

# PREA Facility Audit Report: Final

**Name of Facility:** Bartlett Primary Assessment Center

**Facility Type:** Juvenile

**Date Interim Report Submitted:** NA

**Date Final Report Submitted:** 12/06/2025

## Auditor Certification

The contents of this report are accurate to the best of my knowledge.



No conflict of interest exists with respect to my ability to conduct an audit of the agency under review.



I have not included in the final report any personally identifiable information (PII) about any inmate/resident/detainee or staff member, except where the names of administrative personnel are specifically requested in the report template.



**Auditor Full Name as Signed:** Shirley Turner

**Date of Signature:** 12/06/2025

## AUDITOR INFORMATION

**Auditor name:** Turner, Shirley

**Email:** shirleyturner3199@comcast.net

**Start Date of On-Site Audit:** 10/21/2025

**End Date of On-Site Audit:** 10/22/2025

## FACILITY INFORMATION

**Facility name:** Bartlett Primary Assessment Center

**Facility physical address:** 3030 Brunswick Road, Bartlett, Tennessee - 38133

**Facility mailing address:**

## Primary Contact

<b>Name:</b>	Melissa McBride
<b>Email Address:</b>	mcbrideroxy@gmail.com
<b>Telephone Number:</b>	6155988563

<b>Superintendent/Director/Administrator</b>	
<b>Name:</b>	Deborah Harris Wiggins
<b>Email Address:</b>	Deborah.Harris-Wiggins@youthopportunity.com
<b>Telephone Number:</b>	(979) 218-6288

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

<b>Facility Health Service Administrator On-Site</b>	
<b>Name:</b>	Alexis White
<b>Email Address:</b>	Alexis.White@youthopportunity.com
<b>Telephone Number:</b>	(901) 341-5032

<b>Facility Characteristics</b>	
<b>Designed facility capacity:</b>	32
<b>Current population of facility:</b>	30
<b>Average daily population for the past 12 months:</b>	20
<b>Has the facility been over capacity at any point in the past 12 months?</b>	No
<b>What is the facility's population designation?</b>	Men/boys

<b>Age range of population:</b>	13-18
<b>Facility security levels/resident custody levels:</b>	Staff secure / Juvenile Justice Assessment Center
<b>Number of staff currently employed at the facility who may have contact with residents:</b>	53
<b>Number of individual contractors who have contact with residents, currently authorized to enter the facility:</b>	5
<b>Number of volunteers who have contact with residents, currently authorized to enter the facility:</b>	7

#### AGENCY INFORMATION

<b>Name of agency:</b>	Youth Opportunity Investments, LLC.
<b>Governing authority or parent agency (if applicable):</b>	
<b>Physical Address:</b>	701 94th Avenue North , Suite 100, St. Petersburg , Florida - 33702
<b>Mailing Address:</b>	
<b>Telephone number:</b>	

#### Agency Chief Executive Officer Information:

<b>Name:</b>	
<b>Email Address:</b>	
<b>Telephone Number:</b>	

#### Agency-Wide PREA Coordinator Information

<b>Name:</b>	Joseph Nixon	<b>Email Address:</b>	joseph.nixon@youthopportunity.com
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## Facility AUDIT FINDINGS

### Summary of Audit Findings

The OAS automatically populates the number and list of Standards exceeded, the number of Standards met, and the number and list of Standards not met.

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

#### Number of standards exceeded:

0

#### Number of standards met:

43

#### Number of standards not met:

0

## POST-AUDIT REPORTING INFORMATION

Please note: Question numbers may not appear sequentially as some questions are omitted from the report and used solely for internal reporting purposes.

## GENERAL AUDIT INFORMATION

### On-site Audit Dates

1. Start date of the onsite portion of the audit:	2025-10-21
2. End date of the onsite portion of the audit:	2025-10-22

### Outreach

10. Did you attempt to communicate with community-based organization(s) or victim advocates who provide services to this facility and/or who may have insight into relevant conditions in the facility?	<input checked="" type="radio"/> Yes <input type="radio"/> No
a. Identify the community-based organization(s) or victim advocates with whom you communicated:	Shelby County Crime Victims and Rape Crisis Center-Memphis, Tennessee.

## AUDITED FACILITY INFORMATION

14. Designated facility capacity:	32
15. Average daily population for the past 12 months:	20
16. Number of inmate/resident/detainee housing units:	2
17. Does the facility ever hold youthful inmates or youthful/juvenile detainees?	<input type="radio"/> Yes <input type="radio"/> No <input checked="" type="radio"/> Not Applicable for the facility type audited (i.e., Community Confinement Facility or Juvenile Facility)

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

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

<b>23. Enter the total number of inmates/residents/detainees in the facility as of the first day of onsite portion of the audit:</b>	31
<b>25. Enter the total number of inmates/residents/detainees with a physical disability in the facility as of the first day of the onsite portion of the audit:</b>	0
<b>26. Enter the total number of inmates/residents/detainees with a cognitive or functional disability (including intellectual disability, psychiatric disability, or speech disability) in the facility as of the first day of the onsite portion of the audit:</b>	7
<b>27. Enter the total number of inmates/residents/detainees who are Blind or have low vision (visually impaired) in the facility as of the first day of the onsite portion of the audit:</b>	0
<b>28. Enter the total number of inmates/residents/detainees who are Deaf or hard-of-hearing in the facility as of the first day of the onsite portion of the audit:</b>	0
<b>29. Enter the total number of inmates/residents/detainees who are Limited English Proficient (LEP) in the facility as of the first day of the onsite portion of the audit:</b>	2
<b>30. Enter the total number of inmates/residents/detainees who identify as lesbian, gay, or bisexual in the facility as of the first day of the onsite portion of the audit:</b>	1

<b>31. Enter the total number of inmates/residents/detainees who identify as transgender or intersex in the facility as of the first day of the onsite portion of the audit:</b>	0
<b>32. Enter the total number of inmates/residents/detainees who reported sexual abuse in the facility as of the first day of the onsite portion of the audit:</b>	0
<b>33. Enter the total number of inmates/residents/detainees who disclosed prior sexual victimization during risk screening in the facility as of the first day of the onsite portion of the audit:</b>	1
<b>34. Enter the total number of inmates/residents/detainees who were ever placed in segregated housing/isolation for risk of sexual victimization in the facility as of the first day of the onsite portion of the audit:</b>	0
<b>35. Provide any additional comments regarding the population characteristics of inmates/residents/detainees in the facility as of the first day of the onsite portion of the audit (e.g., groups not tracked, issues with identifying certain populations):</b>	No text provided.
<b>Staff, Volunteers, and Contractors Population Characteristics on Day One of the Onsite Portion of the Audit</b>	
<b>36. Enter the total number of STAFF, including both full- and part-time staff, employed by the facility as of the first day of the onsite portion of the audit:</b>	53
<b>37. Enter the total number of VOLUNTEERS assigned to the facility as of the first day of the onsite portion of the audit who have contact with inmates/residents/detainees:</b>	0

<b>38. Enter the total number of CONTRACTORS assigned to the facility as of the first day of the onsite portion of the audit who have contact with inmates/residents/detainees:</b>	5
<b>39. Provide any additional comments regarding the population characteristics of staff, volunteers, and contractors who were in the facility as of the first day of the onsite portion of the audit:</b>	No text provided.
<b>INTERVIEWS</b>	
<b>Inmate/Resident/Detainee Interviews</b>	
<b>Random Inmate/Resident/Detainee Interviews</b>	
<b>40. Enter the total number of RANDOM INMATES/RESIDENTS/DETAINEES who were interviewed:</b>	11
<b>41. Select which characteristics you considered when you selected RANDOM INMATE/RESIDENT/DETAINEE interviewees: (select all that apply)</b>	<div> <input checked="" type="checkbox"/> Age </div> <div> <input checked="" type="checkbox"/> Race </div> <div> <input checked="" type="checkbox"/> Ethnicity (e.g., Hispanic, Non-Hispanic) </div> <div> <input checked="" type="checkbox"/> Length of time in the facility </div> <div> <input checked="" type="checkbox"/> Housing assignment </div> <div> <input type="checkbox"/> Gender </div> <div> <input type="checkbox"/> Other </div> <div> <input type="checkbox"/> None </div>
<b>42. How did you ensure your sample of RANDOM INMATE/RESIDENT/DETAINEE interviewees was geographically diverse?</b>	The population was separated into geographic clusters such as housing units, PREA-related vulnerable categories, and non-vulnerable categories. Also, reviewed youth files, conferred with staff, and observed the population.



<b>43. Were you able to conduct the minimum number of random inmate/resident/detainee interviews?</b>	<input checked="checked" type="radio"/> Yes  <input type="radio"/> No
<b>44. Provide any additional comments regarding selecting or interviewing random inmates/residents/detainees (e.g., any populations you oversampled, barriers to completing interviews, barriers to ensuring representation):</b>	No text provided.
<b>Targeted Inmate/Resident/Detainee Interviews</b>	
<b>45. Enter the total number of TARGETED INMATES/RESIDENTS/DETAINEES who were interviewed:</b>	6
<p>As stated in the PREA Auditor Handbook, the breakdown of targeted interviews is intended to guide auditors in interviewing the appropriate cross-section of inmates/residents/detainees who are the most vulnerable to sexual abuse and sexual harassment. When completing questions regarding targeted inmate/resident/detainee interviews below, remember that an interview with one inmate/resident/detainee may satisfy multiple targeted interview requirements. These questions are asking about the number of interviews conducted using the targeted inmate/resident/detainee protocols. For example, if an auditor interviews an inmate who has a physical disability, is being held in segregated housing due to risk of sexual victimization, and disclosed prior sexual victimization, that interview would be included in the totals for each of those questions. Therefore, in most cases, the sum of all the following responses to the targeted inmate/resident/detainee interview categories will exceed the total number of targeted inmates/residents/detainees who were interviewed. If a particular targeted population is not applicable in the audited facility, enter "0".</p>	
<b>47. Enter the total number of interviews conducted with inmates/residents/detainees with a physical disability using the "Disabled and Limited English Proficient Inmates" protocol:</b>	0
<b>a. Select why you were unable to conduct at least the minimum required number of targeted inmates/residents/detainees in this category:</b>	<input checked="checked" type="checkbox"/> Facility said there were "none here" during the onsite portion of the audit and/or the facility was unable to provide a list of these inmates/residents/detainees.  <input type="checkbox"/> The inmates/residents/detainees in this targeted category declined to be interviewed.

<b>b. Discuss your corroboration strategies to determine if this population exists in the audited facility (e.g., based on information obtained from the PAQ; documentation reviewed onsite; and discussions with staff and other inmates/residents/detainees).</b>	Reviewed files; conferred with staff; observed population.
<b>48. Enter the total number of interviews conducted with inmates/residents/detainees with a cognitive or functional disability (including intellectual disability, psychiatric disability, or speech disability) using the "Disabled and Limited English Proficient Inmates" protocol:</b>	4
<b>49. Enter the total number of interviews conducted with inmates/residents/detainees who are Blind or have low vision (i.e., visually impaired) using the "Disabled and Limited English Proficient Inmates" protocol:</b>	0
<b>a. Select why you were unable to conduct at least the minimum required number of targeted inmates/residents/detainees in this category:</b>	<input checked="" type="checkbox"/> Facility said there were "none here" during the onsite portion of the audit and/or the facility was unable to provide a list of these inmates/residents/detainees.  <input type="checkbox"/> The inmates/residents/detainees in this targeted category declined to be interviewed.
<b>b. Discuss your corroboration strategies to determine if this population exists in the audited facility (e.g., based on information obtained from the PAQ; documentation reviewed onsite; and discussions with staff and other inmates/residents/detainees).</b>	Conferred with staff and the facility has a posted State license which provide that the facility is not licensed to house youth in this category.
<b>50. Enter the total number of interviews conducted with inmates/residents/detainees who are Deaf or hard-of-hearing using the "Disabled and Limited English Proficient Inmates" protocol:</b>	0

<p><b>a. Select why you were unable to conduct at least the minimum required number of targeted inmates/residents/detainees in this category:</b></p>	<p><input checked="" type="checkbox"/> Facility said there were "none here" during the onsite portion of the audit and/or the facility was unable to provide a list of these inmates/residents/detainees.</p> <p><input type="checkbox"/> The inmates/residents/detainees in this targeted category declined to be interviewed.</p>
<p><b>b. Discuss your corroboration strategies to determine if this population exists in the audited facility (e.g., based on information obtained from the PAQ; documentation reviewed onsite; and discussions with staff and other inmates/residents/detainees).</b></p>	<p>Conferred with staff and the facility has a posted State license which provide that the facility is not licensed to house youth in this category.</p>
<p><b>51. Enter the total number of interviews conducted with inmates/residents/detainees who are Limited English Proficient (LEP) using the "Disabled and Limited English Proficient Inmates" protocol:</b></p>	<p>1</p>
<p><b>52. Enter the total number of interviews conducted with inmates/residents/detainees who identify as lesbian, gay, or bisexual using the "Transgender and Intersex Inmates; Gay, Lesbian, and Bisexual Inmates" protocol:</b></p>	<p>1</p>
<p><b>53. Enter the total number of interviews conducted with inmates/residents/detainees who identify as transgender or intersex using the "Transgender and Intersex Inmates; Gay, Lesbian, and Bisexual Inmates" protocol:</b></p>	<p>0</p>
<p><b>a. Select why you were unable to conduct at least the minimum required number of targeted inmates/residents/detainees in this category:</b></p>	<p><input checked="" type="checkbox"/> Facility said there were "none here" during the onsite portion of the audit and/or the facility was unable to provide a list of these inmates/residents/detainees.</p> <p><input type="checkbox"/> The inmates/residents/detainees in this targeted category declined to be interviewed.</p>

<b>b. Discuss your corroboration strategies to determine if this population exists in the audited facility (e.g., based on information obtained from the PAQ; documentation reviewed onsite; and discussions with staff and other inmates/residents/detainees).</b>	<p>Conferred with staff; reviewed files.</p>
<b>54. Enter the total number of interviews conducted with inmates/residents/detainees who reported sexual abuse in this facility using the "Inmates who Reported a Sexual Abuse" protocol:</b>	<p>0</p>
<b>a. Select why you were unable to conduct at least the minimum required number of targeted inmates/residents/detainees in this category:</b>	<p><input checked="" type="checkbox"/> Facility said there were "none here" during the onsite portion of the audit and/or the facility was unable to provide a list of these inmates/residents/detainees.</p> <p><input type="checkbox"/> The inmates/residents/detainees in this targeted category declined to be interviewed.</p>
<b>b. Discuss your corroboration strategies to determine if this population exists in the audited facility (e.g., based on information obtained from the PAQ; documentation reviewed onsite; and discussions with staff and other inmates/residents/detainees).</b>	<p>Reviewed files and conferred with staff. There were no evidence of allegations of sexual abuse.</p>
<b>55. Enter the total number of interviews conducted with inmates/residents/detainees who disclosed prior sexual victimization during risk screening using the "Inmates who Disclosed Sexual Victimization during Risk Screening" protocol:</b>	<p>1</p>

<b>56. Enter the total number of interviews conducted with inmates/residents/detainees who are or were ever placed in segregated housing/isolation for risk of sexual victimization using the "Inmates Placed in Segregated Housing (for Risk of Sexual Victimization/Who Allege to have Suffered Sexual Abuse)" protocol:</b>	0
<b>a. Select why you were unable to conduct at least the minimum required number of targeted inmates/residents/detainees in this category:</b>	<div> <input checked="" type="checkbox"/> Facility said there were "none here" during the onsite portion of the audit and/or the facility was unable to provide a list of these inmates/residents/detainees. </div> <div> <input type="checkbox"/> The inmates/residents/detainees in this targeted category declined to be interviewed. </div>
<b>b. Discuss your corroboration strategies to determine if this population exists in the audited facility (e.g., based on information obtained from the PAQ; documentation reviewed onsite; and discussions with staff and other inmates/residents/detainees).</b>	Conferred with staff, reviewed policy, and observed no areas for isolation or segregated housing.
<b>57. Provide any additional comments regarding selecting or interviewing targeted inmates/residents/detainees (e.g., any populations you oversampled, barriers to completing interviews):</b>	No text provided.
<b>Staff, Volunteer, and Contractor Interviews</b>	
<b>Random Staff Interviews</b>	
<b>58. Enter the total number of RANDOM STAFF who were interviewed:</b>	12

<b>59. Select which characteristics you considered when you selected RANDOM STAFF interviewees: (select all that apply)</b>	<input checked="" type="checkbox"/> Length of tenure in the facility <input checked="" type="checkbox"/> Shift assignment <input checked="" type="checkbox"/> Work assignment <input checked="" type="checkbox"/> Rank (or equivalent) <input type="checkbox"/> Other (e.g., gender, race, ethnicity, languages spoken) <input type="checkbox"/> None
<b>60. Were you able to conduct the minimum number of RANDOM STAFF interviews?</b>	<input checked="" type="radio"/> Yes <input type="radio"/> No
<b>61. Provide any additional comments regarding selecting or interviewing random staff (e.g., any populations you oversampled, barriers to completing interviews, barriers to ensuring representation):</b>	No text provided.
<b>Specialized Staff, Volunteers, and Contractor Interviews</b>	
Staff in some facilities may be responsible for more than one of the specialized staff duties. Therefore, more than one interview protocol may apply to an interview with a single staff member and that information would satisfy multiple specialized staff interview requirements.	
<b>62. Enter the total number of staff in a SPECIALIZED STAFF role who were interviewed (excluding volunteers and contractors):</b>	8
<b>63. Were you able to interview the Agency Head?</b>	<input checked="" type="radio"/> Yes <input type="radio"/> No
<b>64. Were you able to interview the Warden/Facility Director/Superintendent or their designee?</b>	<input checked="" type="radio"/> Yes <input type="radio"/> No

<b>65. Were you able to interview the PREA Coordinator?</b>	<input checked="" type="radio"/> Yes  <input type="radio"/> No
<b>66. Were you able to interview the PREA Compliance Manager?</b>	<input checked="" type="radio"/> Yes  <input type="radio"/> No  <input type="radio"/> NA (NA if the agency is a single facility agency or is otherwise not required to have a PREA Compliance Manager per the Standards)

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

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



	<input checked="" type="checkbox"/> Other
<b>If "Other," provide additional specialized staff roles interviewed:</b>	Staff Development/Training staff.
<b>68. Did you interview VOLUNTEERS who may have contact with inmates/residents/detainees in this facility?</b>	<input type="radio"/> Yes <input checked="" type="radio"/> No
<b>69. Did you interview CONTRACTORS who may have contact with inmates/residents/detainees in this facility?</b>	<input checked="" type="radio"/> Yes <input type="radio"/> No
<b>a. Enter the total number of CONTRACTORS who were interviewed:</b>	2
<b>b. Select which specialized CONTRACTOR role(s) were interviewed as part of this audit from the list below: (select all that apply)</b>	<input type="checkbox"/> Security/detention <input type="checkbox"/> Education/programming <input type="checkbox"/> Medical/dental <input checked="" type="checkbox"/> Food service <input type="checkbox"/> Maintenance/construction <input type="checkbox"/> Other
<b>70. Provide any additional comments regarding selecting or interviewing specialized staff.</b>	No text provided.

## SITE REVIEW AND DOCUMENTATION SAMPLING

### Site Review

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

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

☒ Yes

☐ No

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

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

☒ Yes

☐ No

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

☒ Yes

☐ No

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

☒ Yes

☐ No

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

☒ Yes

☐ No

<b>76. Provide any additional comments regarding the site review (e.g., access to areas in the facility, observations, tests of critical functions, or informal conversations).</b>	No text provided.
<b>Documentation Sampling</b>	
Where there is a collection of records to review-such as staff, contractor, and volunteer training records; background check records; supervisory rounds logs; risk screening and intake processing records; inmate education records; medical files; and investigative files-auditors must self-select for review a representative sample of each type of record.	
<b>77. In addition to the proof documentation selected by the agency or facility and provided to you, did you also conduct an auditor-selected sampling of documentation?</b>	<input checked="checked" type="radio"/> Yes  <input type="radio"/> No
<b>78. Provide any additional comments regarding selecting additional documentation (e.g., any documentation you oversampled, barriers to selecting additional documentation, etc.).</b>	No text provided.
<b>SEXUAL ABUSE AND SEXUAL HARASSMENT ALLEGATIONS AND INVESTIGATIONS IN THIS FACILITY</b>	
<b>Sexual Abuse and Sexual Harassment Allegations and Investigations Overview</b>	
Remember the number of allegations should be based on a review of all sources of allegations (e.g., hotline, third-party, grievances) and should not be based solely on the number of investigations conducted. Note: For question brevity, we use the term “inmate” in the following questions. Auditors should provide information on inmate, resident, or detainee sexual abuse allegations and investigations, as applicable to the facility type being audited.	

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

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

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

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

## Sexual Abuse and Sexual Harassment Investigation Outcomes

### Sexual Abuse Investigation Outcomes

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

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

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

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

	Ongoing	Unfounded	Unsubstantiated	Substantiated
Inmate-on-inmate sexual abuse	0	0	0	0
Staff-on-inmate sexual abuse	0	0	0	0
Total	0	0	0	0

### Sexual Harassment Investigation Outcomes

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

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

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

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

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

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

**Sexual Abuse Investigation Files Selected for Review**

**85. Enter the total number of SEXUAL ABUSE investigation files reviewed/ sampled:**

0

**a. Explain why you were unable to review any sexual abuse investigation files:**

There were no allegations of sexual abuse.

<b>86. Did your selection of SEXUAL ABUSE investigation files include a cross-section of criminal and/or administrative investigations by findings/outcomes?</b>	<input type="radio"/> Yes <input type="radio"/> No <input checked="" type="radio"/> NA (NA if you were unable to review any sexual abuse investigation files)
<b>Inmate-on-inmate sexual abuse investigation files</b>	
<b>87. Enter the total number of INMATE-ON-INMATE SEXUAL ABUSE investigation files reviewed/sampled:</b>	0
<b>88. Did your sample of INMATE-ON-INMATE SEXUAL ABUSE investigation files include criminal investigations?</b>	<input type="radio"/> Yes <input type="radio"/> No <input checked="" type="radio"/> NA (NA if you were unable to review any inmate-on-inmate sexual abuse investigation files)
<b>89. Did your sample of INMATE-ON-INMATE SEXUAL ABUSE investigation files include administrative investigations?</b>	<input type="radio"/> Yes <input type="radio"/> No <input checked="" type="radio"/> NA (NA if you were unable to review any inmate-on-inmate sexual abuse investigation files)
<b>Staff-on-inmate sexual abuse investigation files</b>	
<b>90. Enter the total number of STAFF-ON-INMATE SEXUAL ABUSE investigation files reviewed/sampled:</b>	0
<b>91. Did your sample of STAFF-ON-INMATE SEXUAL ABUSE investigation files include criminal investigations?</b>	<input type="radio"/> Yes <input type="radio"/> No <input checked="" type="radio"/> NA (NA if you were unable to review any staff-on-inmate sexual abuse investigation files)

<b>92. Did your sample of STAFF-ON-INMATE SEXUAL ABUSE investigation files include administrative investigations?</b>	<input type="radio"/> Yes <input type="radio"/> No <input checked="" type="radio"/> NA (NA if you were unable to review any staff-on-inmate sexual abuse investigation files)
<b>Sexual Harassment Investigation Files Selected for Review</b>	
<b>93. Enter the total number of SEXUAL HARASSMENT investigation files reviewed/sampled:</b>	0
<b>a. Explain why you were unable to review any sexual harassment investigation files:</b>	There were no allegations of sexual harassment.
<b>94. Did your selection of SEXUAL HARASSMENT investigation files include a cross-section of criminal and/or administrative investigations by findings/outcomes?</b>	<input type="radio"/> Yes <input type="radio"/> No <input checked="" type="radio"/> NA (NA if you were unable to review any sexual harassment investigation files)
<b>Inmate-on-inmate sexual harassment investigation files</b>	
<b>95. Enter the total number of INMATE-ON-INMATE SEXUAL HARASSMENT investigation files reviewed/sampled:</b>	0
<b>96. Did your sample of INMATE-ON-INMATE SEXUAL HARASSMENT files include criminal investigations?</b>	<input type="radio"/> Yes <input type="radio"/> No <input checked="" type="radio"/> NA (NA if you were unable to review any inmate-on-inmate sexual harassment investigation files)



<b>97. Did your sample of INMATE-ON-INMATE SEXUAL HARASSMENT investigation files include administrative investigations?</b>	<input type="radio"/> Yes <input type="radio"/> No <input checked="" type="radio"/> NA (NA if you were unable to review any inmate-on-inmate sexual harassment investigation files)
<b>Staff-on-inmate sexual harassment investigation files</b>	
<b>98. Enter the total number of STAFF-ON-INMATE SEXUAL HARASSMENT investigation files reviewed/sampled:</b>	0
<b>99. Did your sample of STAFF-ON-INMATE SEXUAL HARASSMENT investigation files include criminal investigations?</b>	<input type="radio"/> Yes <input type="radio"/> No <input checked="" type="radio"/> NA (NA if you were unable to review any staff-on-inmate sexual harassment investigation files)
<b>100. Did your sample of STAFF-ON-INMATE SEXUAL HARASSMENT investigation files include administrative investigations?</b>	<input type="radio"/> Yes <input type="radio"/> No <input checked="" type="radio"/> NA (NA if you were unable to review any staff-on-inmate sexual harassment investigation files)
<b>101. Provide any additional comments regarding selecting and reviewing sexual abuse and sexual harassment investigation files.</b>	No text provided.

## SUPPORT STAFF INFORMATION

### DOJ-certified PREA Auditors Support Staff

**102. Did you receive assistance from any DOJ-CERTIFIED PREA AUDITORS at any point during this audit? REMEMBER: the audit includes all activities from the pre-onsite through the post-onsite phases to the submission of the final report. Make sure you respond accordingly.**

☐ Yes

☒ No

### Non-certified Support Staff

**103. Did you receive assistance from any NON-CERTIFIED SUPPORT STAFF at any point during this audit? REMEMBER: the audit includes all activities from the pre-onsite through the post-onsite phases to the submission of the final report. Make sure you respond accordingly.**

☐ Yes

☒ No

## AUDITING ARRANGEMENTS AND COMPENSATION

**108. Who paid you to conduct this audit?**

☐ The audited facility or its parent agency

☐ My state/territory or county government employer (if you audit as part of a consortium or circular auditing arrangement, select this option)

☒ A third-party auditing entity (e.g., accreditation body, consulting firm)

☐ Other

**Identify the name of the third-party auditing entity**

Correctional Management and Communications Group, LLC

Standards	
Auditor Overall Determination Definitions	
<ul style="list-style-type: none"> <li>Exceeds Standard (Substantially exceeds requirement of standard)</li> <li>Meets Standard (substantial compliance; complies in all material ways with the stand for the relevant review period)</li> <li>Does Not Meet Standard (requires corrective actions)</li> </ul>	
Auditor Discussion Instructions	
<p>Auditor discussion, including the evidence relied upon in making the compliance or non-compliance determination, the auditor's analysis and reasoning, and the auditor's conclusions. This discussion must also include corrective action recommendations where the facility does not meet standard. These recommendations must be included in the Final Report, accompanied by information on specific corrective actions taken by the facility.</p>	

115.311	Zero tolerance of sexual abuse and sexual harassment; PREA coordinator
	<b>Auditor Overall Determination:</b> Meets Standard
	<b>Auditor Discussion</b>
	<p><b>Documents:</b></p> <p>Policy 5-06, Prison Rape Elimination Act (PREA)</p> <p>Organization Charts</p> <p><b>Interviews:</b></p> <p>Superintendent/PREA Compliance Manager</p> <p>PREA Coordinator</p> <p>Random Staff</p> <p>Residents</p> <p><b>Provision (a):</b></p>

The Bartlett Primary Assessment Center is managed by Youth Opportunity Investments (YOI), LLC through a contract with the Tennessee Department of Children's Services. The State requires the facility to adhere to the PREA standards and be subject to PREA audits. The facility has a written policy mandating zero tolerance toward all forms of sexual abuse and sexual harassment and it provides the approach to preventing, detecting, and responding to sexual abuse and sexual harassment.

Policy requires zero-tolerance of sexual abuse and sexual harassment of residents and provides guidance to staff regarding the facility's approach to preventing, detecting, and responding to allegations of sexual abuse and sexual harassment. The policy also provides and addresses conduct that violates the zero-tolerance approach regarding all forms of sexual abuse and sexual harassment. Definitions of prohibited behaviors of sexual abuse and sexual harassment are contained in policy and include sanctions for those found to have participated in the prohibited behaviors.

Accessibility to PREA information by staff and residents; risk screening; and monitoring assist in detecting sexual abuse and sexual harassment. The identified and other supporting policies include but are not limited to responding to sexual abuse and sexual harassment through prevention; responsive planning; training and education; reporting; investigations; medical and mental care; assessments; disciplinary sanctions for residents and staff; and data collection and review. The interviews confirmed knowledge of the zero-tolerance and other related policies regarding sexual abuse and sexual harassment.

**Provision (b):**

The policy provides for the designation of a PREA Coordinator. The position of State Director of Juvenile Justice Services serves as the PREA Coordinator for all YOI facilities in Tennessee. The PREA Coordinator has knowledge of the implementation of the standards and collaboration exists with the facility superintendent who serves as the PREA Compliance Manager. The interview with the PREA Coordinator and observations revealed the authority to provide oversight of the PREA initiatives within the facility. The PREA Coordinator indicated he has the time to discharge his PREA responsibilities. The PREA Coordinator has an upper-level management position and reports directly to the YOI Vice President of Program Development.

**Provision (c):**

The superintendent has been designated as the PREA Compliance Manager per the facility's PREA policy and determined from interviews with the PREA Coordinator and random staff. The PREA Compliance Manager reports directly to the State Director. The interview indicated she has the time to fulfill the PREA duties and it was determined that she has the authority required to fulfill those duties based on interviews and observations. She was knowledgeable of the PREA policy, procedures and practices as evident during the interview. Random staff interviews revealed their awareness of the role of the PREA Compliance Manager. Observations confirmed the superintendent has the support of the facility staff, including a

	<p>compliance officer located onsite, and the PREA Coordinator.</p> <p><b>Conclusion:</b></p> <p>Based upon the review and analysis of the available evidence, interviews and observations, the Auditor determined there is compliance with this standard.</p>
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115.312	Contracting with other entities for the confinement of residents
	<p><b>Auditor Overall Determination:</b> Meets Standard</p>
	<p><b>Auditor Discussion</b></p>
	<p><b>Interviews:</b></p> <p>Superintendent</p> <p>Youth Opportunity Investments, LLC State Director of Juvenile Services/PREA Coordinator</p> <p><b>Provisions (a) and (b):</b></p> <p>The Tennessee Department of Children's Services contracts for the confinement and services of identified residents with Youth Opportunity Investments, LLC. This practice was confirmed by the interviews with the superintendent and State Director. The facility is not involved in a contract with other facilities for the confinement of its assigned youth. Monitoring of the facility is required by the State.</p> <p><b>Conclusion:</b></p> <p>Based upon the review and analysis of the available evidence and interviews, the Auditor determined compliance with this standard.</p>

115.313	Supervision and monitoring
	<p><b>Auditor Overall Determination:</b> Meets Standard</p>
	<p><b>Auditor Discussion</b></p>
	<p><b>Documents:</b></p> <p>Policy 5-06, PREA</p> <p>Staffing Plan</p> <p>Staffing Plan Assessments</p>

## PREA Unannounced Rounds Forms

### **Interviews:**

Intermediate or Higher-Level Staff

Superintendent/PREA Compliance Manager

### **Provision (a):**

Each facility operated by Youth Opportunity Investments, LLC has a process for developing a staffing plan, per policy and review of the staffing plan. Compliance with the staffing plan was observed throughout the facility for each day of the onsite audit phase. The staffing plan contained adequate staffing levels; the requirement for the facility is 1:6 during the waking hours and 1:8 during the sleeping hours. Adherence to the facility's contractual staffing ratios ensures compliance regarding the PREA ratios.

The staffing plan includes video monitoring; additional cameras have been installed making a total of 52 for the facility. The upgrade with the additional cameras included better quality video and added audio. The new cameras were strategically placed in identified blind spots and other areas. The review of the staffing plan considered the following factors which were addressed in the staffing plan:

- Generally accepted detention and correctional practices;
- Any judicial findings of inadequacy;
- Any findings of inadequacy from Federal investigative agencies;
- Any findings of inadequacy from internal or external oversight bodies;
- All components of the facility's physical plant (including "blind-spots" or areas where staff or inmates may be isolated);
- Composition of the population;
- The number and placement of supervisory staff; Institution programs occurring on a particular shift;
- Any applicable State or local laws, regulations, or standards;
- The prevalence of substantiated and unsubstantiated incidents of sexual abuse; and
- Any other relevant factors.

The number of staff increases as needed due to program activities, one-on-one supervision indicated, or other relevant factors. The facility maintains a mandatory hold-over system to ensure adherence to the staffing ratio within the staffing plan. Camera monitors are located in each building and the monitoring system is accessible on the telephones of the superintendent and State Director/PREA Coordinator.

The work schedules are based on the facility's staffing plan and population and are developed by the assistant superintendent. There is collaboration in the review of the work schedules on a regular basis by the superintendent and assistant superintendent; the superintendent approves the schedules. In addition to program

activities and special needs of residents, the shift schedules were made and adjusted as needed regarding the considerations that ensure adequate shift coverage including standard security practices; composition of the resident population; inclement weather; and emergencies. Supervisors are assigned to each shift as indicated by interviews and documentation. An evaluation by the external oversight entity is pending and findings will be presented in a written report and any opportunities for improvement noted within the report as identified with the agency's sister facility.

**Provision (b):**

There were no reported deviations from the staffing ratios and none were observed by the auditor during the onsite audit phase. A coordinated effort was described by the superintendent in maintaining the staffing ratios through communication, holdovers, in accordance with policy and the staffing plan, and consideration of the population make-up. The facility is prepared to document any deviations from the staffing requirements. The superintendent and assistant superintendent monitor the effectiveness of the work schedules based on the staffing requirements. The staffing ratios were met and practice provides for additional staff for days and times if increased staffing is required. The line of sight is adequate within the dayrooms and sleeping rooms. When frequent room checks are made throughout the sleeping hours, staff enter the rooms and specifically check each individual bed.

**Provision (c):**

Staffing ratios for the facility are routinely provided by the direct care staff; other staff with the same required training to supervise residents may fill in if needed due to emergencies. The security practices and policies ensure the PREA ratios are met due to the internal ratios of 1:6 during the waking hours and 1:8 during the sleeping hours. The ratios were discussed and observed for and were met during the comprehensive site review. Direct observation of youth is provided and supervision is enhanced with the monitoring system. The facility is not involved in any lawsuits or consent decrees.

**Provision (d):**

Once a year, the collaboration of the facility Security Manager, PREA Coordinator, and PREA Compliance Manager, provides for the review of the staffing plan to see if any adjustments are needed. It also considers the facility's deployment of video monitoring systems and other monitoring technology. The collaboration also included review of the staffing plan to determine if adjustments were needed to the resources the facility has available to commit to ensure adherence to the staffing plan. There were no issues noted in the staffing plan assessment which was dated June 24, 2025 for its completion and reviewed by the State Director on June 25, 2025.

The document reviews but is not limited to the following areas: prevailing staffing patterns and review of staffing plan; electronic monitoring system; and review of other areas related to adequate supervision. The review considers any adjustments

	<p>that need to be made by the construction and implementation of a corrective action plan that would be indicated through findings or recommendations. The annual assessment documents the summarization of the review including the staffing, physical plant, and the electronic monitoring system.</p> <p><b>Provision (e):</b></p> <p>Policy and practice require that intermediate-level or higher-level staff conduct unannounced rounds on all shifts. The rounds are required to be documented. Per policy and the interview, staff members are prohibited from alerting other staff of the unannounced rounds occurring. The rounds are made at various times, confirmed by the interviews and documentation, and cover all shifts. The unannounced rounds are conducted throughout the facility to identify and deter sexual abuse and sexual harassment.</p> <p>According to the interview with the higher-level staff and documentation, all areas of the facility are checked during the unannounced rounds. The rounds include but not limited to checking the dorms; checking the parking lot; checking logbook entries; reviewing camera footage; observations for adherence to required staffing ratios; security of all buildings and individual doors; and checking that routines for residents are being followed. The staff is not informed when the rounds occur and leadership and administrative staff conduct unannounced rounds and include superintendent, assistant superintendent, unit manager, and human resources manager.</p> <p><b>Conclusion:</b></p> <p>Based on the review and analysis of the available evidence and the staff interview, the Auditor determined the facility is adhering to this standard.</p>
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115.315	Limits to cross-gender viewing and searches
	<p><b>Auditor Overall Determination:</b> Meets Standard</p>
	<p><b>Auditor Discussion</b></p>
	<p><b>Documents:</b></p> <p>Policy 5-06, PREA</p> <p>Search Request for Transgender and Intersex Youth</p> <p>Training Records</p> <p>Search Techniques</p> <p><b>Interviews:</b></p> <p>Random Staff</p>



Residents

**Provision (a):**

Cross-gender strip, visual body cavity, and pat-down searches are prohibited and searches must be documented. Policy and the training curriculum provide guidance to staff on how the searches are to be conducted. There was no evidence of cross-gender searches of any type occurring at the facility in the last 12 months. The interviews with staff and residents support that no type of cross-gender search was conducted at the facility during the past 12 months.

**Provision (b):**

Policy does not support staff conducting cross-gender pat-down searches and all searches must be documented. Responses from staff included that male staff conduct searches on males and female staff conduct searches on females and a witness is present, only observing the staff conducting the search. Staff receives training on how to conduct searches, including pat-down searches of transgender and intersex youth. Staff interviews confirmed awareness of how to conduct searches. No residents or staff interviewed reported the occurrence of any cross-gender searches. The evidence shows cross-gender pat-down searches have not occurred at the facility during the last 12 months. There is no documentation and the interviews support, there has not been a search of a transgender or intersex youth during the past 12 months.

**Provision (c):**

Cross-gender strip and cross-gender visual body cavity searches are prohibited. Policy provides for documenting the occurrence of searches. All interviews confirmed that no cross-gender searches have occurred at the facility during this audit period. Staff members are aware of the requirement to document all searches. There was no evidence or interviews documenting any type cross-gender searches. All youth interviewed stated they have not been searched by staff of the opposite gender.

**Provision (d):**

Bathroom/Shower Protocols exist and are posted at those areas. Residents are able to shower, perform bodily functions, and change clothes without staff of the opposite gender viewing them, supported by policy and interviews. No residents interviewed reported ever having been naked in full view of the opposite gender staff while showering, changing clothes, or performing bodily functions. During the comprehensive site review, staff explained how hygiene practices are conducted and the bathroom procedures. It was observed that residents have a reasonable amount of privacy during use of the bathroom. Shower curtains are utilized and the toilets are encased.

Staff members of the opposite gender announce their presence when entering the residents' housing or bathroom area as demonstrated during the comprehensive

	<p>site review. The residents and staff stated staff of the opposite gender announce their presence upon entering the living units. The evidence shows residents shower, perform bodily functions, and change clothing without non-medical staff of the opposite gender viewing their buttocks or genitalia. The staff interviews and observations support that viewing of the camera monitors does not show residents when they are showering, using the toilet, or changing clothes. The bathroom area does not allow staff to get a view of the resident while performing bodily functions. Hygiene practices are performed with the expectations of reasonable privacy for each resident.</p> <p><b>Provision (e):</b></p> <p>Not Applicable</p> <p><b>Provision (f):</b></p> <p>Not Applicable</p> <p><b>Conclusion:</b></p> <p>Based on the reviewed documentation and interviews, the Auditor determined compliance with this standard</p>
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115.316	Residents with disabilities and residents who are limited English proficient
	<p><b>Auditor Overall Determination:</b> Meets Standard</p>
	<p><b>Auditor Discussion</b></p>
	<p><b>Documents:</b></p> <p>Policy 5-06, PREA</p> <p>Client Services Agreement, Tennessee Language Center</p> <p>Accessibility Implementation Guide</p> <p>Accessibility for Incarcerated People Acknowledgement Form</p> <p>New Hire Training Orientation</p> <p>PREA Brochures and other Printed Materials</p> <p>PREA Education Acknowledgement Forms</p> <p><b>Interviews:</b></p> <p>Agency Head Designee</p>

Random Staff

**Provision (a):**

The policy and implementation guide collectively address the provision of support services and accommodations by providing youth the equal opportunity to participate in or benefit from all aspects of the facility's efforts to prevent, detect, and respond to sexual abuse and sexual harassment. The policy reinforces the requirements of the standard. The implementation guide, through the PREA Resource Center, provides information about PREA and victim services and their accessibility to people with disabilities. It provides strategies for established practices for making services accessible. The accessibility information related to the PREA standards is addressed in new hire orientation and is a part of the training plan.

Youth are not used as readers or interpreters, confirmed by random staff interviews. Posted and other printed PREA information is accessible to youth in English, Spanish, and may be accessed in other languages as needed. The process in gaining assistance was demonstrated by treatment staff who assisted the Auditor in obtaining translation services for a targeted interviewee that was limited English proficient (LEP). The Tennessee Language Center was used per the Client Services Agreement and practice and contact was made in real time; it was not pre-planned. The response to the call was prompt and available immediately as needed. The service was professional and efficient. Personal identification of the youth was not required to access services and the privacy of an office was provided to conduct the interview and at other times when the services are used.

Policy and the Client Agreement collectively provide for interpreter and translation services for disabled and LEP youth. Policy requires PREA education to be in formats accessible to all residents the facility is licensed to house. The education staff also provides support services through accommodating resources, including teachers with the educational background to modify/adapt information for all residents to understand. Assistance may also be provided by the treatment staff to ensure all youths' understanding of the PREA information.

**Provision (b):**

A Client Services Agreement exists between the parent agency and the Tennessee Language Center for professional interpreting services as needed to ensure the residents' understanding of PREA and other information. Each resident has an equal opportunity to participate in or benefit from all aspects of the facility's efforts to prevent, detect and respond to sexual abuse and sexual harassment. The facility is capable of providing access to support services for preventing, detecting, and responding to sexual abuse and sexual harassment to residents who are LEP, including taking steps to provide interpreters who can interpret effectively, accurately, and impartially.

The Tennessee Language Center was used per the Client Services Agreement to obtain translation services for a LEP youth. Contact was made in real time; it was

	<p>not pre-planned. The response to the call was prompt and there is immediate access. The service was professional and efficient. The youth appeared comfortable and was responsive throughout the entire interview. Personal identification of the youth was not required to access services and the privacy of an office was provided to conduct the interview and at other times when the services are used. Informal conversation with treatment staff indicated that translation services are conducted in the privacy of an office.</p> <p><b>Provision (c):</b></p> <p>The use of resident readers and interpreters except in limited circumstances where an extended delay in obtaining an interpreter could compromise a resident's safety; performance of first responder duties; or investigation of allegations of sexual abuse or sexual harassment is prohibited by policy. The facility documents that there is access to services and the Auditor was able to use the translation services upon request and without hesitation. The education unit and mental health staff members have the capabilities to provide support services. Information regarding reporting allegations of sexual abuse and sexual harassment is posted and accessible in both English and Spanish. The facility has the resources available to get the PREA information translated and printed in additional languages as needed. The targeted interviewee revealed and could identify staff that ensures he understands information provided, including how to report sexual abuse or sexual harassment allegations.</p> <p><b>Conclusion:</b></p> <p>Based upon the review and analysis of the evidence, the Auditor determined the facility is compliant with this standard.</p>
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115.317	Hiring and promotion decisions
	<b>Auditor Overall Determination:</b> Meets Standard
	<b>Auditor Discussion</b>
	<p><b>Documents:</b></p> <p>Policy 5-06, PREA</p> <p>Policy 1-14, Background Screening</p> <p>Background Checks</p> <p>Personnel Records</p> <p>Employee Handbook</p> <p><b>Interview:</b></p>

Human Resources Manager

**Provisions (a) and (f):**

Policies address hiring and other personnel matters, including and not limited to promotion processes and decisions, position descriptions, and background checks. The background checks occur initially and annually thereafter, aligned with policy. The personnel files include the completed background checks and hiring documents. The sources for background checks include: National Sex Offender Registry; Vulnerable Persons Abuse Register; Tennessee Felony Database Clearance; local law enforcement; Out-of-State Child Abuse/Neglect Check; and fingerprints results through the Tennessee Bureau of Investigation and Federal Bureau of Investigation.

Prior to hire and promotion, through the employment application process, it was verified that applicants had not participated in the following behaviors:

- engaged in sexual abuse in a prison, jail, lockup, community confinement facility, juvenile facility, or other institution (as defined in 42 U.S.C. 1997);
- convicted of engaging or attempting to engage in sexual activity in the community facilitated by force, overt or implied threats of force, or coercion, or if the victim did not consent or was unable to consent or refuse;
- civilly or administratively adjudicated to have engaged in the activity described above.

The PREA-related specific questions are asked and answered by the applicant (new or promotion), employee (annually as part of background check); or unescorted contractor or visitor. The applicant must respond with the applicable response and include his/her signature confirming the information provided. The "Self-Declaration of Sexual Abuse/Sexual Harassment for YDC Employees" form clearly speaks directly to whether or not an applicant has prior sexual misconduct. The interview and a review of policies provide details about the hiring process, completion of background checks, and grounds for termination. The forms completed and included in the personnel files are responsive to the provisions of this standard. The documentation, interview and policies support the facility does not hire anyone who has engaged in sexual abuse or anyone who has used or attempted to use force in the community to engage in sexual abuse. This documentation is a part of the background information packet, required for conducting the background checks.

Staff members are informed of their continuing duty to report any related misconduct. The interview and review of policy and Employee Handbook, collectively support that staff receive the information during the onboarding process. All applicants are asked about any prior misconduct involving any sexual activity. The documentation and interview support the facility does not hire anyone who has engaged in sexual abuse or anyone who has used or attempted to use force in the community to engage in sexual abuse. This documentation is a part of the background information packet, required for conducting the criminal background

checks. A sample of background checks were reviewed which confirmed that they are conducted in accordance with policy and the interview.

**Provision (b):**

The policies support that the facility does not hire or promote anyone who has been civilly or administratively adjudicated or have been convicted of engaging in or attempted to engage in sexual activity by any means. The interview was aligned with the standard and the documentation shows the inquiries made during the application process regarding previous misconduct. A form, PREA Questionnaire for Prior Institutional Employers, is used by the Human Resources Manager to formally request any PREA related information regarding an applicant.

The PREA policy and the interview indicate the facility considers any incidents of sexual harassment in determining whether to hire or promote anyone, or to enlist the services of any contractor or volunteer, who may have contact with residents. No applicant will be considered for employment if a background check reveals any history of inappropriate sexual behavior or arrest for inappropriate sexual behavior.

**Provisions (c) and (d):**

The background check process includes consulting a child abuse registry. The prospective employee or contractor also has to be cleared through the background check process. Best efforts would be made to identify information of incidents or allegations of sexual abuse by a prospective employee. Inquiries are made through the National Sex Offender website, systems created or updated by the Adam Walsh Child Protection and Safety Act, and the database of the Tennessee Department of Children Services.

The personnel files include the completed background checks and hiring documents. The sources for background checks include: National Sex Offender Registry; Vulnerable Persons Abuse Register; Tennessee Felony Database Clearance; local law enforcement; Out-of-State Child Abuse/Neglect Check; and fingerprints results through the Tennessee Bureau of Investigation and Federal Bureau of Investigation. The Self-Declaration of Sexual Abuse/Sexual Harassment for YDC Employees form clearly speaks directly to whether or not an applicant has prior sexual misconduct. A sample of personnel files were reviewed which included employees and contractors. In the past 12 months, the number of persons hired who may have contact with residents who have had criminal background record checks is 63.

**Provision (e):**

A review of background checks and Re-Screens revealed they are conducted initially and are conducted annually thereafter, with the exception of obtaining new fingerprints, in accordance with the interview and policy. The interview, review of documentation and a review of the policies provide details about the hiring process, completion of background checks, and the grounds for termination in accordance with the PREA standard.

	<p><b>Provision (g):</b></p> <p>The omission of sexual misconduct information or providing false information is grounds for termination in accordance with policy. This information is also covered in the new employee orientation training. Staff members have a continuing duty to report related misconduct. Employees are informed during new employee orientation that they have a continuing affirmative duty to disclose any such misconduct.</p> <p><b>Provision (h):</b></p> <p>When a former employee applies for work at another institution, upon the request from that institution, information will be provided regarding substantiated allegations of sexual abuse or sexual harassment involving a former employee, according to the interview and as indicated by the facility's efforts to obtain that same type information regarding applicants.</p> <p><b>Conclusion:</b></p> <p>Based upon the review and analysis of the available evidence, the Auditor determined the facility meets the provisions of the standard.</p>
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<b>115.318</b>	<b>Upgrades to facilities and technologies</b>
	<p><b>Auditor Overall Determination:</b> Meets Standard</p>
	<p><b>Auditor Discussion</b></p>
	<p><b>Interviews:</b></p> <p>Superintendent</p> <p>Youth Opportunity Investments (YOI), LLC Agency Head Designee</p> <p><b>Provision (a):</b></p> <p>The interviews and observations confirmed there have not been any major renovations to the facility in the past 12 months.</p> <p><b>Provision (b):</b></p> <p>The camera system supplements direct supervision provided to youth by staff. The facility was previously occupied by another YOI program. The security camera system was assessed and additional cameras were added to the current system. The interviews and observations during the comprehensive site review confirmed the additional cameras.</p> <p><b>Conclusion:</b></p> <p>Based upon the interviews and observations, the Auditor determined the facility is</p>

	compliant with this standard.
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<b>115.321</b>	<b>Evidence protocol and forensic medical examinations</b>
	<b>Auditor Overall Determination:</b> Meets Standard
	<b>Auditor Discussion</b>
	<p><b>Documents:</b></p> <p>Policy 5-06, PREA</p> <p>Tennessee Department of Children's Services (DCS) PREA Policy, 18.8</p> <p>Training Curriculum</p> <p>Memorandum of Understanding (MOU)</p> <p><b>Interviews:</b></p> <p>Random Staff</p> <p>Superintendent</p> <p>Mental Health Staff</p> <p>Medical Staff</p> <p>DCS Investigative Staff</p> <p>Advocacy Agency Representative</p> <p><b>Provisions (a) and (b):</b></p> <p>Administrative investigations are conducted by a trained DCS Investigator, PREA Unit. Allegations that are criminal in nature are referred to local law enforcement. There are no facility-based investigators and no investigators within Youth Opportunity Investments, LLC. All allegations of sexual abuse and sexual harassment are reported to DCS. The review of policies, investigation records, and interviews with DCS investigative staff and the facility superintendent supported that a uniform evidence protocol is followed that maximizes the potential for obtaining useable physical evidence for administrative proceedings and criminal prosecution. This premise also applies to the local law enforcement agency responsible for conducting allegations that are criminal in nature. The protocols regarding investigations are developmentally appropriate for youth. The PREA training curricula for facility staff includes protocols for first responders regarding sexual abuse, including preserving evidence. There were no allegations of sexual abuse or sexual harassment during this audit period.</p>



**Provision (c):**

A MOU exists between the facility and the Shelby County Crime Victims and Rape Crisis Center for the delivery of advocacy services. Forensic medical examinations will be conducted by a qualified medical practitioner, accessed through the SCCVRCC. Continuity of care will be provided at the facility to include medical and mental health follow-up services. Forensic medical examinations will be provided at no cost to the victim as stated in policy and supported by the MOU.

The interview with the advocacy agency representative informed the Auditor that advocacy services will be provided and include accompaniment and emotional support. The residents are informed of services at the SCCVRCC during PREA education sessions and the information is posted. An enhanced refresher education session was conducted and has been emphasized to ensure a clear understanding of the advocacy services available on the outside. Medical and mental health staff members maintain secondary materials and documentation of encounters with youth confirming the provision of general and emergency services. There were no allegations of sexual abuse during this audit period.

**Provisions (d) and (e):**

Victim advocacy services have been arranged and outlined in a written MOU which was in process of being updated with current signatures beginning in the pre-on-site audit phase. This victim advocacy facility provides a range of services including coordination of forensic examination, accompaniment, advocacy and resource assistance for survivors, and emotional support. The advocacy agency follows all applicable laws and regulations with respect to confidentiality as well as other required mandates through compliance with applicable standards applicable to a comprehensive community sexual assault agency. The advocacy facility may be notified by the resident, facility staff, or law enforcement. The victim advocacy facility offers the following per the MOU and interview with the advocacy agency representative:

- 24-hour hotline services;
- Forensic medical examinations (16 years and older);
- Information and Resources;
- Crisis counseling;
- Confidentiality;
- Staff Education, as needed.

Information regarding victim advocacy services is provided to the residents during the intake process, according to intake staff, and is provided through the accessibility of posted information. Victim advocacy services are provided at no cost to the victim in accordance with facility policy. Auxiliary aids, interpreter/language services and accommodations due to a disability will be provided as needed and

	<p>also at no cost to the victim. The advocacy agency representative confirmed the information contained in the MOU. The advocacy agency adheres to maintaining privileged communication with clients, per the MOU. There were no allegations of sexual abuse during this audit period.</p> <p><b>Provisions (f) &amp; (g):</b></p> <p>Administrative investigations are conducted by a trained DCS Investigator, PREA Unit. Allegations that are criminal in nature are referred to local law enforcement for an investigation. There are no facility-based investigators and no investigators within Youth Opportunity Investments, LLC. A DCS PREA Investigator will conduct administrative investigations in accordance with agency's policies and procedures. The interview with the DCS investigative staff and agency policy support that the State of Tennessee adheres to the PREA standards regarding investigations in State-run and contract facilities.</p> <p><b>Provision (h):</b></p> <p>The facility has made arrangements for victim advocacy services as confirmed through the interviews and the MOU. The background and training of some treatment staff provide them with familiarity of general sexual assault and forensic examination issues and they may be of service to a youth as an advocate if needed.</p> <p><b>Conclusion:</b></p> <p>Based upon the review and analysis of the available evidence, the Auditor determined the facility is in compliance with the provisions of this standard.</p>
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115.322	Policies to ensure referrals of allegations for investigations
	<p><b>Auditor Overall Determination:</b> Meets Standard</p>
	<p><b>Auditor Discussion</b></p>
	<p><b>Documents:</b></p> <p>Policy 5-06, PREA</p> <p>Department of Children's Services (DCS) Agency Policy, 18.8 Incident Reports</p> <p>Pre-Audit Questionnaire (PAQ)</p> <p><b>Interviews:</b></p> <p>Superintendent</p> <p>DCS Investigative Staff</p> <p>Youth Opportunity Investments (YOI) Agency Head Designee</p>

	<p><b>Provision (a):</b></p> <p>The policies collectively provide that staff report all allegations of sexual abuse and sexual harassment and document the reports; staff members are aware of the requirements as supported by the interviews. Sexual abuse and sexual harassment allegations are referred to the DCS PREA Unit, and law enforcement where the allegations are criminal in nature. Policies and interviews provide for investigations of all allegations of sexual abuse and sexual harassment. According to the interviews and PAQ, the information provides for no allegations of sexual abuse or sexual harassment.</p> <p><b>Provisions (b) and (c):</b></p> <p>Policy and reporting information are located on the DCS and agency websites and the reporting information is posted within the facility and accessible to the public youth, staff, and visitors. The State agency and facility policies, interviews confirmed allegations of sexual abuse and sexual harassment will be investigated by a trained DCS PREA investigator.</p> <p><b>Provision (d):</b></p> <p>The DCS has policy governing administrative investigations and the agency practice is to utilize trained investigators. The interview with the DCS investigative staff and an informal conversation with facility staff confirmed administrative investigations are conducted by a trained investigator. The Investigative staff confirmed allegations that are criminal in nature are referred to local law enforcement.</p> <p><b>Provision (e):</b></p> <p>The Department of Justice is not responsible for conducting administrative or criminal investigations of sexual abuse or sexual harassment in this facility.</p> <p><b>Conclusion:</b></p> <p>Based on the review of the available evidence, the Auditor determined the facility is compliant with this standard.</p>
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<b>115.331</b>	<b>Employee training</b>
	<b>Auditor Overall Determination:</b> Meets Standard
	<b>Auditor Discussion</b>
	<p><b>Documents:</b></p> <p>Policy 5-06, PREA</p> <p>Policy 1-11, Pre-Service Training</p>

Policy 1-12, Annual In-Service

Annual Training Plan

New Hire Training Plan

Training Curricula

Training Logs

Acknowledgement Statements

Training Certificates

**Interviews:**

Superintendent

Random Staff

Training Staff

**Provisions (a) and (c):**

Policy addresses PREA related training for staff which is provided initially upon employment and annually. Interviewed staff members were generally familiar with the PREA information regarding how the pat-down searches will be handled. Facility policy provides for refresher training to occur annually. PREA training is provided to staff, as indicated by a review of facility and agency policies, training documents, and interviews. The facility reports all staff members that may have contact with residents have been trained or re-trained on the PREA Standards' requirements.

**Provision (b):**

The facility provides services for males and staff training considers the needs of the population served as indicated by the interviews and training. A course within the training curricula is titled, "Gender Responsive." The subject matter includes but is not limited to the following topics: gender differences; biological differences; gender and program design; learning styles; and communication. The policy and interviews support that the program provides training that is tailored to the needs and attributes of the population served. Interaction with the youth, observations, and staff and youth interactions indicate the responsive culture to the needs of the youth. All staff within the facility are provided PREA training.

**Provision (d):**

The agency documents that employees who may have contact with residents understand the training they have received through employee signature or electronic verification. The PREA training is documented by staff signatures, certificates, and electronically. The training is also verified through staff interviews and review of training curricula and training plans.

	<p><b>Conclusion:</b></p> <p>Based upon the review and analysis of the available evidence, the Auditor determined the facility is compliant with the standard.</p>
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<b>115.332</b>	<b>Volunteer and contractor training</b>
	<p><b>Auditor Overall Determination:</b> Meets Standard</p>
	<p><b>Auditor Discussion</b></p>
	<p><b>Documents:</b></p> <p>Policy 5-06, PREA</p> <p>Training Plan</p> <p>Training and Information Acknowledgement Statements</p> <p><b>Interviews:</b></p> <p>Contractors</p> <p><b>Provision (a):</b></p> <p>Policy requires volunteers and contractors who have contact with residents to be trained on PREA and their responsibilities regarding sexual abuse prevention, detection, and response to allegations of sexual abuse and sexual harassment. The training curriculum includes but is not limited to reporting allegations of sexual abuse and sexual harassment, related definitions and maintaining professional relationships with youth. The contractors interviewed provide food services for the facility. The interviews with two contractors revealed knowledge of the agency's zero-tolerance policy and how to report allegations of sexual abuse and sexual harassment. The training plan and interviews revealed, in addition to the PREA policy review, the training covers definitions, prevention, detection, and response to allegations of sexual abuse and sexual harassment.</p> <p><b>Provision (b):</b></p> <p>The interviews and review of documentation revealed the PREA training informs the participants of their role in reporting allegations of sexual abuse and sexual harassment. The participants are informed of their responsibilities regarding sexual abuse prevention, detection, and response to an allegation of sexual abuse or sexual harassment. The training is based on the services provided by the contractors. The interviews revealed familiarity with the zero-tolerance policy regarding sexual abuse and sexual harassment of residents, including how to report allegations. The interviews confirmed that the review of the zero-tolerance policy for the facility is included in the PREA training.</p>

	<p><b>Provision (c):</b></p> <p>The training documentation and interviews confirmed the receipt and awareness of PREA training by contractors. The interviews indicated the understanding of the training received. The PREA training is provided within the facility and through the training unit.</p> <p><b>Conclusion:</b></p> <p>Based upon the review and analysis of the available evidence, the Auditor determined the facility is compliant with the standard.</p>
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<b>115.333</b>	<b>Resident education</b>
	<p><b>Auditor Overall Determination:</b> Meets Standard</p>
	<p><b>Auditor Discussion</b></p>
	<p><b>Documents:</b></p> <p>Policy 5-06, PREA</p> <p>Youth and Parent Handbook</p> <p>PREA Brochure</p> <p>PREA Education Materials</p> <p>PREA Video</p> <p>PREA Acknowledgement Statements</p> <p>Training Logs</p> <p>Posted Information</p> <p><b>Interviews:</b></p> <p>Residents</p> <p>Intake Staff</p> <p><b>Provisions (a) and (b):</b></p> <p>During the intake process, residents received information explaining, in an age-appropriate manner, the facility's zero tolerance policy regarding sexual abuse and sexual harassment and how to report incidents or suspicions of sexual abuse or sexual harassment. All youth receive directions on how to report allegations of sexual abuse and sexual harassment; and information about the right to be free from retaliation for reporting, in accordance with policy and the standard. This</p>

premise was supported through the review of training related documentation for youth and the interviews. A review of the education materials indicated the information provided is age-appropriate. The intake staff reviewed the PREA education materials with the auditor during the interview.

PREA education is also incorporated in the independent living groups, on a rotating basis, which are conducted weekly. PREA education is provided in-person utilizing the training materials, through the use of a video which is available in English and Spanish, pre and post tests, and word scramble puzzles. A review of the PREA education materials revealed the inclusion of youth's rights to be free from sexual abuse and sexual harassment and to be free from retaliation for reporting such incidents, and regarding facility policies and procedures for responding to such incidents. Youth receive information at the time of intake about PREA including the zero-tolerance policy of the facility and how to report allegations of sexual abuse and sexual harassment as confirmed by the interviews and review of education materials. The residents have a clear understanding of the aforementioned and the various ways of how to report allegations of sexual abuse and sexual harassment which was evident during the interviews.

The intake staff, through their assigned caseload, remain continuously available to address questions regarding PREA. A review of the education materials demonstrate the information is age-appropriate however it was recommended that additional emphasis be placed on the identification and purpose of the advocacy facility and the services provided and that it be rotated in the group sessions more often. The residents initially sign acknowledgement statements which represent receipt of the PREA information provided which were reviewed by the auditor.

The interviews with the residents revealed the need for a refresher education session focusing on the advocacy facility and the services provided to victims of sexual abuse to ensure the residents' clear and un-contradicted understanding of the information. Six out of 11 youth interviewed did not have a clear understanding of the information provided regarding advocacy services. The corrective action of conducting a refresher PREA education session regarding the victim advocacy services and facility, Shelby County Crime Victims and Rape Crisis Center, was implemented. Facility staff conducted the refresher education sessions and provided documentation of training log/sign-in sheet that supported the occurrence of the refresher PREA education session during the post audit phase.

**Provision (c):**

Based on the evidence shown documenting the PREA education sessions in Provisions (a) and (b), including the corrective action, interviews, and the review of a sample of additional files, all residents received PREA education. The facility reports 98 youth were admitted to the facility during the past 12 months and that all participated in PREA education sessions. Formal interviews, informal conversations with youth, interview with intake staff, and review of documentation support that all youth admitted to the facility receive PREA education during the intake process and subsequently beyond the intake period. Acknowledgement

statements, pre and post tests, and the interviews indicate that general PREA education has been provided. The corrective action supplemented the general education by providing customized information regarding outside advocacy services which, according to plan, will be emphasized in the ongoing PREA education sessions. Policy provides that all youth admitted to the facility receive PREA education.

**Provision (d):**

PREA education, in formats accessible to all youth the facility is licensed to admit, is provided. PREA education includes those who are limited English proficient or otherwise disabled, as well as to residents who have limited reading skills. The facility's State license is posted in the lobby and it provides that the facility is not licensed to house youth that are visually or hearing impaired. The education unit is a resource for accessibility, supportive services, and other accommodations. Policy provides information and accessibility for the accommodations for residents with special needs admitted to the facility. The education staff provides services through certified teachers with the educational background to modify/adapt information for all residents to understand. Assistance may also be provided by the mental health and case management staff to ensure all youth's understanding of the PREA information.

Policy provides for interpreter and translation services; the facility also has bilingual staff. Posted and other printed PREA information is in English and Spanish and there is access to the PREA video and PREA education acknowledgement statement in Spanish and the review and interviews supported their use. The Youth and Parent Handbook is also in Spanish. The facility's parent agency has a contract with the Tennessee Language Center. The process in gaining assistance was demonstrated by treatment staff who assisted the Auditor in obtaining translation services for a targeted interviewee that was limited English proficient (LEP). The Tennessee Language Center was used per the Client Services Agreement and practice and contact was made in real time; it was not pre-planned. The response to the call was prompt and available immediately as needed. The response was professional and efficient. However, the youth refused the interview. Personal identification of the youth was not required to access services and the privacy of an office was provided to conduct the interview. The privacy of an office is used when translation services are used, based on informal conversations with treatment staff.

The random staff interviews revealed the practice of residents not used as translators or readers for other residents, aligned with policy. There was a collective awareness of the availability of bilingual staff and professional translating and interpreting services. The PREA information that is posted, brochure, and acknowledgement information sheet and statement are in English and Spanish. The facility has knowledge of the youth's arrival to the facility prior to the admission date. This time period provides for the identified staff to make plans to accommodate the special needs of residents. The special arrangements are coordinated by treatment team staff in collaboration with the Superintendent. Signed acknowledgement statements were reviewed which supported involvement



	<p>in PREA education sessions. All of the youths' interviews revealed the exposure to PREA through the PREA education sessions. The interviews confirmed awareness of how to report allegations of sexual abuse and sexual harassment and that they would not be punished for reporting such. The refresher PREA education session which emphasized advocacy services and the continued emphasis provide enhanced PREA education sessions.</p> <p><b>Provision (f):</b></p> <p>In addition to providing such education, the facility ensures that key information is continuously and readily available or visible to residents through posters, handbooks, or other written formats. The PREA education materials provide residents information on how to report allegations of sexual harassment and sexual abuse. PREA information is posted and provided to residents to assist in eliminating incidents of sexual abuse and sexual harassment. The printed materials provide information on sexual abuse and sexual harassment; steps victims may take; and reporting information. Each resident is provided a handbook and one is also provided to the family; the handbook is also in Spanish. PREA-related information was observed posted and displayed, accessible to youth, staff, and visitors.</p> <p>PREA signage is placed at varying eye levels and are colorful and/or graphic with consistent messages. The interviews with the residents revealed they know where to find information on the walls if they need it. The interviews confirmed the PREA information is always on the walls. PREA information is located in the housing area; education area; common areas, accessible to residents, contractors, and visitors. The PREA information that is posted, brochure, and acknowledgement information sheet and statement are in English and Spanish.</p> <p><b>Conclusion:</b></p> <p>Based upon the review and analysis of the available evidence, interviews, and observations, the Auditor determined the facility is compliant with the standard.</p>
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<b>115.334</b>	<b>Specialized training: Investigations</b>
	<b>Auditor Overall Determination:</b> Meets Standard
	<b>Auditor Discussion</b>
	<p><b>Documents:</b></p> <p>Policy 5-06, PREA</p> <p>Tennessee Department of Children's Services (DCS), Policy 18.8</p> <p><b>Interviews:</b></p> <p>DCS Investigative Staff</p>

	<p><b>Provisions (a) and (b):</b></p> <p>According to facility policy 5-06, "the Department of Children's Services ensures that an administrative or criminal investigation is completed for all allegations of sexual abuse, assault, misconduct, and harassment. Local law enforcement and the DCS Child Protective Services/Special Investigations Unit handle the investigation processes involving youth in Tennessee. DCS staff adhere to the Protocol for DCS PREA Investigators to Conduct Prison Rape Elimination Act (PREA) Investigations for details regarding the sexual abuse investigation process." Administrative investigations are conducted by the DCS, PREA Unit. Regular PREA training is required in addition to the specialized training regarding conducting administrative investigations, according to an interview investigative staff.</p> <p>Allegations that are criminal in nature are referred for investigation by local law enforcement as supported by the interviews with DCS investigative staff. The interview confirmed administrative investigations are conducted by a trained DCS PREA Investigator, statewide. According to an interview with investigative staff, the specialized training includes but is not limited to interviewing techniques; warnings; preserving evidence; and criteria for supporting a finding. Two investigative staff members collectively provided information regarding the completion of investigations regarding sexual abuse and sexual harassment.</p> <p><b>Provision (c):</b></p> <p>Training records of the DCS PREA Investigator are maintained by the contract agency, DCS. Allegations of sexual abuse are referred to law enforcement for criminal investigations. All allegations of sexual abuse and sexual harassment are reported to DCS. Regular PREA training and specialized training courses for the investigators are provided through DCS based on the interview with an investigative staff member.</p> <p><b>Provision (d):</b></p> <p>The DCS provides training to its investigators who will conduct administrative investigations at the contract facilities which was confirmed by an investigative staff interview. Local law enforcement has the responsibility to train their investigators who conduct sexual abuse investigations.</p> <p><b>Conclusion:</b></p> <p>Based upon the review and analysis of the available evidence, the Auditor determined the facility is compliant with the standard.</p>
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<b>115.335</b>	<b>Specialized training: Medical and mental health care</b>
	<b>Auditor Overall Determination:</b> Meets Standard
	<b>Auditor Discussion</b>

	<p><b>Documents:</b></p> <p>Policy 5-06, PREA</p> <p>Training Curricula</p> <p>Training Plan</p> <p>Training Certificates</p> <p><b>Interviews:</b></p> <p>Medical Staff</p> <p>Mental Health Staff</p> <p><b>Provision (a):</b></p> <p>Medical and mental health staff members are required by facility policy to receive the regular PREA training as well as the specialized training. The training is documented by certificates, training sheets and interviews. The training includes the required elements of the standard based on the documentation and interviews.</p> <p><b>Provision (b):</b></p> <p>Medical forensic examinations are not conducted by facility staff.</p> <p><b>Provision (c):</b></p> <p>The training records and interviews with medical and mental health staff confirmed receipt of the regular and specialized training. The specialized training is provided online through various modules that include the requirements of the standard. Regular and refresher PREA trainings may be provided online, in-person, and through sessions incorporated in staff meetings.</p> <p><b>Provision (d):</b></p> <p>Medical and mental health staff completed the general training that is provided for all employees as indicated by training documentation and the interviews. The standard PREA training is provided to all employees and the specialized training is provided in accordance with policy and verified by documentation and the interviews.</p> <p><b>Conclusion:</b></p> <p>Based upon the review and analysis of the available evidence, the Auditor determined the facility is compliant with the standard.</p>
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<b>115.341</b>	<b>Obtaining information from residents</b>
	<b>Auditor Overall Determination:</b> Meets Standard

**Auditor Discussion****Documents:**

Policy 5-06, PREA

PREA Risk Assessment

Safe Housing Assessment

Instructions for PREA Risk Assessment

Criteria Guide for Determining Violent Offense

**Interviews:**

Staff that Perform Screening for Risk of Victimization and Abusiveness

PREA Compliance Manager

PREA Coordinator

**Provision (a):**

Policy and the supporting guidelines provide for each resident to be screened for risk of victimization or abusiveness prior to room assignment in order to reduce the risk of sexual abuse by or upon a resident, within 24 hours. The interview with the staff that perform screening for risk of victimization and abusiveness (risk screener) and practice indicate the risk assessment may be completed on the day of admission and generally within 24 hours. The risk screener revealed the process of administering the PREA Risk Assessment is explained, which assists in building a rapport with the youth. It was further revealed that the youth is made comfortable to aid in the understanding of the process. In addition to responses gained from the youth, additional information is gleaned from court records, family, and any other facilities. The risk screener and residents interviewed confirmed the administration of the risk assessment is conducted in a private setting.

The primary PREA intake screening instrument, PREA Risk Assessment, is used to document the risk of victimization and abusiveness. The instrument is utilized by the Therapists and in accordance with the Instructions for PREA Risk Assessment and the interview, staff must be trained in administering the assessment; an instruction manual and training is provided. The interviews revealed the practice of the risk screening being conducted in accordance with the policy and standard. Review of the screening instrument and interviews with the risk screener and residents, collectively confirmed the information obtained includes but is not limited to:

- Prior sexual victimization or abusiveness
- Resident's own perception of vulnerability

- Current charges and offense history
- Self-identification of resident
- Intellectual or developmental disabilities
- Physical disabilities
- Confirmation of size, stature, and age

Safe Housing Assessments are developed based on the PREA Risk Assessment and the additional information gleaned from court and other records and communication with parents or guardians. The interview provided that reassessments are documented through the completion of Safe Housing Assessments completed every 90 days. Policy provides for a Safe Housing Assessment to be conducted every 90 days or within two days of an occurrence that required a housing change. According to the PREA Pre-Audit Questionnaire, the number of youths admitted to the facility within the past 12 months who were screened during the admission process for risk of sexual victimization and the risk of sexually abusing other residents prior to the onsite audit phase was 98.

The risk assessments are accessible to the clinical team. The resident files were observed to be maintained in a confidential manner in lockable offices within a key control system with limited access. Information is maintained in an electronic system and is password protected. There was no intakes occurring during the onsite phase of the audit; the risk screener effectively walked the auditor through the process.

**Provision (b):**

An objective screening instrument is used to obtain the information required by the standard, including but not limited to prior sexual victimization or abusiveness; self-identification; current charges and offense history; disabilities; and a resident's concern regarding their own safety. The instrument, PREA Risk Assessment, is tabulated based on the information received where identified responses can identify any special needs and safety concerns. Assessments are conducted through the use of the objective primary instrument containing items that collectively provide a presumptive determination of risk for victimization or abusiveness. Additional assessment tools are used in the facility for measuring various risks that also relate to a resident's sexual safety.

**Provision (c):**

The interview with the risk screener confirmed awareness of the elements of the risk screening instrument and the use of the instrument was explained to the Auditor. The resident interviews also confirmed the administration of the screening instrument and the general inquiries made, per their interview protocol. The interviews revealed the practice is that the instrument is generally administered the first day and/or within 24 hours of the youth's admission to the facility. The screening instrument considers the following:

- (1) Prior sexual victimization or abusiveness;
- (2) Current charges and offense history;
- (3) Age;
- (4) Level of emotional and cognitive development;
- (5) Physical size and stature;
- (6) Mental illness or mental disabilities;
- (7) Intellectual or developmental disabilities;
- (8) Physical disabilities;
- (9) The residents' own perception of vulnerability; and
- (10) Any other specific information about individual residents that may indicate heightened needs for supervision, additional safety precautions, or separation from certain other residents.

The Criteria Guide for Determining Violent Offense provides information and support to the risk screener regarding what constitutes felony offenses against a person and what constitutes a sex offense.

**Provision (d):**

The information to complete the risk screening instrument is gleaned from various sources. Information in determining the risk for victimization or abusiveness is obtained through interviewing the youth, review of the commitment packet through the court, and other assessments conducted prior to and after arrival to the facility. Additional information may be obtained from interviews with parents/guardians. The facility is aware of the youth's pending arrival to the facility and treatment staff has the opportunity to review the resident's record in an effort to prepare for the needs of the youth prior to arrival. Additional assessments and screenings are completed after the youth is admitted to the facility to obtain supportive information for treatment planning and keeping the youth safe.

**Provision (e):**

Staff takes appropriate controls to ensure that sensitive information is protected and not exploited by maintaining the files in a locked and secure manner, behind locked doors with limited access through a key control system and passwords for electronic records, only accessible to identified staff. The risk screener and PREA compliance manager addressed the management of sensitive information and the limited and guarded access by treatment and management staff. Pertinent information is provided to other staff based on their need to know. Policy and staff training include information regarding confidentiality of information concerning residents.

**Conclusion:**

	Based upon the review and analysis of the available evidence, the Auditor determined the facility is compliant with this standard.
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<b>115.342</b>	<b>Placement of residents</b>
	<b>Auditor Overall Determination:</b> Meets Standard
	<b>Auditor Discussion</b>
	<p><b>Documents:</b></p> <p>Policy 5-06, PREA</p> <p>Policy 5-20, Controlled Observation</p> <p>PREA Risk Assessment</p> <p>Safe Housing Assessment</p> <p>Safe Housing Re-Assessment</p> <p><b>Interviews:</b></p> <p>Staff that Perform Screening for Risk of Victimization and Abusiveness</p> <p>PREA Compliance Manager</p> <p><b>Provision (a):</b></p> <p>Policy 5-06 provides guidance to staff regarding the use of the information obtained from the risk assessment screening instrument. The interviews indicate the screening and assessment information and observations are used to inform staff of information based on the need to know. The PREA Risk Assessment, Safe Housing Assessment, and Safe Housing Re-assessment assist in informing staff regarding housing and program assignments, and assist in identifying treatment and any special services for residents. The aforementioned instruments are completed for each youth.</p> <p><b>Provision (b):</b></p> <p>Isolation is not used in this facility and interviews, policy 5-20, and observations support this premise. The staff interviews indicated that protective measures would be taken immediately when needed and includes separating residents by rooms and units; notifying other staff, including treatment staff and administrators; and implementing closer supervision measures.</p> <p><b>Provision (c):</b></p> <p>Not Applicable</p>

	<p><b>Provision (d):</b></p> <p>Not Applicable</p> <p><b>Provision (e):</b></p> <p>Not Applicable</p> <p><b>Provision (f):</b></p> <p>Not Applicable</p> <p><b>Provision (g):</b></p> <p>Not Applicable</p> <p><b>Provision (h):</b></p> <p>The practice is that isolation is not used in this facility. The interviews, policy 5-20, informal conversations with residents, and observations during the site review confirmed that isolation is not used in this facility.</p> <p><b>Provision (i):</b></p> <p>Isolation is not used in this facility.</p> <p><b>Conclusion:</b></p> <p>Based upon the review and analysis of the available evidence, the Auditor determined the facility is compliant with this standard.</p>
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115.351	Resident reporting
	<p><b>Auditor Overall Determination:</b> Meets Standard</p>
	<p><b>Auditor Discussion</b></p>
	<p><b>Documents:</b></p> <p>Policy 5-06, PREA</p> <p>Policy 3-03, Abuse and Neglect Reporting</p> <p>Policy 3-04, Grievance Procedure</p> <p>Youth and Parent Program Handbook (English and Spanish)</p> <p>Acknowledgement Statements</p> <p>Grievance Forms</p>



Sick Call Request Forms

Can We Talk Forms

Posted Reporting Information (English and Spanish)

**Interviews:**

Residents

Random Staff

Superintendent/PREA Compliance Manager

**Provision (a):**

The facility provides multiple internal ways for youth to report, including how to privately report, sexual abuse or sexual harassment, retaliation by other residents or staff for reporting sexual abuse and sexual harassment, and staff neglect or violation of responsibilities that may have contributed to such incidents. Policies provide guidance to staff regarding internal ways a resident may report allegations of sexual abuse and sexual harassment, including how to privately report sexual abuse and sexual harassment; retaliation for reporting; and staff neglect or violations of responsibilities that may have contributed to such. Youth may report allegations of sexual abuse or sexual harassment by telephone through the 24-hour State of Tennessee abuse reporting hotline. Telephones are accessible to youth for reporting allegations of sexual abuse and sexual harassment. Staff members are required to make the use of the telephone accessible for youth to report allegations of sexual abuse or sexual harassment, and staff neglect or violation of responsibilities that may have contributed to such incidents. The reporting information is posted on the living units, visitation area, education areas, and other areas of the facility. The handbook provides information on all the internal ways to report allegations of sexual abuse and sexual harassment.

Policies, posters, brochures, information sheets, and the handbook collectively provide the hotline number and instructions for reporting allegations of sexual abuse or sexual harassment. In addition to accessing a telephone for the hotline, residents are also informed in the PREA education sessions, determined from the interviews, that they may tell staff; submit a complaint in writing utilizing a help request form (Grievance, Sick Call Request, Can We Talk) to write an allegation. It was revealed that a youth may simply write a note and all written allegations may be placed in the locked box located on the wall in each living unit, visitation area, and other areas of the facility. The posted information is clear, easy to read, consistent, and is posted at varying eye levels. The help request forms are posted on the living units, accessible to the youth.

The youth interviewed revealed there is access to writing utensils and they understand the process for using the Grievance, Sick Call Request, and Can We Talk forms to report allegations of sexual abuse or sexual harassment. The reporting process provides that a written PREA related allegation does not have to be given to

staff and the resident does not have to discuss the situation with staff involved, as corroborated by policy, staff, and youth interviews. Grievances or other written allegations alleging sexual abuse will be handled directly by the superintendent or designee and reported to the Department of Children's Services/Central Intake and law enforcement if criminal in nature. Written notes or letters and other completed forms may also be given to staff if the youth chooses to.

Policy 3-04 informs staff to immediately activate the reporting requirements when an allegation of sexual abuse is retrieved from the locked box on a Grievance form. Staff is to immediately report the allegation to the supervisor and superintendent/designee. If a Grievance form is used to make a written allegation of sexual abuse or sexual harassment, the reporting procedures will be implemented in accordance with policy. The Can We Talk form allows the resident to request the specific staff member he/she would like to speak with and includes the following staff: superintendent; assistant superintendent; therapist; teacher; grievance officer; direct care; or other staff.

The youth interviewed identified someone who did not work at the facility they could report to about sexual abuse or sexual harassment. The random staff and youth interviews collectively confirmed youth may use a telephone, submit a complaint in writing, or talk to staff to privately report allegations of sexual abuse and sexual harassment. Each youth is provided the hotline number in areas of the facility, handbook, and brochures. Reporting information is posted in the visitation area and parents and guardians also receive a copy of the handbook, brochures, and posted information. According to interviews and informal conversations with other youth and staff, youth have access to use the telephone to report allegations and to communicate with approved contacts on the outside.

Staff members receive information on how to report allegations of sexual abuse and sexual harassment through policies and procedures, training, shift briefings, and staff meetings. Staff members are required to make the use of a telephone accessible for residents to report allegations of sexual abuse or sexual harassment, staff neglect or violation of responsibilities that may have contributed to such incidents; or to request advocacy services. Youth sign an acknowledgement statement confirming receipt of PREA information. Youth also sign an acknowledgement statement regarding receipt of the handbook.

**Provision (b):**

Youth may report allegations of sexual abuse or sexual harassment by telephone through the 24-hour State of Tennessee abuse reporting hotline. Telephones are accessible to youth for reporting allegations of sexual abuse and sexual harassment. Staff members are required to make the use of the telephone accessible for residents to report allegations of sexual abuse or sexual harassment, and staff neglect or violation of responsibilities that may have contributed to such incidents. The reporting information is posted on the living units and other areas of the facility. The abuse reporting hotline may be used by youth and staff to report allegations of sexual abuse and sexual harassment. The abuse reporting number is

posted in each living unit, easy to read, and is contained in the handbook. The PREA audit notices were also posted and easily read and contained information where information could be sent to the auditor from youth, staff, contractors, or volunteers. The facility has a process in place for the sending and receipt of mail by youth, including confidential correspondence. Additionally, there were stamped, addressed envelopes to DCS posted on the halls for youth to make written allegations of sexual abuse or sexual harassment directly to DCS.

The interviews with random staff and the superintendent revealed familiarity with policies and posted and other printed information on how to report allegations of sexual abuse and sexual harassment. Telephones are accessible to all staff and are accessible to youth. The centralized abuse reporting hotline was tested by the Auditor and was in working condition. It was answered with a slight delay, and the operator apologized for the call having been placed on the brief hold. The prompt was also provided for making an allegation online. The operator was pleasant and explained how the call would be routed if a youth from one of the facilities reported an allegation of sexual abuse. Youth are not detained solely for civil immigration purposes.

**Provision (c):**

The staff interviews confirmed the methods available to youth for reporting allegations of sexual abuse and sexual harassment. Random staff members revealed they are required to accept reports made verbally, anonymously, in writing, and by third-parties and to document verbal reports. The youth interviews collectively indicated awareness of reporting either in person, in writing, by telephone, or through a third-party. The youth may remain anonymous by not recording their names if an allegation is made in writing. Staff members are aware of their duty to receive and document the receipt of verbal reports and that the documentation must be done as soon as possible, as stated during the interviews. PREA related information is stored in lockable cabinets behind locked doors within the key control system. PREA related documents are stored in locked cabinets within locked offices. Electronic records are password protected and staff access identified.

**Provision (d):**

The facility provided youth with access to the tools necessary to make a written report. There is access to writing utensils and the help request forms are posted and accessible to all youth, per the interviews with the youth. Observations revealed writing materials are available for youth to complete a help request form or write a note. Each youth was provided a handbook which contains information regarding reporting by a written method. The interviews, review of documents and facility practices revealed alignment with the standard and policy.

**Provision (e):**

The facility provides a method for staff to privately report sexual abuse and sexual harassment of youth. The staff interviews collectively revealed staff can privately report allegations of sexual abuse and sexual harassment through a call to the State

	<p>abuse reporting hotline; or go directly to their supervisor, superintendent/ PREA Compliance Manager, or State Director/PREA Coordinator. Informal conversations with other random staff also revealed the methods for reporting allegations of sexual abuse and sexual harassment. All staff members are mandatory reporters and have access to the methods identified for privately reporting.</p> <p><b>Conclusion:</b></p> <p>Based upon the review and analysis of the available evidence and interviews, the Auditor determined the facility is compliant with this standard.</p>
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115.352	Exhaustion of administrative remedies
	<p><b>Auditor Overall Determination:</b> Meets Standard</p>
	<p><b>Auditor Discussion</b></p>
	<p><b>Documents:</b></p> <p>Policy 3.04, Grievance Procedure</p> <p><b>Interviews:</b></p> <p>Superintendent</p> <p>Residents</p> <p><b>Provision (a):</b></p> <p>When an emergency grievance is received that contains an allegation of sexual abuse or sexual harassment, policy 3.04 provides that procedures for reporting allegations of sexual abuse or sexual harassment be initiated and a report is made to the Tennessee Department of Children's Services, Child Protective Services Central Intake. The grievance system does not include a process for the facility staff to investigate or resolve allegations of sexual abuse or sexual harassment. The content of the grievance is reported and an investigation is conducted by the DCS PREA Investigator and/or law enforcement, if the allegation is criminal in nature.</p> <p><b>Provision (b):</b></p> <p>There is no time limit for completing a Grievance Form to report allegations of sexual abuse. Youth are not required to use an informal process or give the Grievance Form to any staff member regarding allegations of sexual abuse. Locked boxes are located in the common areas for youth to deposit Grievance Forms or notes if they choose. Policy does not restrict the facility's ability to defend against a lawsuit filed by a youth because the applicable statute of limitations has expired.</p> <p><b>Provision (c):</b></p>

The grievance system does not include investigating allegations of sexual abuse and sexual harassment. Youth are not required to use an informal process or give the Grievance Form to any staff member regarding allegations of sexual abuse. The staff member involved in the complaint will not be involved in reporting the allegation stated on the Grievance Form. To assist in the prompt and proper handling of the allegation of sexual abuse or sexual harassment, youth may put the completed Grievance Form in the locked box, as confirmed through interviews and informal conversations with staff and youth. The locked boxes are located on the living units for depositing written complaints if the youth chooses to.

The Tennessee abuse reporting hotline and the contact information is provided and the residents are informed they will have unhindered access to a telephone. The policy and Youth and Parent Program Handbook explain the regular grievance system and contains information on how to report allegations of sexual abuse and sexual harassment.

**Provision (d):**

All Grievance Forms that contain an allegation of sexual abuse or sexual harassment will be immediately given to the superintendent, assistant superintendent, or the on-call administrator and referred for an investigation in accordance with policy. The purpose of the submission of a PREA related complaint on a Grievance Form provides residents and staff another avenue for ensuring the reporting of allegations and provides facility staff the opportunity to protect the resident.

**Provision (e):**

When third-party reports of allegations of sexual abuse or sexual harassment are received, the policies and procedures for reporting allegations of sexual abuse or sexual harassment are initiated and a report is made as required by policy. The grievance system does not include a process for facility staff to investigate or resolve allegations of sexual abuse or sexual harassment. The allegation on the Grievance Form is reported and an investigation will be conducted by the investigative entity as appropriate.

**Provision (f):**

If a Grievance Form alleging sexual abuse is received, it is reported by staff to the appropriate investigative entities. There is policy guidance for the development of a Safety Plan to address any safety issues of residents. There has not been an allegation of sexual abuse or sexual harassment during this audit period.

**Provision (g):**

Youth will not be punished for filing a complaint made in good faith, even if the allegation is unsubstantiated, in accordance with policy. The grievance system does not include a process for facility staff to investigate or resolve allegations of sexual abuse. Once a Grievance Form alleging sexual abuse is received, the allegation is reported to the appropriate investigative entities for investigation.

	<p><b>Conclusion:</b></p> <p>Based upon the review and analysis of the available evidence and interviews, the Auditor determined the facility is exempt from this standard.</p>
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<b>115.353</b>	<b>Resident access to outside confidential support services and legal representation</b>
	<b>Auditor Overall Determination:</b> Meets Standard
	<b>Auditor Discussion</b>
	<p><b>Documents:</b></p> <p>Policy 5-06, PREA</p> <p>Memorandum of Understanding (MOU)</p> <p>Youth and Parent Program Handbook</p> <p>PREA Education Materials</p> <p>Acknowledgement Statements</p> <p>Posted Information</p> <p><b>Interviews:</b></p> <p>Residents</p> <p>Superintendent/PREA Compliance Manager</p> <p>Advocacy Agency Representative</p> <p><b>Provision (a):</b></p> <p>The facility provides youth with access to outside victim advocates for emotional support services related to sexual abuse, by providing, posting, and making accessible mailing addresses and telephone numbers, including toll free hotline numbers. Interviews revealed that residents required a refresher regarding victim advocacy services due to six of 11 youth not verbalizing a clear understanding of advocacy services. The residents were in need of a refresher education session, focusing on advocacy services, which was provided by facility staff during the post onsite audit phase. The enhanced focus on advocacy services have been included in the PREA education sessions. The services in the MOU with the Shelby County Crime Victims and Rape Crisis Center were verified by the agency representative.</p> <p>The PREA education materials provide residents information on how to report allegations of sexual harassment and sexual abuse. PREA information, including</p>

advocacy agency information, is posted and provided to residents to assist in eliminating incidents of sexual abuse and sexual harassment. The printed materials provide information on sexual abuse and sexual harassment; steps victims may take; and reporting information. Each resident is provided a handbook which also contains PREA information. PREA-related information was observed posted in various areas of the facility.

PREA signage is placed at varying eye levels and are colorful with consistent messages. The interviews with the residents revealed they know where to find information on the walls if they need it. PREA information is located in the housing area; common areas, visitation area, and are accessible to residents, staff, and visitors. Youth are not held at this facility solely for civil immigration purposes.

**Provision (b):**

The facility informs youth, prior to giving them access, of the extent to which such communications will be monitored and the extent to which reports of abuse will be forwarded to authorities in accordance with mandatory reporting laws. Policy, facility staff interviews, and the refresher education session provide there will be adherence to confidentiality measures and this information is shared with residents during PREA education sessions and reminders through postings and other printed material. "HIPPA and Victim Confidentiality" is a section within the MOU, indicating the agreement of all parties to comply with federal privacy, security, and electronic transactions regulations. The MOU states, the "Center agrees to maintain confidentiality as required by Center policy/protocol, HIPPA, and Board of Nursing directives." HIPPA is the acronym for the Health Insurance Portability and Accountability Act of 1996.

**Provision (c):**

The facility maintains a MOU with the Shelby County Crime Victims and Rape Crisis Center (SCCVRCC) in Memphis, Tennessee. The advocacy agency has the capability to provide residents with confidential emotional support services related to sexual abuse. The facility maintains copies of the MOU. According to the SCCVRCC representative and MOU, the provision of advocacy services includes but not limited to emotional support; coordination of forensic medical examination; accompaniment; 24/7 hotline services; and confidentiality. The MOU is specific regarding the confidentiality of services and adhering to federal privacy regulations.

**Provision (d):**

The facility provides youth with reasonable and confidential access to their attorneys or other legal representation and reasonable access to parents or legal guardians. The residents have reasonable and confidential access to attorneys and court workers and reasonable access to their parents/legal guardians which is supported by policy, interviews, handbook, and documented practice. All youth interviewed confirmed communication opportunities occur such as visitation, telephone calls, and letter writing. All the youth interviewed were aware of their visitation and telephone call days.

	<p><b>Conclusion:</b></p> <p>Based upon the review and analysis of the available evidence and interviews, the Auditor determined the facility meets this standard.</p>
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<b>115.354</b>	<b>Third-party reporting</b>
	<p><b>Auditor Overall Determination:</b> Meets Standard</p>
	<p><b>Auditor Discussion</b></p>
	<p><b>Documents:</b></p> <p>Policy 5-06, PREA</p> <p>Youth and Parent Program Handbook</p> <p>Website</p> <p><b>Interviews:</b></p> <p>Random Staff</p> <p>Residents</p> <p>Superintendent</p> <p><b>Provision:</b></p> <p>Staff members are to receive, document, and report allegations of sexual abuse and sexual harassment made by a third-party. The staff members are aware third-party reporting of sexual abuse or sexual harassment can be done and indicated the information will be accepted and reported as required. Staff members are directed by policy to document all verbal reports received. The interviews collectively revealed staff may report allegations privately through the use of the abuse reporting hotline, complete one of the help request forms, or tell a supervisor and/or administrator.</p> <p>The agency website contains the information needed for third-parties to report allegations of sexual abuse and sexual harassment. The Tennessee Department of Children's Services website provides a hotline number for a direct report. The hotline number was tested by the Auditor, and a prompt to make a report online for a non-emergency was provided as well as the prompt to make a direct report during the call. The hotline was answered in a professional and knowledgeable manner. The agency website contains the PREA policy which contains the information regarding third-party reporting. The Youth and Parent Program Handbook is disseminated and contains information for third-party reporting. Third-party reports may also be made directly to staff at the facility or by telephone. In addition to the State hotline number, the Youth and Parent Program Handbook contains the</p>



	<p>licensure complaint number for reporting complaints and the contact information regarding disability rights.</p> <p>Information regarding reporting is posted within the facility and accessible to youth, staff and visitors. The posted information is consistent in the messages. All youth interviewed indicated knowing someone who did not work at the facility they have contact with and could report allegations of sexual abuse and sexual harassment to, if needed. The interviews also revealed that a person outside of the facility may report allegations of sexual abuse and may make a report for a resident without giving the resident's name.</p> <p><b>Conclusion:</b></p> <p>Based upon the review and analysis of the available evidence and interviews, the Auditor determined the facility is compliant with this standard.</p>
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115.361	Staff and agency reporting duties
	<p><b>Auditor Overall Determination:</b> Meets Standard</p>
	<p><b>Auditor Discussion</b></p>
	<p><b>Documents:</b></p> <p>Policy 5-06, PREA</p> <p>Training Records</p> <p><b>Interviews:</b></p> <p>Superintendent</p> <p>Mental Health Staff</p> <p>Medical Staff Random Staff</p> <p><b>Provisions (a) and (b):</b></p> <p>Policy supports that all staff shall report any knowledge, suspicion, information, or receipt of information regarding an incident or allegation of sexual abuse, sexual harassment or incidents of retaliation. Staff members are deemed as mandated reporters by the State and must comply with child abuse reporting laws. A trained Department of Children Services PREA Investigator conducts administrative investigations and allegations that are criminal in nature are investigated by trained law enforcement investigators. Policy and training provide guidance to staff on reporting allegations of sexual abuse and sexual harassment and the duties of the first responder.</p> <p>All staff are required to read, sign, and date a document summarizing the State</p>

mandatory reporting law. The document titled, Tennessee Law on Mandatory Reporting of Child Abuse and Child sexual Abuse, identifies who must report, how to report, criminal penalties for failure to report, and other related information. The signature acknowledges the staff's reading, understanding, and agreement to comply with the requirements of the State law described in the document.

**Provision (c):**

Policy and training collectively address confidentiality of information and the conditions for providing information. Once allegations have been appropriately reported, staff will keep the information confidential regarding what was reported except when necessary for the investigation and treatment and management decisions, as confirmed by the interviews and informal conversations with staff.

**Provision (d):**

The clinical staff interviewed indicated residents are informed at the initiation of services of the limitations of confidentiality and the duty of the staff members to report. The clinical staff members are also mandated reporters and required by the State to report allegations received regarding sexual abuse and sexual harassment, in accordance with policy and State requirements, to facility management as well as the appropriate State agency as required by mandatory reporting laws.

**Provision (e):**

The interviews revealed that reports of allegations will be made as soon as possible to the investigative entities as required, and parents/legal guardians. Policy and interview with the superintendent confirmed a resident's Case Manager rather than a parent would be notified where indicated by the resident being under the guardianship of the Department of Children Services (DCS). The attorney of record would be notified of an allegation of sexual abuse within 14 days, where applicable and in accordance with policy. Timelines and directions to staff for reporting allegations are provided in policy.

**Provision (f):**

Policy and interviews provide for all allegations to be reported to the DCS, PREA Unit. Administrative investigations of sexual abuse and sexual harassment are conducted by a DCS PREA Investigator. Sexual abuse and sexual harassment allegations that are criminal in nature are referred for investigation to law enforcement. Third-party and anonymous reports received must be reported and documented by staff as confirmed through interviews. The interviews confirmed all allegations are reported to DCS Child Protective Services, and to law enforcement when the allegation is criminal in nature. There have not been any allegations of sexual abuse or sexual harassment during this audit period.

**Conclusion:**

The review of evidence and interviews indicate the facility is in compliance with this standard.

<b>115.362</b>	<b>Agency protection duties</b>
	<b>Auditor Overall Determination:</b> Meets Standard
	<b>Auditor Discussion</b>
	<p><b>Documents:</b></p> <p>Policy 5-06, PREA PREA Risk Assessment</p> <p>Help Request Forms (Grievance, Sick Call Request, and Can We Talk)</p> <p><b>Interviews:</b></p> <p>Random Staff</p> <p>Superintendent</p> <p>Agency Head Designee</p> <p><b>Provision:</b></p> <p>The staff is required to protect the residents through implementing protective measures. Administration of the PREA Risk Assessment and the subsequent Safe Housing Assessment provide information that assists and guide staff in keeping residents safe through housing and program assignments. Additional assessment instruments provide information which offer supporting information in determining the risk level of each resident. The interviews revealed protective measures include but are not limited to separating youth; one-on-one supervision; transferring youth to another facility; and development of safety plans. The expectation is that any action to protect a resident must be taken immediately as deemed from interviews and policy. During the intake process, residents are asked about how they feel about their safety as part of the inquiries by staff completing the PREA Risk Assessment. According to the interviews and the PREA Pre-Audit Questionnaire, a youth was not determined to be at imminent risk of sexual abuse during the past year.</p> <p>The help request forms are displayed and accessible for youth to complete to gain assistance. The facility environment encourages residents to complete a help request form; talk to a trusted staff member; talk to a parent/guardian or other approved outside contact that can report an allegation for them; or make a report using the abuse reporting hotline regarding allegations of sexual abuse or sexual harassment. The Sick Call Request form may be completed and deposited in the corresponding locked box to see medical personnel or a youth may make a verbal request to staff. The Can We Talk form provides for a youth to request to speak to any of the following: therapist, teacher, superintendent, assistant superintendent, grievance officer, or other staff member. A Grievance form may be used to make a formal complaint regarding an allegation of a violation of a right; the youth has the right to not be sexually abused or sexually harassed in the facility. The Grievance form may be placed in the locked grievance box.</p>

	<p><b>Conclusion:</b></p> <p>Based upon the review and analysis of the available evidence and interviews, the Auditor determined the facility is compliant with this standard.</p>
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<b>115.363</b>	<b>Reporting to other confinement facilities</b>
	<p><b>Auditor Overall Determination:</b> Meets Standard</p>
	<p><b>Auditor Discussion</b></p>
	<p><b>Documents:</b></p> <p>Policy 5-06, PREA</p> <p>PREA Pre-Audit Questionnaire</p> <p><b>Interviews:</b></p> <p>Superintendent</p> <p>Agency Head Designee</p> <p><b>Provisions (a)-(d):</b></p> <p>The policy and interviews provide that when an allegation of sexual abuse is received that a resident was sexually abused while confined at another facility, the superintendent notifies the head of the facility or appropriate office of the agency where the alleged abuse occurred. Policy provides that the facility will be notified as soon as possible and within 72 hours and documented. No such incident has occurred.</p> <p><b>Conclusion:</b></p> <p>Based upon the information received and interviews, the Auditor determined the facility is compliant with this standard.</p>

<b>115.364</b>	<b>Staff first responder duties</b>
	<p><b>Auditor Overall Determination:</b> Meets Standard</p>
	<p><b>Auditor Discussion</b></p>
	<p><b>Documents:</b></p> <p>Policy 5-06, PREA</p>

	<p>Training Curriculum</p> <p>Coordinated Response Plan</p> <p><b>Interviews:</b></p> <p>Random Staff</p> <p>Superintendent</p> <p><b>Provision (a):</b></p> <p>The interviews and review of the policy support the familiarity with appropriate interventions. Policy and training provide that upon learning of an allegation that a resident was sexually abused, the staff response would basically include but not be limited to the following:</p> <ol style="list-style-type: none"> <li>(1) Separate the alleged victim and abuser;</li> <li>(2) Preserve and protect any crime scene until appropriate steps can be taken to collect any evidence;</li> <li>(3) If the abuse occurred within a time period that still allows for the collection of physical evidence, request that the alleged victim not take any actions that could destroy physical evidence, including, as appropriate, washing, brushing teeth, changing clothes, urinating, defecating, smoking, drinking, or eating; and</li> <li>(4) If the abuse occurred within a time period that still allows for the collection of physical evidence, ensure that the alleged abuser does not take any actions that could destroy physical evidence, including, as appropriate, washing, brushing teeth, changing clothes, urinating, defecating, smoking, drinking, or eating.</li> </ol> <p><b>Provision (b):</b></p> <p>The non-security staff who may act as a first responder will request that physical evidence be preserved and contact direct care staff for assistance. There were no allegations of sexual abuse or sexual harassment during this audit period</p> <p><b>Conclusion:</b></p> <p>Based upon the review and analysis of the available evidence and interviews, the Auditor determined the facility is compliant with this standard.</p>
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<b>115.365</b>	<b>Coordinated response</b>
	<b>Auditor Overall Determination:</b> Meets Standard
	<b>Auditor Discussion</b>

	<p><b>Documents:</b></p> <p>Policy 5-06, PREA</p> <p>Training Curriculum</p> <p>Coordinated Response Plan</p> <p><b>Interviews:</b></p> <p>Random Staff</p> <p>Superintendent</p> <p><b>Provision:</b></p> <p>The Coordinated Response plan, to be implemented in the event of an allegation or incident of sexual abuse, outlines the actions of the identified staff members. The plan's format identifies each step and roles such as the first responder; supervisors; medical; mental health; and management staff; and when to contact such. Policy and staff training provide guidance to staff regarding the actions to take when there is an alleged incident of sexual abuse. The interviews with the superintendent and random staff revealed their familiarity with their role regarding the response to an allegation of sexual abuse.</p> <p><b>Conclusion:</b></p> <p>Based upon the review and analysis of the available evidence and interviews, the Auditor determined the facility is compliant with the standard.</p>
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115.366	Preservation of ability to protect residents from contact with abusers
	<p><b>Auditor Overall Determination:</b> Meets Standard</p> <p><b>Auditor Discussion</b></p> <p><b>Interviews:</b></p> <p>Superintendent</p> <p>Agency Head Designee</p> <p><b>Provisions (a) and (b):</b></p> <p>The facility is not involved in any collective bargaining agreements as evidenced through the interviews and no evidence to the contrary.</p>

115.367	Agency protection against retaliation
	<p data-bbox="279 185 981 219"><b>Auditor Overall Determination:</b> Meets Standard</p> <p data-bbox="279 264 564 297"><b>Auditor Discussion</b></p> <p data-bbox="279 342 470 376"><b>Documents:</b></p> <p data-bbox="279 409 528 443">Policy 5-06, PREA</p> <p data-bbox="279 488 671 521">Retaliation Monitoring Form</p> <p data-bbox="279 566 459 600"><b>Interviews:</b></p> <p data-bbox="279 633 549 667">Retaliation Monitor</p> <p data-bbox="279 701 501 734">Superintendent</p> <p data-bbox="279 779 608 813">Agency Head Designee</p> <p data-bbox="279 857 496 891"><b>Provision (a):</b></p> <p data-bbox="279 925 1481 1283">The facility has a designated staff member responsible for ensuring the monitoring for possible retaliation. The assistant superintendents as the superintendent designees assist in monitoring for retaliation. There were no allegations of sexual abuse or sexual harassment. Policy supports protecting residents and staff who report sexual abuse or sexual harassment or cooperate with sexual abuse or sexual harassment investigations, from retaliation by other residents or staff. The superintendent and assistant superintendents are familiar with the role of retaliation monitor and its purpose. A dedicated form, PREA Retaliation Monitoring, was developed to document the retaliation monitoring activities.</p> <p data-bbox="279 1328 496 1361"><b>Provision (b):</b></p> <p data-bbox="279 1395 1481 1686">Protective measures were generally identified during the interviews and are aligned with policy. Implementation measures to protect youth from retaliation include but are not limited to housing changes for resident victims or abusers; removing alleged staff or youth; closer monitoring; and change in shift assignments. The retaliation monitoring and follow-up checks with the parties involved ensure safe feelings and identifies whether retaliation is occurring. The interviews confirmed measures taken to detect and protect staff and youth from retaliation.</p> <p data-bbox="279 1731 496 1765"><b>Provision (c):</b></p> <p data-bbox="279 1798 1481 2078">Policy supports and the interview with the assistant superintendent provided that monitoring will occur for the duration of the youth's stay at the facility which is 30-45 days to see if there are any changes that may suggest possible retaliation is occurring. The interview with the assistant superintendent also identified things that would be monitored to assess retaliation and included interactions among residents and staff, behavior points, and shift assignments. The Retaliation Monitoring form requires the monitor's assessment to include checking for verbal and non-verbal</p>

	<p>threats and other considerations for unfair treatment.</p> <p><b>Provision (d):</b></p> <p>Policy and the interview with the assistant superintendent indicate that status checks will occur as a part of retaliation monitoring. The interview revealed that initial and follow-up contact will be made immediately and always within 24 hours. The retaliation monitor stated the form also provides the guide for conducting retaliation monitoring and that the initial check will be documented on the form..</p> <p><b>Provision (e):</b></p> <p>Application of the policy requirements regarding retaliation monitoring is extended to those who cooperate with an investigation if there is a concern regarding retaliation. The interviews and policy indicated the appropriate measures will be taken to protect any related individuals against retaliation.</p> <p><b>Provision (f):</b></p> <p>The obligation to monitor for retaliation terminates, if it is determined that the allegation is unfounded. The interviews determined the staff's familiarity with the requirements regarding retaliation monitoring.</p> <p><b>Conclusion:</b></p> <p>Based upon the review and analysis of the available evidence, the Auditor determined the facility is compliant with the standard.</p>
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<b>115.368</b>	<b>Post-allegation protective custody</b>
	<b>Auditor Overall Determination:</b> Meets Standard
	<b>Auditor Discussion</b>
	<p><b>Interviews:</b></p> <p>Superintendent</p> <p>Medical Staff</p> <p>Mental Health Staff</p> <p><b>Provision:</b></p> <p>Segregated housing is not used in the facility to protect residents who alleged to have suffered sexual abuse. The interviews were aligned with this premise. No segregated area was observed or identified during the comprehensive site review.</p> <p><b>Conclusion:</b></p>



	Based upon the triangulation of the evidence, the auditor determined the facility is compliant with the standard.
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<b>115.371</b>	<b>Criminal and administrative agency investigations</b>
	<b>Auditor Overall Determination:</b> Meets Standard
	<b>Auditor Discussion</b>
	<p><b>Documents:</b></p> <p>Policy 5-06, PREA</p> <p>Tennessee Department of Children's Services (DCS) PREA Policy, 18.8</p> <p><b>Interviews:</b></p> <p>Superintendent/PREA Compliance Manager</p> <p>PREA Coordinator</p> <p>DCS Investigative Staff</p> <p><b>Provision (a):</b></p> <p>The administrative investigations are conducted by a PREA investigator with the DCS; investigations are not conducted by facility staff as confirmed by the interviews and policies. The facility is under contract to provide services to juvenile offenders for DCS. Based on policies and interviews, trained investigators conduct administrative investigations as prescribed by policy. Allegations that are criminal in nature are referred to local law enforcement. The interviews with the Investigative staff indicated investigations are initiated promptly and conducted thoroughly and objectively. Investigator training is provided through DCS. Based on the review of policies and interviews, all allegations of a sexual nature are reported to DCS and are investigated as sexual abuse or sexual harassment. There have been no allegations of sexual abuse or sexual harassment during this audit period.</p> <p><b>Provisions (b) and (c):</b></p> <p>According to the interview, the DCS PREA Investigator gathers and review information such as electronic monitoring data; witness statements; interviews; PREA assessment; safe housing documents; and incident reports for the administrative investigation. Law enforcement personnel are responsible for collecting physical and DNA evidence when an allegation is criminal in nature.</p> <p>The facility staff is trained on how to assist in preserving general evidence. The investigation staff were knowledgeable of general evidence collection in a confinement setting. There was acknowledgement that investigator training is provided to the DCS agency investigators. The investigative staff members were</p>

familiar with the guidelines governing PREA related investigations.

**Provision (d):**

The interview with the investigative staff confirmed the provision that an investigation is not terminated if the source recants an allegation of sexual abuse or sexual harassment.

**Provision (e):**

The DCS PREA Investigators do not conduct compelled interviews.

**Provision (f):**

The credibility of an alleged victim, suspect, or witness is assessed on an individual basis and is not determined by the person's status as a resident or staff as determined from the interviews with investigative staff and review of policies.

**Provisions (g) and (h):**

The interviews support that PREA investigations include an effort to determine whether staff actions or failures to act contributed to any abuse. The investigation records are electronically stored by DCS and are password protected. Investigations are completed with written reports and facilities receive written outcome summaries on the document, Investigation Outcome of Allegations of Sexual Abuse/ Harassment.

**Provision (i):**

The DCS PREA Investigator does not conduct criminal investigations. It is the responsibility of law enforcement personnel to refer cases for prosecution.

**Provision (j):**

The facility has not had an allegation of sexual abuse or sexual harassment.

**Provision (k):**

The interview with an investigation staff member revealed that upon the start of an investigation, it will continued to be caried out. The investigator will get with human resources and other relevant parties, if needed, to determine location of the person involved. Good faith efforts/attempts will be made by the investigator to make contact with the person involved in the case, in accordance with DCS policy.

**Provision (l):**

The investigative agencies, DCS and law enforcement, are aware of the PREA standards requirements through information sharing, training and subsequent interactions.

**Provision (m):**

	<p>The policies and interviews indicate staff cooperate with investigations. The interviews confirmed the efforts to remain and/or ensure facility staff members are kept informed of the progress, conclusion, and findings resulting from an investigation. Communication is maintained by the superintendent and/or PREA Coordinator with local law enforcement regarding criminal investigations. An investigative summary is provided to the facility by DCS at the completion of all investigations.</p> <p><b>Conclusion:</b></p> <p>Based upon the review and analysis of the available evidence and interviews, the Auditor determined compliance with the standard.</p>
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115.372	Evidentiary standard for administrative investigations
	<p><b>Auditor Overall Determination:</b> Meets Standard</p>
	<p><b>Auditor Discussion</b></p>
	<p><b>Documents:</b></p> <p>Policy 5-06, PREA</p> <p>Tennessee Department of Children's Services (DCS), 18.8</p> <p>Interview:</p> <p>DCS Investigative Staff</p> <p><b>Provision:</b></p> <p>The facility does not have any investigators. Administrative investigations are conducted by the DCS. Allegations that are criminal in nature are conducted by law enforcement. The DCS investigator provided that the agency imposes a standard of a preponderance of the evidence for determining whether allegations of sexual abuse and sexual harassment are substantiated.</p> <p>According to DCS Policy 18.8, "DCS ensures that an administrative and/or criminal investigation is completed for all allegations of sexual abuse/harassment or lack of supervision related to sexual abuse/harassment. DCS imposes a standard of preponderance of the evidence for determining whether allegations of sexual abuse or sexual harassment are substantiated."</p> <p><b>Conclusion:</b></p> <p>The Auditor determined compliance with the standard.</p>

115.373	Reporting to residents
	<p data-bbox="279 185 981 219"><b>Auditor Overall Determination:</b> Meets Standard</p> <p data-bbox="279 264 564 297"><b>Auditor Discussion</b></p> <p data-bbox="279 342 470 376"><b>Documents:</b></p> <p data-bbox="279 409 528 443">Policy 5-06, PREA</p> <p data-bbox="279 488 1171 521">Tennessee Department of Children's Services (DCS) Policy 18.8</p> <p data-bbox="279 566 1106 600">Outcome of Allegations of Sexual Abuse/Harassment Form</p> <p data-bbox="279 633 1307 667">Sexual Abuse/Harassment Juvenile Notification of Investigation Outcome</p> <p data-bbox="279 701 459 734"><b>Interviews:</b></p> <p data-bbox="279 768 501 801">Superintendent</p> <p data-bbox="279 846 608 880">DCS Investigative Staff</p> <p data-bbox="279 913 496 947"><b>Provision (a):</b></p> <p data-bbox="279 992 1449 1272">It is required that the resident be informed when a sexual abuse investigation is completed and the outcome of the investigation provided in writing. The results of such investigations are documented on a dedicated form and provided to the resident, in accordance with facility and agency policy. The interview revealed awareness of the requirement and that this function is done by facility staff. The Sexual Abuse/ Harassment Juvenile Notification Investigation Outcome form has been developed to be used to document the notification.</p> <p data-bbox="279 1305 496 1339"><b>Provision (b):</b></p> <p data-bbox="279 1384 1473 1753">The superintendent will receive an Investigation Outcome of Allegations of Sexual Abuse/Harassment of each administrative investigation completed by a DCS investigator. The document provides for the investigation findings, date of the incident, dates of the investigation, and the date the document was sent to the facility. The superintendent and/or designee will remain abreast of investigations conducted by law enforcement through verbal communication and a written report. The results of investigations will be provided to the youth by facility staff, confirmed by the dedicated form and interviews with a DCS investigator and the facility superintendent.</p> <p data-bbox="279 1787 493 1821"><b>Provision (c):</b></p> <p data-bbox="279 1865 1436 1977">The interview with the superintendent was aligned with the policy which provides that following a resident's allegation of sexual abuse by a staff member, the resident will be informed of the following:</p> <p data-bbox="279 2011 1249 2045">(1) The staff member is no longer posted within the resident's unit;</p>

- (2) The staff member is no longer employed at the facility;
- (3) The agency learns that the staff member has been indicted on a charge related to sexual abuse within the facility; or
- (4) The agency learns that the staff member has been convicted on a charge related to sexual abuse within the facility.

The dedicated form, Sexual Abuse/Harassment Juvenile Notification of Investigation Outcome, will be used to relay and document the aforementioned information to a resident.

**Provision (d):**

Policy provides that following a resident's allegation of being sexually abused by another resident the alleged victim shall be informed whenever:

- (1) The agency learns that the alleged abuser has been indicted on a charge related to sexual abuse within the facility; or
- (2) The agency learns that the alleged abuser has been convicted on a charge related to sexual abuse within the facility.

The superintendent is familiar with the requirements of the policy and the provisions of the standard. The form, Sexual Abuse/Harassment Juvenile Notification of Investigation Outcome, will be used to relay and document the aforementioned information to a resident.

**Provision (e):**

Policy provides for the notification to the resident be documented. The superintendent was familiar with the policy and PREA requirements and the use of the dedicated form. In addition to providing the aforementioned information in Provisions (c) and (d), the form provides the findings with the corresponding definitions.

**Provision (f):**

The policy supports that the agency's obligation to report under this standard terminates if the resident is released from the agency's custody. According to the policy and superintendent, all notifications or attempted notifications will be documented.

**Conclusion:**

The interviews and review of policy and dedicated form provide for compliance with this standard.

	<p><b>Auditor Overall Determination:</b> Meets Standard</p> <p><b>Auditor Discussion</b></p> <p><b>Documents:</b></p> <p>Policy 5-06, PREA</p> <p>Policy 3.13, Standards of Conduct and Grounds for Dismissal</p> <p>Employee Handbook</p> <p><b>Interview:</b></p> <p>Superintendent</p> <p><b>Provision (a):</b></p> <p>The policies, Employee Handbook, and interview support that staff are subject to disciplinary sanctions up to and including termination for violations regarding sexual abuse and sexual harassment.</p> <p><b>Provision (b):</b></p> <p>Termination is the presumptive disciplinary sanction for staff who has engaged in sexual abuse with a resident, in accordance with policy and the interview.</p> <p><b>Provision (c):</b></p> <p>The interview and policy provide that disciplinary sanctions for staff regarding violations, other than actually engaging in sexual abuse, will be subject to termination or other measures appropriate to the circumstance of the incident, staff's disciplinary history, and sanctions imposed for comparable behavior by other staff if permitted to return to work.</p> <p><b>Provision (d):</b></p> <p>Policy provides that terminations for violations of the facility's sexual abuse or sexual harassment policies or resignations by staff that would have been terminated if not for their resignation, will be reported to law enforcement, unless the activity is clearly not criminal. In addition, such will be reported to relevant licensing bodies, where applicable. Notification to a licensing body will occur where indicated. There is an open criminal investigation regarding an allegation involving staff.</p> <p><b>Conclusion:</b></p> <p>Based upon the review of documentation and the interview, the Auditor determined the facility is compliant with the standard.</p>
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115.377	Corrective action for contractors and volunteers
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	<b>Auditor Overall Determination:</b> Meets Standard
	<b>Auditor Discussion</b>
	<p><b>Document:</b></p> <p>Policy 5-06, PREA</p> <p><b>Interviews:</b></p> <p>Superintendent</p> <p>Contractors</p> <p><b>Provision (a):</b></p> <p>Policy provides that contractors and volunteers who engage in sexual abuse with a resident be reported to law enforcement and to relevant licensing bodies. The interviews with the contractors confirmed a clear understanding that sexual misconduct with a resident is prohibited. Any contractor or volunteer who violates the agency's sexual abuse or sexual harassment policies is prohibited from contact with residents, according to the interview with the Superintendent. During this audit period, there have been no allegation of sexual abuse or sexual harassment regarding a contractor. There are no volunteers at the facility.</p> <p><b>Provision (b):</b></p> <p>The policy support that appropriate measures will be taken and include prohibiting further contact with residents in the case of any violation of the sexual abuse and sexual harassment policies by a contractor or volunteer. Termination would be the resolution regarding the violation of PREA related policies. In the past 12 months, no contractor was reported for allegations of sexual abuse or sexual harassment. The facility has no volunteers.</p> <p><b>Conclusion:</b></p> <p>Based upon the review of documentation and interviews, the Auditor determined the facility is compliant with this standard.</p>

<b>115.378</b>	<b>Interventions and disciplinary sanctions for residents</b>
	<b>Auditor Overall Determination:</b> Meets Standard
	<b>Auditor Discussion</b>
	<p><b>Documents:</b></p> <p>Policy 5-06, PREA</p>

## Youth and Parent Program Handbook

### **Interviews:**

Superintendent

Medical Staff

Mental Health Staff

### **Provision (a):**

An administrative process exists for dealing with violations and holding residents accountable for their actions. Residents may be subject to disciplinary sanctions only after formal proceedings regarding resident-on-resident sexual abuse. Residents found in violation of facility rules are subject to sanctions pursuant to the formal administrative process. The consequences will be administered through the administrative system, encompassing the behavior management system, including the resident not being allowed to advance to the next level of the program.

Allegations of sexual abuse are referred for an investigation to the Tennessee Department of Children's Services (DCS), PREA Unit. Investigations that are criminal in nature are conducted by local law enforcement and may result in charges being filed and the resident being removed from the facility. Sexual activity between residents is prohibited and such activity is reported to DCS.

### **Provision (b):**

The interview with the superintendent and review of policy support consideration of mental disabilities or mental illness contributing to the behavior. Disciplinary sanctions, applicable to the offense, are commensurate with the nature and circumstances of the offense committed; considers resident's disciplinary history; considers similar disciplinary history of other residents. Isolation is not used as a disciplinary sanction. PREA related violations may result in charges filed and the resident transported to a detention facility based on the circumstances of the incident. Allegations of sexual abuse are referred for an investigation to the appropriate investigative entities. Administrative investigations are investigated by a DCS PREA Investigator and referred to law enforcement if the allegation is criminal in nature.

### **Provision (c):**

Disciplinary and other processes consider whether a resident's mental disabilities or mental illness contributed to a resident's behavior regarding the application of disciplinary measures. The interviews with the superintendent and clinical staff were aligned with this provision.

### **Provision (d):**

According to the interview with mental health staff, consideration would be given regarding offering a perpetrator intervention services that are designed to address



	<p>and correct underlying reasons or motivations for abuse participation. The facility would not require participation in such interventions as a condition for participation in the behavior management system or to access general programming or education. Staff members within the mental health unit are equipped to develop treatment planning and interventions to address underlying reasons or motivations for abuse with alleged victims and offending residents.</p> <p><b>Provision (e):</b></p> <p>Policy provides that a resident may be disciplined for sexual contact with staff only upon a finding that the staff member did not consent to such contact. This situation has not occurred in this facility.</p> <p><b>Provision (f):</b></p> <p>Any resident reporting in good faith shall be immune from any civil or criminal liability. A report of sexual abuse made in good faith based on the belief that the alleged incident occurred does not constitute falsely reporting or an incident or lying, even if an investigation does not establish evidence sufficient to substantiate the allegation. Policy states, "youth shall be advised that any person who knowingly and willfully makes a false report to the DCS Child Abuse Hotline/Child Protective Services Central Intake Unit or counsels another to make a false report is guilty of a third-degree felony. Anyone reporting in good faith shall be immune from any civil or criminal liability."</p> <p><b>Provision (g):</b></p> <p>Policy prohibits any sexual conduct between residents. All such conduct is reported to DCS.</p> <p><b>Conclusion:</b></p> <p>Based on the available evidence and interviews, the Auditor concluded the facility is compliant with the standard.</p>
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115.381	Medical and mental health screenings; history of sexual abuse
	<p><b>Auditor Overall Determination:</b> Meets Standard</p>
	<p><b>Auditor Discussion</b></p>
	<p><b>Documents:</b></p> <p>Policy 5-06, PREA Nursing Assessment</p> <p>Safe Housing Assessment Safety Plan</p> <p><b>Interviews:</b></p>

Staff Responsible for Risk Screening

Medical Staff

Mental Health Staff

Superintendent

**Provisions (a) and (b):**

Policy and practice, as evidenced through case notes, provide that a resident be referred to mental health or medical staff within 14 days if identified as having been a victim or perpetrator of sexual abuse. The interviews with clinical staff and review of documents revealed when the issues are identified upon admission, the documented referral is routinely made the same day or a follow-up meeting is scheduled, always well within 14 days, and the resident seen by mental health staff within 24 hours. In the past 12 months, the number of residents who previously perpetuated sexual abuse was four and one disclosure of prior victimization during screening who were offered a follow-up meeting with a mental health practitioner, as indicated during screening, according to the PAQ.

**Provision (c):**

According to policy and the risk screener interview, any information related to sexual victimization or abusiveness that occurred in an institutional setting is strictly limited to medical and mental health practitioners and other staff, as necessary, to inform treatment plans and security and management decisions, including housing, bed, work, education, and program assignments, or as otherwise required by Federal, State, or local law. As a result of such information and review of housing assessments, safety plans are developed based on treatment plans and ensure guidance is provided to staff regarding housing and program assignments.

Policy supports that no information is to be shared with other staff unless it is required for security and management decisions regarding sexual abuse history. Information related to sexual victimization or abusiveness that occurred in an institutional setting is limited to clinical and treatment staff and to other staff, based on their need to know, to make effective management decisions. During the onsite review, the files were observed to be maintained in a secure manner in locked file cabinets, behind locked doors. Electronic records are password protected and the facility's parent agency has an electronic database which is also password protected with limited and identified access. The keys to the clinic are within the key control system with limited access.

**Provision (d):**

According to policy, medical and mental health practitioners shall obtain informed consent from residents before reporting information about prior sexual victimization that did not occur in an institutional setting, unless the resident is under the age of 18. Policy provides guidance regarding informed consent being obtained for residents 18 years or over prior to clinical personnel reporting information disclosed

	<p>about prior sexual victimization that did not occur in an institutional setting. The mental health and medical staff interviewed expressed an understanding of the use of informed consent. The use of informed consent will be documented in the case notes and/or nurse's notes.</p> <p><b>Conclusion:</b></p> <p>Based upon the review and analysis of the available evidence, the Auditor determined the facility is compliant with this standard.</p>
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<b>115.382</b>	<b>Access to emergency medical and mental health services</b>
	<p><b>Auditor Overall Determination:</b> Meets Standard</p>
	<p><b>Auditor Discussion</b></p>
	<p><b>Documents:</b></p> <p>Policy 5-06, PREA</p> <p>Initial Mental Health Crisis Assessment Tool</p> <p>Safety Plan</p> <p>Coordinated Response Plan</p> <p>Safe Housing Assessment</p> <p>Memorandum of Understanding (MOU)</p> <p><b>Interviews:</b></p> <p>Mental Health Staff</p> <p>Medical Staff</p> <p>Superintendent</p> <p><b>Provision (a):</b></p> <p>The interviews, and other documentation provide that an alleged victim will receive timely and unimpeded access to emergency medical treatment and crisis intervention services. The interviews were aligned with policy including that the nature and scope of their services are determined according to their professional judgment. Residents are informed of clinical services and meet with those practitioners and are provided services during the intake process and throughout their stay in the facility.</p> <p>An alleged victim will get services within the facility as well as timely services in the community. An alleged victim will have access to a forensic medical examination</p>

through the Shelby County Crime Victims and Rape Crisis Center by a Sexual Assault Nurse Examiner, Sexual Assault Forensic Examiner or other qualified medical practitioner. The medical examinations will be performed at no cost to the victim, in accordance with the MOU and staff interviews. Observations revealed that medical and mental health staff members maintain secondary materials and documentation of encounters with residents at the facility.

**Provision (b):**

Interviews and the Coordinated Response Plan revealed residents have access to unimpeded access to emergency services. Policy provides guidance to staff in protecting residents and for contacting the appropriate staff and agencies regarding allegations or incidents of sexual abuse, including contacting treatment staff and investigative entities. A list of support agencies is posted with accompanying telephone numbers on the halls in each housing unit .

A review of the documentation; observations of the interactions among residents and staff during the onsite audit phase; and the interviews indicated unimpeded medical and crisis intervention services are available to an alleged victim of sexual abuse. Staff training also prepare staff members to properly report sexual abuse, protect the alleged victim and notify the appropriate staff and investigative entities.

**Provision (c):**

The review of policy and the other documentation and interviews confirmed processes and services are in place for an alleged victim of sexual abuse. The alleged victim will receive timely access to sexually transmitted infection prophylaxis and emergency contraception in accordance with professionally accepted standards of care, where medically appropriate. Follow-up services may be provided by the facility's medical and mental health staff members to provide support services coordinated by staff as needed after an incident of sexual abuse. The services may include but not limited to community referrals, follow-up appointments, trauma-focused therapy, completion of a Safe Housing Reassessment, and the Safety Plan will be reevaluated. The standard of care within the facility ensures the appropriate medical and mental health follow-up services as needed. There was no allegation of sexual abuse or sexual harassment.

**Provision (d):**

The interviews and policy provide that treatment services be provided to the victim without financial cost to the victim regardless of whether the victim names the abuser, or cooperate with any investigation arising out of the incident. The MOU is explicit about services being provided to the victim at no cost.

**Conclusion:**

Based on the evidence reviewed and interviews, the Auditor determined the facility is compliant with this standard.

115.383	<b>Ongoing medical and mental health care for sexual abuse victims and abusers</b>
	<b>Auditor Overall Determination:</b> Meets Standard
	<b>Auditor Discussion</b>
	<p><b>Documents:</b></p> <p>Policy 5-06, PREA</p> <p><b>Interviews:</b></p> <p>Mental Health Staff</p> <p>Medical Staff Superintendent</p> <p><b>Provision (a):</b></p> <p>The policy and interviews support that medical and mental health evaluation and treatment will be offered to resident victims of sexual abuse. Follow-up services will be provided that include but are not limited to a trauma-focused therapy; follow-up with physician; any follow-up testing services; and any community referrals. Health education sessions are conducted with the residents by nursing staff and includes issues around sexual abuse.</p> <p><b>Provision (b):</b></p> <p>Interviews and documentation of encounters confirm on-going medical and mental health care will be provided as appropriate and will include but not be limited to assessments; medical evaluations; follow-up with any community appointments; and referrals as needed. Specialized treatment may also be provided by clinicians on site and through contract and referral services. The medical staff will ensure the medical discharge orders are followed. There were no allegations of sexual abuse or sexual harassment.</p> <p><b>Provision (c):</b></p> <p>Review of policies, interviews and observations during the comprehensive site review indicated medical and mental health services are consistent with the community level of care. Treatment services may be provided by facility staff and contract services if needed. The interviews with mental health and medical staff, and observations during the comprehensive site review emphasized the treatment services at the facility are consistent with the community level of care.</p> <p><b>Provision (d):</b></p> <p>Only males are housed in this facility.</p> <p><b>Provision (e):</b></p>

	<p>Only males are housed in this facility.</p> <p><b>Provision (f):</b></p> <p>The interviews and policies ensure that victims of sexual abuse will be provided tests for sexually transmitted infections as medically appropriate as confirmed by the interviews. According to medical staff, follow-up will be conducted at the facility.</p> <p><b>Provision (g):</b></p> <p>The policy, interviews, and MOU collectively provide that all treatment services will be provided at no cost to the victim and whether or not the victim names the abuser of cooperates with the investigation.</p> <p><b>Provision (h):</b></p> <p>A resident will get a crisis assessment within 24 hours upon staff learning of resident-on-resident abuse history and offer treatment if appropriate, according to the interview with mental health staff. Policy does provide for the mental health evaluation to be conducted within 60 days. The interview also revealed medical and mental health evaluations and treatment will be offered to resident victims of sexual abuse.</p> <p><b>Conclusion:</b></p> <p>Based upon the review and analysis of the documentation, the Auditor determined the facility is compliant with this standard.</p>
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115.386	Sexual abuse incident reviews
	<p><b>Auditor Overall Determination:</b> Meets Standard</p>
	<p><b>Auditor Discussion</b></p>
	<p><b>Documents:</b></p> <p>Policy 5-06, PREA</p> <p>PREA Sexual Abuse Incident Review Form</p> <p><b>Interviews:</b></p> <p>Incident Review Team Member/PREA Coordinator</p> <p>Superintendent/PREA Compliance Manager</p> <p>Youth Opportunity Investments, LLC Agency Head Designee</p> <p><b>Provision (a):</b></p>

The facility is required to conduct a sexual abuse incident review at the conclusion of an investigation, within 30 days, unless the allegation was unfounded, in accordance with policy. The interviews reflected an understanding of the role of the incident review team. A review of policy and incident review team meeting minutes and interviews confirmed incident reviews were conducted at the conclusion of investigations. There have not been any allegations of sexual abuse or sexual harassment.

The incident review team meetings may be combined with the regular management team meetings or held independent of those meetings. The meetings consist of management, treatment and supervisory staff members. A significant incident including a PREA related investigation, may be reviewed during the management team meetings. The facility has a dedicated form for formally documenting the occurrence of the incident review. Currently the form provides only for the signature of the PREA Coordinator who facilitates the incident review. It was recommended that the form be revised to add spaces for all staff attending the incident review team meeting to sign and date, acknowledging their participation in the meeting.

The facility's PREA policy states, "the facility shall create a review team that consists of management level staff designees with input from line supervisors, investigators, and medical and mental health practitioners.

- PREA Facility Compliance Manager
- YOI PREA Coordinator/State Director
- Assistant Facility Administrator
- Medical Health Services Administrator or physician
- Mental Health Director of Clinical Services
- DCS SIU, if the incident was investigated by DCS."

**Provision (b):**

Policy requires the incident review to occur within 30 days of the conclusion of the investigation. The interviews revealed staff's knowledge of the purpose of the incident review process.

**Provision (c):**

Policy and interviews collectively identify members of the incident review team to include upper-level management, with input from line supervisors, investigator, and mental health and medical practitioners. Additionally, the YOI State Director of Juvenile Justice Services/PREA Coordinator participates in the incident review team meetings and serves as the facilitator of the meetings. The the incident review team meetings may be incorporated in a morning management team meeting or conducted independently. A dedicated form, PREA-Sexual Abuse Critical Incident Review, provides for the documentation of formal incident review team meetings.

The facility's PREA policy states, "the facility shall create a review team that consists of management level staff designees with input from line supervisors, investigators, and medical and mental health practitioners.

- PREA Facility Compliance Manager
- YOI PREA Coordinator/State Director
- Assistant Facility Administrator
- Medical Health Services Administrator or physician
- Mental Health Director of Clinical Services
- DCS SIU, if the incident was investigated by DCS."

**Provision (d):**

The incident review team, through the guidance of policy 5-06, training, and the dedicated form, considers the following:

- (1) Whether the allegation or investigation indicates a need to change policy or practice to better prevent, detect, or respond to sexual abuse;
- (2) Examination of the area in the facility where the incident allegedly occurred to assess whether physical barriers in the area may enable abuse.
- (3) Adequacy of staffing levels in the area during different shifts;
- (4) Whether monitoring technology should be deployed or augmented to supplement supervision by staff; and
- (5) Prepare a report of findings, "submit the report to the PREA Coordinator and PREA Facility Compliance Manager, VP of Program Development, Executive Director of Juvenile Justice (DCS), Executive Director of Network Development and the DCS Statewide PREA Coordinator," per policy 5-06.

Completion of the form serves as the prepared report of the committee's findings, including but not limited to the aforementioned items. The form also provides for recommendations for improvement. The interviews and minutes from the incident review team meetings confirmed the the meetings are conducted with the intended contents required by this provision.

**Provision (e):**

Policy indicates the reasons for not following recommendations are documented. The interviews revealed familiarity with the policy requirements. The incident review process allows for the assessment of the circumstances surrounding the incident. A dedicated form for documenting the incident review process has been developed and provides for recommendations where indicated.

**Conclusion:**



	Based on the review of policy and form and interviews, the Auditor determined compliance with the standard.
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<b>115.387</b>	<b>Data collection</b>
	<b>Auditor Overall Determination:</b> Meets Standard
	<b>Auditor Discussion</b>
	<p><b>Documents:</b></p> <p>Policy 5-06, PREA</p> <p>Tennessee Department of Children's Services (DCS) PREA Policy, 18.8</p> <p>Agency Annual Report</p> <p><b>Interviews:</b></p> <p>Superintendent</p> <p>Youth Opportunity Investments (YOI), LLC Agency Head Designee</p> <p><b>Provisions (a) and (c):</b></p> <p>The policies collectively provide for the collection of accurate and uniform data for every allegation of sexual abuse from the maintenance of incident-based documents. The facility's parent agency, YOI, collects the data and completes an annual report with the compilation of data gleaned from the facilities in Tennessee. The State also prepares an annual report. Both the facility and State agency policies contain a standardized set of definitions and provides support for the collection of accurate and uniform data. The agency maintains incident-based data complete enough to complete the most recent version of the instrument formerly identified as the Survey of Sexual Violence and now identified as the Survey of Sexual Victimization. A request has not been made by the Department of Justice for this data. There have not been allegations of sexual abuse or sexual harassment in this facility during this audit period; however, the agency's annual report reflects the allegations from their other facilities during the past year.</p> <p><b>Provision (b):</b></p> <p>The agency aggregates the incident-based, uniform data regarding allegations of sexual abuse and sexual harassment. The aggregated data contributes to the development of the annual reports by the agencies, which was supported by the reports and policies.</p> <p><b>Provision (d):</b></p> <p>The data is collected and various types of data are identified and related documents</p>

	<p>regarding PREA information as applicable. Policy requires that statistical information is maintained for various service areas and occurrences, including major incidents and medical and mental health emergencies. The data is collected and maintained for the Tennessee facilities; the data is aggregated and culminates into the annual report all facilities affected by the PREA standards. There were no allegations of sexual abuse or sexual harassment at the facility during this audit period.</p> <p><b>Provision (e):</b></p> <p>The YOI contracts with the Tennessee DCS to manage three facilities for juvenile offenders. YOI does not contract with another agency to house any youth assigned to this facility. DCS collects and maintains data for its state-run and contract facilities. The YOI collects and aggregates the data for each of the three facilities which is vital to data review and addressing issues and the data culminates into the agency's annual report.</p> <p><b>Provision (f):</b></p> <p>Upon request, the facility will complete all such data from the previous calendar year and submit it to the Department of Justice in a timely manner based on the year of the most recent version of the Survey of Sexual Victimization. Thus far, a request has not been made.</p> <p><b>Conclusion:</b></p> <p>Based on the review and analysis of the documentation and the interviews, the Auditor determined the facility is compliant with this standard.</p>
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115.388	Data review for corrective action
	<p><b>Auditor Overall Determination:</b> Meets Standard</p>
	<p><b>Auditor Discussion</b></p>
	<p><b>Documents:</b></p> <p>Policy 5-06, PREA</p> <p>Annual Report</p> <p><b>Interviews:</b></p> <p>PREA Compliance Manager</p> <p>PREA Coordinator</p> <p>Youth Opportunity Investments (YOI), LLC Agency Head Designee</p> <p><b>Provision (a):</b></p>

	<p>The YOI reviews the collected and aggregated data in order to assess and improve the effectiveness of its sexual abuse and sexual harassment prevention, detection, and response policies, practices, and training in their Tennessee facilities. The annual report contains specific information for the Tennessee facilities and includes identifying problem areas and any corrective actions taken. The interviews support the review of data and its use to improve the implementation of the PREA standards.</p> <p>The interviews and review of documentation confirmed the collection of PREA data and other related information; there were no PREA related allegations in this facility. Data is reviewed to assess and improve the effectiveness of prevention, detection and response within the agency as well as the individual facilities. The data of the facilities is primary to preparing the agency's annual report. The interview with the agency head designee revealed the occurrence of quarterly meetings with management and leadership staff where significant incidents in all Tennessee YOI facilities, which include PREA incidents and related issues, are discussed. She further provided there is also conversation in real time, as needed, regarding any PREA related issues in any facility between facility staff and management/leadership staff at the corporate level. There have not been PREA related allegations in this facility during this audit period.</p> <p><b>Provisions (b)-(d):</b></p> <p>The annual report has been prepared and includes data from the other Tennessee facilities. The annual report is approved by the YOI agency head or designee. There are no personal identifiers in the report. The annual report contains PREA related data that represents two calendar years allowing for the comparison of data. The annual report for YOI is posted on the agency's website, accessible to the public.</p> <p><b>Conclusion:</b></p> <p>Based on the review and analysis of the documentation, the Auditor determined the agency is compliant with the standard.</p>
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115.389	Data storage, publication, and destruction
	<b>Auditor Overall Determination:</b> Meets Standard
	<b>Auditor Discussion</b>
	<p><b>Documents:</b></p> <p>Policy 5-06, PREA</p> <p>Annual Report</p> <p><b>Interviews:</b></p>

	<p>PREA Compliance Manager</p> <p>PREA Coordinator</p> <p>Youth Opportunity Investments (YOI), LLC Agency Head Designee</p> <p><b>Provision (a):</b></p> <p>The YOI reviews the collected and aggregated data in order to assess and improve the effectiveness of its sexual abuse and sexual harassment prevention, detection, and response policies, practices, and training. The annual report contains specific information for the Tennessee facilities and includes identifying problem areas and any corrective actions taken. The interviews support the review of data and its use to improve the implementation of the PREA standards, including this facility where there has not been any PREA related allegations.</p> <p>The interviews and review of documentation confirmed the collection of PREA data and other related information is obtained by the agency. Data is reviewed to assess and improve the effectiveness of prevention, detection and response within the agency statewide. The data is also primary to preparing the annual report. The interview with the agency head designee revealed the occurrence of quarterly meetings with management and leadership staff where significant incidents in all Tennessee YOI facilities, which include PREA incidents and related issues, are discussed. She further provided there is also conversation in real time, as needed, regarding any PREA related issues in any facility between facility staff and management/leadership staff at the corporate level. The participation of the superintendent in these meetings provide a benefit from the lessons learned.</p> <p><b>Provisions (b)-(d):</b></p> <p>The annual report has been prepared and includes data from the two Tennessee facilities affected by allegations during the audit periods. The annual report is approved by the YOI agency head or designee. There are no personal identifiers in the report. The annual report contains PREA related data that represents two calendar years allowing for the comparison of data. The annual report for YOI is posted on the agency's website, accessible to the public. The agency maintains sexual abuse data for at least 10 years after the date of the initial collection, unless Federal, State, or local law requires otherwise.</p> <p><b>Conclusion:</b></p> <p>Based on the review and analysis of the documentation, the Auditor determined the agency is compliant with the standard.</p>
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<b>115.401</b>	<b>Frequency and scope of audits</b>
	<b>Auditor Overall Determination:</b> Meets Standard

	<p><b>Auditor Discussion</b></p> <p>The PREA Pre-Audit Questionnaire and supporting documentation was initially provided to the Auditor through the online audit system. The Auditor was provided additional information onsite and through the receipt of documents during the post audit phase, as requested. During the post audit phase, Youth Opportunity Improvement (YOI), LLC staff provided the Auditor with evidence that the corrective actions discussed were completed during the post audit phase. The YOI and Tennessee Department of Children Services ensured the completion of PREA audits for each state-run and contract facility as required, including this facility and others managed by YOI.</p> <p>The site review was provided to the Auditor by the superintendent, accompanied by the YOI State Director of Compliance. The posted information was observed and provided consistent messaging. The posted notices regarding the audit were also observed posted within the facility during the site review. The notices of the audit provided the general information and included instructions and Auditor contact information regarding how to provide confidential information to the Auditor. The facility has a process for confidential correspondence however no correspondence was received by the Auditor. The residents and staff were aware of posted information and staff informing them of the PREA audit. All residents and staff were aware of PREA and its purpose, based on interviews and informal conversations.</p> <p>The superintendent and other facility and YOI corporate office staff were cooperative in providing information and participating in or assisting in coordinating the interviews. The superintendent ensured that the interviews were conducted in private with the residents and staff. Staff interviews, where appropriate, were conducted by the Auditor virtually during the pre-onsite audit phase and in-person during the onsite audit phase. Communication was maintained by the Auditor, superintendent/PREA Compliance Manager and other YOI corporate office staff</p>
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<b>115.403</b>	<b>Audit contents and findings</b>
	<p><b>Auditor Overall Determination:</b> Meets Standard</p> <p><b>Auditor Discussion</b></p> <p><b>Documents:</b></p> <p>Policy 5-06, PREA</p> <p><b>Interviews:</b></p> <p>Superintendent</p> <p>Vice President, Compliance and Implementation</p> <p><b>Provision (f):</b></p>

	<p>The facility and agency policies and additional documentation, observations and interviews with the superintendent and other facility and YOI corporate staff were reviewed regarding compliance with the standards and have been identified in this report. The interviews with the superintendent and Vice President of Compliance and Implementation, provide assurance that this final report will be posted on the facility's agency website as has the previous reports of the other facilities in Tennessee operated by Youth Opportunity Investments, LLC. The audit findings were based on a review of policies, procedures, supporting documentation, observations, and interviews. There were no conflicts of interest or barriers regarding the completion of this audit.</p>
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<b>Appendix: Provision Findings</b>		
<b>115.311 (a)</b>	<b>Zero tolerance of sexual abuse and sexual harassment; PREA coordinator</b>	
	Does the agency have a written policy mandating zero tolerance toward all forms of sexual abuse and sexual harassment?	yes
	Does the written policy outline the agency's approach to preventing, detecting, and responding to sexual abuse and sexual harassment?	yes
<b>115.311 (b)</b>	<b>Zero tolerance of sexual abuse and sexual harassment; PREA coordinator</b>	
	Has the agency employed or designated an agency-wide PREA Coordinator?	yes
	Is the PREA Coordinator position in the upper-level of the agency hierarchy?	yes
	Does the PREA Coordinator have sufficient time and authority to develop, implement, and oversee agency efforts to comply with the PREA standards in all of its facilities?	yes
<b>115.311 (c)</b>	<b>Zero tolerance of sexual abuse and sexual harassment; PREA coordinator</b>	
	If this agency operates more than one facility, has each facility designated a PREA compliance manager? (N/A if agency operates only one facility.)	yes
	Does the PREA compliance manager have sufficient time and authority to coordinate the facility's efforts to comply with the PREA standards? (N/A if agency operates only one facility.)	yes
<b>115.312 (a)</b>	<b>Contracting with other entities for the confinement of residents</b>	
	If this agency is public and it contracts for the confinement of its residents with private agencies or other entities including other government agencies, has the agency included the entity's obligation to adopt and comply with the PREA standards in any new contract or contract renewal signed on or after August 20, 2012? (N/A if the agency does not contract with private agencies or other entities for the confinement of residents.)	yes
<b>115.312 (b)</b>	<b>Contracting with other entities for the confinement of residents</b>	

	Does any new contract or contract renewal signed on or after August 20, 2012 provide for agency contract monitoring to ensure that the contractor is complying with the PREA standards? (N/A if the agency does not contract with private agencies or other entities for the confinement of residents OR the response to 115.312(a)-1 is "NO".)	yes
<b>115.313 (a)</b>	<b>Supervision and monitoring</b>	
	Does the agency ensure that each facility has developed a staffing plan that provides for adequate levels of staffing and, where applicable, video monitoring, to protect residents against sexual abuse?	yes
	Does the agency ensure that each facility has implemented a staffing plan that provides for adequate levels of staffing and, where applicable, video monitoring, to protect residents against sexual abuse?	yes
	Does the agency ensure that each facility has documented a staffing plan that provides for adequate levels of staffing and, where applicable, video monitoring, to protect residents against sexual abuse?	yes
	Does the agency ensure that each facility's staffing plan takes into consideration the 11 criteria below in calculating adequate staffing levels and determining the need for video monitoring: The prevalence of substantiated and unsubstantiated incidents of sexual abuse?	yes
	Does the agency ensure that each facility's staffing plan takes into consideration the 11 criteria below in calculating adequate staffing levels and determining the need for video monitoring: Generally accepted juvenile detention and correctional/secure residential practices?	yes
	Does the agency ensure that each facility's staffing plan takes into consideration the 11 criteria below in calculating adequate staffing levels and determining the need for video monitoring: Any judicial findings of inadequacy?	yes
	Does the agency ensure that each facility's staffing plan takes into consideration the 11 criteria below in calculating adequate staffing levels and determining the need for video monitoring: Any findings of inadequacy from Federal investigative agencies?	yes
	Does the agency ensure that each facility's staffing plan takes into consideration the 11 criteria below in calculating adequate	yes



	staffing levels and determining the need for video monitoring: Any findings of inadequacy from internal or external oversight bodies?	
	Does the agency ensure that each facility's staffing plan takes into consideration the 11 criteria below in calculating adequate staffing levels and determining the need for video monitoring: All components of the facility's physical plant (including "blind-spots" or areas where staff or residents may be isolated)?	yes
	Does the agency ensure that each facility's staffing plan takes into consideration the 11 criteria below in calculating adequate staffing levels and determining the need for video monitoring: The composition of the resident population?	yes
	Does the agency ensure that each facility's staffing plan takes into consideration the 11 criteria below in calculating adequate staffing levels and determining the need for video monitoring: The number and placement of supervisory staff?	yes
	Does the agency ensure that each facility's staffing plan takes into consideration the 11 criteria below in calculating adequate staffing levels and determining the need for video monitoring: Institution programs occurring on a particular shift?	yes
	Does the agency ensure that each facility's staffing plan takes into consideration the 11 criteria below in calculating adequate staffing levels and determining the need for video monitoring: Any applicable State or local laws, regulations, or standards?	yes
	Does the agency ensure that each facility's staffing plan takes into consideration the 11 criteria below in calculating adequate staffing levels and determining the need for video monitoring: Any other relevant factors?	yes
<b>115.313 (b)</b>	<b>Supervision and monitoring</b>	
	Does the agency comply with the staffing plan except during limited and discrete exigent circumstances?	yes
	In circumstances where the staffing plan is not complied with, does the facility fully document all deviations from the plan? (N/A if no deviations from staffing plan.)	na
<b>115.313 (c)</b>	<b>Supervision and monitoring</b>	
	Does the facility maintain staff ratios of a minimum of 1:8 during resident waking hours, except during limited and discrete exigent circumstances? (N/A only until October 1, 2017.)	yes

	Does the facility maintain staff ratios of a minimum of 1:16 during resident sleeping hours, except during limited and discrete exigent circumstances? (N/A only until October 1, 2017.)	yes
	Does the facility fully document any limited and discrete exigent circumstances during which the facility did not maintain staff ratios? (N/A only until October 1, 2017.)	yes
	Does the facility ensure only security staff are included when calculating these ratios? (N/A only until October 1, 2017.)	yes
	Is the facility obligated by law, regulation, or judicial consent decree to maintain the staffing ratios set forth in this paragraph?	yes
<b>115.313 (d)</b>	<b>Supervision and monitoring</b>	
	In the past 12 months, has the facility, in consultation with the agency PREA Coordinator, assessed, determined, and documented whether adjustments are needed to: The staffing plan established pursuant to paragraph (a) of this section?	yes
	In the past 12 months, has the facility, in consultation with the agency PREA Coordinator, assessed, determined, and documented whether adjustments are needed to: Prevailing staffing patterns?	yes
	In the past 12 months, has the facility, in consultation with the agency PREA Coordinator, assessed, determined, and documented whether adjustments are needed to: The facility's deployment of video monitoring systems and other monitoring technologies?	yes
	In the past 12 months, has the facility, in consultation with the agency PREA Coordinator, assessed, determined, and documented whether adjustments are needed to: The resources the facility has available to commit to ensure adherence to the staffing plan?	yes
<b>115.313 (e)</b>	<b>Supervision and monitoring</b>	
	Has the facility implemented a policy and practice of having intermediate-level or higher-level supervisors conduct and document unannounced rounds to identify and deter staff sexual abuse and sexual harassment? (N/A for non-secure facilities )	yes
	Is this policy and practice implemented for night shifts as well as day shifts? (N/A for non-secure facilities )	yes
	Does the facility have a policy prohibiting staff from alerting other staff members that these supervisory rounds are occurring, unless such announcement is related to the legitimate operational	yes

	functions of the facility? (N/A for non-secure facilities )	
<b>115.315 (a)</b>	<b>Limits to cross-gender viewing and searches</b>	
	Does the facility always refrain from conducting any cross-gender strip or cross-gender visual body cavity searches, except in exigent circumstances or by medical practitioners?	yes
<b>115.315 (b)</b>	<b>Limits to cross-gender viewing and searches</b>	
	Does the facility always refrain from conducting cross-gender pat-down searches in non-exigent circumstances?	yes
<b>115.315 (c)</b>	<b>Limits to cross-gender viewing and searches</b>	
	Does the facility document and justify all cross-gender strip searches and cross-gender visual body cavity searches?	yes
	Does the facility document all cross-gender pat-down searches?	yes
<b>115.315 (d)</b>	<b>Limits to cross-gender viewing and searches</b>	
	Does the facility implement policies and procedures that enable residents to shower, perform bodily functions, and change clothing without nonmedical staff of the opposite gender viewing their breasts, buttocks, or genitalia, except in exigent circumstances or when such viewing is incidental to routine cell checks?	yes
	Does the facility require staff of the opposite gender to announce their presence when entering a resident housing unit?	yes
	In facilities (such as group homes) that do not contain discrete housing units, does the facility require staff of the opposite gender to announce their presence when entering an area where residents are likely to be showering, performing bodily functions, or changing clothing? (N/A for facilities with discrete housing units)	yes
<b>115.315 (e)</b>	<b>Limits to cross-gender viewing and searches</b>	
	This provision is no longer applicable to your compliance finding, please select N/A.	na
	This provision is no longer applicable to your compliance finding, please select N/A.	na

<b>115.315 (f)</b>	<b>Limits to cross-gender viewing and searches</b>	
	This provision is no longer applicable to your compliance finding, please select N/A.	na
	This provision is no longer applicable to your compliance finding, please select N/A.	na
<b>115.316 (a)</b>	<b>Residents with disabilities and residents who are limited English proficient</b>	
	Does the agency take appropriate steps to ensure that residents with disabilities have an equal opportunity to participate in or benefit from all aspects of the agency's efforts to prevent, detect, and respond to sexual abuse and sexual harassment, including: Residents who are deaf or hard of hearing?	yes
	Does the agency take appropriate steps to ensure that residents with disabilities have an equal opportunity to participate in or benefit from all aspects of the agency's efforts to prevent, detect, and respond to sexual abuse and sexual harassment, including: Residents who are blind or have low vision?	yes
	Does the agency take appropriate steps to ensure that residents with disabilities have an equal opportunity to participate in or benefit from all aspects of the agency's efforts to prevent, detect, and respond to sexual abuse and sexual harassment, including: Residents who have intellectual disabilities?	yes
	Does the agency take appropriate steps to ensure that residents with disabilities have an equal opportunity to participate in or benefit from all aspects of the agency's efforts to prevent, detect, and respond to sexual abuse and sexual harassment, including: Residents who have psychiatric disabilities?	yes
	Does the agency take appropriate steps to ensure that residents with disabilities have an equal opportunity to participate in or benefit from all aspects of the agency's efforts to prevent, detect, and respond to sexual abuse and sexual harassment, including: Residents who have speech disabilities?	yes
	Does the agency take appropriate steps to ensure that residents with disabilities have an equal opportunity to participate in or benefit from all aspects of the agency's efforts to prevent, detect, and respond to sexual abuse and sexual harassment, including: Other? (if "other," please explain in overall determination notes.)	yes
	Do such steps include, when necessary, ensuring effective	yes

	communication with residents who are deaf or hard of hearing?	
	Do such steps include, when necessary, providing access to interpreters who can interpret effectively, accurately, and impartially, both receptively and expressively, using any necessary specialized vocabulary?	yes
	Does the agency ensure that written materials are provided in formats or through methods that ensure effective communication with residents with disabilities including residents who: Have intellectual disabilities?	yes
	Does the agency ensure that written materials are provided in formats or through methods that ensure effective communication with residents with disabilities including residents who: Have limited reading skills?	yes
	Does the agency ensure that written materials are provided in formats or through methods that ensure effective communication with residents with disabilities including residents who: Who are blind or have low vision?	yes
<b>115.316 (b)</b>	<b>Residents with disabilities and residents who are limited English proficient</b>	
	Does the agency take reasonable steps to ensure meaningful access to all aspects of the agency's efforts to prevent, detect, and respond to sexual abuse and sexual harassment to residents who are limited English proficient?	yes
	Do these steps include providing interpreters who can interpret effectively, accurately, and impartially, both receptively and expressively, using any necessary specialized vocabulary?	yes
<b>115.316 (c)</b>	<b>Residents with disabilities and residents who are limited English proficient</b>	
	Does the agency always refrain from relying on resident interpreters, resident readers, or other types of resident assistants except in limited circumstances where an extended delay in obtaining an effective interpreter could compromise the resident's safety, the performance of first-response duties under §115.364, or the investigation of the resident's allegations?	yes
<b>115.317 (a)</b>	<b>Hiring and promotion decisions</b>	
	Does the agency prohibit the hiring or promotion of anyone who may have contact with residents who: Has engaged in sexual	yes

	abuse in a prison, jail, lockup, community confinement facility, juvenile facility, or other institution (as defined in 42 U.S.C. 1997)?	
	Does the agency prohibit the hiring or promotion of anyone who may have contact with residents who: Has been convicted of engaging or attempting to engage in sexual activity in the community facilitated by force, overt or implied threats of force, or coercion, or if the victim did not consent or was unable to consent or refuse?	yes
	Does the agency prohibit the hiring or promotion of anyone who may have contact with residents who: Has been civilly or administratively adjudicated to have engaged in the activity described in the bullet immediately above?	yes
	Does the agency prohibit the enlistment of services of any contractor who may have contact with residents who: Has engaged in sexual abuse in a prison, jail, lockup, community confinement facility, juvenile facility, or other institution (as defined in 42 U.S.C. 1997)?	yes
	Does the agency prohibit the enlistment of services of any contractor who may have contact with residents who: Has been convicted of engaging or attempting to engage in sexual activity in the community facilitated by force, overt or implied threats of force, or coercion, or if the victim did not consent or was unable to consent or refuse?	yes
	Does the agency prohibit the enlistment of services of any contractor who may have contact with residents who: Has been civilly or administratively adjudicated to have engaged in the activity described in the two bullets immediately above?	yes
<b>115.317 (b)</b>	<b>Hiring and promotion decisions</b>	
	Does the agency consider any incidents of sexual harassment in determining whether to hire or promote anyone, or to enlist the services of any contractor, who may have contact with residents?	yes
<b>115.317 (c)</b>	<b>Hiring and promotion decisions</b>	
	Before hiring new employees who may have contact with residents, does the agency: Perform a criminal background records check?	yes
	Before hiring new employees who may have contact with residents, does the agency: Consult any child abuse registry	yes

	maintained by the State or locality in which the employee would work?	
	Before hiring new employees who may have contact with residents, does the agency: Consistent with Federal, State, and local law, make its best efforts to contact all prior institutional employers for information on substantiated allegations of sexual abuse or any resignation during a pending investigation of an allegation of sexual abuse?	yes
<b>115.317 (d)</b>	<b>Hiring and promotion decisions</b>	
	Does the agency perform a criminal background records check before enlisting the services of any contractor who may have contact with residents?	yes
	Does the agency consult applicable child abuse registries before enlisting the services of any contractor who may have contact with residents?	yes
<b>115.317 (e)</b>	<b>Hiring and promotion decisions</b>	
	Does the agency either conduct criminal background records checks at least every five years of current employees and contractors who may have contact with residents or have in place a system for otherwise capturing such information for current employees?	yes
<b>115.317 (f)</b>	<b>Hiring and promotion decisions</b>	
	Does the agency ask all applicants and employees who may have contact with residents directly about previous misconduct described in paragraph (a) of this section in written applications or interviews for hiring or promotions?	yes
	Does the agency ask all applicants and employees who may have contact with residents directly about previous misconduct described in paragraph (a) of this section in any interviews or written self-evaluations conducted as part of reviews of current employees?	yes
	Does the agency impose upon employees a continuing affirmative duty to disclose any such misconduct?	yes
<b>115.317 (g)</b>	<b>Hiring and promotion decisions</b>	

	Does the agency consider material omissions regarding such misconduct, or the provision of materially false information, grounds for termination?	yes
<b>115.317 (h)</b>	<b>Hiring and promotion decisions</b>	
	Unless prohibited by law, does the agency provide information on substantiated allegations of sexual abuse or sexual harassment involving a former employee upon receiving a request from an institutional employer for whom such employee has applied to work? (N/A if providing information on substantiated allegations of sexual abuse or sexual harassment involving a former employee is prohibited by law.)	yes
<b>115.318 (a)</b>	<b>Upgrades to facilities and technologies</b>	
	If the agency designed or acquired any new facility or planned any substantial expansion or modification of existing facilities, did the agency consider the effect of the design, acquisition, expansion, or modification upon the agency's ability to protect residents from sexual abuse? (N/A if agency/facility has not acquired a new facility or made a substantial expansion to existing facilities since August 20, 2012, or since the last PREA audit, whichever is later.)	na
<b>115.318 (b)</b>	<b>Upgrades to facilities and technologies</b>	
	If the agency installed or updated a video monitoring system, electronic surveillance system, or other monitoring technology, did the agency consider how such technology may enhance the agency's ability to protect residents from sexual abuse? (N/A if agency/facility has not installed or updated a video monitoring system, electronic surveillance system, or other monitoring technology since August 20, 2012, or since the last PREA audit, whichever is later.)	yes
<b>115.321 (a)</b>	<b>Evidence protocol and forensic medical examinations</b>	
	If the agency is responsible for investigating allegations of sexual abuse, does the agency follow a uniform evidence protocol that maximizes the potential for obtaining usable physical evidence for administrative proceedings and criminal prosecutions? (N/A if the agency/facility is not responsible for conducting any form of criminal OR administrative sexual abuse investigations.)	na
<b>115.321</b>	<b>Evidence protocol and forensic medical examinations</b>	



<b>(b)</b>		
	Is this protocol developmentally appropriate for youth? (N/A if the agency/facility is not responsible for conducting any form of criminal OR administrative sexual abuse investigations.)	na
	Is this protocol, as appropriate, adapted from or otherwise based on the most recent edition of the U.S. Department of Justice's Office on Violence Against Women publication, "A National Protocol for Sexual Assault Medical Forensic Examinations, Adults/Adolescents," or similarly comprehensive and authoritative protocols developed after 2011? (N/A if the agency/facility is not responsible for conducting any form of criminal OR administrative sexual abuse investigations. )	na
<b>115.321 (c)</b>	<b>Evidence protocol and forensic medical examinations</b>	
	Does the agency offer all residents who experience sexual abuse access to forensic medical examinations, whether on-site or at an outside facility, without financial cost, where evidentiarily or medically appropriate?	yes
	Are such examinations performed by Sexual Assault Forensic Examiners (SAFEs) or Sexual Assault Nurse Examiners (SANEs) where possible?	yes
	If SAFEs or SANEs cannot be made available, is the examination performed by other qualified medical practitioners (they must have been specifically trained to conduct sexual assault forensic exams)?	yes
	Has the agency documented its efforts to provide SAFEs or SANEs?	yes
<b>115.321 (d)</b>	<b>Evidence protocol and forensic medical examinations</b>	
	Does the agency attempt to make available to the victim a victim advocate from a rape crisis center?	yes
	If a rape crisis center is not available to provide victim advocate services, does the agency make available to provide these services a qualified staff member from a community-based organization, or a qualified agency staff member?	yes
	Has the agency documented its efforts to secure services from rape crisis centers?	yes
<b>115.321</b>	<b>Evidence protocol and forensic medical examinations</b>	

<b>(e)</b>		
	As requested by the victim, does the victim advocate, qualified agency staff member, or qualified community-based organization staff member accompany and support the victim through the forensic medical examination process and investigatory interviews?	yes
	As requested by the victim, does this person provide emotional support, crisis intervention, information, and referrals?	yes
<b>115.321 (f)</b>	<b>Evidence protocol and forensic medical examinations</b>	
	If the agency itself is not responsible for investigating allegations of sexual abuse, has the agency requested that the investigating entity follow the requirements of paragraphs (a) through (e) of this section? (N/A if the agency is responsible for investigating allegations of sexual abuse.)	yes
<b>115.321 (h)</b>	<b>Evidence protocol and forensic medical examinations</b>	
	If the agency uses a qualified agency staff member or a qualified community-based staff member for the purposes of this section, has the individual been screened for appropriateness to serve in this role and received education concerning sexual assault and forensic examination issues in general? (Check N/A if agency attempts to make a victim advocate from a rape crisis center available to victims per 115.321(d) above.)	na
<b>115.322 (a)</b>	<b>Policies to ensure referrals of allegations for investigations</b>	
	Does the agency ensure an administrative or criminal investigation is completed for all allegations of sexual abuse?	yes
	Does the agency ensure an administrative or criminal investigation is completed for all allegations of sexual harassment?	yes
<b>115.322 (b)</b>	<b>Policies to ensure referrals of allegations for investigations</b>	
	Does the agency have a policy in place to ensure that allegations of sexual abuse or sexual harassment are referred for investigation to an agency with the legal authority to conduct criminal investigations, unless the allegation does not involve potentially criminal behavior?	yes

	Has the agency published such policy on its website or, if it does not have one, made the policy available through other means?	yes
	Does the agency document all such referrals?	yes
<b>115.322 (c)</b>	<b>Policies to ensure referrals of allegations for investigations</b>	
	If a separate entity is responsible for conducting criminal investigations, does such publication describe the responsibilities of both the agency and the investigating entity? (N/A if the agency/facility is responsible for criminal investigations. See 115.321(a))	yes
<b>115.331 (a)</b>	<b>Employee training</b>	
	Does the agency train all employees who may have contact with residents on: Its zero-tolerance policy for sexual abuse and sexual harassment?	yes
	Does the agency train all employees who may have contact with residents on: How to fulfill their responsibilities under agency sexual abuse and sexual harassment prevention, detection, reporting, and response policies and procedures?	yes
	Does the agency train all employees who may have contact with residents on: Residents' right to be free from sexual abuse and sexual harassment	yes
	Does the agency train all employees who may have contact with residents on: The right of residents and employees to be free from retaliation for reporting sexual abuse and sexual harassment?	yes
	Does the agency train all employees who may have contact with residents on: The dynamics of sexual abuse and sexual harassment in juvenile facilities?	yes
	Does the agency train all employees who may have contact with residents on: The common reactions of juvenile victims of sexual abuse and sexual harassment?	yes
	Does the agency train all employees who may have contact with residents on: How to detect and respond to signs of threatened and actual sexual abuse and how to distinguish between consensual sexual contact and sexual abuse between residents?	yes
	Does the agency train all employees who may have contact with residents on: How to avoid inappropriate relationships with residents?	yes

	The subsection of this provision is no longer applicable to your compliance finding, please select N/A.	na
	Does the agency train all employees who may have contact with residents on: How to comply with relevant laws related to mandatory reporting of sexual abuse to outside authorities?	yes
	Does the agency train all employees who may have contact with residents on: Relevant laws regarding the applicable age of consent?	yes
<b>115.331 (b)</b>	<b>Employee training</b>	
	Is such training tailored to the unique needs and attributes of residents of juvenile facilities?	yes
	Is such training tailored to the gender of the residents at the employee's facility?	yes
	Have employees received additional training if reassigned from a facility that houses only male residents to a facility that houses only female residents, or vice versa?	yes
<b>115.331 (c)</b>	<b>Employee training</b>	
	Have all current employees who may have contact with residents received such training?	yes
	Does the agency provide each employee with refresher training every two years to ensure that all employees know the agency's current sexual abuse and sexual harassment policies and procedures?	yes
	In years in which an employee does not receive refresher training, does the agency provide refresher information on current sexual abuse and sexual harassment policies?	yes
<b>115.331 (d)</b>	<b>Employee training</b>	
	Does the agency document, through employee signature or electronic verification, that employees understand the training they have received?	yes
<b>115.332 (a)</b>	<b>Volunteer and contractor training</b>	
	Has the agency ensured that all volunteers and contractors who	yes

	have contact with residents have been trained on their responsibilities under the agency's sexual abuse and sexual harassment prevention, detection, and response policies and procedures?	
<b>115.332 (b)</b>	<b>Volunteer and contractor training</b>	
	Have all volunteers and contractors who have contact with residents been notified of the agency's zero-tolerance policy regarding sexual abuse and sexual harassment and informed how to report such incidents (the level and type of training provided to volunteers and contractors shall be based on the services they provide and level of contact they have with residents)?	yes
<b>115.332 (c)</b>	<b>Volunteer and contractor training</b>	
	Does the agency maintain documentation confirming that volunteers and contractors understand the training they have received?	yes
<b>115.333 (a)</b>	<b>Resident education</b>	
	During intake, do residents receive information explaining the agency's zero-tolerance policy regarding sexual abuse and sexual harassment?	yes
	During intake, do residents receive information explaining how to report incidents or suspicions of sexual abuse or sexual harassment?	yes
	Is this information presented in an age-appropriate fashion?	yes
<b>115.333 (b)</b>	<b>Resident education</b>	
	Within 10 days of intake, does the agency provide age-appropriate comprehensive education to residents either in person or through video regarding: Their rights to be free from sexual abuse and sexual harassment?	yes
	Within 10 days of intake, does the agency provide age-appropriate comprehensive education to residents either in person or through video regarding: Their rights to be free from retaliation for reporting such incidents?	yes
	Within 10 days of intake, does the agency provide age-appropriate comprehensive education to residents either in person or through	yes

	video regarding: Agency policies and procedures for responding to such incidents?	
<b>115.333 (c)</b>	<b>Resident education</b>	
	Have all residents received such education?	yes
	Do residents receive education upon transfer to a different facility to the extent that the policies and procedures of the resident's new facility differ from those of the previous facility?	yes
<b>115.333 (d)</b>	<b>Resident education</b>	
	Does the agency provide resident education in formats accessible to all residents including those who: Are limited English proficient?	yes
	Does the agency provide resident education in formats accessible to all residents including those who: Are deaf?	no
	Does the agency provide resident education in formats accessible to all residents including those who: Are visually impaired?	no
	Does the agency provide resident education in formats accessible to all residents including those who: Are otherwise disabled?	yes
	Does the agency provide resident education in formats accessible to all residents including those who: Have limited reading skills?	yes
<b>115.333 (e)</b>	<b>Resident education</b>	
	Does the agency maintain documentation of resident participation in these education sessions?	yes
<b>115.333 (f)</b>	<b>Resident education</b>	
	In addition to providing such education, does the agency ensure that key information is continuously and readily available or visible to residents through posters, resident handbooks, or other written formats?	yes
<b>115.334 (a)</b>	<b>Specialized training: Investigations</b>	
	In addition to the general training provided to all employees pursuant to §115.331, does the agency ensure that, to the extent the agency itself conducts sexual abuse investigations, its	na

	investigators have received training in conducting such investigations in confinement settings? (N/A if the agency does not conduct any form of administrative or criminal sexual abuse investigations. See 115.321(a).)	
<b>115.334 (b)</b>	<b>Specialized training: Investigations</b>	
	Does this specialized training include: Techniques for interviewing juvenile sexual abuse victims? (N/A if the agency does not conduct any form of administrative or criminal sexual abuse investigations. See 115.321(a).)	na
	Does this specialized training include: Proper use of Miranda and Garrity warnings? (N/A if the agency does not conduct any form of administrative or criminal sexual abuse investigations. See 115.321(a).)	na
	Does this specialized training include: Sexual abuse evidence collection in confinement settings? (N/A if the agency does not conduct any form of administrative or criminal sexual abuse investigations. See 115.321(a).)	na
	Does this specialized training include: The criteria and evidence required to substantiate a case for administrative action or prosecution referral? (N/A if the agency does not conduct any form of administrative or criminal sexual abuse investigations. See 115.321(a).)	na
<b>115.334 (c)</b>	<b>Specialized training: Investigations</b>	
	Does the agency maintain documentation that agency investigators have completed the required specialized training in conducting sexual abuse investigations? (N/A if the agency does not conduct any form of administrative or criminal sexual abuse investigations. See 115.321(a).)	na
<b>115.335 (a)</b>	<b>Specialized training: Medical and mental health care</b>	
	Does the agency ensure that all full- and part-time medical and mental health care practitioners who work regularly in its facilities have been trained in: How to detect and assess signs of sexual abuse and sexual harassment? (N/A if the agency does not have any full- or part-time medical or mental health care practitioners who work regularly in its facilities.)	yes
	Does the agency ensure that all full- and part-time medical and	yes

	mental health care practitioners who work regularly in its facilities have been trained in: How to preserve physical evidence of sexual abuse? (N/A if the agency does not have any full- or part-time medical or mental health care practitioners who work regularly in its facilities.)	
	Does the agency ensure that all full- and part-time medical and mental health care practitioners who work regularly in its facilities have been trained in: How to respond effectively and professionally to juvenile victims of sexual abuse and sexual harassment? (N/A if the agency does not have any full- or part-time medical or mental health care practitioners who work regularly in its facilities.)	yes
	Does the agency ensure that all full- and part-time medical and mental health care practitioners who work regularly in its facilities have been trained in: How and to whom to report allegations or suspicions of sexual abuse and sexual harassment? (N/A if the agency does not have any full- or part-time medical or mental health care practitioners who work regularly in its facilities.)	yes
<b>115.335 (b)</b>	<b>Specialized training: Medical and mental health care</b>	
	If medical staff employed by the agency conduct forensic examinations, do such medical staff receive appropriate training to conduct such examinations? (N/A if agency medical staff at the facility do not conduct forensic exams or the agency does not employ medical staff.)	na
<b>115.335 (c)</b>	<b>Specialized training: Medical and mental health care</b>	
	Does the agency maintain documentation that medical and mental health practitioners have received the training referenced in this standard either from the agency or elsewhere? (N/A if the agency does not have any full- or part-time medical or mental health care practitioners who work regularly in its facilities.)	yes
<b>115.335 (d)</b>	<b>Specialized training: Medical and mental health care</b>	
	Do medical and mental health care practitioners employed by the agency also receive training mandated for employees by §115.331? (N/A if the agency does not have any full- or part-time medical or mental health care practitioners who work regularly in its facilities.)	yes
	Do medical and mental health care practitioners contracted by	yes



	and volunteering for the agency also receive training mandated for contractors and volunteers by §115.332? (N/A if the agency does not have any full- or part-time medical or mental health care practitioners contracted by or volunteering for the agency.)	
<b>115.341 (a)</b>	<b>Obtaining information from residents</b>	
	Within 72 hours of the resident's arrival at the facility, does the agency obtain and use information about each resident's personal history and behavior to reduce risk of sexual abuse by or upon a resident?	yes
	Does the agency also obtain this information periodically throughout a resident's confinement?	yes
<b>115.341 (b)</b>	<b>Obtaining information from residents</b>	
	Are all PREA screening assessments conducted using an objective screening instrument?	yes
<b>115.341 (c)</b>	<b>Obtaining information from residents</b>	
	During these PREA screening assessments, at a minimum, does the agency attempt to ascertain information about: Prior sexual victimization or abusiveness?	yes
	The subsection of this provision is no longer applicable to your compliance finding, please select N/A.	yes
	During these PREA screening assessments, at a minimum, does the agency attempt to ascertain information about: Current charges and offense history?	yes
	During these PREA screening assessments, at a minimum, does the agency attempt to ascertain information about: Age?	yes
	During these PREA screening assessments, at a minimum, does the agency attempt to ascertain information about: Level of emotional and cognitive development?	yes
	During these PREA screening assessments, at a minimum, does the agency attempt to ascertain information about: Physical size and stature?	yes
	During these PREA screening assessments, at a minimum, does the agency attempt to ascertain information about: Mental illness or mental disabilities?	yes

	During these PREA screening assessments, at a minimum, does the agency attempt to ascertain information about: Intellectual or developmental disabilities?	yes
	During these PREA screening assessments, at a minimum, does the agency attempt to ascertain information about: Physical disabilities?	yes
	During these PREA screening assessments, at a minimum, does the agency attempt to ascertain information about: The resident's own perception of vulnerability?	yes
	During these PREA screening assessments, at a minimum, does the agency attempt to ascertain information about: Any other specific information about individual residents that may indicate heightened needs for supervision, additional safety precautions, or separation from certain other residents?	yes
<b>115.341 (d)</b>	<b>Obtaining information from residents</b>	
	Is this information ascertained: Through conversations with the resident during the intake process and medical mental health screenings?	yes
	Is this information ascertained: During classification assessments?	yes
	Is this information ascertained: By reviewing court records, case files, facility behavioral records, and other relevant documentation from the resident's files?	yes
<b>115.341 (e)</b>	<b>Obtaining information from residents</b>	
	Has the agency implemented appropriate controls on the dissemination within the facility of responses to questions asked pursuant to this standard in order to ensure that sensitive information is not exploited to the resident's detriment by staff or other residents?	yes
<b>115.342 (a)</b>	<b>Placement of residents</b>	
	Does the agency use all of the information obtained pursuant to § 115.341 and subsequently, with the goal of keeping all residents safe and free from sexual abuse, to make: Housing Assignments?	yes
	Does the agency use all of the information obtained pursuant to § 115.341 and subsequently, with the goal of keeping all residents safe and free from sexual abuse, to make: Bed assignments?	yes

	Does the agency use all of the information obtained pursuant to § 115.341 and subsequently, with the goal of keeping all residents safe and free from sexual abuse, to make: Work Assignments?	yes
	Does the agency use all of the information obtained pursuant to § 115.341 and subsequently, with the goal of keeping all residents safe and free from sexual abuse, to make: Education Assignments?	yes
	Does the agency use all of the information obtained pursuant to § 115.341 and subsequently, with the goal of keeping all residents safe and free from sexual abuse, to make: Program Assignments?	yes
<b>115.342 (b)</b>	<b>Placement of residents</b>	
	Are residents isolated from others only as a last resort when less restrictive measures are inadequate to keep them and other residents safe, and then only until an alternative means of keeping all residents safe can be arranged?	yes
	During any period of isolation, does the agency always refrain from denying residents daily large-muscle exercise?	yes
	During any period of isolation, does the agency always refrain from denying residents any legally required educational programming or special education services?	yes
	Do residents in isolation receive daily visits from a medical or mental health care clinician?	yes
	Do residents also have access to other programs and work opportunities to the extent possible?	yes
<b>115.342 (c)</b>	<b>Placement of residents</b>	
	This provision is no longer applicable to your compliance finding, please select N/A.	yes
	This provision is no longer applicable to your compliance finding, please select N/A.	yes
	This provision is no longer applicable to your compliance finding, please select N/A.	yes
	This provision is no longer applicable to your compliance finding, please select N/A.	yes

<b>115.342 (d)</b>	<b>Placement of residents</b>	
	This provision is no longer applicable to your compliance finding, please select N/A.	yes
	This provision is no longer applicable to your compliance finding, please select N/A.	yes
<b>115.342 (e)</b>	<b>Placement of residents</b>	
	This provision is no longer applicable to your compliance finding, please select N/A.	yes
<b>115.342 (f)</b>	<b>Placement of residents</b>	
	This provision is no longer applicable to your compliance finding, please select N/A.	yes
<b>115.342 (g)</b>	<b>Placement of residents</b>	
	This provision is no longer applicable to your compliance finding, please select N/A.	yes
<b>115.342 (h)</b>	<b>Placement of residents</b>	
	If a resident is isolated pursuant to paragraph (b) of this section, does the facility clearly document: The basis for the facility's concern for the resident's safety? (N/A for h and i if facility doesn't use isolation?)	na
	If a resident is isolated pursuant to paragraph (b) of this section, does the facility clearly document: The reason why no alternative means of separation can be arranged? (N/A for h and i if facility doesn't use isolation?)	na
<b>115.342 (i)</b>	<b>Placement of residents</b>	
	In the case of each resident who is isolated as a last resort when less restrictive measures are inadequate to keep them and other residents safe, does the facility afford a review to determine whether there is a continuing need for separation from the general population EVERY 30 DAYS?	yes
<b>115.351</b>	<b>Resident reporting</b>	

<b>(a)</b>		
	Does the agency provide multiple internal ways for residents to privately report: Sexual abuse and sexual harassment?	yes
	Does the agency provide multiple internal ways for residents to privately report: 2. Retaliation by other residents or staff for reporting sexual abuse and sexual harassment?	yes
	Does the agency provide multiple internal ways for residents to privately report: Staff neglect or violation of responsibilities that may have contributed to such incidents?	yes
<b>115.351 (b)</b>	<b>Resident reporting</b>	
	Does the agency also provide at least one way for residents to report sexual abuse or sexual harassment to a public or private entity or office that is not part of the agency?	yes
	Is that private entity or office able to receive and immediately forward resident reports of sexual abuse and sexual harassment to agency officials?	yes
	Does that private entity or office allow the resident to remain anonymous upon request?	yes
	Are residents detained solely for civil immigration purposes provided information on how to contact relevant consular officials and relevant officials at the Department of Homeland Security to report sexual abuse or harassment?	yes
<b>115.351 (c)</b>	<b>Resident reporting</b>	
	Do staff members accept reports of sexual abuse and sexual harassment made verbally, in writing, anonymously, and from third parties?	yes
	Do staff members promptly document any verbal reports of sexual abuse and sexual harassment?	yes
<b>115.351 (d)</b>	<b>Resident reporting</b>	
	Does the facility provide residents with access to tools necessary to make a written report?	yes
<b>115.351 (e)</b>	<b>Resident reporting</b>	

	Does the agency provide a method for staff to privately report sexual abuse and sexual harassment of residents?	yes
<b>115.352 (a)</b>	<b>Exhaustion of administrative remedies</b>	
	Is the agency exempt from this standard? NOTE: The agency is exempt ONLY if it does not have administrative procedures to address resident grievances regarding sexual abuse. This does not mean the agency is exempt simply because a resident does not have to or is not ordinarily expected to submit a grievance to report sexual abuse. This means that as a matter of explicit policy, the agency does not have an administrative remedies process to address sexual abuse.	yes
<b>115.352 (b)</b>	<b>Exhaustion of administrative remedies</b>	
	Does the agency permit residents to submit a grievance regarding an allegation of sexual abuse without any type of time limits? (The agency may apply otherwise-applicable time limits to any portion of a grievance that does not allege an incident of sexual abuse.) (N/A if agency is exempt from this standard.)	na
	Does the agency always refrain from requiring an resident to use any informal grievance process, or to otherwise attempt to resolve with staff, an alleged incident of sexual abuse? (N/A if agency is exempt from this standard.)	na
<b>115.352 (c)</b>	<b>Exhaustion of administrative remedies</b>	
	Does the agency ensure that: A resident who alleges sexual abuse may submit a grievance without submitting it to a staff member who is the subject of the complaint? (N/A if agency is exempt from this standard.)	na
	Does the agency ensure that: Such grievance is not referred to a staff member who is the subject of the complaint? (N/A if agency is exempt from this standard.)	na
<b>115.352 (d)</b>	<b>Exhaustion of administrative remedies</b>	
	Does the agency issue a final agency decision on the merits of any portion of a grievance alleging sexual abuse within 90 days of the initial filing of the grievance? (Computation of the 90-day time period does not include time consumed by residents in preparing any administrative appeal.) (N/A if agency is exempt from this	na

	standard.)	
	If the agency determines that the 90 day timeframe is insufficient to make an appropriate decision and claims an extension of time (the maximum allowable extension of time to respond is 70 days per 115.352(d)(3)) , does the agency notify the resident in writing of any such extension and provide a date by which a decision will be made? (N/A if agency is exempt from this standard.)	na
	At any level of the administrative process, including the final level, if the resident does not receive a response within the time allotted for reply, including any properly noticed extension, may a resident consider the absence of a response to be a denial at that level? (N/A if agency is exempt from this standard.)	na
<b>115.352 (e)</b>	<b>Exhaustion of administrative remedies</b>	
	Are third parties, including fellow residents, staff members, family members, attorneys, and outside advocates, permitted to assist residents in filing requests for administrative remedies relating to allegations of sexual abuse? (N/A if agency is exempt from this standard.)	na
	Are those third parties also permitted to file such requests on behalf of residents? (If a third party, other than a parent or legal guardian, files such a request on behalf of a resident, the facility may require as a condition of processing the request that the alleged victim agree to have the request filed on his or her behalf, and may also require the alleged victim to personally pursue any subsequent steps in the administrative remedy process.) (N/A if agency is exempt from this standard.)	na
	If the resident declines to have the request processed on his or her behalf, does the agency document the resident's decision? (N/A if agency is exempt from this standard.)	na
	Is a parent or legal guardian of a juvenile allowed to file a grievance regarding allegations of sexual abuse, including appeals, on behalf of such juvenile? (N/A if agency is exempt from this standard.)	na
	If a parent or legal guardian of a juvenile files a grievance (or an appeal) on behalf of a juvenile regarding allegations of sexual abuse, is it the case that those grievances are not conditioned upon the juvenile agreeing to have the request filed on his or her behalf? (N/A if agency is exempt from this standard.)	na
<b>115.352</b>	<b>Exhaustion of administrative remedies</b>	

<b>(f)</b>		
	Has the agency established procedures for the filing of an emergency grievance alleging that a resident is subject to a substantial risk of imminent sexual abuse? (N/A if agency is exempt from this standard.)	na
	After receiving an emergency grievance alleging a resident is subject to a substantial risk of imminent sexual abuse, does the agency immediately forward the grievance (or any portion thereof that alleges the substantial risk of imminent sexual abuse) to a level of review at which immediate corrective action may be taken? (N/A if agency is exempt from this standard.)	na
	After receiving an emergency grievance described above, does the agency provide an initial response within 48 hours? (N/A if agency is exempt from this standard.)	na
	After receiving an emergency grievance described above, does the agency issue a final agency decision within 5 calendar days? (N/A if agency is exempt from this standard.)	na
	Does the initial response and final agency decision document the agency's determination whether the resident is in substantial risk of imminent sexual abuse? (N/A if agency is exempt from this standard.)	na
	Does the initial response document the agency's action(s) taken in response to the emergency grievance? (N/A if agency is exempt from this standard.)	na
	Does the agency's final decision document the agency's action(s) taken in response to the emergency grievance? (N/A if agency is exempt from this standard.)	na
<b>115.352 (g)</b>	<b>Exhaustion of administrative remedies</b>	
	If the agency disciplines a resident for filing a grievance related to alleged sexual abuse, does it do so ONLY where the agency demonstrates that the resident filed the grievance in bad faith? (N/A if agency is exempt from this standard.)	na
<b>115.353 (a)</b>	<b>Resident access to outside confidential support services and legal representation</b>	
	Does the facility provide residents with access to outside victim advocates for emotional support services related to sexual abuse by providing, posting, or otherwise making accessible mailing addresses and telephone numbers, including toll-free hotline	yes



	numbers where available, of local, State, or national victim advocacy or rape crisis organizations?	
	Does the facility provide persons detained solely for civil immigration purposes mailing addresses and telephone numbers, including toll-free hotline numbers where available of local, State, or national immigrant services agencies?	yes
	Does the facility enable reasonable communication between residents and these organizations and agencies, in as confidential a manner as possible?	yes
<b>115.353 (b)</b>	<b>Resident access to outside confidential support services and legal representation</b>	
	Does the facility inform residents, prior to giving them access, of the extent to which such communications will be monitored and the extent to which reports of abuse will be forwarded to authorities in accordance with mandatory reporting laws?	yes
<b>115.353 (c)</b>	<b>Resident access to outside confidential support services and legal representation</b>	
	Does the agency maintain or attempt to enter into memoranda of understanding or other agreements with community service providers that are able to provide residents with confidential emotional support services related to sexual abuse?	yes
	Does the agency maintain copies of agreements or documentation showing attempts to enter into such agreements?	yes
<b>115.353 (d)</b>	<b>Resident access to outside confidential support services and legal representation</b>	
	Does the facility provide residents with reasonable and confidential access to their attorneys or other legal representation?	yes
	Does the facility provide residents with reasonable access to parents or legal guardians?	yes
<b>115.354 (a)</b>	<b>Third-party reporting</b>	
	Has the agency established a method to receive third-party reports of sexual abuse and sexual harassment?	yes
	Has the agency distributed publicly information on how to report sexual abuse and sexual harassment on behalf of a resident?	yes

<b>115.361 (a)</b>	<b>Staff and agency reporting duties</b>	
	Does the agency require all staff to report immediately and according to agency policy any knowledge, suspicion, or information they receive regarding an incident of sexual abuse or sexual harassment that occurred in a facility, whether or not it is part of the agency?	yes
	Does the agency require all staff to report immediately and according to agency policy any knowledge, suspicion, or information they receive regarding retaliation against residents or staff who reported an incident of sexual abuse or sexual harassment?	yes
	Does the agency require all staff to report immediately and according to agency policy any knowledge, suspicion, or information they receive regarding any staff neglect or violation of responsibilities that may have contributed to an incident of sexual abuse or sexual harassment or retaliation?	yes
<b>115.361 (b)</b>	<b>Staff and agency reporting duties</b>	
	Does the agency require all staff to comply with any applicable mandatory child abuse reporting laws?	yes
<b>115.361 (c)</b>	<b>Staff and agency reporting duties</b>	
	Apart from reporting to designated supervisors or officials and designated State or local services agencies, are staff prohibited from revealing any information related to a sexual abuse report to anyone other than to the extent necessary, as specified in agency policy, to make treatment, investigation, and other security and management decisions?	yes
<b>115.361 (d)</b>	<b>Staff and agency reporting duties</b>	
	Are medical and mental health practitioners required to report sexual abuse to designated supervisors and officials pursuant to paragraph (a) of this section as well as to the designated State or local services agency where required by mandatory reporting laws?	yes
	Are medical and mental health practitioners required to inform residents of their duty to report, and the limitations of confidentiality, at the initiation of services?	yes

<b>115.361 (e)</b>	<b>Staff and agency reporting duties</b>	
	Upon receiving any allegation of sexual abuse, does the facility head or his or her designee promptly report the allegation to the appropriate office?	yes
	Upon receiving any allegation of sexual abuse, does the facility head or his or her designee promptly report the allegation to the alleged victim's parents or legal guardians unless the facility has official documentation showing the parents or legal guardians should not be notified?	yes
	If the alleged victim is under the guardianship of the child welfare system, does the facility head or his or her designee promptly report the allegation to the alleged victim's caseworker instead of the parents or legal guardians? (N/A if the alleged victim is not under the guardianship of the child welfare system.)	na
	If a juvenile court retains jurisdiction over the alleged victim, does the facility head or designee also report the allegation to the juvenile's attorney or other legal representative of record within 14 days of receiving the allegation?	yes
<b>115.361 (f)</b>	<b>Staff and agency reporting duties</b>	
	Does the facility report all allegations of sexual abuse and sexual harassment, including third-party and anonymous reports, to the facility's designated investigators?	yes
<b>115.362 (a)</b>	<b>Agency protection duties</b>	
	When the agency learns that a resident is subject to a substantial risk of imminent sexual abuse, does it take immediate action to protect the resident?	yes
<b>115.363 (a)</b>	<b>Reporting to other confinement facilities</b>	
	Upon receiving an allegation that a resident was sexually abused while confined at another facility, does the head of the facility that received the allegation notify the head of the facility or appropriate office of the agency where the alleged abuse occurred?	yes
	Does the head of the facility that received the allegation also notify the appropriate investigative agency?	yes

<b>115.363 (b)</b>	<b>Reporting to other confinement facilities</b>	
	Is such notification provided as soon as possible, but no later than 72 hours after receiving the allegation?	yes
<b>115.363 (c)</b>	<b>Reporting to other confinement facilities</b>	
	Does the agency document that it has provided such notification?	yes
<b>115.363 (d)</b>	<b>Reporting to other confinement facilities</b>	
	Does the facility head or agency office that receives such notification ensure that the allegation is investigated in accordance with these standards?	yes
<b>115.364 (a)</b>	<b>Staff first responder duties</b>	
	Upon learning of an allegation that a resident was sexually abused, is the first security staff member to respond to the report required to: Separate the alleged victim and abuser?	yes
	Upon learning of an allegation that a resident was sexually abused, is the first security staff member to respond to the report required to: Preserve and protect any crime scene until appropriate steps can be taken to collect any evidence?	yes
	Upon learning of an allegation that a resident was sexually abused, is the first security staff member to respond to the report required to: Request that the alleged victim not take any actions that could destroy physical evidence, including, as appropriate, washing, brushing teeth, changing clothes, urinating, defecating, smoking, drinking, or eating, if the abuse occurred within a time period that still allows for the collection of physical evidence?	yes
	Upon learning of an allegation that a resident was sexually abused, is the first security staff member to respond to the report required to: Ensure that the alleged abuser does not take any actions that could destroy physical evidence, including, as appropriate, washing, brushing teeth, changing clothes, urinating, defecating, smoking, drinking, or eating, if the abuse occurred within a time period that still allows for the collection of physical evidence?	yes
<b>115.364 (b)</b>	<b>Staff first responder duties</b>	

	If the first staff responder is not a security staff member, is the responder required to request that the alleged victim not take any actions that could destroy physical evidence, and then notify security staff?	yes
<b>115.365 (a)</b>	<b>Coordinated response</b>	
	Has the facility developed a written institutional plan to coordinate actions among staff first responders, medical and mental health practitioners, investigators, and facility leadership taken in response to an incident of sexual abuse?	yes
<b>115.366 (a)</b>	<b>Preservation of ability to protect residents from contact with abusers</b>	
	Are both the agency and any other governmental entities responsible for collective bargaining on the agency's behalf prohibited from entering into or renewing any collective bargaining agreement or other agreement that limits the agency's ability to remove alleged staff sexual abusers from contact with any residents pending the outcome of an investigation or of a determination of whether and to what extent discipline is warranted?	no
<b>115.367 (a)</b>	<b>Agency protection against retaliation</b>	
	Has the agency established a policy to protect all residents and staff who report sexual abuse or sexual harassment or cooperate with sexual abuse or sexual harassment investigations from retaliation by other residents or staff?	yes
	Has the agency designated which staff members or departments are charged with monitoring retaliation?	yes
<b>115.367 (b)</b>	<b>Agency protection against retaliation</b>	
	Does the agency employ multiple protection measures for residents or staff who fear retaliation for reporting sexual abuse or sexual harassment or for cooperating with investigations, such as housing changes or transfers for resident victims or abusers, removal of alleged staff or resident abusers from contact with victims, and emotional support services?	yes
<b>115.367 (c)</b>	<b>Agency protection against retaliation</b>	

	Except in instances where the agency determines that a report of sexual abuse is unfounded, for at least 90 days following a report of sexual abuse, does the agency: Monitor the conduct and treatment of residents or staff who reported the sexual abuse to see if there are changes that may suggest possible retaliation by residents or staff?	yes
	Except in instances where the agency determines that a report of sexual abuse is unfounded, for at least 90 days following a report of sexual abuse, does the agency: Monitor the conduct and treatment of residents who were reported to have suffered sexual abuse to see if there are changes that may suggest possible retaliation by residents or staff?	yes
	Except in instances where the agency determines that a report of sexual abuse is unfounded, for at least 90 days following a report of sexual abuse, does the agency: Act promptly to remedy any such retaliation?	yes
	Except in instances where the agency determines that a report of sexual abuse is unfounded, for at least 90 days following a report of sexual abuse, does the agency: Monitor: Any resident disciplinary reports?	yes
	Except in instances where the agency determines that a report of sexual abuse is unfounded, for at least 90 days following a report of sexual abuse, does the agency: Monitor: Resident housing changes?	yes
	Except in instances where the agency determines that a report of sexual abuse is unfounded, for at least 90 days following a report of sexual abuse, does the agency: Monitor: Resident program changes?	yes
	Except in instances where the agency determines that a report of sexual abuse is unfounded, for at least 90 days following a report of sexual abuse, does the agency: Monitor: Negative performance reviews of staff?	yes
	Except in instances where the agency determines that a report of sexual abuse is unfounded, for at least 90 days following a report of sexual abuse, does the agency: Monitor: Reassignments of staff?	yes
	Does the agency continue such monitoring beyond 90 days if the initial monitoring indicates a continuing need?	yes
<b>115.367 (d)</b>	<b>Agency protection against retaliation</b>	

	In the case of residents, does such monitoring also include periodic status checks?	yes
<b>115.367 (e)</b>	<b>Agency protection against retaliation</b>	
	If any other individual who cooperates with an investigation expresses a fear of retaliation, does the agency take appropriate measures to protect that individual against retaliation?	yes
<b>115.368 (a)</b>	<b>Post-allegation protective custody</b>	
	Is any and all use of segregated housing to protect a resident who is alleged to have suffered sexual abuse subject to the requirements of § 115.342?	yes
<b>115.371 (a)</b>	<b>Criminal and administrative agency investigations</b>	
	When the agency conducts its own investigations into allegations of sexual abuse and sexual harassment, does it do so promptly, thoroughly, and objectively? (N/A if the agency does not conduct any form of administrative or criminal investigations of sexual abuse or harassment. See 115.321(a).)	na
	Does the agency conduct such investigations for all allegations, including third party and anonymous reports? (N/A if the agency does not conduct any form of administrative or criminal investigations of sexual abuse or harassment. See 115.321(a).)	na
<b>115.371 (b)</b>	<b>Criminal and administrative agency investigations</b>	
	Where sexual abuse is alleged, does the agency use investigators who have received specialized training in sexual abuse investigations involving juvenile victims as required by 115.334?	yes
<b>115.371 (c)</b>	<b>Criminal and administrative agency investigations</b>	
	Do investigators gather and preserve direct and circumstantial evidence, including any available physical and DNA evidence and any available electronic monitoring data?	yes
	Do investigators interview alleged victims, suspected perpetrators, and witnesses?	yes
	Do investigators review prior reports and complaints of sexual abuse involving the suspected perpetrator?	yes

<b>115.371 (d)</b>	<b>Criminal and administrative agency investigations</b>	
	Does the agency always refrain from terminating an investigation solely because the source of the allegation recants the allegation?	yes
<b>115.371 (e)</b>	<b>Criminal and administrative agency investigations</b>	
	When the quality of evidence appears to support criminal prosecution, does the agency conduct compelled interviews only after consulting with prosecutors as to whether compelled interviews may be an obstacle for subsequent criminal prosecution?	yes
<b>115.371 (f)</b>	<b>Criminal and administrative agency investigations</b>	
	Do agency investigators assess the credibility of an alleged victim, suspect, or witness on an individual basis and not on the basis of that individual's status as resident or staff?	yes
	Does the agency investigate allegations of sexual abuse without requiring a resident who alleges sexual abuse to submit to a polygraph examination or other truth-telling device as a condition for proceeding?	yes
<b>115.371 (g)</b>	<b>Criminal and administrative agency investigations</b>	
	Do administrative investigations include an effort to determine whether staff actions or failures to act contributed to the abuse?	yes
	Are administrative investigations documented in written reports that include a description of the physical evidence and testimonial evidence, the reasoning behind credibility assessments, and investigative facts and findings?	yes
<b>115.371 (h)</b>	<b>Criminal and administrative agency investigations</b>	
	Are criminal investigations documented in a written report that contains a thorough description of the physical, testimonial, and documentary evidence and attaches copies of all documentary evidence where feasible?	yes
<b>115.371 (i)</b>	<b>Criminal and administrative agency investigations</b>	
	Are all substantiated allegations of conduct that appears to be	yes



	criminal referred for prosecution?	
<b>115.371 (j)</b>	<b>Criminal and administrative agency investigations</b>	
	Does the agency retain all written reports referenced in 115.371(g) and (h) for as long as the alleged abuser is incarcerated or employed by the agency, plus five years unless the abuse was committed by a juvenile resident and applicable law requires a shorter period of retention?	yes
<b>115.371 (k)</b>	<b>Criminal and administrative agency investigations</b>	
	Does the agency ensure that the departure of an alleged abuser or victim from the employment or control of the facility or agency does not provide a basis for terminating an investigation?	yes
<b>115.371 (m)</b>	<b>Criminal and administrative agency investigations</b>	
	When an outside entity investigates sexual abuse, does the facility cooperate with outside investigators and endeavor to remain informed about the progress of the investigation? (N/A if an outside agency does not conduct administrative or criminal sexual abuse investigations. See 115.321(a).)	na
<b>115.372 (a)</b>	<b>Evidentiary standard for administrative investigations</b>	
	Is it true that the agency does not impose a standard higher than a preponderance of the evidence in determining whether allegations of sexual abuse or sexual harassment are substantiated?	yes
<b>115.373 (a)</b>	<b>Reporting to residents</b>	
	Following an investigation into a resident's allegation of sexual abuse suffered in the facility, does the agency inform the resident as to whether the allegation has been determined to be substantiated, unsubstantiated, or unfounded?	yes
<b>115.373 (b)</b>	<b>Reporting to residents</b>	
	If the agency did not conduct the investigation into a resident's allegation of sexual abuse in an agency facility, does the agency request the relevant information from the investigative agency in order to inform the resident? (N/A if the agency/facility is	yes

	responsible for conducting administrative and criminal investigations.)	
<b>115.373 (c)</b>	<b>Reporting to residents</b>	
	Following a resident's allegation that a staff member has committed sexual abuse against the resident, unless the agency has determined that the allegation is unfounded or unless the resident has been released from custody, does the agency subsequently inform the resident whenever: The staff member is no longer posted within the resident's unit?	yes
	Following a resident's allegation that a staff member has committed sexual abuse against the resident, unless the agency has determined that the allegation is unfounded or unless the resident has been released from custody, does the agency subsequently inform the resident whenever: The staff member is no longer employed at the facility?	yes
	Following a resident's allegation that a staff member has committed sexual abuse against the resident, unless the agency has determined that the allegation is unfounded or unless the resident has been released from custody, does the agency subsequently inform the resident whenever: The agency learns that the staff member has been indicted on a charge related to sexual abuse in the facility?	yes
	Following a resident's allegation that a staff member has committed sexual abuse against the resident, unless the agency has determined that the allegation is unfounded or unless the resident has been released from custody, does the agency subsequently inform the resident whenever: The agency learns that the staff member has been convicted on a charge related to sexual abuse within the facility?	yes
<b>115.373 (d)</b>	<b>Reporting to residents</b>	
	Following a resident's allegation that he or she has been sexually abused by another resident, does the agency subsequently inform the alleged victim whenever: The agency learns that the alleged abuser has been indicted on a charge related to sexual abuse within the facility?	yes
	Following a resident's allegation that he or she has been sexually abused by another resident, does the agency subsequently inform the alleged victim whenever: The agency learns that the alleged abuser has been convicted on a charge related to sexual abuse	yes

	within the facility?	
<b>115.373 (e)</b>	<b>Reporting to residents</b>	
	Does the agency document all such notifications or attempted notifications?	yes
<b>115.376 (a)</b>	<b>Disciplinary sanctions for staff</b>	
	Are staff subject to disciplinary sanctions up to and including termination for violating agency sexual abuse or sexual harassment policies?	yes
<b>115.376 (b)</b>	<b>Disciplinary sanctions for staff</b>	
	Is termination the presumptive disciplinary sanction for staff who have engaged in sexual abuse?	yes
<b>115.376 (c)</b>	<b>Disciplinary sanctions for staff</b>	
	Are disciplinary sanctions for violations of agency policies relating to sexual abuse or sexual harassment (other than actually engaging in sexual abuse) commensurate with the nature and circumstances of the acts committed, the staff member's disciplinary history, and the sanctions imposed for comparable offenses by other staff with similar histories?	yes
<b>115.376 (d)</b>	<b>Disciplinary sanctions for staff</b>	
	Are all terminations for violations of agency sexual abuse or sexual harassment policies, or resignations by staff who would have been terminated if not for their resignation, reported to: Law enforcement agencies, unless the activity was clearly not criminal?	yes
	Are all terminations for violations of agency sexual abuse or sexual harassment policies, or resignations by staff who would have been terminated if not for their resignation, reported to: Relevant licensing bodies?	yes
<b>115.377 (a)</b>	<b>Corrective action for contractors and volunteers</b>	
	Is any contractor or volunteer who engages in sexual abuse prohibited from contact with residents?	yes

	Is any contractor or volunteer who engages in sexual abuse reported to: Law enforcement agencies (unless the activity was clearly not criminal)?	yes
	Is any contractor or volunteer who engages in sexual abuse reported to: Relevant licensing bodies?	yes
<b>115.377 (b)</b>	<b>Corrective action for contractors and volunteers</b>	
	In the case of any other violation of agency sexual abuse or sexual harassment policies by a contractor or volunteer, does the facility take appropriate remedial measures, and consider whether to prohibit further contact with residents?	yes
<b>115.378 (a)</b>	<b>Interventions and disciplinary sanctions for residents</b>	
	Following an administrative finding that a resident engaged in resident-on-resident sexual abuse, or following a criminal finding of guilt for resident-on-resident sexual abuse, may residents be subject to disciplinary sanctions only pursuant to a formal disciplinary process?	yes
<b>115.378 (b)</b>	<b>Interventions and disciplinary sanctions for residents</b>	
	Are disciplinary sanctions commensurate with the nature and circumstances of the abuse committed, the resident's disciplinary history, and the sanctions imposed for comparable offenses by other residents with similar histories?	yes
	In the event a disciplinary sanction results in the isolation of a resident, does the agency ensure the resident is not denied daily large-muscle exercise?	yes
	In the event a disciplinary sanction results in the isolation of a resident, does the agency ensure the resident is not denied access to any legally required educational programming or special education services?	yes
	In the event a disciplinary sanction results in the isolation of a resident, does the agency ensure the resident receives daily visits from a medical or mental health care clinician?	yes
	In the event a disciplinary sanction results in the isolation of a resident, does the resident also have access to other programs and work opportunities to the extent possible?	yes
<b>115.378</b>	<b>Interventions and disciplinary sanctions for residents</b>	

<b>(c)</b>		
	When determining what types of sanction, if any, should be imposed, does the disciplinary process consider whether a resident's mental disabilities or mental illness contributed to his or her behavior?	yes
<b>115.378 (d)</b>	<b>Interventions and disciplinary sanctions for residents</b>	
	If the facility offers therapy, counseling, or other interventions designed to address and correct underlying reasons or motivations for the abuse, does the facility consider whether to offer the offending resident participation in such interventions?	yes
	If the agency requires participation in such interventions as a condition of access to any rewards-based behavior management system or other behavior-based incentives, does it always refrain from requiring such participation as a condition to accessing general programming or education?	yes
<b>115.378 (e)</b>	<b>Interventions and disciplinary sanctions for residents</b>	
	Does the agency discipline a resident for sexual contact with staff only upon a finding that the staff member did not consent to such contact?	yes
<b>115.378 (f)</b>	<b>Interventions and disciplinary sanctions for residents</b>	
	For the purpose of disciplinary action, does a report of sexual abuse made in good faith based upon a reasonable belief that the alleged conduct occurred NOT constitute falsely reporting an incident or lying, even if an investigation does not establish evidence sufficient to substantiate the allegation?	yes
<b>115.378 (g)</b>	<b>Interventions and disciplinary sanctions for residents</b>	
	Does the agency always refrain from considering non-coercive sexual activity between residents to be sexual abuse? (N/A if the agency does not prohibit all sexual activity between residents.)	yes
<b>115.381 (a)</b>	<b>Medical and mental health screenings; history of sexual abuse</b>	
	If the screening pursuant to § 115.341 indicates that a resident has experienced prior sexual victimization, whether it occurred in an institutional setting or in the community, do staff ensure that	yes

	the resident is offered a follow-up meeting with a medical or mental health practitioner within 14 days of the intake screening?	
<b>115.381 (b)</b>	<b>Medical and mental health screenings; history of sexual abuse</b>	
	If the screening pursuant to § 115.341 indicates that a resident has previously perpetrated sexual abuse, whether it occurred in an institutional setting or in the community, do staff ensure that the resident is offered a follow-up meeting with a mental health practitioner within 14 days of the intake screening?	yes
<b>115.381 (c)</b>	<b>Medical and mental health screenings; history of sexual abuse</b>	
	Is any information related to sexual victimization or abusiveness that occurred in an institutional setting strictly limited to medical and mental health practitioners and other staff as necessary to inform treatment plans and security management decisions, including housing, bed, work, education, and program assignments, or as otherwise required by Federal, State, or local law?	yes
<b>115.381 (d)</b>	<b>Medical and mental health screenings; history of sexual abuse</b>	
	Do medical and mental health practitioners obtain informed consent from residents before reporting information about prior sexual victimization that did not occur in an institutional setting, unless the resident is under the age of 18?	yes
<b>115.382 (a)</b>	<b>Access to emergency medical and mental health services</b>	
	Do resident victims of sexual abuse receive timely, unimpeded access to emergency medical treatment and crisis intervention services, the nature and scope of which are determined by medical and mental health practitioners according to their professional judgment?	yes
<b>115.382 (b)</b>	<b>Access to emergency medical and mental health services</b>	
	If no qualified medical or mental health practitioners are on duty at the time a report of recent sexual abuse is made, do staff first responders take preliminary steps to protect the victim pursuant to § 115.362?	yes
	Do staff first responders immediately notify the appropriate	yes

	medical and mental health practitioners?	
<b>115.382 (c)</b>	<b>Access to emergency medical and mental health services</b>	
	Are resident victims of sexual abuse offered timely information about and timely access to emergency contraception and sexually transmitted infections prophylaxis, in accordance with professionally accepted standards of care, where medically appropriate?	yes
<b>115.382 (d)</b>	<b>Access to emergency medical and mental health services</b>	
	Are treatment services provided to the victim without financial cost and regardless of whether the victim names the abuser or cooperates with any investigation arising out of the incident?	yes
<b>115.383 (a)</b>	<b>Ongoing medical and mental health care for sexual abuse victims and abusers</b>	
	Does the facility offer medical and mental health evaluation and, as appropriate, treatment to all residents who have been victimized by sexual abuse in any prison, jail, lockup, or juvenile facility?	yes
<b>115.383 (b)</b>	<b>Ongoing medical and mental health care for sexual abuse victims and abusers</b>	
	Does the evaluation and treatment of such victims include, as appropriate, follow-up services, treatment plans, and, when necessary, referrals for continued care following their transfer to, or placement in, other facilities, or their release from custody?	yes
<b>115.383 (c)</b>	<b>Ongoing medical and mental health care for sexual abuse victims and abusers</b>	
	Does the facility provide such victims with medical and mental health services consistent with the community level of care?	yes
<b>115.383 (d)</b>	<b>Ongoing medical and mental health care for sexual abuse victims and abusers</b>	
	Are resident victims of sexually abusive vaginal penetration while incarcerated offered pregnancy tests? (N/A if all-male facility.)	na
<b>115.383 (e)</b>	<b>Ongoing medical and mental health care for sexual abuse victims and abusers</b>	
	If pregnancy results from the conduct described in paragraph §	na

	115.383(d), do such victims receive timely and comprehensive information about and timely access to all lawful pregnancy-related medical services? (N/A if all-male facility.)	
<b>115.383 (f)</b>	<b>Ongoing medical and mental health care for sexual abuse victims and abusers</b>	
	Are resident victims of sexual abuse while incarcerated offered tests for sexually transmitted infections as medically appropriate?	yes
<b>115.383 (g)</b>	<b>Ongoing medical and mental health care for sexual abuse victims and abusers</b>	
	Are treatment services provided to the victim without financial cost and regardless of whether the victim names the abuser or cooperates with any investigation arising out of the incident?	yes
<b>115.383 (h)</b>	<b>Ongoing medical and mental health care for sexual abuse victims and abusers</b>	
	Does the facility attempt to conduct a mental health evaluation of all known resident-on-resident abusers within 60 days of learning of such abuse history and offer treatment when deemed appropriate by mental health practitioners?	yes
<b>115.386 (a)</b>	<b>Sexual abuse incident reviews</b>	
	Does the facility conduct a sexual abuse incident review at the conclusion of every sexual abuse investigation, including where the allegation has not been substantiated, unless the allegation has been determined to be unfounded?	yes
<b>115.386 (b)</b>	<b>Sexual abuse incident reviews</b>	
	Does such review ordinarily occur within 30 days of the conclusion of the investigation?	yes
<b>115.386 (c)</b>	<b>Sexual abuse incident reviews</b>	
	Does the review team include upper-level management officials, with input from line supervisors, investigators, and medical or mental health practitioners?	yes
<b>115.386 (d)</b>	<b>Sexual abuse incident reviews</b>	
	Does the review team: Consider whether the allegation or	yes



	investigation indicates a need to change policy or practice to better prevent, detect, or respond to sexual abuse?	
	The subsection of this provision is no longer applicable to your compliance finding, please select N/A.	yes
	Does the review team: Examine the area in the facility where the incident allegedly occurred to assess whether physical barriers in the area may enable abuse?	yes
	Does the review team: Assess the adequacy of staffing levels in that area during different shifts?	yes
	Does the review team: Assess whether monitoring technology should be deployed or augmented to supplement supervision by staff?	yes
	Does the review team: Prepare a report of its findings, including but not necessarily limited to determinations made pursuant to §§ 115.386(d)(1)-(d)(5), and any recommendations for improvement and submit such report to the facility head and PREA compliance manager?	yes
<b>115.386 (e)</b>	<b>Sexual abuse incident reviews</b>	
	Does the facility implement the recommendations for improvement, or document its reasons for not doing so?	yes
<b>115.387 (a)</b>	<b>Data collection</b>	
	Does the agency collect accurate, uniform data for every allegation of sexual abuse at facilities under its direct control using a standardized instrument and set of definitions?	yes
<b>115.387 (b)</b>	<b>Data collection</b>	
	Does the agency aggregate the incident-based sexual abuse data at least annually?	yes
<b>115.387 (c)</b>	<b>Data collection</b>	
	Does the incident-based data include, at a minimum, the data necessary to answer all questions from the most recent version of the Survey of Sexual Violence conducted by the Department of Justice?	yes

<b>115.387 (d)</b>	<b>Data collection</b>	
	Does the agency maintain, review, and collect data as needed from all available incident-based documents, including reports, investigation files, and sexual abuse incident reviews?	yes
<b>115.387 (e)</b>	<b>Data collection</b>	
	Does the agency also obtain incident-based and aggregated data from every private facility with which it contracts for the confinement of its residents? (N/A if agency does not contract for the confinement of its residents.)	na
<b>115.387 (f)</b>	<b>Data collection</b>	
	Does the agency, upon request, provide all such data from the previous calendar year to the Department of Justice no later than June 30? (N/A if DOJ has not requested agency data.)	na
<b>115.388 (a)</b>	<b>Data review for corrective action</b>	
	Does the agency review data collected and aggregated pursuant to § 115.387 in order to assess and improve the effectiveness of its sexual abuse prevention, detection, and response policies, practices, and training, including by: Identifying problem areas?	yes
	Does the agency review data collected and aggregated pursuant to § 115.387 in order to assess and improve the effectiveness of its sexual abuse prevention, detection, and response policies, practices, and training, including by: Taking corrective action on an ongoing basis?	yes
	Does the agency review data collected and aggregated pursuant to § 115.387 in order to assess and improve the effectiveness of its sexual abuse prevention, detection, and response policies, practices, and training, including by: Preparing an annual report of its findings and corrective actions for each facility, as well as the agency as a whole?	yes
<b>115.388 (b)</b>	<b>Data review for corrective action</b>	
	Does the agency's annual report include a comparison of the current year's data and corrective actions with those from prior years and provide an assessment of the agency's progress in	yes

	addressing sexual abuse?	
<b>115.388 (c)</b>	<b>Data review for corrective action</b>	
	Is the agency's annual report approved by the agency head and made readily available to the public through its website or, if it does not have one, through other means?	yes
<b>115.388 (d)</b>	<b>Data review for corrective action</b>	
	Does the agency indicate the nature of the material redacted where it redacts specific material from the reports when publication would present a clear and specific threat to the safety and security of a facility?	yes
<b>115.389 (a)</b>	<b>Data storage, publication, and destruction</b>	
	Does the agency ensure that data collected pursuant to § 115.387 are securely retained?	yes
<b>115.389 (b)</b>	<b>Data storage, publication, and destruction</b>	
	Does the agency make all aggregated sexual abuse data, from facilities under its direct control and private facilities with which it contracts, readily available to the public at least annually through its website or, if it does not have one, through other means?	yes
<b>115.389 (c)</b>	<b>Data storage, publication, and destruction</b>	
	Does the agency remove all personal identifiers before making aggregated sexual abuse data publicly available?	yes
<b>115.389 (d)</b>	<b>Data storage, publication, and destruction</b>	
	Does the agency maintain sexual abuse data collected pursuant to § 115.387 for at least 10 years after the date of the initial collection, unless Federal, State, or local law requires otherwise?	yes
<b>115.401 (a)</b>	<b>Frequency and scope of audits</b>	
	During the prior three-year audit period, did the agency ensure that each facility operated by the agency, or by a private organization on behalf of the agency, was audited at least once?	yes

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

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