective Action(s)
Bertie CI	2	<ol style="list-style-type: none"> 1. Implemented additional routine or unannounced rounds in an effort to prevent future incidents. 2. Made upgrades to the physical structure of the area in which the incident occurred. 3. Made changes to the number and placement of supervisory staff in the area in which the incident occurred. 4. Distributed PREA posters throughout the facility. 5. Distributed information on ways to report for population. 6. Distributed first responder cards to all staff. 7. Discussed PREA related topics in shift line-ups. 8. Made revisions to facility policies or procedures. 9. Held a facility management meeting to discuss ways to improve general sexual safety in the facility. 10. Implemented procedures where staff is not allowed alone in confined spaces with inmates. If staff have to go in a confined space there will be two staff, one being the same sex as the inmates. 11. Replaced lock on the door such that now only the Sergeant only has a key. There is only one entrance to the area in which the incident occurred. 12. Implemented Management Involvement in Career Services (MICS) which provides newly hired staff an additional 120 hours of training including shadowing facility management. This program was developed to reduce undue familiarity incidents and increase employee tenure. 13. Modified staffing in area in which incident occurred to ensure that there are always two (2) certified staff in the area at all times. 14. Unit in which the incident occurred is to only have certified staff assigned, as there will not be any newly hired staff placed on that unit. 15. Staff referred for prosecution.
Brown Creek CI	1	<ol style="list-style-type: none"> 1. Implemented additional routine or unannounced rounds in an effort to prevent future incidents. 2. Reassessed the appropriateness of certain staff in PREA-related roles. 3. Required all facility staff to complete <i>Staff and Offender Relationship</i> and/or <i>Sexual Abuse and Sexual Harassment</i> training. 4. Distributed PREA posters throughout the facility. 5. Distributed first responder cards to all staff. 6. Discussed PREA related topics in shift line-ups. 7. Held a facility management meeting to discuss ways to improve general sexual safety in the facility. 8. Conducted a sexual safety assessment.



Facility	# Substantiated Cases	Corrective Action(s)
Craggy CC	2	<ol style="list-style-type: none"> 1. Implemented additional routine or unannounced rounds in an effort to prevent future incidents. 2. Required all facility staff to complete <i>Staff and Offender Relationship</i> and/or <i>Sexual Abuse and Sexual Harassment</i> training. 3. Distributed PREA posters throughout the facility. 4. Made changes to bed, job, and/or program assignments protocols. 5. Discussed PREA related topics in shift line-ups. <p>Note: Staff resigned after completion of investigation.</p>
Dan River Prison Work Farm	1	<ol style="list-style-type: none"> 1. Implemented additional routine or unannounced rounds in an effort to prevent future incidents. 2. Discussed PREA related topics in shift line-ups. 3. Staff members were advised to conduct more rounds in this area to ensure offenders did not congregate in front of the barbershop. 4. Line staff members were further advised to continue to cover this information in line-up as a preventative measure.
Foothills CI	1	<ol style="list-style-type: none"> 1. Implemented additional routine or unannounced rounds in an effort to prevent future incidents. 2. Made upgrades to technology (such as mirrors, motion lights, or cameras) in the area in which the incident occurred (equipment ordered). 3. Made changes to the number and placement of supervisory staff in the area in which the incident occurred. 4. Discussed PREA related topics in shift line-ups. 5. Made revisions to facility policies or procedures. 6. Held a facility management meeting to discuss ways to improve general sexual safety in the facility. <p>Note: Staff resigned prior to completion of investigation.</p>
Greene CI	1	<ol style="list-style-type: none"> 1. Made upgrades to technology (such as mirrors, motion lights, or cameras) in the area in which the incident occurred. 2. Distributed information on ways to report for population. 3. Discussed PREA related topics in shift line-ups. 4. Held a facility management meeting to discuss ways to improve general sexual safety in the facility. <p>Note: Staff resigned prior to completion of investigation.</p>
Lumberton CI	1	<ol style="list-style-type: none"> 1. Implemented additional routine or unannounced rounds in an effort to prevent future incidents. 2. Distributed PREA posters throughout the facility. 3. Distributed information on ways to report for population. 4. Discussed PREA related topics in shift line-ups. 5. Held a facility management meeting to discuss ways to improve general sexual safety in the facility.



Facility	# Substantiated Cases	Corrective Action(s)
NC Correctional Institution for Women	3	<ol style="list-style-type: none"> 1. Implemented additional routine or unannounced rounds in an effort to prevent future incidents. 2. Made upgrades to technology (such as mirrors, motion lights, or cameras) in the area in which the incident occurred. 3. Required all facility staff to complete <i>Staff and Offender Relationship</i> and/or <i>Sexual Abuse and Sexual Harassment</i> training. 4. Required the population to complete additional education. 5. Distributed PREA posters throughout the facility. 6. Distributed information on ways to report for population. 7. Conducted town hall meetings with population to discuss prevention. 8. Conducted a sexual safety assessment. 9. Facility Standard Operating Procedures are currently being updated. 10. In process of devising First Responder Cards for distribution to all employees. <p>Note: Staff resigned after completion of investigation.</p>
Pamlico CI	1	<ol style="list-style-type: none"> 1. Distributed PREA posters throughout the facility. 2. Distributed information on ways to report for population. 3. Distributed first responder cards to all staff. 4. Discussed PREA related topics in shift line-ups. 5. Held a facility management meeting to discuss ways to improve general sexual safety in the facility. 6. Incorporated the use of Division Phone Investigators to assist with investigations. The assistance received during the investigation was substantial and provided undeniable evidence. This resource is essential during staff involved investigations. 7. Staff referred for prosecution.
Pasquotank CI	1	<ol style="list-style-type: none"> 1. Discussed PREA related topics in shift line-ups. 2. Held a facility management meeting to discuss ways to improve general sexual safety in the facility. 3. After Post Incident Review of this case, staff members were advised to maintain accountability of all inmates leaving the units going to medical. 4. Staff referred for prosecution.
Piedmont CI	2	<ol style="list-style-type: none"> 1. Made upgrades to technology (such as mirrors, motion lights, or cameras) in the area in which the incident occurred. 2. Distributed PREA posters throughout the facility. 3. Discussed PREA related topics in shift line-ups. 4. Conducted a sexual safety assessment.



Facility	# Substantiated Cases	Corrective Action(s)
Polk CI	5	<ol style="list-style-type: none"> 1. Implemented additional routine or unannounced rounds in an effort to prevent future incidents. 2. Required all facility staff to complete <i>Staff and Offender Relationship</i> and/or <i>Sexual Abuse and Sexual Harassment</i> training. 3. Distributed PREA posters throughout the facility. 4. Made changes to bed, job, and/or program assignments protocols. 5. Distributed information on ways to report for population. 6. Distributed first responder cards to all staff. 7. Discussed PREA related topics in shift line-ups. 8. Held a facility management meeting to discuss ways to improve general sexual safety in the facility. 9. Requested cameras through our PIR process. Cameras are needed in common areas such as hallway and horseshoe areas of dormitories. Staff members are orientated on PREA during employee orientation. <p>Note: Staff resigned either prior to, or after, completion of investigation.</p>
Sampson CI	1	<ol style="list-style-type: none"> 1. Held a facility management meeting to discuss ways to improve general sexual safety in the facility. 2. No other action taken due to the employee resigning from her position as correctional officer. All evidence was turned over to local law enforcement. <p>Note: Staff resigned prior to completion of investigation.</p>
Swannanoa Correctional Center for Women	1	<ol style="list-style-type: none"> 1. Required all facility staff to complete <i>Staff and Offender Relationship</i> and/or <i>Sexual Abuse and Sexual Harassment</i> training. 2. Distributed PREA posters throughout the facility. 3. Discussed PREA related topics in shift line-ups.
Wake CC	1	<ol style="list-style-type: none"> 1. Administered corrective actions commensurate with the offense committed, to include dismissal when necessary.

TABLE 2

2014 ADULT FACILITIES WITH NO SUBSTANTIATED CASES OF SEXUAL ABUSE

Albemarle CI	Catawba CC	Franklin CC	Lincoln CC	New Hanover CC	Scotland CI
Alexander CI	Central Prison	Gaston CC	Marion CI	Odom CI	Southern CI
Avery Mitchell CI	Columbus CI	Harnett CI	Maury CI	Orange CC	Tabor CI
Caldwell CC	Craven CI	Hoke CI	Morrison CI	Pender CI	Tyrrell PWF
Caledonia CI	Davidson CC	Hyde CI	Mt. View CI	Randolph CC	Warren CI
Carteret CC	Eastern CI	Johnston CI	Nash CI	Rutherford CC	Wilkes CC
Caswell CC	Forsyth CC	Lanesboro CI	Neuse CI	Sanford CC	



**2014 JUVENILE JUSTICE FACILITIES:
SUBSTANTIATED SEXUAL ABUSE CASES WITH CORRECTIVE ACTIONS**

Facility	# Substantiated Cases	Corrective Action(s)
CA Dillon	1	<ol style="list-style-type: none"> 1. Required all facility staff to complete <i>Staff and Offender Relationship</i> and/or <i>Sexual Abuse and Sexual Harassment</i> training. 2. Implemented additional routine or unannounced rounds in an effort to prevent future incidents. 3. Implemented unannounced drug/phone canine interdictions. <p>Note: Staff resigned after completion of investigation.</p>
Chatham	2	<ol style="list-style-type: none"> 1. Implemented additional routine or unannounced rounds in an effort to prevent future incidents. 2. Made changes to the number and placement of supervisory staff in the area in which the incident occurred. 3. Discussed PREA related topics in shift line-ups. 4. Conducted town hall meetings with population to discuss prevention. 5. Instructed all juveniles that they are not to participate in a game of "Truth or Dare". Discussed prevention with all youth counselors, Associates, and Night Monitors; emphasized diligent supervision and oversight. Instructed that there should always be at least one staff member on the floor, patrolling the dayroom areas.

TABLE 3

2014 JUVENILE JUSTICE FACILITIES WITH NO SUBSTANTIATED CASES OF SEXUAL ABUSE

Alexander
Cumberland Regional
Gaston Regional

New Hanover Regional
Pitt Regional
Wake

Stonewall Jackson
Dobbs

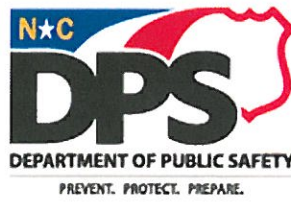


2013: THE DEPARTMENT'S YEAR IN REVIEW

During the 2013 calendar year, NCDPS received a total of 550 inmate and juvenile sexual abuse and sexual harassment allegations. The following outlines the total number of incidents reported and the outcome of investigations in 2013.

2013					
Incident Type	Substantiated	Unsubstantiated	Unfounded	Ongoing	Total
Inmate on Inmate Abusive Sexual Contact	1	27	13	0	41
Inmate on Inmate Nonconsensual Sexual Act	2	34	14	0	50
Inmate on Inmate Sexual Harassment	32	87	27	0	146
Staff on Inmate Sexual Misconduct	15	56	78	0	149
Staff on Inmate Sexual Harassment	5	43	84	0	132
Juvenile on Juvenile Abusive Sexual Contact	0	1	9	0	10
Juvenile on Juvenile Nonconsensual Sexual Act	0	0	3	0	3
Juvenile on Juvenile Sexual Harassment	0	0	2	0	2
Staff on Juvenile Sexual Misconduct	1	1	10	0	12
Staff on Juvenile Sexual Harassment	2	1	2	0	5
Total Allegations Received					550

TABLE 4



**2013 ADULT CORRECTION FACILITIES:
SUBSTANTIATED SEXUAL ABUSE CASES WITH CORRECTIVE ACTIONS**

Facility	# Substantiated Cases	Corrective Action(s)
Albemarle CI	1	<ol style="list-style-type: none"> 1. Distributed PREA posters throughout the facility. 2. Distributed information on ways to report for population. 3. Discussed PREA related topics in shift line-ups. 4. Held a facility management meeting to discuss ways to improve general sexual safety in the facility. 5. Management has requested upgraded video surveillance equipment to better monitor activity, as well as motion-sensing lights for closets/storage rooms, and metal doors for bathroom stalls.
Bertie CI	1	<ol style="list-style-type: none"> 1. Implemented additional routine or unannounced rounds in an effort to prevent future incidents. 2. Required all facility staff to complete <i>Staff and Offender Relationship</i> and/or <i>Sexual Abuse and Sexual Harassment</i> training. 3. Distributed PREA posters throughout the facility. 4. Discussed PREA related topics in shift line-ups. <p>Note: Staff resigned prior to completion of investigation.</p>
Buncombe CC	1	<ol style="list-style-type: none"> 1. Reassess the appropriateness of certain staff in PREA-related roles. 2. Required all facility staff to complete <i>Staff and Offender Relationship</i> and/or <i>Sexual Abuse and Sexual Harassment</i> training. 3. Made changes to bed, job, and/or program assignments protocols.
Caldwell CC	1	<ol style="list-style-type: none"> 1. Implemented additional routine or unannounced rounds in an effort to prevent future incidents. 2. Made upgrades to technology (such as mirrors, motion lights, or cameras) in the area in which the incident occurred. 3. Required all facility staff to complete <i>Staff and Offender Relationship</i> and/or <i>Sexual Abuse and Sexual Harassment</i> training. 4. Distributed PREA posters throughout the facility. 5. Made changes to bed, job, and/or program assignments protocols. 6. Discussed PREA related topics in shift line-ups. 7. Held a facility management meeting to discuss ways to improve general sexual safety in the facility. 8. Conducted a sexual safety assessment. 9. Administered corrective actions commensurate with the offense committed, to include dismissal when necessary.
Caledonia CI	1	<ol style="list-style-type: none"> 1. Implemented additional routine our unannounced rounds in an effort to prevent future incidents. 2. Made upgrades to technology (such as mirrors, motion lights, or cameras) in the area where the incident occurred. 3. Reassessed the appropriateness of certain staff in PREA-related roles. 4. Distributed PREA posters throughout the facility. 5. Distributed information on ways to report for population. 6. Distributed first responder cards to all staff. 7. Discussed PREA related topics in shift line-ups.



Facility	# Substantiated Cases	Corrective Action(s)
		8. Conducted town hall meetings with population discuss prevention. 9. Held a facility management meeting to discuss ways to improve general sexual safety in the facility. 10. Conducted a sexual safety assessment. 11. Installed cameras, and when additional funding is available, a camera will be placed in the area employee was assigned. Note: Staff resigned prior to completion of investigation.
Carteret CC	1	1. Implemented additional routine or unannounced rounds in an effort to prevent future incidents. 2. Reassessed the appropriateness of certain staff in PREA-related roles. 3. Required all facility staff to complete <i>Staff and Offender Relationship</i> and/or <i>Sexual Abuse and Sexual Harassment</i> training. 4. Distributed PREA posters throughout the facility. 5. Made changes to bed, job, and/or program assignments protocols. 6. Distributed information on ways to report for population. 7. Distributed first responder cards to all staff. 8. Discussed PREA related topics in shift line-ups. 9. Made revisions to facility policies or procedures. 10. Held a facility management meeting to discuss ways to improve general sexual safety in the facility. 11. Conducted a sexual safety assessment. 12. Due to area being in a blind spot, camera installation has been requested. 13. Sergeants have been instructed to increase routine checks in area to prevent reoccurrence of incident. 14. Ensured PREA policy is discussed in line-up. 15. Staff referred for prosecution. Note: Staff resigned prior to completion of investigation.
Craven CI	2	1. Implemented additional routine or unannounced rounds in an effort to prevent future incidents. 2. Required all facility staff to complete <i>Staff and Offender Relationship</i> and/or <i>Sexual Abuse and Sexual Harassment</i> training. 3. Distributed PREA posters throughout the facility. 4. Distributed information on ways to report for population. 5. Discussed PREA related topics in shift line-ups. 6. Held a facility management meeting to discuss ways to improve general sexual safety in the facility. 7. Continue to discuss PREA and staff undue familiarity at Shift Line-up and management meetings. 8. Administered corrective actions commensurate with the offense committed, to include dismissal when necessary.
Forsyth CC	1	1. Implemented additional routine or unannounced rounds in an effort to prevent future incidents. 2. Made changes to the number and placement of supervisory staff in the area in which the incident occurred. 3. Reassessed the appropriateness of certain staff in PREA-related roles.



Facility	# Substantiated Cases	Corrective Action(s)
		<ol style="list-style-type: none"> 4. Required all facility staff to complete <i>Staff and Offender Relationship and/or Sexual Abuse and Sexual Harassment</i> training. 5. Distributed PREA posters throughout the facility. 6. Made changes to bed, job, and/or program assignments protocols. 7. Distributed information on ways to report for population. 8. Discussed PREA related topics in shift line-ups. 9. Made revisions to facility policies or procedures. 10. Made changes to medical and/or mental health protocols or responses. 11. Held a facility management meeting to discuss ways to improve general sexual safety in the facility. 12. Conducted a sexual safety assessment.
Franklin CC	1	<ol style="list-style-type: none"> 1. Implemented additional routine or unannounced rounds in an effort to prevent future incidents. 2. Made upgrades to technology (such as mirrors, motion lights, or cameras) in the area in which the incident occurred. 3. Required all facility staff to complete <i>Staff and Offender Relationship and/or Sexual Abuse and Sexual Harassment</i> training. 4. Distributed information on ways to report for population. 5. Distributed first responder cards to all staff. 6. Discussed PREA related topics in shift line-ups. 7. The incident took place in the stock room of the sign plant. Additional cameras were added and other cameras were positioned to cover the area by eliminating blind spots. 8. Administered corrective actions commensurate with the offense committed, to include dismissal when necessary.
Harnett CI	1	<ol style="list-style-type: none"> 1. Implemented additional routine or unannounced rounds in an effort to prevent future incidents. 2. Made upgrades to the physical structure of the area in which the incident occurred. 3. Required all facility staff to complete <i>Staff and Offender Relationship and/or Sexual Abuse and Sexual Harassment</i> training. 4. Distributed PREA posters throughout the facility. 5. Distributed information on ways to report for population. 6. Discussed PREA related topics in shift line-ups. 7. Made revisions to facility policies or procedures. 8. Held a facility management meeting to discuss ways to improve general sexual safety in the facility. <p>Note: Staff resigned prior to completion of investigation.</p>
Maury CI	1	<ol style="list-style-type: none"> 1. Required all facility staff to complete <i>Staff and Offender Relationship and/or Sexual Abuse and Sexual Harassment</i> training. 2. Distributed PREA posters throughout the facility. 3. Distributed information on ways to report for population. 4. Distributed first responder cards to all staff. 5. Discussed PREA related topics in shift line-ups.



Facility	# Substantiated Cases	Corrective Action(s)
Morrison CI	1	<p>Note: Staff resigned prior to completion of investigation.</p> <ol style="list-style-type: none"> 1. Discussed PREA related topics in shift line-ups. 2. Held a facility management meeting to discuss ways to improve general sexual safety in the facility. 3. Conducted a sexual safety assessment.
Polk CI	1	<ol style="list-style-type: none"> 1. Implemented additional routine or unannounced rounds in an effort to prevent future incidents. 2. Required all facility staff to complete <i>Staff and Offender Relationship and/or Sexual Abuse and Sexual Harassment</i> training. 3. Distributed PREA posters throughout the facility. 4. Made changes to bed, job, and/or program assignments protocols. 5. Distributed information on ways to report for population. 6. Distributed first responder cards to all staff. 7. Discussed PREA related topics in shift line-ups. 8. Held a facility management meeting to discuss ways to improve general sexual safety in the facility. 9. Requested cameras through our PIR process. Cameras are needed in common areas such as hallway and horseshoe areas of dormitories. 10. Staff members are orientated on PREA during employee orientation. 11. Administered corrective actions commensurate with the offense committed, to include dismissal when necessary.
Southern CI	1	<ol style="list-style-type: none"> 1. Implemented additional routine or unannounced rounds in an effort to prevent future incidents. 2. Made upgrades to technology (such as mirrors, motion lights, or cameras) in the area in which the incident occurred. 3. Reassess the appropriateness of certain staff in PREA-related roles. 4. Required all facility staff to complete <i>Staff and Offender Relationship and/or Sexual Abuse and Sexual Harassment</i> training. 5. Required the population to complete additional education. 6. Distributed PREA posters throughout the facility. 7. Distributed information on ways to report for population. 8. Distributed first responder cards to all staff. 9. Discussed PREA related topics in shift line-ups. 10. Conducted town hall meetings with population to discuss prevention. 11. Held a facility management meeting to discuss ways to improve general sexual safety in the facility.
Warren CI	2	<ol style="list-style-type: none"> 1. Implemented additional routine or unannounced rounds in an effort to prevent future incidents. 2. Made changes to the number and placement of supervisory staff in the area in which the incident occurred. 3. Required all facility staff to complete <i>Staff and Offender Relationship and/or Sexual Abuse and Sexual Harassment</i> training. 4. Made changes to bed, job, and/or program assignments protocols. 5. Distributed PREA posters throughout the facility.



Facility	# Substantiated Cases	Corrective Action(s)
		<ul style="list-style-type: none"> 6. Distributed information on ways to report for population. 7. Made revisions to facility policies or procedures.
Western YI	1	<ul style="list-style-type: none"> 1. Implemented additional routine or unannounced rounds in an effort to prevent future incidents. 2. Made changes to the number and placement of supervisory staff in the area in which the incident occurred. 3. Discussed PREA related topics in shift line-ups. 4. Held a facility management meeting to discuss ways to improve general sexual safety in the facility. 5. Conducted a sexual safety assessment. 6. Staff referred for prosecution. <p>Note: Staff resigned after completion of investigation.</p>

TABLE 5

**2013 JUVENILE JUSTICE FACILITIES:
SUBSTANTIATED SEXUAL ABUSE CASES WITH CORRECTIVE ACTIONS**

Facility	# Substantiated Cases	Corrective Action(s)
Dobbs	1	<ul style="list-style-type: none"> 1. Administered corrective actions commensurate with the offense committed, to include dismissal when necessary.

TABLE 6



2014 AND 2013: DEPARTMENTAL CORRECTIVE ACTIONS

PREVENTION

1. Implemented sexual safety reviews for facilities.
2. Revised self-assessment inventory to improve prevention and detection efforts.

RESPONSE

1. Administered corrective actions commensurate with the offense committed, up to and including dismissal, following a substantiated incident by a staff member.
2. Ensured any disciplinary actions administered were commensurate with the offense committed following a substantiated incident by an inmate or juvenile.
3. Held mandatory state-wide meetings to discuss policy updates and investigative techniques for all specially trained sexual abuse and sexual harassment investigators.
4. Conducted investigative mapping meetings with facility representatives.
5. Facilitated Sexual Abuse Response and Review Team meetings for every facility.
6. Developed a consistent, state-wide, coordinated response plan and overview.

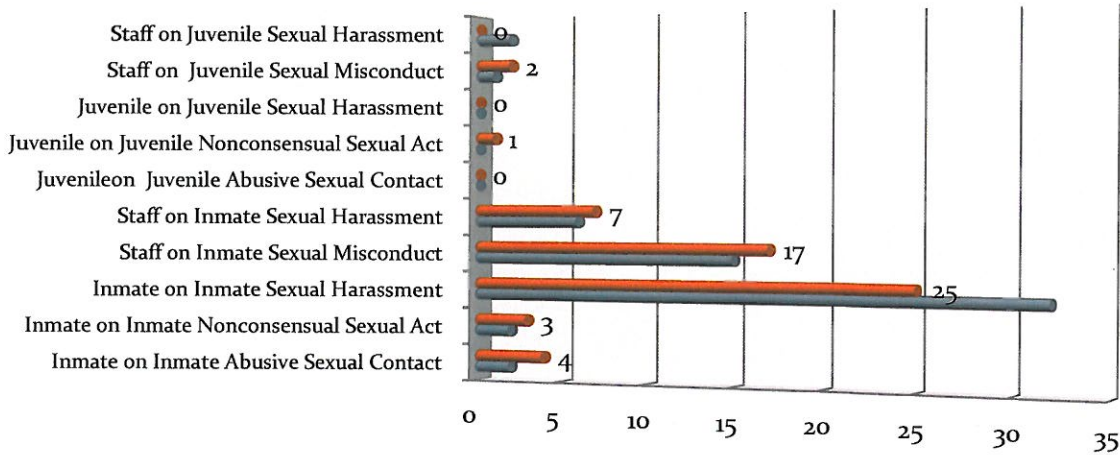
PROGRAM REVIEW

1. Conducted review of training curricula and methods of administration.
2. Completed a review of all forms and made updates where indicated, including to the Post-Incident Review documentation.
3. Undertook a comprehensive policy review and update.



2014 AND 2013: COMPARISON OF SEXUAL ABUSE CASES

Substantiated Cases Comparison 2013-2014



	Inmate on Inmate Abusive Sexual Contact	Inmate on Inmate Nonconsensual Sexual Act	Inmate on Inmate Sexual Harassment	Staff on Inmate Sexual Misconduct	Staff on Inmate Sexual Harassment	Juvenile on Juvenile Abusive Sexual Contact	Juvenile on Juvenile Nonconsensual Sexual Act	Juvenile on Juvenile Sexual Harassment	Staff on Juvenile Sexual Misconduct	Staff on Juvenile Sexual Harassment
2014	4	3	25	17	7	0	1	0	2	0
2013	2	2	32	15	6	0	0	0	1	2

FIGURE 1

Substantiated Cases Comparison 2013-2014

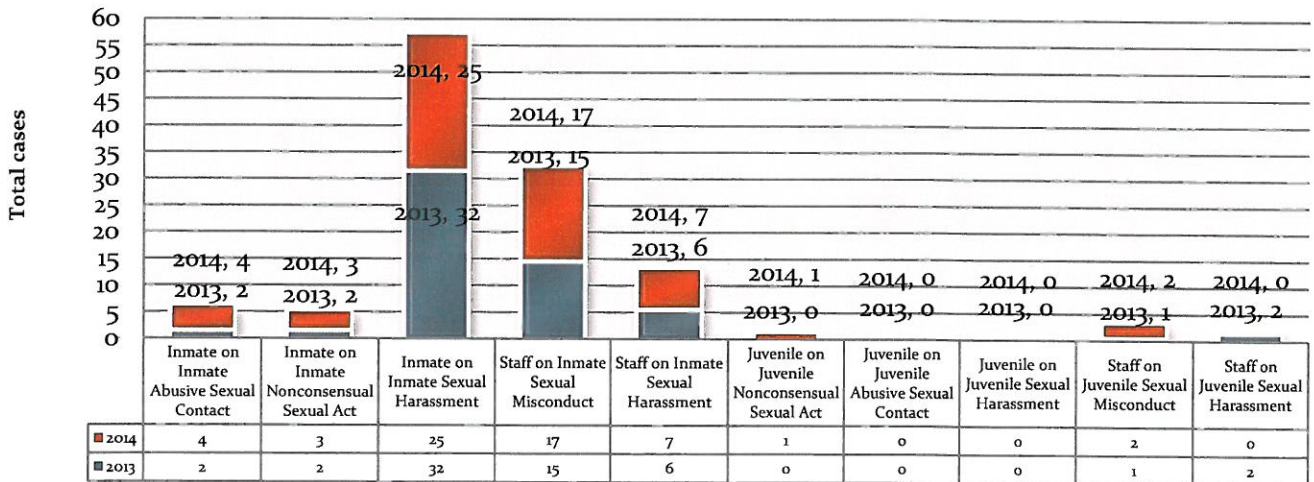
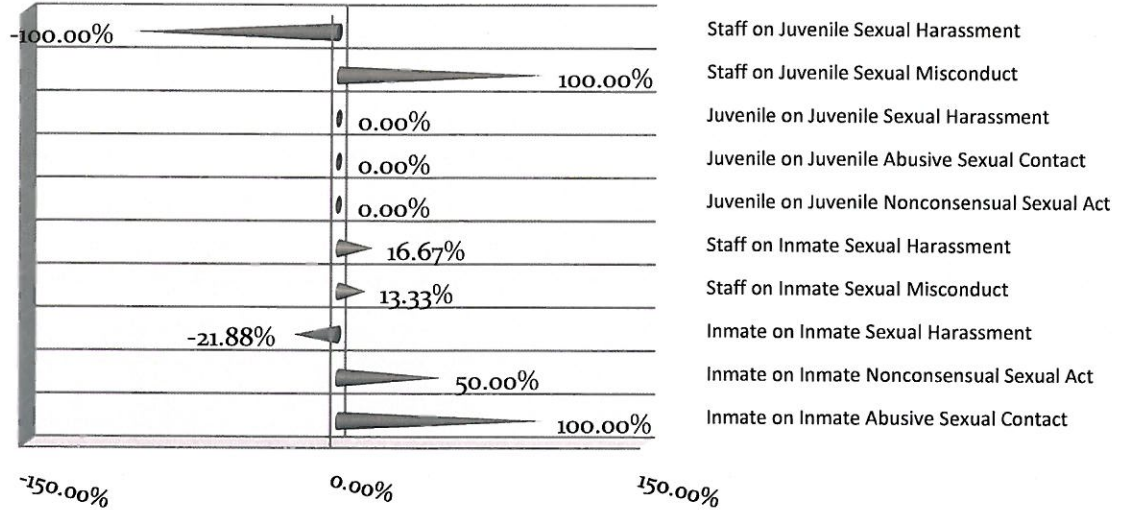


FIGURE 2

Percentage increase or decrease in substantiated cases from 2013 to 2014



	Inmate on Inmate Abusive Sexual Contact	Inmate on Inmate Nonconsensual Sexual Act	Inmate on Inmate Sexual Harassment	Staff on Inmate Sexual Misconduct	Staff on Inmate Sexual Harassment	Juvenile on Juvenile Nonconsensual Sexual Act	Juvenile on Juvenile Abusive Sexual Contact	Juvenile on Juvenile Sexual Harassment	Staff on Juvenile Sexual Misconduct	Staff on Juvenile Sexual Harassment
Increase/Decrease	100.00%	50.00%	-21.88%	13.33%	16.67%	0.00%	0.00%	0.00%	100.00%	-100.00%

FIGURE 3

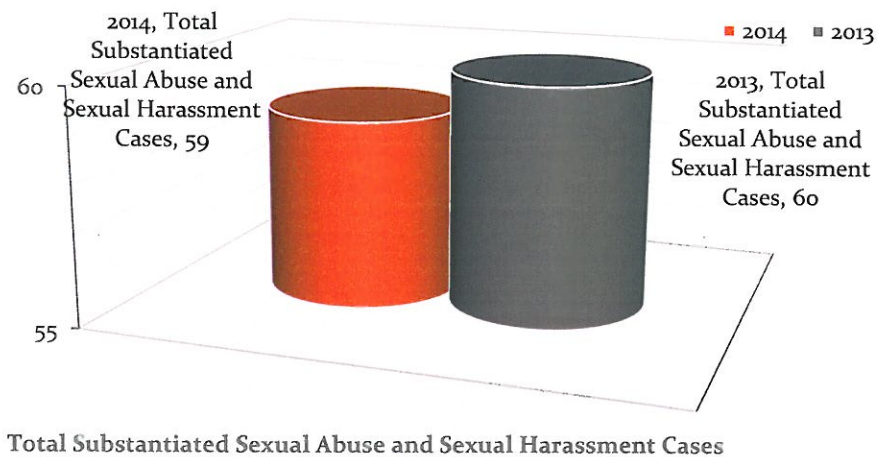


FIGURE 4

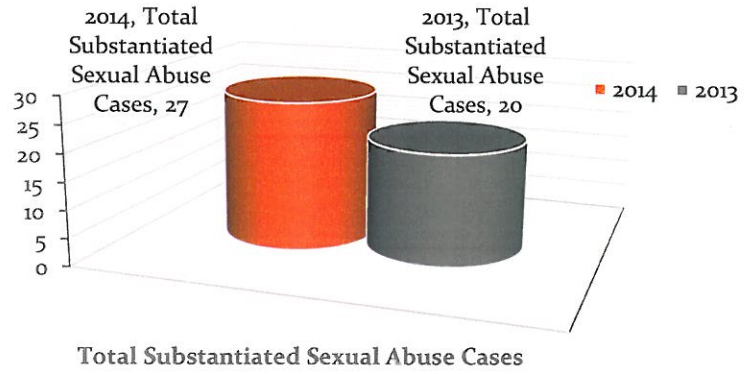
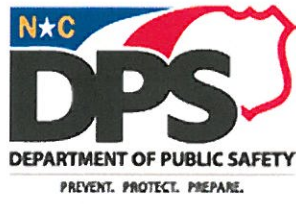
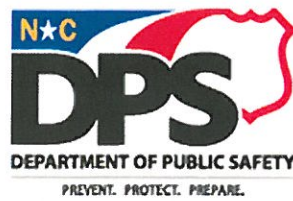


FIGURE 5



AUDIT FINDINGS

The North Carolina Department of Public Safety will begin federal compliance audits in 2015. Findings from these audits will be available in future reports.



PREVIOUS STATISTICAL DATA: 2004-2012

Historically, the NCDPS has collected and reported sexual abuse data pursuant to the definitions and solicitation of the Bureau of Justice Statistics (BJS) Survey of Sexual Violence. In addition, the NCDPS chose to be proactive and collect data related to sexual harassment in excess of BJS requirements, in order to comprehensively cover the definitions of sexual abuse and sexual harassment. The NCDPS has included data from the years 2004 through 2012.

TABLE 7: HISTORICAL DATA – (2012)

Incident Type:	Total Reports:	Total Substantiated
Inmate on Inmate:		
Nonconsensual Sex Act	37	2
Abusive Sexual Contact	25	3
Staff on Inmate:		
Staff Sexual Misconduct	171	22
Staff Sexual Harassment	110	11

TABLE 10: HISTORICAL DATA – (2009)

Incident Type:	Total Reports:	Total Substantiated
Inmate on Inmate:		
Nonconsensual Sex Act	54	1
Abusive Sexual Contact	24	10
Staff on Inmate:		
Staff Sexual Misconduct	230	23
Staff Sexual Harassment	125	3

TABLE 8: HISTORICAL DATA – (2011)

Incident Type:	Total Reports:	Total Substantiated
Inmate on Inmate:		
Nonconsensual Sex Act	42	1
Abusive Sexual Contact	27	7
Staff on Inmate:		
Staff Sexual Misconduct	137	19
Staff Sexual Harassment	72	6

TABLE 11: HISTORICAL DATA – (2008)

Incident Type:	Total Reports:	Total Substantiated
Inmate on Inmate:		
Nonconsensual Sex Act	58	5
Abusive Sexual Contact	35	7
Staff on Inmate:		
Staff Sexual Misconduct	101	19
Staff Sexual Harassment	38	0

TABLE 9: HISTORICAL DATA – (2010)

Incident Type:	Total Reports:	Total Substantiated
Inmate on Inmate:		
Nonconsensual Sex Act	42	1
Abusive Sexual Contact	27	7
Staff on Inmate:		
Staff Sexual Misconduct	137	19
Staff Sexual Harassment	72	6

TABLE 12: HISTORICAL DATA – (2007)

Incident Type:	Total Reports:	Total Substantiated
Inmate on Inmate:		
Nonconsensual Sex Act	38	13
Abusive Sexual Contact	47	3
Staff on Inmate:		
Staff Sexual Misconduct	58	11
Staff Sexual Harassment	16	1

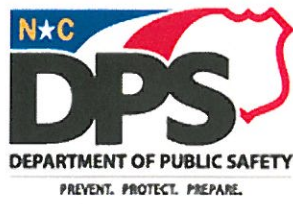


TABLE 13: HISTORICAL DATA – (2006)

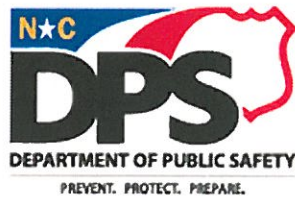
Incident Type:	Total Reports:	Total Substantiated
Inmate on Inmate:		
Nonconsensual Sex Act	22	4
Abusive Sexual Contact	0	0
Staff on Inmate:		
Staff Sexual Misconduct	9	8
Staff Sexual Harassment	0	0

TABLE 14: HISTORICAL DATA – (2005)

Incident Type:	Total Reports:	Total Substantiated
Inmate on Inmate:		
Nonconsensual Sex Act	58	5
Abusive Sexual Contact	35	7
Staff on Inmate:		
Staff Sexual Misconduct	101	19
Staff Sexual Harassment	38	0

TABLE 15: HISTORICAL DATA – (2004)

Incident Type:	Total Reports:	Total Substantiated
Inmate on Inmate:		
Nonconsensual Sex Act	15	0
Abusive Sexual Contact	0	0
Staff on Inmate:		
Staff Sexual Misconduct	13	13
Staff Sexual Harassment	0	0



CONCLUSION

The 2015 annual report speaks to the culture of reporting and zero-tolerance fostered by the North Carolina Department of Public Safety. The Department remains committed to eliminating sexual abuse and sexual harassment through a program of prevention, detection, response, investigation, and data collection and analysis.

The NCDPS is committed to thoroughly, objectively, and promptly investigating every allegation that is reported. As a result of a comprehensive education and awareness program, bolstered by consistent response and investigative plans, the resident and inmate populations are increasingly comfortable reporting allegations and incidents of sexual abuse and sexual harassment. Additionally, a strong training program for staff has resulted in a demonstrated improvement in the zero-tolerance culture and investment in prevention, detection, and response protocols.

The Department attributes the increase in allegations received to these improvements within confinement facilities. The NCDPS is proud of its improvements in culture, of its policies and procedures, and of its dedication to the elimination of sexual abuse and sexual harassment in confinement.

For more information on this annual report, please feel free to contact the PREA Office at:

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