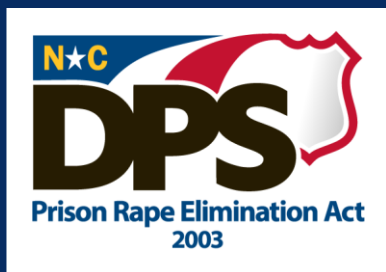
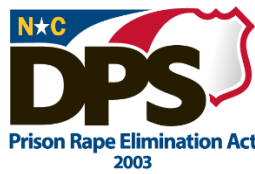


NORTH
CAROLINA
DEPARTMENT
OF
PUBLIC SAFETY



Prison Rape Elimination Act (PREA) of 2003

Sexual Abuse Annual Report 2021



Introduction

The overall mission of the Department of Public Safety (DPS) is to improve the quality of life for North Carolinians by reducing crime and to safeguard and preserve the lives and property of the people of North Carolina through prevention, protection, and preparation with integrity and honor.

NCDPS employees supervise offenders in prison, in resident detention centers and development centers, and in communities for those on probation, parole and post release. 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 offenders, residents 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.

NCDPS is committed to a standard of zero-tolerance of any personal misconduct between employees and offenders or residents. We are committed to providing professional and appropriate services to our offender population and supporting staff in accomplishing these responsibilities. PREA's mission is to promote public safety by the administration of a fair and humane system which provides reasonable opportunities for adjudicated offenders to develop progressively responsible behavior. PREA fits perfectly with that mission. Each employee is vital to the prevention and detection of offender/resident sexual abuse in order to protect offenders and safeguard our communities.

Pursuant to PREA National Standards §115.88, §115.288 and §115.388 data review for corrective action, the agency prepares an annual report of its findings and corrective actions for each facility. This report summarizes and compares the agency's accomplishments during the calendar year 2021 and 2020.

Message from the Secretary



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

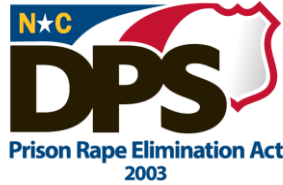
The North Carolina Department of Public Safety (NCDPS) is committed to a zero-tolerance standard by maintaining a program of prevention, detection, response, investigation, prosecution, and tracking. As required by PREA National Standards §115.88, §115.288, and §115.388, this annual report presents a summary of substantiated incidents of sexual abuse in confinement for the calendar years 2020-2021 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 in the previous calendar year. Our focus continues to be achieving sexual safety and to approach corrective action as a positive opportunity to achieve long-term, meaningful change within facilities under our operational control.

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,



Eddie M. Buffaloe Jr.



Message from the Chief Deputy Secretary, DAC



The Division of Adult Correction (DAC) is responsible for the care, custody and supervision of all offenders and residents sentenced after conviction for violations of North Carolina law.

The Division of Adult Correction continues its endeavors in the prevention of sexual abuse, and sexual harassment within the agency. Our mission is to safeguard and preserve the lives and property of the people of North Carolina through prevention, protection, and preparation with integrity and honor.

DAC promotes that mission through the administration of a fair and humane system which provides reasonable opportunities for adjudicated offenders and residents to develop progressively responsible behavior. The Prison Rape Elimination Act of 2003 fits with the core of our values, goals, and beliefs.

Our goal as a division is to address the issues that affect offenders and residents in our custody and impact our community. Zero-Tolerance for sexual abuse of offenders and residents remains a priority.

Every stakeholder is a crucial asset in assisting the division in the prevention of and responding to offender and resident sexual abuse, sexual harassment, and maintaining professional boundaries that aids in these efforts. The significance of this role can never be understated as the division continues its endeavors.

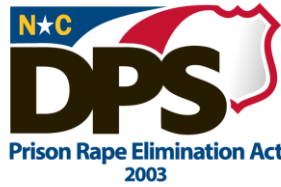
Sincerely,

Timothy D. Moose



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Overview: North Carolina Department of Public Safety

The overall mission of the Department of Public Safety is to safeguard and preserve the lives and property of the people of North Carolina through prevention, protection, and preparation with integrity and honor. The Department's scope includes the State's law enforcement, adult correction and juvenile justice and emergency management.

Department of Adult Correction (DAC) and Juvenile Justice Delinquency Prevention (JJDP)

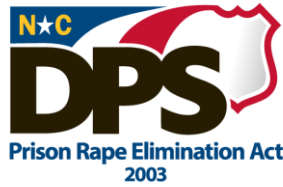
The DAC and JJDP is responsible for the care, custody, and supervision of all adults and juveniles sentenced after conviction for violations or adjudicated for delinquent acts under North Carolina law. During 2022 the Division of Adult Correction will become the Department of Adult Correction, while Juvenile Justice will become its own division known as the Juvenile Justice and Delinquency Prevention.

Adult Correction

Adult offenders, to include youthful offenders, 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

Resident dispositions can include supervision by a resident 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 residents may all receive services from programs in their communities.



Departmental Accomplishments

PROGRAM ADMINISTRATION

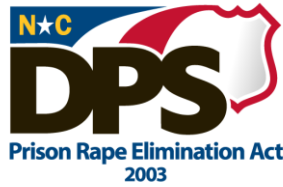
1. Attended 2020 National PREA Coordinator's Conference to learn and share the latest trends in PREA implementation, compliance, and sexual safety of offenders and staff.
2. Developed safety protocols for PREA audits amid COVID-19 pandemic to reduce and/or prevent the spread to others.
3. Made program structure changes in data management.
4. Implemented Lean Six Sigma (Yellow Belt) process improvements to the PREA program.
5. Instituted division policy recommendations for Chapter F. 1600, Management of Security Posts.
6. Developed agency policy in collaboration with Office of Policy and Strategic Planning.
7. Created background check process related to the NC Responsible Individual's List for Juvenile Justice employees.

PREVENTION

1. In response to §115.16, which involves inmates with disabilities and inmates who are limited English proficient, the PREA office staff did the following:
 - a) Participated in a video relay services project with the NCDPS Americans with Disabilities Act office (ADA).
 - b) Planned and attended meetings in response to ADA efforts.
 - c) Distributed ADA educational posters statewide.
 - d) Provided PREA related training to ADA facility staff at ADA Conference.
 - e) Assisted with statewide project development for a new communication system to be installed at 17 facilities to provide accessibility to announcements for ADA offenders.
2. In response to §115.15, limits to cross-gender viewing and searches, the agency replaced shower curtains in facilities with an expressed need to provide adequate privacy and maintaining safety and security.
3. Assisted in the development and educational plan for the screening process to comply with the American Correctional Association (ACA) guidelines.

RESPONSE

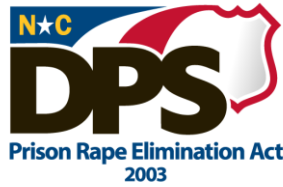
1. Attended quarterly meetings with Regional Directors to discuss program status by facility, review of statistical data by regions, enhanced program management, and continued compliance with agency policy and PREA National Standards.
2. Conducted internal assessments across all DAC facilities to evaluate the implementation of the Department's PREA program.



3. Enhanced existing screening protocols to identify potential high-risk victims, reporting and review protocols to assist facility management in determining housing, bed, work, education, and program assignments.
4. Completed a staffing plan analysis in accordance with NCGS §143B-709 and National PREA Standards.
5. Provided facility management with critical updates and corrective action plans during regional meetings. Participants included Region Directors, Region Security Coordinators, Wardens, and Associate Wardens.
6. Conducted PREA Virtual Meetings with facilities to address any identified concerns and provided updates to each of the following: Facility Management, Investigators, PREA Compliance Managers, Support Staff, and Region Staff.
7. Conducted meetings with facility PREA Compliance Managers to discuss corrective action plans for statewide consistency.
8. Continued to manage reported allegations of sexual abuse and sexual harassment external to the agency made by offenders, through Project Offender Reporting Sexual Abuse (O.R.S.A.).

TRAINING AND EDUCATION

1. Conducted quarterly virtual meetings with PREA Compliance Managers, PREA Support staff and PREA Investigators to provide on-going support.
2. Conducted training with the Office of Special Investigations (OSI) in accordance with National PREA Standards.
3. Assisted with the 2021 virtual conference for National PREA Coordinators.
4. Participated in Annual Professional Development Virtual Training with Re-Entry, Programs and Services.
5. Implemented a monitoring process for the compliance with PREA standards for all/any contracted facilities housing offenders for NCDPS.
6. Conducted Case Analyst training for (25) Diagnostic Staff on screening.
7. Participated in virtual meeting(s) with Juvenile Justice Community Stakeholders.
8. Conducted PREA Specialized Investigator Training.
9. Conducted training on "Creating Positive Change" at ODST's Training Institute.
10. Participated in Prison Administration: UNC Trans Health Educational Training event.



Definitions Related to Sexual Abuse and Sexual Harassment

SEXUAL ABUSE

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

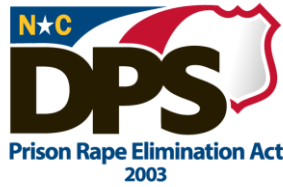
1. Sexual abuse of an offender, detainee, or resident by another offender, detainee, or resident; and
2. Sexual abuse of an offender, detainee, or resident by a staff member, contractor, or volunteer.

Sexual abuse of an offender, detainee, or resident by another offender, 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 offender, 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 offender, detainee, or resident:

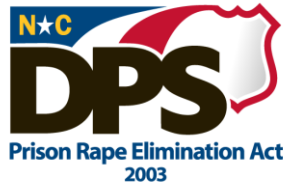
1. Contact between the penis and the vulva or the penis and the anus, including penetration, however slight.
2. Contact between the mouth and the penis, vulva, or anus.
3. Contact between the mouth and any body part where the staff member, contractor, or volunteer has the intent to abuse, arouse, or 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 items (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 offender, 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 offender, detainee, or resident by staff for reasons unrelated to official duties, such as peering at an offender who is using a toilet in his or her cell to perform bodily functions; requiring an offender to expose his or her buttocks, genitals, or breasts; or taking images of all or part of an offender's naked body or of an offender 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 offender, detainee, or resident directed toward another: and;
2. Repeated verbal comments or gestures of a sexual nature to an offender, 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.



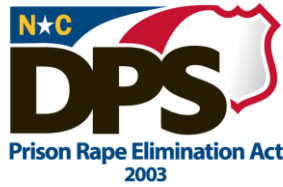
Comparative Data

2021: The Department's Year in Review

During the 2021 calendar year, the NCDPS received a total of **806** offender and resident sexual abuse and sexual harassment allegations. The following outlines the total number of incidents reported and the outcome of investigations in 2021.

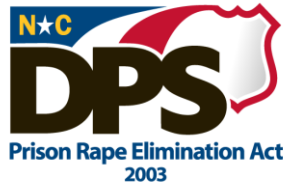
2021					
Incident Type	Substantiated	Unsubstantiated	Unfounded	Ongoing	Total
Offender on Offender Abusive Sexual Contact	10	106	33	0	149
Offender on Offender Nonconsensual Sexual Acts	0	21	9	0	30
Offender on Offender Sexual Harassment	8	129	29	0	166
Staff on Offender Sexual Abuse	25	166	121	0	312
Staff on Offender Sexual Harassment	4	92	51	0	147
Resident on Resident Abusive Sexual Contact	0	1	0	0	1
Resident on Resident Nonconsensual Sexual Act	0	0	0	0	0
Resident on Resident Sexual Harassment	0	0	0	0	0
Staff on Resident Sexual Misconduct	0	1	0	0	1
Staff on Resident Sexual Harassment	0	0	0	0	0
Total Allegations Received	47	516	243	0	806

Table 1: 2021 Incident Reports and Outcomes thru December 31, 2021. New reports received from allegations in previous years may affect data collection.

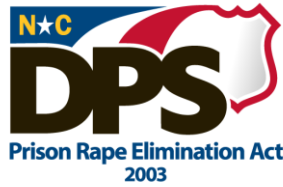


2021 Adult Correction Facilities: Substantiated Sexual Abuse Cases with Corrective Actions

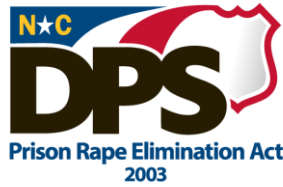
2021	
Facility	Corrective Action(s)
ALBEMARLE CI	<ol style="list-style-type: none"> 1. Implemented additional routine or unannounced rounds in an effort to prevent future incidents. 2. Distributed PREA posters throughout the facility. 3. Made changes to bed, job, and/or program assignments protocols. 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.
ALEXANDER CI	<ol style="list-style-type: none"> 1. Distributed PREA posters throughout the facility. 2. Discussed PREA related topics in shift line-ups.
ANSON CI	<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. Made upgrades to technology (such as mirrors, motion lights, or cameras) in the area in which the incident occurred. 4. Required all facility staff to complete Staff and Offender Relationship and/or Sexual Abuse and Sexual Harassment training. 5. Made changes to bed, job, and/or program assignments protocols. 6. Distributed information on ways to report for population. 7. Discussed PREA related topics in shift line-ups. 8. Conducted town hall meetings with population to discuss prevention. 9. Held a facility management meeting to discuss ways to improve general sexual safety in the facility. 10. Charges were filed by local law enforcement. EE resigned prior to investigation. 11. Offender disciplinary was ordered. 12. Camera had a "censor bar" added to block the view into the cell. OSI recommended due to reporting delay. 13. Disciplinary action was ordered on abuser. 14. EE was charged and arrested by local law enforcement with a pending court date of 4/5/22. EE's probationary employment was terminated due to a separate incident.
CALDWELL CC	<ol style="list-style-type: none"> 1. Reassess the appropriateness of certain staff in PREA-related roles. 2. Made changes to bed, job, and/or program assignments protocols.
CENTRAL PRISON	<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. 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. Offender was transferred to another facility. 7. Staff resigned prior to investigation.



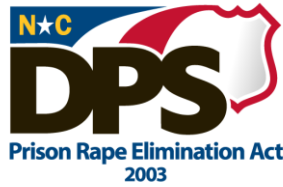
CRAVEN CI	<ol style="list-style-type: none"> 1. Reassess the appropriateness of certain staff in PREA-related roles. 2. Offender was placed in RHU while investigation was conducted.
DAVIDSON CC	<ol style="list-style-type: none"> 1. Implemented additional routine or unannounced rounds in an effort to prevent future incidents. 2. Reassess the appropriateness of certain staff in PREA-related roles. 3. Distributed PREA posters throughout the facility. 4. Required all facility staff to complete Staff and Offender Relationship and/or Sexual Abuse and Sexual Harassment training. 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. Held a facility management meeting to discuss ways to improve general sexual safety in the facility.
FRANKLIN CC	<ol style="list-style-type: none"> 1. Implemented additional routine or unannounced rounds in an effort to prevent future incidents. 2. Reassess the appropriateness of certain staff in PREA-related roles. 3. Required all facility staff to complete Staff and Offender Relationship and/or Sexual Abuse and Sexual Harassment training. 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. Employee transferred to another institution pending the outcome of investigation. Currently not assigned as a Franklin CC employee.
GRANVILLE CI	<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. Distributed PREA posters throughout the facility. 4. Required all facility staff to complete Staff and Offender Relationship and/or Sexual Abuse and Sexual Harassment training. 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. Made staff aware of Red Flag dangers and ensured posters were displayed in facility.
HARNETT CI	<ol style="list-style-type: none"> 1. Discussed PREA related topics in shift line-ups.
JOHNSTON CI	<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. 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.



	<ol style="list-style-type: none"> 6. Discussed PREA related topics in shift line-ups. 7. Conducted town hall meetings with population to discuss prevention. 8. Made revisions to facility policies or procedures. 9. Made changes to medical and/or mental health protocols or responses. 10. Held a facility management meeting to discuss ways to improve general sexual safety in the facility. 11. Staff was arrested and escorted out of the facility.
LINCOLN CC	<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. Implemented additional routine or unannounced rounds in an effort to prevent future incidents. 3. Reassessed the appropriateness of certain staff in PREA-related roles. 4. Held a facility management meeting to discuss ways to improve general sexual safety in the facility. 5. Law enforcement investigation conducted.
LUMBERTON CI	<ol style="list-style-type: none"> 1. Held a facility management meeting to discuss ways to improve general sexual safety in the facility.
MOUNTAIN VIEW CI	<ol style="list-style-type: none"> 1. Distributed PREA posters throughout the facility. 2. Distributed first responder cards to all staff. 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. Had a case involving sexual harassment between staff and an offender. Staff involved resigned under other type of investigation before this incident report was completed.
NASH CI	<ol style="list-style-type: none"> 1. Discussed PREA related topics in shift line-ups. 2. Staff was placed on non-contact post which led to their resignation. 3. Local LE contacted and former employee has been charged. Current practices seem to support an atmosphere where PREA concerns are reported, and substantiated cases are few.
NCCIW	<ol style="list-style-type: none"> 1. Implemented additional routine or unannounced rounds in an effort to prevent future incidents. 2. Made changes to bed, job, and/or program assignments protocols. 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. 6. An alleged aggressor was reassigned away from the victim. 7. An alleged aggressor was reassigned to another facility pending the outcome of the investigation.
NEUSE CI	<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 Staff and Offender Relationship and/or Sexual Abuse and Sexual Harassment training. 4. Distributed PREA posters throughout the facility.



	<ol style="list-style-type: none"> 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. Staff were immediately put on "No Offender Contact" worked in the gatehouse or Administration Building.
NORTH PIEDMONT CRV PAMLICO CI	<ol style="list-style-type: none"> 1. Conducted town hall meetings with population to discuss prevention.
PENDER CI	<ol style="list-style-type: none"> 1. An alleged aggressor was placed in restrictive housing, pending disposition of the investigation.
PIEDMONT CI	<ol style="list-style-type: none"> 1. Held a facility management meeting to discuss ways to improve general sexual safety in the facility. 2. Completed a Post Incident Review (PIR) in accordance with standards.
RICHMOND CI	<ol style="list-style-type: none"> 1. Held a facility management meeting to discuss ways to improve general sexual safety in the facility.
ROANOKE RIVER CI	<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. Made changes to the number and placement of supervisory staff in the area in which an incident occurred. 4. Reassessed the appropriateness of certain staff in PREA-related roles. 5. Required all facility staff to complete Staff and Offender Relationship and/or Sexual Abuse and Sexual Harassment training. 6. Required the population to complete additional education. 7. Distributed PREA posters throughout the facility. 8. Made changes to bed, job, and/or program assignments protocols. Distributed information on ways to report for population. 9. Distributed first responder cards to all staff. 10. Discussed PREA related topics in shift line-ups. 11. Conducted town hall meetings with population to discuss prevention. 12. Made revisions to facility policies or procedures. 13. Made changes to medical and/or mental health protocols or responses. 14. Conducted a sexual safety assessment.
SAMPSON CI	<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. A staff member in question was reassigned to a nearby facility. 4. An offender was monitored in the general population, until transferred to another facility due to an unrelated incident.
SCOTLAND CI	<ol style="list-style-type: none"> 1. Held a facility management meeting to discuss ways to improve general sexual safety in the facility.

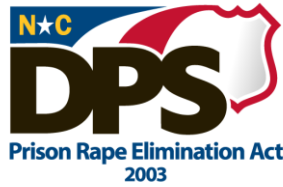


	2. An employee resigned during the investigation phase. The facility did not implement additional measures, as the protocols in place worked to identify this PREA violation.
WARREN CI	<ol style="list-style-type: none"> 1. Implemented additional routine or unannounced rounds in an effort to prevent future incidents. 2. Reassessed the appropriateness of certain staff in PREA-related roles. 3. Distributed PREA posters throughout the facility. 4. Required all facility staff to complete Staff and Offender Relationship and/or Sexual Abuse and Sexual Harassment training. 5. Made changes to bed, job, and/or program assignments protocols. 6. Distributed information on ways to report for population. 7. Discussed PREA related topics in shift line-ups. 8. Conducted town hall meetings with population to discuss prevention. 9. Conducted a sexual safety assessment. 10. Held a facility management meeting to discuss ways to improve general sexual safety in the facility.
WESTERN CCW	<ol style="list-style-type: none"> 1. Discussed PREA related topics in shift line-ups.

Table 1: 2021 Incident Reports and Outcomes thru December 31, 2021. New reports received from allegations in previous years may affect data collection.

2021 Juvenile Justice Facilities: Substantiated Sexual Abuse Cases with Corrective Actions

Juvenile Justice facilities had **0** substantiated sexual abuse cases requiring corrective actions.

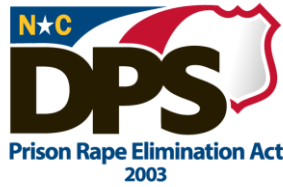


2020: The Department's Year in Review

During the 2020 calendar year, the NCDPS received a total of **829** offender and juvenile sexual abuse and sexual harassment allegations. The following outlines the total number of incidents reported and the outcome of investigations in 2020.

2020					
Incident Type	Substantiated	Unsubstantiated	Unfounded	Ongoing	Total
Offender on Offender Abusive Sexual Contact	4	106	17	0	127
Offender on Offender Nonconsensual Sexual Acts	4	25	5	0	34
Offender on Offender Sexual Harassment	5	141	11	0	157
Staff on Offender Sexual Abuse	18	239	144	2	403
Staff on Offender Sexual Harassment	1	61	43	0	105
Resident on Resident Abusive Sexual Contact	0	0	0	0	0
Resident on Resident Nonconsensual Sexual Act	0	0	0	0	0
Resident on Resident Sexual Harassment	0	0	0	0	0
Staff on Resident Sexual Misconduct	0	1	2	0	3
Staff on Resident Sexual Harassment	0	0	0	0	0
Total Allegations Received	32	573	222	2	829

Table 2: 2020 Incident Reports and Outcomes thru December 31, 2020. New reports received from allegations in previous years may affect data collection.

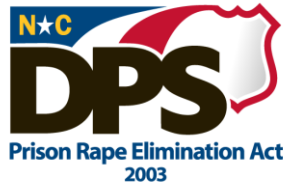


2020 Juvenile Justice Facilities: Substantiated Sexual Abuse Cases with Corrective Actions

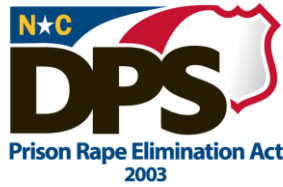
Juvenile Justice facilities had **0** substantiated sexual abuse cases requiring corrective actions.

2020 Adult Correction Facilities: Substantiated Sexual Abuse Cases with Corrective Actions

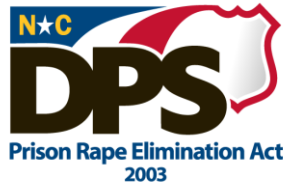
2020 Facility	Corrective Action(s)
ALBEMARLE CI	<ol style="list-style-type: none"> 1. Required all facility staff to complete Staff and Offender Relationship and/or Sexual Abuse and Sexual Harassment training. 2. Distributed PREA posters throughout the facility. 3. Discussed PREA related topics in shift line-ups. 4. A staff member involved was reassigned to a post that had no offender contact. Staff member resigned on 01/09/2021.
ALEXANDER CI	<ol style="list-style-type: none"> 1. Required all facility staff to complete Staff and Offender Relationship and/or Sexual Abuse and Sexual Harassment training. 2. Discussed PREA related topics in shift line-ups. 3. Both parties were placed in restrictive housing pending the outcome of the investigation.
ANSON CI	<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 Staff and Offender Relationship and/or Sexual Abuse and Sexual Harassment Training. 3. Discussed PREA related topics in shift line-ups.
CENTRAL PRISON	<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. Required all facility staff to complete Staff and Offender Relationship and/or Sexual Abuse and Sexual Harassment Training. 4. Discussed PREA related topics in shift line-ups 5. Distributed first responder cards to all staff.
CRAGGY CC	<ol style="list-style-type: none"> 1. Distributed PREA Posters throughout the facility. 2. Discussed PREA related topics in shift line-up. 3. Distributed first responder cards to all staff. 4. Held a facility management meeting to discuss ways to improve general sexual safety in the facility. 5. Advised facility training coordinator to emphasize PREA related trainings. 6. PREA Red Flag Warning were covered during all staff line-ups.
EASTERN CI	<ol style="list-style-type: none"> 1. Distributed PREA Posters throughout the facility. 2. Discussed PREA related topics in shift line-ups.



FOOTHILLS CI	<ol style="list-style-type: none"> 1. Implemented additional routine or unannounced rounds in an effort to prevent future incidents. 2. Held a facility management meeting to discuss ways to improve general sexual safety in the facility.
FRANKLIN CC	<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 Staff and Offender Relationships and/or Sexual Abuse and Sexual Harassment 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 changes to medical and/or mental health protocols or responses. 10. Held a facility management meeting to discuss ways to improve general sexual safety in the facility. 11. Offender, an alleged aggressor was placed in Restrictive Housing on 06/21/2020, the day of the incident. After this incident the offender was never housed in the same housing unit with the victim.
MOUNTAIN VIEW CI	<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. Reassessed the appropriateness of certain staff in PREA-related roles. 3. Required all facility staff to complete Staff and Offender Relationship and/or Sexual Abuse and Sexual Harassment Training. 4. Discussed PREA related topics in shift line-ups. 5. An offender was placed in Restrictive Housing, and then transferred. 6. The offender was transferred immediately.
NCCIW	<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 Staff and Offender Relationship/and or Sexual Abuse and Sexual Harassment Training. 3. Distributed PREA Posters through the facility. 4. Made changes to bed, job, and/or program assignment protocols, 5. Offender was placed in Restrictive Housing due to the nature of the incident. 6. Transferred staff to another facility.
NEUSE CI	<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. Required all facility staff to complete Staff and Offender Relationship and/or Sexual Abuse and Sexual Harassment 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. Conducted a sexual safety assessment. 8. Held a facility management meeting to discuss ways to improve general sexual safety in the facility.



<p>NORTH PIEDMONT CRV</p>	<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 Staff and Offender Relationship and/or Sexual Abuse and Harassment Training. 4. Distributed first responder cards to all staff. 5. Held a facility management meeting to discuss ways to improve general sexual safety in the facility.
<p>PAMLICO CI</p>	<ol style="list-style-type: none"> 4. Discussed PREA related topics in shift line-ups. 5. An officer was reassigned to a post (Master Control) away from any further contact with offenders until the investigation was completed. During this time, the officer resigned, and no further contact could be made with them for the investigation.
<p>PIEDMONT CI</p>	<ol style="list-style-type: none"> 1. An offender was placed in Restrictive Housing, transferred to another facility and requested additional monitoring technology.
<p>PENDER CI</p>	<ol style="list-style-type: none"> 1. Made changes to bed, job, and/or program assignments protocols. 2. Distributed information on ways to report for population. 3. An alleged aggressor transferred to another facility.
<p>SAMPSON CI</p>	<ol style="list-style-type: none"> 1. A staff member in question was having sexually explicit conversations with the offender, via the offender phones. The offender in this case was assigned to the Neuse facility, therefore transfer or restrictive housing was not needed. The staff member, following an internal investigation, was separated from service on 11/23/2020, during the 12-month probationary period, for unacceptable personal conduct. 2. Facility PREA procedures were not compromised during this incident, thus no formal changes were necessary. Supervisory staff were advised to continue to be vigilant when working with staff, especially new staff, for red flag warnings.
<p>SCOTLAND CI</p>	<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. Required all facility staff to complete Staff and Offender Relationship and/or Sexual Abuse and Sexual Harassment Training. 3. Required the population to complete additional education. 4. Distributed PREA Posters throughout the facility. 5. Distributed information on ways to report for population. 6. Discussed PREA related topics in shirt line-ups. 7. Held a facility management meeting to discuss ways to improve general sexual safety in the facility. 8. An offender placed in restrictive housing temporarily for safety of offender and released first business day. 9. The staff member was placed under investigation and voluntarily resigned during the investigation.
<p>SOUTHERN CI</p>	<ol style="list-style-type: none"> 1. No reported action taken. Warden retired.
<p>WARREN CI</p>	<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. Made changes to the number and placement of supervisory staff in the area in which the incident occurred. 4. Reassessed the appropriateness of certain staff in PREA-related roles.



	<ol style="list-style-type: none"> 5. Required all facility staff to complete Staff and Offender Relationship and/or Sexual Abuse and Sexual Harassment Training. 6. Distributed PREA Posters throughout the facility. 7. Made changes to bed, job, and/or program assignments protocols. 8. Distributed information on ways to report for population. 9. Distributed first responder cards to all staff. 10. Discussed PREA related topics in shift line-ups. 11. Conducted town hall meetings with populations to discuss prevention. 12. Conducted a sexual safety assessment. 13. Staff was reassigned to another facility until investigation was completed, and offender was placed in Restrictive Housing until transfer could be completed.
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Comparison Charts for Years 2021-2020

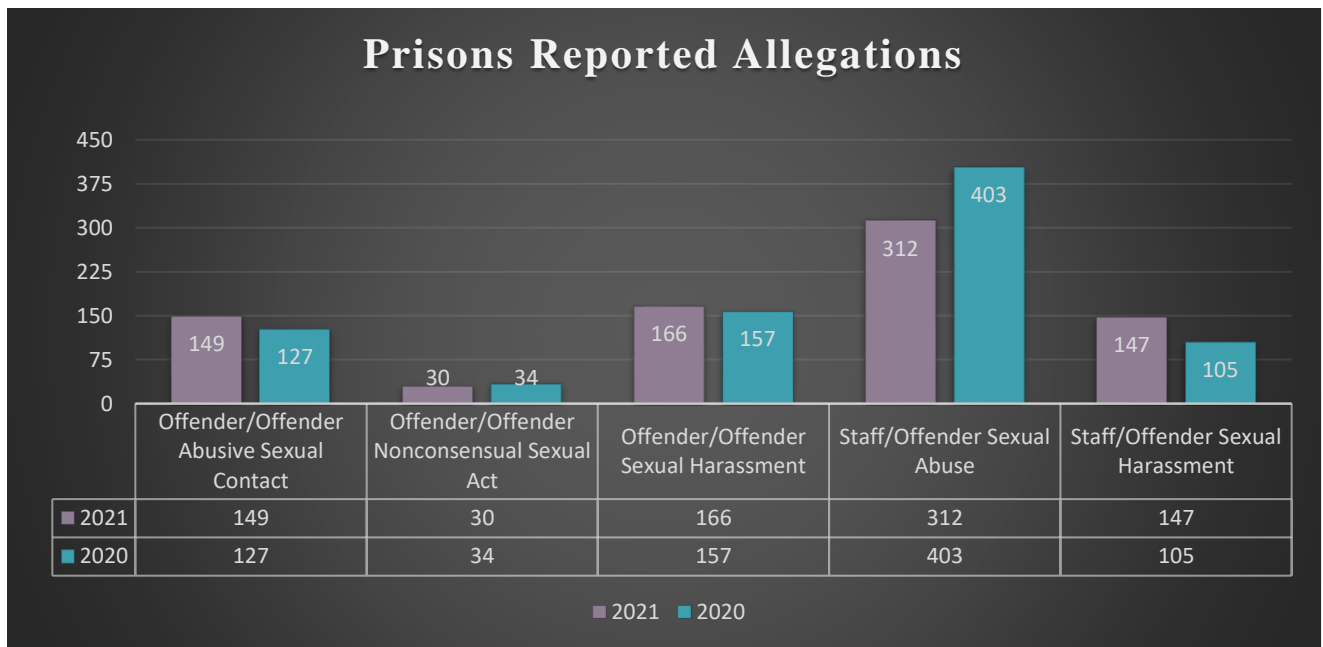


Figure 1: Prisons Reported Allegations for Years 2021-2020

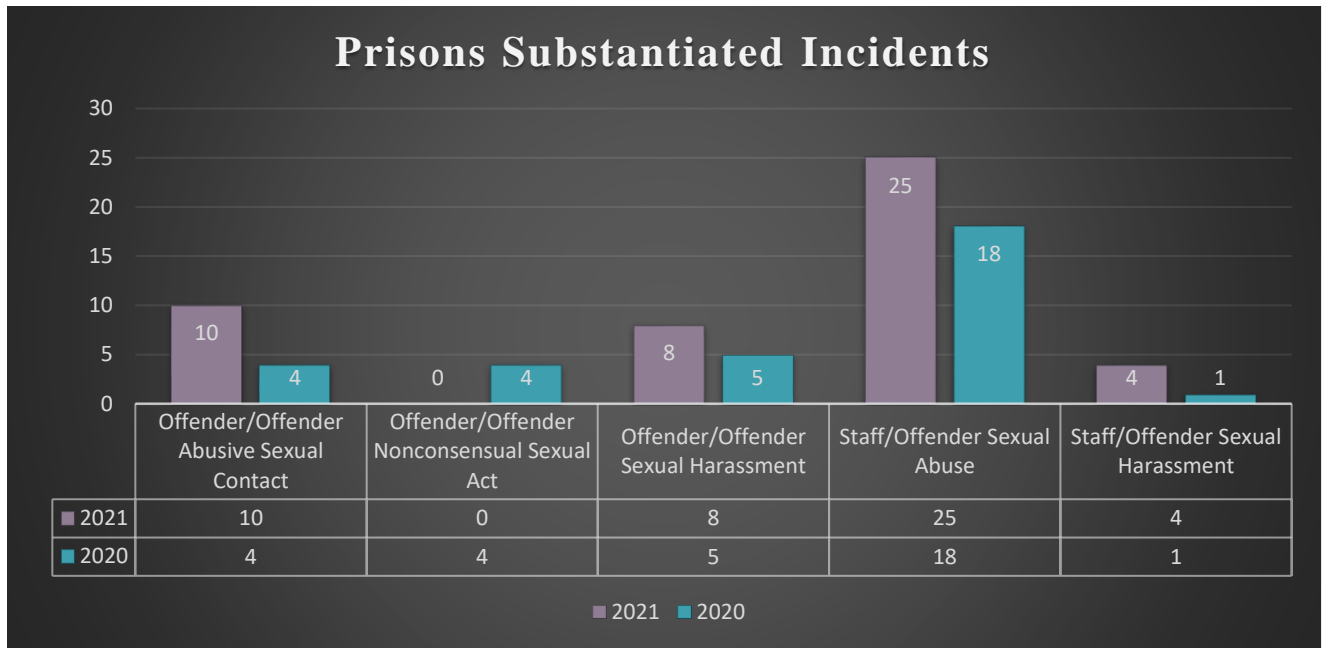
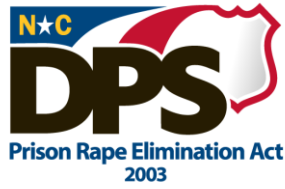


Figure 2: Prisons Substantiated Incidents for Years 2021-2020

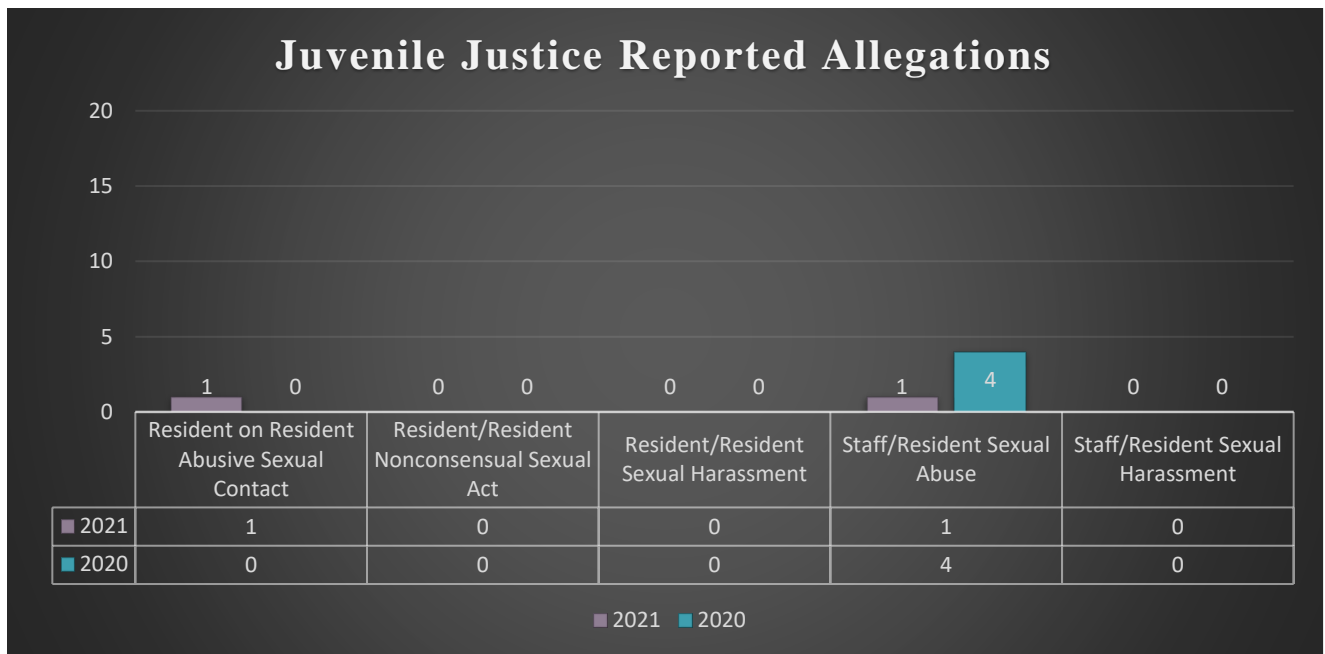


Figure 3: Juvenile Justice Reported Allegations for Years 2021-2020

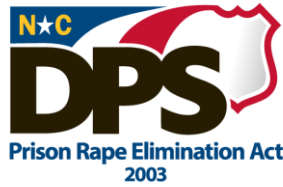


Figure 4: Juvenile Justice Substantiated Incidents for Years 2021-2020

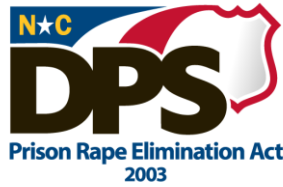
Victim Data Overview

Type of Alleged Perpetrator	Count	
	CY 2021	CY 2020
Employee	26	22
Contractor	0	0
Volunteer	0	0
Youthful Offender	0	0
Juvenile	0	0
Unknown	0	1
Total Unique Incidents	44	34

Figure 5: Substantiated Cases – Allegations by type of Perpetrator

Gender of Alleged Victims	Count	
	CY 2021	CY 2020
Male	37	26
Female	7	8

Figure 6: Substantiated Cases – Alleged Victims by Gender



Count	
CY 2021	CY 2020
3	1

Figure 7: Substantiated Cases – Alleged Victims That Identify as Transgender

Audit Findings

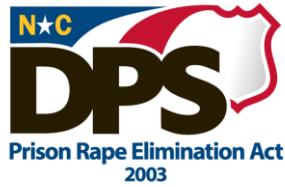
The North Carolina Department of Public Safety conducted federal compliance audits during audit Cycle III. Findings from these audits and previous audits for audit Cycle I and Cycle II are available on the agency’s website.

Conclusion

The **2021-2020** 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 reported. As a result of a comprehensive education and awareness program, bolstered by consistent response and investigative plans, the resident and offender 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, contact the PREA Office at:

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