

Prison Rape Elimination Act (PREA) Audit Report Community Confinement Facilities

Interim Final

Date of Report August 28, 2019

Auditor Information

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Company Name: PREA Auditors of America, LLC	
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Telephone: 713-818-9098	Date of Facility Visit: February 4, 2019

Agency Information

Name of Agency: Cameron/Willacy Counties Community Supervision and Corrections Department	Governing Authority or Parent Agency (If Applicable): Texas Department of Criminal Justice, Community Justice Assistance Division		
Physical Address: 531 South Iowa Avenue	City, State, Zip: Huntsville, Texas 77342		
Mailing Address: Click or tap here to enter text.	City, State, Zip: Click or tap here to enter text.		
Telephone: 956-546-4017	Is Agency accredited by any organization? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No		
The Agency Is:	<input type="checkbox"/> Military	<input type="checkbox"/> Private for Profit	<input type="checkbox"/> Private not for Profit
<input type="checkbox"/> Municipal	<input checked="" type="checkbox"/> County	<input type="checkbox"/> State	<input type="checkbox"/> Federal

Agency mission: The mission of the Community Justice Assistance Division is to be accountable, responsive, and effective stewards of funding and other resources by assisting our collaborative partners to promote safer communities through rehabilitative services for offenders and protection of victims' rights.

Agency Website with PREA Information:
http://www.co.cameron.tx.us/judicial_courts/adult_probation/index.php

Agency Chief Executive Officer

Name: Tobin Lefler	Title: Executive Director
Email: Tobin.lefler@cameroncscd.org	Telephone: 956-548-9500

Agency-Wide PREA Coordinator

Name: Gene Loya	Title: Facility Director
Email: Gene.loya@cameroncscd.org	Telephone: 956-546-4017
PREA Coordinator Reports to: Tobin Lefler, Executive Director	Number of Compliance Managers who report to the PREA Coordinator 0

Facility Information

Name of Facility: Cameron-Willacy Counties Court Residential Treatment Center (CRTC)
Physical Address: 531 South Iowa Avenue, Brownsville, Texas 78520
Mailing Address (if different than above): Click or tap here to enter text.
Telephone Number: 956-546-4017

The Facility Is:	<input type="checkbox"/> Military	<input type="checkbox"/> Private for Profit	<input type="checkbox"/> Private not for Profit
<input type="checkbox"/> Municipal	<input checked="" type="checkbox"/> County	<input type="checkbox"/> State	<input type="checkbox"/> Federal

Facility Type:	<input checked="" type="checkbox"/> Community treatment center	<input type="checkbox"/> Halfway house	<input type="checkbox"/> Restitution center
	<input type="checkbox"/> Mental health facility	<input type="checkbox"/> Alcohol or drug rehabilitation center	
	<input type="checkbox"/> Other community correctional facility		

Facility Mission: The Cameron /Willacy Counties Community Supervisions and Corrections Department (CSCD) recognize the necessity for providing inpatient substance abuse treatment in our jurisdiction. Considering that crime rates in our jurisdiction and in our state have risen due to the use of chemical substances (alcohol and drugs) and the consequences they cause in regard to family, legal, social, financial, physical health and mental problems. The Court Residential Treatment Center recognizes the need to provide a continuum of care for substance abuse treatment among probationers. Evidence based practices indicates that interventions should be based on a single assessment to find their problems, their strengths and weaknesses and to develop the appropriate treatment plan for each person; we also understand that the treatment must be done in the least restrictive environment. The Court Residential Treatment Center provides inpatient services, which considers the legal and family situation and all that negative consequences that drugs and alcohol brings. In addition to the substance abuse component, the CRTC also has an employment component that will be initiated once the resident successfully completes the intensive substance abuse treatment component.

Facility Website with PREA Information:
http://www.co.cameron.tx.us/judicial_courts/adult_probation/index.php

Have there been any internal or external audits of and/or accreditations by any other organization? Yes No

Director

Name: Gene Loya	Title: Facility Director
Email: Gene.loya@cameroncscd.org	Telephone: 956-546-4017

Facility PREA Compliance Manager

Name: Angie Gonzalez	Title: Counselor
Email: Angie.gonzalez@cameroncscd.org	Telephone: 956-546-4017

Facility Health Service Administrator

Name: Click or tap here to enter text.	Title: Click or tap here to enter text.
Email: Click or tap here to enter text.	Telephone: Click or tap here to enter text.

Facility Characteristics

Designated Facility Capacity: 55	Current Population of Facility: 47
Number of residents admitted to facility during the past 12 months	36
Number of residents admitted to facility during the past 12 months who were transferred from a different community confinement facility:	0
Number of residents admitted to facility during the past 12 months whose length of stay in the facility was for 30 days or more:	36
Number of residents admitted to facility during the past 12 months whose length of stay in the facility was for 72 hours or more:	36
Number of residents on date of audit who were admitted to facility prior to August 20, 2012:	0
Age Range of Population:	<input checked="" type="checkbox"/> Adults 17-65
	<input type="checkbox"/> Juveniles Click or tap here to enter text.
	<input type="checkbox"/> Youthful residents Click or tap here to enter text.
Average length of stay or time under supervision:	6-9 Months
Facility Security Level:	Low Security
Resident Custody Levels:	Low Security
Number of staff currently employed by the facility who may have contact with residents:	27
Number of staff hired by the facility during the past 12 months who may have contact with residents:	3
Number of contracts in the past 12 months for services with contractors who may have contact with residents:	1

Physical Plant

Number of Buildings: 2	Number of Single Cell Housing Units: 0
Number of Multiple Occupancy Cell Housing Units:	13

Number of Open Bay/Dorm Housing Units:	0
Description of any video or electronic monitoring technology (including any relevant information about where cameras are placed, where the control room is, retention of video, etc.):	
<p>The Cameron-Willacy Counties Court Residential Treatment Facility has twenty-eight (28) cameras. These cameras are in administration area, the living areas, television area, all hallways, processing/intake, supervisor's office, classrooms, front entrance, dining hall, kitchen, facility perimeter. The video surveillance system has a maximum retention of thirty (30) days. The agency limits access to the video surveillance system only to the Facility Director and Investigative staff. Cameras are prohibited in the shower areas and inside resident rooms.</p>	
Medical	
Type of Medical Facility:	Off grounds
Forensic sexual assault medical exams are conducted at:	Valley Baptist Hospital Harlingen
Other	
Number of volunteers and individual contractors, who may have contact with residents, currently authorized to enter the facility:	3
Number of investigators the agency currently employs to investigate allegations of sexual abuse:	3

Audit Findings

Audit Narrative

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

The PREA audit of the Cameron/Willacy Counties Court Residential Treatment Center (CRTC) was conducted by single auditor, J. Aaron Keech, US DOJ Certified PREA Auditor contracted through the PREA Auditors of America LLC. In November 2018, PREA Auditors of America LLC independently contracted with this auditor to complete the PREA Audit of the Cameron/Willacy Counties Court Residential Treatment Center. The PREA audit of the Cameron/Willacy Counties Court Residential Treatment Center (CRTC), ("The Facility"), operated under the governing authority of the Community Supervision and Corrections Department (CSCD) ("The Agency") was schedule for one day, February 4, 2019. The on-site audit phase began on the morning of Monday, February 4, 2019 at 7:00 AM CST in the facility's Administrative Conference Room for a brief entrance meeting with the Facility Director at the Cameron/Willacy Counties Court Residential Treatment Center (CRTC) located at 531 South Iowa Street, Brownsville, Texas. The on-site audit phase concluded later that evening at 9:30 PM CST. This was Cameron/Willacy Counties Court Residential Treatment Center's first certified PREA audit since the standards were adopted in 2013.

Pre-Audit Phase:

During the Pre-Audit phase, on December 5, 2018, there was an introductory kickoff meeting by telephone conference call with the agency director, facility director, and the auditor. The purpose of the initial kickoff meeting was to discuss logistics for each phase of the audit process relative to having unimpeded access to the facility, explaining the audit process, establishing goals and objectives and setting timelines and milestones.

On December 16, 2018, the facility received instructions both in English and Spanish to post the required PREA Audit Notice for confidential communications before December 24, 2018, six weeks prior to the on-site phase. On December 18, 2018, time stamped photographs indicating the required audit notices were posted in various locations throughout the facility. The notices were posted in color with decent sized text, both in English and Spanish versions. The audit notices explained that correspondence would be treated as legal mail to ensure confidentiality and privacy. Throughout all audit phases, the auditor did not receive any communication from the facility or agency staff or residents as a result of the posted notices. On December 28, 2018, approximately four weeks before the on-site visit, the Pre-Audit Questionnaire along with supportive documentation was received by the auditor to review. The auditor wishes to extend his appreciation to the Agency Director, Facility Director and PREA Coordinator, facility PREA Compliance Manager, Facility Administrative staff and employees of the Cameron/Willacy Counties Court Residential Treatment Center for their professionalism, hospitality, hard work, and kindness.

The auditor completed a documentation review using the Pre-Audit Questionnaire, internet research, policies and procedures, and additional supportive documentation review. The information necessary for the audit was provided on a secure I-cloud storage drive, to include the Agency/Facility policies and procedures, agency mission statement, and daily population reports. Each folder was set up by specific standard, which included the agency's/facility's policies and procedures and supporting documentation. Additional folders included agency mission statement, and daily population reports for the past twelve (12) months. The results of the Pre-Audit Questionnaire and supporting documentation review were shared on an issue log with the PREA Coordinator/Facility Director facility. The auditor requested additional documentation relating to procedures and clarification with facility and agency operations. Additional requests for information were exchanged throughout the pre-audit phase. The requested information was provided to the auditor in an efficient manner.

Phone conversations were conducted, and emails exchanged with the PREA Coordinator/Facility Director to discuss logistics for each phase of the audit process relative to having unimpeded access to the facility, explaining the audit process, establishing goals and objectives and setting timelines and milestones. On January 30, 2019, the auditor received the staff roster, staff schedule for random and specialized staff for the on-site audit day. The auditor was also provided a complete resident roster by name, date of birth, race, housing unit, county of residence, probation officer, and facility case manager. Lastly, the PREA Coordinator/Facility Director provided a list identifying targeted resident interviews. The auditor contacted Just Detention International to inquire if that Agency or Facility had received any information regarding the facility. A check of their records showed no complaints on file regarding the Cameron and Willacy Counties Community Corrections Facility. The Texas Coalition Against Rape organization was contacted as well, which resulting in no reports or complaints regarding the agency and facility. The auditor conducted internet research regarding the facility by searching the internet for any Department of Justice involvement, litigation and federal consent decrees, BJS data, local oversight bodies, and news articles resulting in no findings related to sexual abuse or sexual harassment.

The total staffing at the Cameron/Willacy Counties Community Corrections Facility was twenty-eight (28) and listed as the following: one (1) Executive Director, one (1) Facility Director who is assigned as the PREA Coordinator, one (1) Office Manager, two (2) Clerks, three (3) Counselors, one (1) Employment Specialist, one (1) Van Driver, two (2) Probation Officers, three (3) Cooks, one (1) Assistant Residential Monitor, one (1) Lead Residential Monitor, and eleven (11) Residential Monitors. One (1) Assistant Facility Director will be hired within one month after the on-site phase.

Outreach to Outside Advocates:

The auditor contacted and interviewed the Program Manager from the Friendship of Women Center, an organization that operates twenty-four (24) hours, seven (7) days a week providing victim advocate to accompany and support the victim through the forensic medical examination process and investigatory interviews and will provide emotional support, crisis intervention, information, and aftercare services. The Program Manager indicated that they provide their services to residents free and in a confidential manner. They also provide a hotline for residents to contact them to report sexual abuse or sexual harassment or to access an advocate who will meet and accompany them during the forensic examination. The Program Manager reported that they have not received a call on the hotline from any resident during the past twelve (12) months. The victim advocates are required to complete forty hours of advocacy related trainings. On May 8, 2019, the Cameron-Willacy Counties Court Residential Treatment Center signed a memorandum of understanding with the local rape crisis and recovery

center, Friendship of Women to provide residents with confidential emotional support services related to sexual abuse.

On-Site Phase:

The on-site phase began on Monday, February 4, 2019, at approximately 7:00 a.m. CST at the facility's Administrative Conference Room for a brief entrance meeting with the Facility Director at the Cameron/Willacy Counties Court Residential Treatment Center (CRTC) located at 531 South Iowa Street, Brownsville, Texas. The entrance meeting was held and attended by the Facility Director/PREA Coordinator. After introductions, a discussion about the audit process, and an explanation of the audit's logistics were completed, based on staff scheduling the auditor began interviewing third shift random staff followed by first shift random staff. A total of ten (10) random staff were interviewed. Specialized staff interviews were conducted with Investigative Staff, Mental Health Staff, Office Manager, Office Clerk, Employment Specialist, Intermediate or higher-level staff, Intake and Staff that perform the Screening for Risk of Victimization and Abusiveness. Staff on the Incident Review Team, and Van Driver. During the evidence review period, two (2) additional random staff and three (3) volunteers were interviewed over the telephone.

Thereafter, twenty-three (23) resident interviews were conducted comprised of twenty (20) random residents and three (3) targeted residents. There was one (1) resident with a cognitive disability interviewed, and one (1) resident having a physical disability. There was one (1) resident interviewed who identified as lesbian, gay, or bisexual. There were zero (0) residents within the resident population who reported sexual abuse, reported sexual victimization during the risk screening process, residents who identified as transgender or intersex and none who were blind, deaf, or hard of hearing, or spoke with limited English proficiency.

After resident interviews concluded, the facility tour began with the Facility Director/PREA Coordinator. The facility is laid out in a "U" shape design. The facility tour included all areas of the facility beginning in the Administration area which comprised of six offices where the Facility Director, Probation Officers, and Office Support Staff. All office doors had windows to allow for open line of sight from the hallway. The Administration area, a restricted area only for staff which is off limits to all residents. The tour proceeded to the main entrance and lobby area where there were two public or visitor restrooms and one storage closet. From the lobby area and walking down the hallway, the dining hall and kitchen area are on the left and on the right are a supervisor's office, resident classroom/group room, and laundry room. Proceeding further down the hallway there is a resident bathroom followed by ten (10) resident rooms located on both sides of the hallway. The resident room size varies and can sleep one (1) to three (3) residents. Passing the last resident room, the area opens to the group/television room furnished with tables, chairs and couches. Around the outside of the television room is a storage room, back supervisor's office, a weight room, an emergency exit, a back-resident's restroom, two resident rooms, two storage rooms and a classroom.

After the tour, specialized staff interviews concluded with the PREA Coordinator/Facility Director and the facility's cameras were reviewed. Random file reviews of human resources and resident files, and additional documentation were completed as well. After all interviews were completed, the exit conference was held with the PREA Coordinator/Facility Director. The on-site audit phase concluded later that evening at 9:30 PM CST.

The auditor gave an overview of the audit and commented on the on-site observations, interviews, and summarized the strengths and weaknesses after completing the Pre-Audit and On-Site Audit phases.

Based on the findings during the Pre-Audit and On-Site Audit phases, corrective action was discussed to address the issues noted during the audit. The auditor still needed to complete the full evaluation during the evidence review phase of the PREA audit by reviewing all evidence collected including policies and procedures, observations of routine practices in the facility, what the auditor learned in the course of interviewing staff and residents, documentation obtained while on-site in order to make a compliance determination for each standard resulting in an interim report.

Tour:

The following observations were noted during the tour:

- As required by the auditor, on-site audit notices of the PREA audit were posted throughout the facility in areas where the public have access, and all living units
- Grievance Box was in an accessible and designated area in the facility and forms were accessible to residents.
- The facility has no segregated or isolation rooms/cells.
- A wide variety of PREA Posters were observed throughout the campus, living units, and program areas.
- Posters showed how residents can make reports of sexual abuse; ways to report sexual abuse including third party reporting were posted throughout on the facility.
- The resident's files are kept in secure area.
- PREA information is posted and is available in Spanish and English to include reporting information.
- The cameras do not have a line of sight into residents' rooms, or the toilet and showers.
- Cameras were placed strategically throughout the facility in areas to reduce blind spots.
- Reporting notices are in areas identifying the hotline name, number, and the purpose to report sexual abuse and offer outside counseling services.
- Bed assignment sheets were in both the front and back supervisor's office indicating resident bed location based on their vulnerability and aggressiveness assessments.
- Unannounced rounds were being conducted on the living units by Intermediate level staff.
- No female staff conduct showers or bathroom breaks and male staff posts themselves in a visible area to ensure youth do not leave the area without approval.
- When residents go take showers they are clothed when going to the shower and exiting the shower area.

Tour recommendations and verification of corrective action:

- Throughout the facility there are several solid doors accessible to certain staff and restricted to residents. To reduce facility liability, the recommendation was to place a restricted area sign on identified doors to give clear visual for authorized personnel only-no residents are allowed. The locations were noted during the tour by the PREA Coordinator/Facility Director. Restricted area signs were placed on the identified doors, photographs were taken and the PREA Coordinator/Facility Director sent the photographs to the auditor and compliance was achieved in this area.
- A video camera review was conducted with the PREA Coordinator/Facility Director and the auditor. The video camera system is only accessible to Facility Administration and the facility's Investigators. There were two cameras located with the facility that appeared off-line and in need of possible repair, cameras six (6) and sixteen (16). Both cameras were repaired and operational on April 30, 2019.

- During the facility tour, the auditor observed the strip search process during the evening time when residents returned from their work assignments. The strip searches were conducted in a private setting (laundry room) by two male staff searching two to three residents at a time. The auditor suggested to the PREA Coordinator/Facility Director, as a best practice when staff conduct strip searches were have two male staff search one resident at a time to allow for resident privacy as well as reduce the possibility of contraband entering the facility. Further emphasis made with having the search room organized and free from clutter could also reduce the likelihood of contraband entering the facility. On March 1, 2019, the facility director and assistant director updated the facility procedure to begin having strip searches be conducted by two same gender staff members with one resident searched at a time. In addition to the updated procedural change the private setting was organized in a manner to reduce the chance of contraband entering the facility. Facility staff interviews conducted on May 7, 2019 indicated the procedural change has been implemented and into daily operation.
- It was observed that residents showered in an open shower area where three to four residents can shower at one time and it was suggested if funding would become available the facility should consider upgrades to individual shower stalls with PREA friendly shower curtains or shower doors that show only the residents head and ankle/feet area. The PREA Coordinator/Facility Director noted the possible shower upgrades.

Random Staff Interviews and verification of corrective action:

The auditor selected staff at random from the staffing roster provided by the facility prior to the on-site audit date. The selection included a cross section of staff to ascertain the training levels of staff in various positions and from all three (3) shifts. A total of twelve (12) Random Staff, four (4) from each shift were selected and formally interviewed. The auditor was provided a private room within the facility from which to work from and conduct confidential interviews with random and specialized staff. The private area was in the conference room in the portable building immediately behind the main building. The interview area allowed for a non-threatening or intimidating environment resulting in staff being comfortable during the interview process. Overall, the random staff who were interviewed revealed (including specialized staff) indicated they have been trained and educated on PREA and were knowledgeable of the agency's Zero Tolerance Policy requiring staff to report any knowledge, suspicion, or information regarding an incident of sexual abuse or sexual harassment, any retaliation against residents and staff, and any neglect or violation of responsibilities that may contribute to an incident.

Knowledgeable strengths from the random staff were in areas of the following: prohibition from searching or physically examining a transgender or intersex resident for the sole purpose of determining genital status (115.315), staff reporting requirements and the agency/facility's procedure for reporting (115.361), agency's use of resident interpreters when making an allegation (115.316), agency's protocol for obtaining physical evidence if resident alleges abuse (115.321), how can staff privately report sexual abuse of residents, how residents can privately report (115.351), knowing or learning a resident is at imminent risk and how quickly they take action (115.362), policies for opposite gender entering the housing unit and that residents are able to dress, shower, and use the toilet without being viewed by staff of the opposite gender. Knowledgeable weaknesses from random staff were in the areas of knowing the dynamics of sexual abuse and sexual harassment in confinement (115.331) and first responder duties (115.364.) After the on-site visit, on February 25, 2019, all staff were re-trained on the above- mentioned topics related to the dynamics of sexual abuse and harassment in confinement and first responder duties. The facility PREA Coordinator sent the documentation to this auditor during the evidence review phase. Based on the responses and lack of knowledge, the auditor

will re-interview random staff to verify re-training and a marked improvement in knowledge and understanding with the standard noted in the interim report. On May 7, 2019, the auditor re-interviewed nine (9) random staff on the topics of the dynamics of sexual abuse and harassment in confinement settings and first responder duties which indicated staff received the remediation training and confidently knew each training element.

Administration/Agency Leadership and Specialized Staff Interviews:

During the pre-audit phase, Specialized Staff at the agency level were interviewed on-site with the Agency Head or Designee, Executive Director, Facility Director/PREA Coordinator, Facility Investigator, Employment Specialist, Probation Officers, Mental Health Counselors, Intermediate Level Staff, Intake Staff, Staff who perform Screening for risk of victimization and abusiveness, Volunteers and Contractors, Van Driver, Human Resources Specialist. Overall, specialized staff interviews revealed that staff were knowledgeable and have been trained in the ten core principals in standard 115.231, however, some specialized staff lacked knowledge within their specialty area such as mental health, investigations, and compliance manager duties. To increase knowledge within their specialty, most staff need to complete the required training and will need re-interviewed to verify understanding and meet the standard. Over the corrective action period, those specialized staff that needed additional specialized training completed the requirements and compliance is noted in each specific standard.

The Agency and Facility staff selected for interviews included:

Staff Interviews and Interactions	Number (#)
Agency Director or Designee- Executive Director	1
PREA Coordinator/Facility Director	1
Investigative Staff (Agency/Facility)	2
Mental Health Staff	1
Non-Medical Staff Involved in Cross-Gender Strip or Visual Searches	0
Human Resources Specialist	1
Office Manager	1
Office Clerk	1
Employment Specialist	1
Intermediate or Higher-Level Facility Staff	2
Volunteers/Contractor who have Contact with Residents (faith-based and programming)	3
Staff who Preform Screening for Risk of Victimization and Abusiveness	2
Staff on the Sexual Review Incident Review Team	2
Designated Staff Member Charged with Monitoring Retaliation	1
First Responder (Non-Security)	0
First Responder (Security)	12
Intake Staff	2
Victim Advocate Program Manager	1
SANE/SAFE Staff	1
Van Driver	1
Staff Who Supervise Resident in Isolation	0
1 st Shift Random Staff	4

2 nd Shift Random Staff	4
3 rd Shift Random Staff	4
Number of Random Staff Interviews	12
Number of Targeted Staff Interviews	36
Number of Random and Targeted Re-Interviews	10
Total Number of Staff Interviews	58

Note: Some randomly selected staff serve in one or more specialized roles and duties based on the facility size and characteristics of the facility. Some staff members were interviewed more than once if their duties covered more than on specialized area.

Residents Interviewed:

The number of residents housed during the on-site audit day was forty-seven (47). The auditor documented resident selection and interviews on the PREA Audit Agenda/Tally Sheet and selected a sample of residents geographically diverse by living unit, admission date, race, and date of birth. Prior to and/or during the entrance conference, the auditor scheduled all interviews and documented residents who were interviewed by the time. The auditor was provided a private room within the facility from which work from and conduct confidential interviews with residents. The private room was the conference room in the portable building immediately behind the main building. The conference room allowed for a non-threatening or intimidating environment, which resulted in the resident being comfortable during the interview process. For those targeted resident categories that were present at the time of the on-site audit, additional random resident interviews were added to the total number of interviews.

Resident Interviews and Interactions	Number (#)
Residents with Physical Disability	1
Residents who are Blind, Deaf, or Hard of Hearing	0
Residents who are Limited English Proficient (LEP)	0
Residents with a Cognitive Disability	1
Residents who Identify as Lesbian, Gay, or Bisexual	1
Residents who Identify as Transgender or Intersex	0
Residents who Reported Sexual Abuse or Sexual Harassment	0
Residents who Reported Sexual Victimization During Risk Screening	0
Residents who are Randomly selected from each Living Area/Room	20
Number of Random Resident Interviews	20
Number of Targeted Resident Interviews	3
Total Number of Resident Interviews	23

Interviews with residents confirmed that they are informed and educated on the agency's Zero Tolerance Policy, their rights to be free from sexual abuse and sexual harassment, and how to report sexual abuse or sexual harassment. They were notified of the rules against sexual abuse and the right to be free from retaliation for reporting. Furthermore, residents are never naked in full view of any male or female staff. When staff conducts pat down or strip searches, they are conducted by same gender staff and there is more than one staff present when a search is being performed. The strip searches are

conducted in a private setting (laundry room) by two male staff searching two to three residents at a time. Residents interviewed reported they feel safe and more importantly feel sexual safe with the facility.

When asked, “does staff of the opposite gender announce their presence when entering your housing area or area where you shower or perform bodily functions,” twenty-three (23) reported that staff of the opposite gender do announce their presence when entering the unit, however the female staff rarely comes on the living unit. Furthermore, twenty (20) of the twenty-three (23) residents knew the reason why staff of the opposite gender are to announce their presence. (115.315)

Mostly all residents interviewed were aware and knew if there were services available outside of the facility for dealing with sexual abuse if they would ever need it. Residents interviewed knew what kinds of services were available, received mailing addresses, and understood what information remains private and what is told to or listened to by someone else. (115.353)

With regards to resident screening questions (115.341), twenty (20) out of twenty-three (23) residents remembered being asked “when first coming to the facility, do you remember being asked questions like whether you have ever been sexually abused, whether you identify with being gay, bisexual, or transgender, whether you have any disabilities, and whether you think you might be in danger of sexual abuse all residents. Three (3) residents could not remember if he was asked since it was a long time ago. The auditor then asked if staff ever asked the screening questions again or more than once and, of the twenty-three (23) residents, only nine (9) residents indicated they have been asked the question more than once.

In cases where the auditor was unable to meet the required number of interviews in a particular targeted population, the auditor relied on interviewing additional random residents and specifically asking the residents while placed within this facility and to their knowledge, there have been any residents who have been blind, deaf, or heard of hearing; limited English proficient, residents aware of any resident who identify as transgender or intersex. When interviewing Administration and specialized staff, the auditor asked similar questions in order to gain additional information to meet the targeted number of residents.

On-site Documentation Review:

- Ten (10) resident mental health files (of those residents interviewed and half non-interviewed)
- Ten (10) resident social files (half of those residents interviewed and half non-interviewed)
- Random list of thirty (30) staff verifying 115.317 Hiring and Promotion standard
- Logbook and Binder Review on random living units

Documentation requested by the facility and received prior to on-site:

- Complete Resident Roster
- Residents with Disabilities and Limited English Proficient Residents
- LGBTI Residents
- Residents who have been in isolation
- Residents who Reported Sexual Abuse
- Residents who Reported Sexual Victimization During Risk Screening
- Staff Roster
- Contractors who have contact with Residents
- Volunteers who have contact with Residents

- Grievances made in the 12 months preceding the audit
- Medical services: Off-site medical
- Zero (0) Investigative files and reports of sexual abuse allegations for the past twelve (12) months.

Post-Onsite Audit Phase

On December 9, 2018, the PREA audit interim report was submitted to the agency PREA Coordinator for agency designees and facility administrator review. Based on the findings, corrective action was required for several standards. After administrative review, approximately one and half weeks later a telephone conference call was held to consult with staff and administrators to provide information and guidance on deficiencies, recommendations for corrective action and an agreed upon deadline for implementing all requirements. As a way of moving forward during the corrective action period, it was agreed upon to use a corrective action tracking form to guide the agency/facility and auditor on completion requirements, note the status of all requirements, and note the completion date of all corrective action requirements. Telephone conference call meetings were held with this auditor and agency and facility administrators. Throughout the corrective action period, supporting documentation was exchanged provided by using the secure I-cloud storage drive for standard compliance. Throughout the corrective action period, agency and facility administrators persevered in completing the required corrective action in order to meet the PREA standards. Their hard work, dedication is commendable and deserves acknowledgement on behalf of this auditor.

Facility Characteristics

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

Cameron and Willacy Counties Court Residential Treatment Center

The Court Residential Treatment Center (CRTC) is located at 531 South Iowa Avenue, Brownsville, Cameron County, Texas. The Cameron/Willacy Counties Community Supervision and Corrections Department (CSCD) is directly responsible for the running of the Community Confinement Facility (CCF). The 357th District Judge of the county is responsible for overseeing both the CSCD and the CCF. The Texas Department of Community Justice – Community Justice Assistance Division (TDCJ-CJAD) provides assistance with the standard setting, planning, funding, auditing, training and evaluation to the CSCD and the CCF.

The CCF is an all-male Court Residential Treatment Center and treats residents with substance abuse. The treatment is for six (6) months, up to a nine (9) month term. A person may be found eligible if they are 18 years old or older, physically and mentally capable of participating in any program offered if participation is required of the resident; the Texas Risk Assessment System (TRAS) instrument has identified the person to be a moderate or high risk; there is a court order signed by a judge; and a screening was conducted by the CRTC staff which determined there was substance use. The facility does not accept 3G offenses as written on the Texas Code of Criminal Procedures (TCCP). The CCF provides an inpatient treatment phase and an employment phase. A resident will be in the treatment phase for the first seventy-five (75) days. He will be assigned a counselor where they meet one (1) hour

a week for individual sessions, and twenty (20) hours weekly of group sessions. They also complete twenty (20) community service restitution hours a month.

The resident will also attend nutrition classes, and parenting classes. Residents submit to random and regular drug and alcohol testing. After the intensive phase, they move to the employment phase. The facility has a full-time employment specialist who assists in resume writing and obtaining employment to the residents. Once released from the CRTC facility, they move into the aftercare phase, which is a separate component to the CRTC. Currently, the residents report to an officer at the CSCD office while still attending treatment for up to nine months. The goal for the CRTC is to reduce recidivism, treat the resident with respect, provide treatment, and provide a hostile free environment. The CRTC has a director, assistant director, two probation officers, three LCDC counselors, an employment specialist, an office manager, two (2) clerks, three (3) cooks, and thirteen (13) residential monitors. The directors and probation officers undergo a forty (40) hour community supervision officer training provided by TDCJ-CJAD and must pass a state exam to become certified. Some topics covered are dealing with offenders, case planning, case writing, legal liability, Texas Risk Assessment System, ethics, sexual misconduct, documentation, investigations, case law, criminogenic needs, probing, aggression, and a mock trial. The directors, the officers, and the residential monitors undergo a twenty-four (24) hour residential training provided by TDCJ-CJAD and must pass a state exam to become certified. Some topics covered are ethics, sexual misconduct, legal liabilities, documentation, dealing with residents, working as a team, and confiscating contraband. All facility staff undergo AIDS training, Prison Rape Elimination Act (PREA), CPR and First Aid training, and Safety training.

The facility holds a maximum of fifty-five (55) men. They are court ordered from the Divert Court, Veteran's Court, Assisted Outpatient Treatment (mental health) court, or the eight (8) district courts and five (5) county court at law judges. The facility also accepts transferred in cases from other counties. The same eligibility criteria are used by the counties and all residents are given medical, or mental health care. Two clinics are available to assist in case of medical care. A mental state hospital is available to the residents as well. Recreation and gym are available to the residents. They are provided with three (3) home cooked meals a day as prepared daily by the full-time cooks. If a resident is working during the regular kitchen hours, a plate will be saved for that person or a sack lunch will be prepared. A washer and dryer are available in the center for the residents to wash and dry their own clothing.

Residents are allowed an eight (8) hour furlough if merited once completed the intensive phase of the program. Bi-monthly staffing's are held between the counselors, officers, and a director to inquire the progress of the resident. Exit staffing's are held on the first of the month with all the residents who will be exiting that month. Those present are the resident, the officers, the employment specialist, the counselors, and a director.

Facility Demographics:

- Designed Facility Rated Capacity: 55
- Average Daily Population: 52
- Actual Population on 1st Day of the on-site audit: 47
- Youthful Residents Housed: 0
- Residents Age Range: 17-65
- Gender- Male Residents
- Custody/Security Level in the facility = Low Security
- Average Length of Stay: Six (6) to nine (9) months

- Number of Staff employed who have contact with residents: 27
- Number of Staff hired in the past twelve (12) months: 5
- Number of Volunteers and Contractors who have contact with residents: 3

Summary of Audit Findings

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

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

Number of Standards Exceeded: 3

115.211, 115.213, 115.234

Number of Standards Met: 38

115.212, 115.215, 115.216, 115.217, 115.218, 115.221, 115.222, 115.231, 115.232, 115.233, 115.235, 115.241, 115.242, 115.251, 115.252, 115.253, 115.254, 115.261, 115.262, 115.263, 115.264, 115.265, 115.266, 115.267, 115.271, 115.272, 115.273, 115.276, 115.277, 115.278, 115.282, 115.283, 115.286, 115.287, 115.288, 115.289, 115.401, 115.403

Number of Standards Not Met: 0

Summary of Corrective Action (if any)

The summary of corrective action can be found in two locations of the final report, in the audit narrative section and in each standard. Corrective action is an expected part of the PREA audit. There were approximately eighteen (18) standards that required policy and procedural changes and the nine (9) standards that did not meet standards requiring more detail and description with supporting documentation, additional staff training, and demonstrate “institutionalized” practices. On February 28, 2019, the PREA Coordinator/Facility Director updated the identified facility policy and procedures. The nine (9) standards were corrected during the 180 day corrective action period. A great deal of the time was consumed more in the role of consultant first and then as an auditor throughout pre-audit phases, however during the post on-site phase, facility administration and staff vigorously completed all requirements to meet or exceed standards. During the corrective action phase, the auditor assisted the facility as a collaborator by consulting with staff and administrators, to provide information and guidance, and direct staff to seek additional information and technical assistance available from the

PREA Resource Center. Beginning in the audit narrative section and in each standard the corrective action lists the deficiency, recommended corrective action, the deliverables, and a timeline for implementing the required actions. Listed below is a summary of corrective action by standard with outcome:

115.213 (a) The agency develop for each facility a staffing plan that provides for adequate levels of staffing, (b) in circumstances where the staffing plan is not complied with, does the facility document and justify all deviations from the plan, and (c) in the past 12 months, has the facility assessed, determined, and documented whether adjustments are needed to the staffing plan. The facility along develop and implemented a more detailed PREA compliant staffing plan and documented the facility's yearly assessment to review the staffing plan to see whether adjustments are needed. On April 10, 2019, facility administration modified the existing staffing plan considering all standard elements. The facility administrators reviewed the staffing plan and acknowledged they received the necessary training. Based on the supporting documentation submitted by the agency, the facility follows and meets the standard.

115.215 (f) The agency/facility train security staff in how to conduct cross-gender pat down searches in a professional and respectful manner, and in the least intrusive manner possible, consistent with security needs. Staff refresher training sign in sheets were provided to the auditor and the deficiency was corrected on February 15, 2019. After staff received refresher training on the topic of cross gender pat down searches and exigent circumstances. On May 7, 2019, nine (9) random staff and one (1) counselor were re-interviewed which resulted in ten (10) staff received the training and knew the correct and appropriate responses. Based on the supporting documentation submitted by the agency, the facility follows and meets the standard.

115.231 (a) 5. Agency train all employees who may have contact with residents on the dynamics of sexual abuse and sexual harassment in confinement. Facility staff interviews confirmed their comprehension of the PREA training and their obligation to report any allegation of the sexual abuse and/or sexual harassment however, most staff struggled on the topic of dynamics of sexual abuse and harassment within a confinement setting. During staff interviews, the auditor had to probe staff in order to get a correct response. It was recommended that staff could benefit with some additional follow up training in that area. On February 25, 2019, the PREA Coordinator/Facility Director conducted staff training on the of dynamics of sexual abuse and harassment within a confinement setting. On May 7, 2019, nine (9) random staff were re-interviewed and were able to describe the dynamics of sexual abuse and harassment in confinement settings. Based on the supporting documentation submitted by the agency, the facility follows and meets the standard.

115.234 (a) In addition to the general training provided to all employees pursuant to §115.231, the agency ensure that, to the extent the agency itself conducts sexual abuse investigations, its investigators have received training in conducting such investigations in confinement settings, (b) the specialized training include the techniques for interviewing sexual abuse victims, proper use of Miranda and Garrity warnings, sexual abuse evidence collection in confinement settings, and the criteria and evidence required to substantiate a case for administrative action or prosecution referral (c) the agency maintains documentation that agency investigators have completed the required specialized training in conducting sexual abuse investigations. On February 13th and 14th, 2019, the PREA Coordinator/Facility Director, Assistant Facility Director, and Lead Supervisor completed the online course PREA: Investigating Sexual Abuse in a Confinement Setting presented by the NIC. On February 14, 2019, the three (3) Administrators completed the Specialized Training: Investigating Sexual Abuse in Confinement Settings developed by The Moss Group located on the PREA Resource

Center website. The training was two days in length and included all nine (9) modules. On May 7, 2019, all three (3) administrators were re-interviewed verifying they received the training and understood the material presented. Based on the additional training the administrators completed and their overall knowledge and understanding the facility has exceeded this standard.

115.235 (a) Agency/facility 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, how to preserve physical evidence of sexual abuse, how to respond effectively and professionally to victims of sexual abuse and sexual harassment, and how and to whom to report allegations or suspicions of sexual abuse and sexual harassment. (c) The agency maintains documentation that medical and mental health practitioners have received the training referenced in this standard either from the agency or elsewhere.

It was evident through the mental health staff (substance abuse counselors) interviews that they had received the basic PREA training provided to all facility staff. The review of training documentation showed the training completed by the three (3) mental health staff. Facility mental health staff (substance abuse counselors) did not receive and complete the specialized training for full-time mental health care. On March 1st - 3rd, 2019, three (3) substance abuse counselors completed the PREA: Medical and Mental Health Practitioners training presented by the National Institute of Corrections and the specialized training certificates were presented to the auditor. On May 7, 2019, one (1) full-time mental health counselor was re-interviewed and was knowledgeable with the material presented and questions asked by the auditor. All required work was completed prior to the 180-day corrective action period and the facility meets the standard.

115.241 (f) Within a set time period not more than thirty (30) days from the resident's arrival at the facility, does the facility reassess the resident's risk of victimization or abusiveness based upon any additional, relevant information received by the facility since the intake screening. (g) the facility re-assesses a resident's risk level when warranted due to a referral, request, an incident of sexual abuse, and receipt of additional information that bears on the resident's risk of sexual victimization or abusiveness.

After reviewing several resident initial assessments and re-assessments beyond thirty days and interviewing random residents it was clear the facility recently started completing the practice to re-assess not to exceed thirty days from the resident's arrival was recently implemented two months prior to the on-site audit visit. Beginning shortly after the on-site audit phase, the facility PREA Coordinator and Assistant Director provided the auditor with six months of resident housing assessments and re-assessments verifying completion and in compliance with the standard.

115.264 (a) Upon learning of an allegation that a resident was sexually abused, the first staff member to respond to the report shall be required to: (1) Separate the alleged victim and abuser; (2) Preserve and protect any crime scene until appropriate steps can be taken to collect any evidence; (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 (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. (b) If the first staff responder is not a security staff member, the responder shall be required to

request that the alleged victim not take any actions that could destroy physical evidence, and then notify security staff.

During the pre-audit phase, the auditor recommended the policy and any relevant training material documentation relating to first responder duties reflect exact wording as written in the standards. On May 6, 2019, the Facility Director accepted the change and updated the policy and all relevant documentation.

Random staff and first responder interviews validated this technical knowledge of actions to be taken upon learning that a resident was sexually abused; however, most random staff interviews had difficulty in providing the action steps identified in the policies and procedures, had limited knowledge of their responsibilities and duties as first responders, were unaware of why they do these duties. Based on the recommendation for additional follow up staff training be completed and on February 25, 2019, the PREA Coordinator/Facility Director conducted staff training on the first responder duties. Staff sign in sheets were provided documenting staff participation. On May 7, 2019, nine (9) random staff were re-interviewed and were able to describe the first responder duties. Based on the supporting documentation submitted by the facility it meets the standard.

115.265 (a) The facility shall develop a written institutional plan to coordinate actions taken in response to an incident of sexual abuse among staff first responders, medical and mental health practitioners, investigators, and facility leadership. Based on the lack of detail described in the facility policy, the auditor's recommendation was for the facility to develop a written institutional plan that specifically outlined coordinated efforts taken in response to an incident of sexual abuse among all parties. On February 25, 2019, facility administration updated the plan and re-trained staff on the where the coordinated response plan is located within the facility if a sexual abuse allegation occurs. On May 7, 2019, nine (9) random staff were interviewed to verify the updated plan and the location within the facility. All staff correctly answered the questions. The correction was made prior to the end of the 180-day corrective action period and the facility is compliant with the standard.

115.271 (b) The agency investigators received the specialized training in sexual abuse investigations as required by 115.234. On February 13th and 14th, 2019, the PREA Coordinator/Facility Director, Assistant Facility Director, and Lead Supervisor completed the online course PREA: Investigating Sexual Abuse in a Confinement Setting presented by the NIC. On February 14, 2019, the three (3) Administrators completed the Specialized Training: Investigating Sexual Abuse in Confinement Settings developed by The Moss Group located on the PREA Resource Center website. The training was two days in length and included all nine (9) modules. On May 7, 2019, all three (3) administrators were re-interviewed verifying they received the training and understood the material presented.

PREVENTION PLANNING

Standard 115.211: Zero tolerance of sexual abuse and sexual harassment; PREA coordinator

All Yes/No Questions Must Be Answered by The Auditor to Complete the Report

115.211 (a)

- Does the agency have a written policy mandating zero tolerance toward all forms of sexual

abuse and sexual harassment? Yes No

- Does the written policy outline the agency's approach to preventing, detecting, and responding to sexual abuse and sexual harassment? Yes No

115.211 (b)

- Has the agency employed or designated an agency-wide PREA Coordinator? Yes No
- Is the PREA Coordinator position in the upper-level of the agency hierarchy? Yes No
- 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 No

Auditor Overall Compliance Determination

- Exceeds Standard** (*Substantially exceeds requirement of standards*)
- Meets Standard** (*Substantial compliance; complies in all material ways with the standard for the relevant review period*)
- Does Not Meet Standard** (*Requires Corrective Action*)

Instructions for Overall Compliance Determination Narrative

The narrative below must include a comprehensive discussion of all 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 the standard. These recommendations must be included in the Final Report, accompanied by information on specific corrective actions taken by the facility.

Policy and Supporting Documents Reviewed, Interviews and Observations:

- Cameron and Willacy Counties Community Corrections Facility, Prison Rape Elimination Act (PREA) Policy Manual
- Cameron and Willacy Counties PREA Audit: Pre-Audit Questionnaire (Community Confinement Facilities)
- Agency/Department/Facility Organizational Chart
- Facility Job Description for Job Titles
- NIC Specialized training certificates dated February 11th and 14th, 2019 for the Facility Director and Counselor

Interviews:

- Agency Designee – Executive Director
- PREA Coordinator- Facility Director

- Facility Counselor

The policy, Cameron and Willacy Counties Community Corrections Facility, Prison Rape Elimination Act (PREA) Policy mandates a zero tolerance toward all forms of sexual abuse and sexual harassment. The policies outline the agency's approach to prevent, detect, and respond to sexual abuse and sexual harassment. The policy clearly defines general definitions and definitions of prohibited behaviors to include sexual abuse and sexual harassment. The facility provided an Organizational Chart confirms that the designated Facility PREA Coordinator as the Facility Director and reports to the Agency Director. Furthermore, the facility Counselor is identified as the designated PREA Compliance Manager and backup to the Facility Director should the need arise.

Initial review of the Cameron and Willacy Counties Community Corrections Facility, Prison Rape Elimination Act (PREA) Policy omitted 115.211 (b) the agency shall employ or designate an upper level PREA Coordinator for the agency that has sufficient time and authority to develop, implement and oversee Agency and Program efforts to comply with the PREA Standards in all its facilities. On February 27, 2019, the facility director added the required language to the Cameron and Willacy Counties Community Corrections Facility, Prison Rape Elimination Act (PREA) Policy. The designated PREA Coordinator is the Facility Director. On February 14, 2019, the Facility Director completed the specialized training, PREA Coordinator Roles and Responsibilities presented by the National Institute of Corrections (NIC.)

The policy further indicated the facility has a designated PREA Compliance Manager, a mid-level manager responsible for coordinating training activities and report all PREA related violations to the PREA Coordinator, monitor the programs to reduce and prevent PREA violations. The facility Counselor was recently designated as the alternate PREA Coordinator and based on the results of the interview the auditor recommends additional training on the role and responsibilities for PREA Coordinator offered by the National Institute for Corrections. On February 11, 2019, the facility Counselor, facility Counselor completed the NIC PREA Coordinator online course as recommended.

Interview Results:

- The Agency Director confirmed the appointment of the facility PREA Coordinator in August 2018.
- Interview with the PREA Coordinator (Facility Director) although recently appointed, indicated he is committed to implementing PREA in the facility. The PREA Coordinator facilitates meetings with the facility treatment team to discuss any needs, problems, ideas, or suggestions for improvement. The Facility Director confirmed the Facility Counselor was recently assigned the role and duty of the facility PREA Compliance Manager.
- The Facility Counselor explained of her recent appointment as the facility PREA Compliance Manager and admitted she has limited knowledge of the role and responsibilities of the Compliance Manager; however, she was motivated in learning more about the role, responsibilities, and to increase her overall knowledge with implementing the PREA standards within the facility.
- On May 7, 2019, the auditor re-interviewed the facility Counselor on the PREA Coordinator questions in which she exhibited a better understanding of the duties and responsibilities and further acknowledged and confirmed taking the additional training on February 11, 2019. The certificate of completion was forwarded to the auditor. The information for this standard was reviewed by this auditor and the facility exceeds the standard, given the overarching comprehensive approach with all supporting documentation provided by the agency and facility.

Standard 115.212: Contracting with other entities for the confinement of residents

All Yes/No Questions Must Be Answered by the Auditor to Complete the Report

115.212 (a)

- 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 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 No NA

115.212 (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 115.212(a)-1 is "NO".) Yes No NA

115.212 (c)

- If the agency has entered into a contract with an entity that fails to comply with the PREA standards, did the agency do so only in emergency circumstances after making all reasonable attempts to find a PREA compliant private agency or other entity to confine residents? (N/A if the agency has not entered into a contract with an entity that fails to comply with the PREA standards.) Yes No NA
- In such a case, does the agency document its unsuccessful attempts to find an entity in compliance with the standards? (N/A if the agency has not entered into a contract with an entity that fails to comply with the PREA standards.) Yes No NA

Auditor Overall Compliance Determination

- Exceeds Standard** (*Substantially exceeds requirement of standards*)
- Meets Standard** (*Substantial compliance; complies in all material ways with the standard for the relevant review period*)
- Does Not Meet Standard** (*Requires Corrective Action*)

Instructions for Overall Compliance Determination Narrative

The narrative below must include a comprehensive discussion of all 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 the standard. These recommendations must be included in the Final Report, accompanied by information on specific corrective actions taken by the facility.

Policy and Supporting Documents Reviewed, Interviews and Observations:

- Cameron and Willacy Counties Community Corrections Facility, Prison Rape Elimination Act (PREA) Policy Manual
- Cameron and Willacy Counties PREA Audit: Pre-Audit Questionnaire (Community Confinement Facilities)

Interviews:

- Agency Designee – Executive Director
- PREA Coordinator- Facility Director

The Cameron and Willacy Counties Community Corrections Facility does not contract with other entities for the confinement of residents.

Interview results:

- The Executive Director and the PREA Coordinator confirmed the Cameron and Willacy Counties Community Corrections Facility does not contract with other entities for the confinement of residents. Should the facility do so, the auditor recommended and the Executive Director and PREA Coordinator agreed the facility policy will require revision and any and all future contracts shall adopt PREA standard 115.212.

Standard 115.213: Supervision and monitoring

All Yes/No Questions Must Be Answered by the Auditor to Complete the Report

115.213 (a)

- Does the agency develop for each facility a staffing plan that provides for adequate levels of staffing and, where applicable, video monitoring, to protect residents against sexual abuse?
 Yes No
- Does the agency document for each facility a staffing plan that provides for adequate levels of staffing and, where applicable, video monitoring, to protect residents against sexual abuse?
 Yes No
- Does the agency ensure that each facility's staffing plan takes into consideration the physical layout of each facility in calculating adequate staffing levels and determining the need for video monitoring? Yes No
- Does the agency ensure that each facility's staffing plan takes into consideration the composition of the resident population in calculating adequate staffing levels and determining the need for video monitoring? Yes No

- Does the agency ensure that each facility's staffing plan takes into consideration the prevalence of substantiated and unsubstantiated incidents of sexual abuse in calculating adequate staffing levels and determining the need for video monitoring? Yes No
- Does the agency ensure that each facility's staffing plan takes into consideration any other relevant factors in calculating adequate staffing levels and determining the need for video monitoring? Yes No

115.213 (b)

- In circumstances where the staffing plan is not complied with, does the facility document and justify all deviations from the plan? (N/A if no deviations from staffing plan.)
 Yes No NA

115.213 (c)

- In the past 12 months, has the facility assessed, determined, and documented whether adjustments are needed to the staffing plan established pursuant to paragraph (a) of this section? Yes No
- In the past 12 months, has the facility assessed, determined, and documented whether adjustments are needed to prevailing staffing patterns? Yes No
- In the past 12 months, has the facility assessed, determined, and documented whether adjustments are needed to the facility's deployment of video monitoring systems and other monitoring technologies? Yes No
- In the past 12 months, has the facility assessed, determined, and documented whether adjustments are needed to the resources the facility has available to commit to ensure adequate staffing levels? Yes No

Auditor Overall Compliance Determination

- Exceeds Standard** (*Substantially exceeds requirement of standards*)
- Meets Standard** (*Substantial compliance; complies in all material ways with the standard for the relevant review period*)
- Does Not Meet Standard** (*Requires Corrective Action*)

Instructions for Overall Compliance Determination Narrative

The narrative below must include a comprehensive discussion of all 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 the standard. These recommendations must be included in the Final Report, accompanied by information on specific corrective actions taken by the facility.

Supporting Documents, Interviews and Observations

- Cameron and Willacy Counties Community Corrections Facility, Prison Rape Elimination Act (PREA) Policy Manual
- Cameron and Willacy Counties PREA Audit: Pre-Audit Questionnaire (Community Confinement Facilities)
- Facility Staffing Plan dated 4/10/19
- Facility Staffing Plan Deviation Form
- Updated Staffing Plan dated April 10, 2019

Interviews

- Agency Designee-Executive Director
- PREA Coordinator/Facility Director

The initial review of the Cameron and Willacy Counties Community Corrections Facility, Prison Rape Elimination Act (PREA) Policy explains the facility develops, documents, and makes its best efforts to comply on a regular basis with a staffing plan that provides for adequate levels of staffing, and uses video monitoring to protect residents against sexual abuse and harassment. The policy indicates the facility takes into consideration the four requirements in standard 115.213 (a) – 1-4: 1. The physical layout of the facility; 2. The composition of the resident population; 3. The prevalence of substantiated and unsubstantiated incidents of sexual abuse; and 4. Any other relevant factors. In circumstances where the staffing plan is not complied with, the facility documents and justifies all deviations from the plan.

According to the document provided by the facility the memo stated, “Our staffing plan is predicated on full capacity (55 beds) at all times regardless of the current bed count. Residents with higher levels of risk of being sexually assaulted or sexually harassed would be in dorm room #1, which are located directly outside the Residential Monitor’s office. In addition to security staff we have a video monitoring system to increase our monitoring capabilities. We have always maintained an 80% employment rate of all security positions.” The facility provided a staffing plan deviation form with one date noted when the staffing plan was out of ratio due to staff shortage, the remedy for the deviation an additional staff was called in to cover the shift. The original staffing plan submitted lacked the information to fully explain (a)- 1-4 and on April 10, 2019 updated and provided a revised staffing plan and an administrator’s sign in sheet documenting and acknowledged staff training by reviewing all aspects of the standard.

A review of the Pre-Audit Questionnaire indicated:

- The average daily number of residents on which the staffing schedule was predicated was 52.
- The most common reason for deviating from the staffing plan in the last twelve (12) months was staff calling out on sick leave.
- The questionnaire indicted the facility does not review the staffing plan at least once every year whether adjustment are necessary.

Interview Results

- Interviews with the Executive Director and PREA Coordinator indicated the staffing plan takes into consideration in 115.213 (a) 1-4 such as resident capacity, video monitoring, and housing bed locations.

Corrective Action required and verification since the on-site phase

- The agency/facility develop and implement a more detailed PREA compliant staffing plan and document the facility’s yearly assessment to review and to see whether adjustments are needed.
- All corrective action documentation be submitted within three (3) months after the on-site phase.

On April 10, 2019, facility administration modified the existing staffing plan considering all standard elements. The facility administrators reviewed the staffing plan and acknowledged they received the necessary training. The Facility Director, Assistant Director, and the auditor reviewed the revised staffing plan that describes in detail all elements of the staffing plan. This discussion resulted of an understanding of the staffing plan development and the yearly assessment to whether adjustments are needed to the staffing plan. Based on the supporting documentation submitted by the agency and interviews with facility administration, the facility follows and meets the standard.

Standard 115.215: Limits to cross-gender viewing and searches

All Yes/No Questions Must Be Answered by the Auditor to Complete the Report

115.215 (a)

- 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 No

115.215 (b)

- Does the facility always refrain from conducting cross-gender pat-down searches of female residents, except in exigent circumstances? (N/A if less than 50 residents) Yes No NA
- Does the facility always refrain from restricting female residents’ access to regularly available programming or other outside opportunities in order to comply with this provision? (N/A if less than 50 residents) Yes No NA

115.215 (c)

- Does the facility document all cross-gender strip searches and cross-gender visual body cavity searches? Yes No
- Does the facility document all cross-gender pat-down searches of female residents?
 Yes No

115.215 (d)

- 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 No
- 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? Yes No

115.215 (e)

- Does the facility always refrain from searching or physically examining transgender or intersex residents for the sole purpose of determining the resident's genital status? Yes No
- If a resident's genital status is unknown, does the facility determine genital status during conversations with the resident, by reviewing medical records, or, if necessary, by learning that information as part of a broader medical examination conducted in private by a medical practitioner? Yes No

115.215 (f)

- Does the facility/agency train security staff in how to conduct cross-gender pat down searches in a professional and respectful manner, and in the least intrusive manner possible, consistent with security needs? Yes No
- Does the facility/agency train security staff in how to conduct searches of transgender and intersex residents in a professional and respectful manner, and in the least intrusive manner possible, consistent with security needs? Yes No

Auditor Overall Compliance Determination

- Exceeds Standard** (*Substantially exceeds requirement of standards*)
- Meets Standard** (*Substantial compliance; complies in all material ways with the standard for the relevant review period*)
- Does Not Meet Standard** (*Requires Corrective Action*)

Instructions for Overall Compliance Determination Narrative

The narrative below must include a comprehensive discussion of all 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 the standard. These recommendations must be included in the Final Report, accompanied by information on specific corrective actions taken by the facility.

Supporting Documents, Interviews and Observations

- Cameron and Willacy Counties Community Corrections Facility, Prison Rape Elimination Act (PREA) Policy Manual
- Cameron and Willacy Counties PREA Audit: Pre-Audit Questionnaire (Community Confinement Facilities)
- Court Residential Treatment Center Gender and Transgender Pat Searches/PREA Review Staff Training Sheet dated 8/2/16
- Court Residential Treatment Center PREA Refresher Training Attendance Sheet dated 12/5/17
- Guidance on Cross Gender and Transgender Pat Searches Training Material from the PREA Resource Center and The Moss Group dated 2/13/19

Interviews:

- Agency Designee- Executive Director
- PREA Coordinator-Facility Director
- Random Staff
- Random Residents

The initial review of the Cameron and Willacy Counties Community Corrections Facility, Prison Rape Elimination Act (PREA) Policy prohibits any cross-gender strip search or cross gender visual body cavity searches except in exigent circumstances or when performed by medical practitioners. The Cameron-Willacy Counties Court Residential Treatment Center does not house female residents. Pat and strip searches of transgender/Intersex residents will be completed by a staff member of the same sex for which the resident has been classified by referring agency. The PREA Coordinator/Facility Director indicated that any cross-gender strip search or cross gender visual body cavity searches are conducted required only by having an exigent circumstance the search would be documented in the log and in the residents file.

The facility has a policy and procedure for residents to shower, perform bodily functions, and change clothing without non-medical staff of the opposite gender viewing is incidental to routine living quarter checks. Employees of the opposite gender announces their presence when entering an area where residents are likely to be showering, performing bodily functions, or changing clothes.

Searches or physical examination of a transgender or intersex resident for the sole purpose of determining the resident's genital status is prohibited. If the resident's genital status is unknown, it may be determined during conversations with the resident, by reviewing medical records, or, if necessary, by learning that information as part of a broader medical examination conducted in private by a medical practitioner. While on-site, there were no transgender or intersex residents housed at the facility. The Executive Director and PREA Coordinator/Facility Director, confirmed that the facility has never received any transgender or intersex residents to date.

A review of the training documentation indicated staff have received and completed Guidance in Cross-Gender and Transgender Pat Down Search training in 2016 and 2017. Many facility staff interviewed were not able to define exigent circumstance nor the procedures for securing authorization to conduct such a search as well as the requirements for justifying and documenting those searches. Based on the random staff responses, the auditor recommended the facility PREA Coordinator conduct additional

staff training on Cross-gender and Transgender Pat Search Training. On February 13, 2019, the facility PREA Coordinator completed the recommended training with random staff.

As a best practice, if a transgender and intersex resident is admitted to the facility and prefers to be searched by staff (female staff) who they would feel most comfortable with conducting the search, the auditor recommended one (1) female staff receive the Guidance in Cross-Gender and transgender pat and strip searches and agree to conduct strip and pat down searches on transgender and intersex residents admitted to the facility. On February 13, 2019, one (1) female facility staff member attended and participate in the search training should the need arise. During the corrective action period, the auditor re-interviewed randomly selected staff and verified training completion and overall understanding and knowledge on this topic.

All residents interviewed stated that they had never been searched by a staff member of the opposite sex nor had they ever seen a staff conduct a cross gender pat down search. According to the staff roster there is one female staff (Counselor) that works directly with the male residents, therefore only male staff conduct any pat down or strip searches. According to the female staff (Counselor), she does not conduct pat down or strip searches and rarely goes onto the living unit when residents shower, perform bodily functions, and change clothing while they are in the living unit or rooms. She further stated that if she does go onto the living unit, she announces her presence by stating, "Female entering the unit." Residents confirmed that male staff conduct pat or strip searches and supervises showers and hears the opposite gender announcement when she enters the living unit.

During the facility tour, the auditor observed the strip search process during the evening time when residents returned from their work assignments. The strip searches were conducted in a private setting (laundry room) by two male staff searching two to three residents at a time. The auditor suggested to the PREA Coordinator/Facility Director, as a best practice when staff conduct strip searches were have two male staff search one resident at a time to allow for resident privacy as well as reduce the possibility of contraband entering the facility. Further emphasis made with having the search room organized and free from clutter could also reduce the likelihood of contraband entering the facility. Also during the facility tour, it was observed that residents showered in an open shower area where three to four residents can shower at one time and it was suggested if funding would become available the facility should consider upgrades to individual shower stalls with PREA friendly shower curtains or shower doors that show only the residents head and ankle/feet area. The PREA Coordinator/Facility Director agreed and updated the facility strip search procedure and noted the possible shower upgrades.

A review of the Pre-Audit Questionnaire and confirmed by staff interviews:

- In the past 12 months, the number of cross-gender strip or cross gender visual body cavity searches of Residents reported was zero.
- In the past 12 months, the number of cross-gender strip or cross-gender visual body cavity searches of residents that did not involve exigent circumstances or were performed by non-medical staff reported was zero.
- The number of pat-down searches of female Residents that were conducted by male staff reported was zero.
- The number of pat-down searches of female Residents conducted by male staff that did not involve exigent circumstances reported was zero.
- In the past twelve (12) months, the number of transgender or intersex residents search or physically examine for the sole purposes of determining the resident's genital status was zero.

Interview Results:

- Twelve (12) random staff interviewed said they announce their presence when entering a living unit.
- Twenty-three (23) residents reported that male staff supervise residents when on the living unit and if the female staff enter the living unit hear her announce her presence. Residents further stated that they and other residents are never naked in full view of staff, when using the toilet, showering, or changing clothing.
- Twenty-three (23) residents interviewed have either undergone a pat down or strip search conducted by same gender staff and conducted in a professional and respectful less intrusive manner.

Corrective Action required and verification since the on-site phase

- The agency/facility develop and implement a PREA compliant staffing plan and document the facility's yearly assessment to review and to see whether adjustments are needed.
- The timeline for all corrective action documentation be submitted within three (3) months after the on-site phase.

Staff refresher training sign in sheets were provided to the auditor and the deficiency was corrected on February 15, 2019. On May 7, 2019, nine (9) random staff and one (1) counselor were re-interviewed which resulted in all ten (10) staff indicated they received the training and knew the definition and examples of an exigent circumstance. Based on the supporting documentation submitted by the agency, the facility follows and meets the standard.

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

All Yes/No Questions Must Be Answered by the Auditor to Complete the Report

115.216 (a)

- 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 No
- 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 No
- 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 No

- 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 No
- 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 No
- 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 No
- Do such steps include, when necessary, ensuring effective communication with residents who are deaf or hard of hearing? Yes No
- 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 No
- 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 No
- 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 No
- 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: Are blind or have low vision? Yes No

115.216 (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 No
- Do these steps include providing interpreters who can interpret effectively, accurately, and impartially, both receptively and expressively, using any necessary specialized vocabulary? Yes No

115.216 (c)

- 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 §115.264, or the investigation of the resident's allegations?

Yes No

Auditor Overall Compliance Determination

- Exceeds Standard** (*Substantially exceeds requirement of standards*)
- Meets Standard** (*Substantial compliance; complies in all material ways with the standard for the relevant review period*)
- Does Not Meet Standard** (*Requires Corrective Action*)

Instructions for Overall Compliance Determination Narrative

The narrative below must include a comprehensive discussion of all 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 the standard. These recommendations must be included in the Final Report, accompanied by information on specific corrective actions taken by the facility.

Supporting Documents, Interviews and Observations:

- Cameron and Willacy Counties Community Corrections Facility, Prison Rape Elimination Act (PREA) Policy Manual
- Cameron and Willacy Counties PREA Audit: Pre-Audit Questionnaire (Community Confinement Facilities)
- Cameron and Willacy Counties, English Version Brochure
- Cameron and Willacy Counties, Spanish Version Brochure
- Resident Zero Tolerance Policy Information Sheet, English Version
- Resident Zero Tolerance Policy Information Sheet, Spanish Version
- Reporting Poster, Spanish Version
- Reporting Poster, English Version

Interviews:

- Agency Designee- Executive Director
- Agency PREA Coordinator/Facility Director
- Random Staff
- Random Residents

The initial review of the Cameron and Willacy Counties Community Corrections Facility, Prison Rape Elimination Act (PREA) Policy take appropriate steps to ensure that residents with disabilities (including, for example, residents who are deaf or hard of hearing, those who are blind or have low vision, or those who have intellectual, psychiatric, or speech 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. Such steps shall include, when necessary to ensure effective

communication with residents who are deaf or hard of hearing, providing access to interpreters who can interpret effectively, accurately, and impartially, both receptively and expressively, using any necessary specialized vocabulary.

The facility ensures that written materials are provided in formats or through methods that ensure effective communication with residents with disabilities, including residents who have intellectual disabilities, limited reading skills, or who are blind or have low vision. An agency is not required to take actions that it can demonstrate would result in a fundamental alteration in the nature of a service, program, or activity, or in undue financial and administrative burdens, as those terms are used in regulations promulgated under title II of the Americans With Disabilities Act, 28 CFR 35.164. (b)

The facility takes 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, including steps to provide interpreters who can interpret effectively, accurately, and impartially, both receptively and expressively, using any necessary specialized vocabulary. Auxiliary aids that are reasonable, effective, and appropriate to the needs of the resident shall be provided when simple written or oral communication is not effective.

The agency shall not rely 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 § 115.264, or the investigation of the resident's allegations.

There are postings throughout the facility in English and Spanish. The resident brochure, the resident PREA Zero Tolerance Policy information sheet, and the resident Handbook are in English and Spanish and contain information that provides appropriate explanations regarding PREA to residents based upon their individual needs.

A review of the Pre-Audit Questionnaire and confirmed by staff interviews:

- In the past twelve (12) months, the number of instances where resident interpreters, readers, or other types of resident assistants have been used and it was not the case that an extended delay in obtaining another interpreter could compromise the resident's safety, the performance of first-response duties under 115.364, or the investigation of the resident's allegations reported was zero (0).

Interview Results:

- Interviewed staff consistently stated that they would not allow, except in emergency situations, a resident to translate or interpret for another resident in making an allegation of sexual abuse.
- During an interview with the resident with a cognitive disability, he reported that he was provided materials in a format that ensured effective communication and that he understood all material presented. Furthermore, staff took the necessary time to fully explain all PREA related material.
- During the on-site visit, there were no residents who were limited English proficient, or who were blind, deaf, or hard of hearing. Interview with the PREA Coordinator/Facility Director indicated that if a resident exhibits such a disability, arrangements will be made to provide the necessary and required assistance. The Intake Staff also indicated that services are required and that they would make the necessary accommodations beginning at the intake and orientation phase and throughout the resident's length of stay.

- In an interview with one (1) resident who had a cognitive disability, he stated that they were provided materials in a format that ensured effective communication and that staff took the time to ensure that they understood all material presented. Intake Staff acknowledged they would take the necessary time to fully explain all PREA related materials.

Standard 115.217: Hiring and promotion decisions

All Yes/No Questions Must Be Answered by the Auditor to Complete the Report

115.217 (a)

- Does the agency prohibit the hiring or promotion of anyone 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 No
- 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 No
- 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 question immediately above? Yes No
- 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 No
- 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 No
- 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 question immediately above? Yes No

115.217 (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 No

115.217 (c)

- Before hiring new employees, who may have contact with residents, does the agency: Perform a criminal background records check? Yes No

- 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 No

115.217 (d)

- Does the agency perform a criminal background records check before enlisting the services of any contractor who may have contact with residents? Yes No

115.217 (e)

- 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 No

115.217 (f)

- 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 No
- 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 No
- Does the agency impose upon employees a continuing affirmative duty to disclose any such misconduct? Yes No

115.217 (g)

- Does the agency consider material omissions regarding such misconduct, or the provision of materially false information, grounds for termination? Yes No

115.217 (h)

- 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 No NA

Auditor Overall Compliance Determination

Exceeds Standard (*Substantially exceeds requirement of standards*)

- Meets Standard** (*Substantial compliance; complies in all material ways with the standard for the relevant review period*)
- Does Not Meet Standard** (*Requires Corrective Action*)

Instructions for Overall Compliance Determination Narrative

The narrative below must include a comprehensive discussion of all 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 the standard. These recommendations must be included in the Final Report, accompanied by information on specific corrective actions taken by the facility.

Supporting Documents, Interviews and Observations:

- Cameron and Willacy Counties Community Corrections Facility, Prison Rape Elimination Act (PREA) Policy Manual
- Cameron and Willacy Counties PREA Audit: Pre-Audit Questionnaire (Community Confinement Facilities)
- Cameron and Willacy Counties Employment Application Supplement Form
- Cameron and Willacy Counties Employment Application Supplement Form Employee Samples
- Conditions of Employment Form
- PREA: Preventing Sexual Misconduct Against Offender Signature Form
- Staff PREA Acknowledgement Form

Interviews:

- Agency Designee- Executive Director
- PREA Coordinator/Facility Director
- Administrative Human Resource Specialist

The initial review of the Cameron and Willacy Counties Community Corrections Facility, Prison Rape Elimination Act (PREA) Policy, Conditions of Employment Form, and PREA: Preventing Sexual Misconduct Against Offender Signature Form, and the Staff PREA Acknowledgment Form contains all the elements required by this standard and all background checks are conducted initially on new employees, contractors, volunteers and promotion decisions of employees and contractors. Incidents of sexual harassment will be considered in determining whether to hire, appoint, or promote anyone, or enlist the services of any individual contractors. The initial background checks include the screening for criminal record checks, possible checks on criminal convictions and pending criminal charges, access to local, state and federal criminal databases to conduct background checks, and best efforts to contact all prior institutional employers for information on substantiated allegations of sexual abuse and any resignation during a pending investigation or an allegation of sexual abuse.

During the hiring process, potential facility staff completes the Employment Application Supplement Form and Conditions of Employment Form that contains the questions regarding past misconduct. After initial review of the Employment Application Supplement Form, 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 was not present on the form and once the omission was brought to the

attention of the PREA Coordinator/Facility Director the form was updated by the agency Human Resources Department and use for future prospective employees.

The Conditions of Employment Form imposes upon employees a continuing affirmative duty to disclose any such misconduct. The PREA: Preventing Sexual Misconduct Against Offender Signature Form further explains the agency's zero tolerance policy against sexual abuse and sexual harassment and termination from employment shall be the presumptive disciplinary sanction for staff who engage in such misconduct.

The agency tracks and has a system in place for otherwise capturing such information for current employees, volunteers, and contractors. The facility submitted a spreadsheet of list of staff names, dates of hire, date of last criminal background check, and future completed check. The PREA Coordinator/Facility Director and the Human Resources office maintains a spreadsheet to monitor background checks are completed once every five (5) years. The spreadsheet indicated all staff had criminal background checks completed within five (5) years and most staff had checks done in December 2018.

While on-site, a file review of seven (7) personnel files of current employees, contractors and volunteers with various hiring dates was conducted with the findings that newly hired employees, volunteers, and contractors had the required documentation indicating the necessary checks completed.

A review of the Pre-Audit Questionnaire and confirmed by staff interviews:

- In the past 12 months, the number of persons hired who may have contact with residents who have had criminal background checks: 5
- In the past 12 months, the number of persons promoted who may have contact with residents who have had criminal background checks: 0.
- In the past 12 months, the number of contract for services where criminal background record checks were conducted on all staff covered in the contract that might have contact with residents: 0.

Interview Results:

- Interview with Executive Director, PREA Coordinator/Facility, and Agency Human Resource Specialist confirmed a hiring process performs criminal record background check on newly hired employees and contractors. The agency performs criminal record background checks on employees and contractors at least every five years.

Standard 115.218: Upgrades to facilities and technologies

All Yes/No Questions Must Be Answered by the Auditor to Complete the Report

115.218 (a)

- 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.)

Yes No NA

115.218 (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 No NA

Auditor Overall Compliance Determination

- Exceeds Standard** (*Substantially exceeds requirement of standards*)
- Meets Standard** (*Substantial compliance; complies in all material ways with the standard for the relevant review period*)
- Does Not Meet Standard** (*Requires Corrective Action*)

Instructions for Overall Compliance Determination Narrative

The narrative below must include a comprehensive discussion of all 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 the standard. These recommendations must be included in the Final Report, accompanied by information on specific corrective actions taken by the facility.

Supporting Documents, Interviews and Observations:

- Cameron and Willacy Counties Community Corrections Facility, Prison Rape Elimination Act (PREA) Policy Manual
- Cameron and Willacy Counties PREA Audit: Pre-Audit Questionnaire (Community Confinement Facilities)
- Surveillance System Schematic and Diagrams
- Video Surveillance System Description

Interviews:

- Agency Designee-Deputy Director
- PREA Coordinator
- Campus Administrator
- Facility PREA Compliance Manager

The initial review of the Cameron and Willacy Counties Community Corrections Facility, Prison Rape Elimination Act (PREA) Policy omitted subsection (a) and (b): When designing or acquiring any new facility, planning any substantial expansion or modification of existing facilities, the agency/facility will consider the effect of the design, acquisition, expansion or modification upon the ability to protect inmates from sexual abuse. Also, when installing or updating a video monitoring system, electronic surveillance system or other monitoring technology, facilities will consider how such technology may enhance the ability to protect residents from sexual abuse. On January 7, 2019, the Facility Director added the required language to the Cameron and Willacy Counties Community Corrections Facility, Prison Rape Elimination Act (PREA) Policy Manual.

Since 2014, the facility acquired a portable building equipped with four (4) video cameras. The portable building consists of a conference room, four (4) counselor offices, and a bathroom. In November 2016, September 2018, and December 2018, the facility was granted funding to upgrade the video monitoring system with an additional seven (7) cameras and upgraded the DVR system.

The Cameron and Willacy Counties Community Corrections facility has twenty-eight (28) facility cameras. The cameras are strategically located in the living unit, staff offices, common areas, television room, classrooms, hallways, processing/ intake, front entrance, visitation area, facility perimeter, and post areas. The video surveillance system has a three (3) digital video recorder with maximum retention of thirty (30) days.

Interview Results:

- Interviews with the Executive Director and the PREA Coordinator/Facility Director indicated that there was some expansion since 2014 with the acquisition of a portable building equipped with four (4) video cameras and additional seven (7) cameras.

RESPONSIVE PLANNING

Standard 115.221: Evidence protocol and forensic medical examinations

All Yes/No Questions Must Be Answered by the Auditor to Complete the Report

115.221 (a)

- 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.)
 Yes No NA

115.221 (b)

- Is this protocol developmentally appropriate for youth where applicable? (N/A if the agency/facility is not responsible for conducting any form of criminal OR administrative sexual abuse investigations.) Yes No 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.) Yes No NA

115.221 (c)

- 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 No
- Are such examinations performed by Sexual Assault Forensic Examiners (SAFEs) or Sexual Assault Nurse Examiners (SANEs) where possible? Yes No
- 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 No
- Has the agency documented its efforts to provide SAFEs or SANEs? Yes No

115.221 (d)

- Does the agency attempt to make available to the victim a victim advocate from a rape crisis center? Yes No
- 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 No
- Has the agency documented its efforts to secure services from rape crisis centers? Yes No

115.221 (e)

- 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 No
- As requested by the victim, does this person provide emotional support, crisis intervention, information, and referrals? Yes No

115.221 (f)

- If the agency itself is not responsible for investigating allegations of sexual abuse, has the agency requested that the investigating entity follow the requirements of paragraphs (a) through

(e) of this section? (N/A if the agency/facility is responsible for conducting criminal AND administrative sexual abuse investigations.) Yes No NA

115.221 (g)

- Auditor is not required to audit this provision.

115.221 (h)

- 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 115.221(d) above.) Yes No NA

Auditor Overall Compliance Determination

- Exceeds Standard** (*Substantially exceeds requirement of standards*)
- Meets Standard** (*Substantial compliance; complies in all material ways with the standard for the relevant review period*)
- Does Not Meet Standard** (*Requires Corrective Action*)

Instructions for Overall Compliance Determination Narrative

The narrative below must include a comprehensive discussion of all 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 the standard. These recommendations must be included in the Final Report, accompanied by information on specific corrective actions taken by the facility.

Supporting Documents, Interviews and Observations:

- Cameron and Willacy Counties Community Corrections Facility, Prison Rape Elimination Act (PREA) Policy Manual
- Cameron and Willacy Counties PREA Audit: Pre-Audit Questionnaire (Community Confinement Facilities)
- A National Protocol for Sexual Assault Medical Forensic Examinations Adults/Adolescents
- Memo of Understanding between Cameron and Willacy Counties Court Residential Treatment Center (CRTC) and The Friendship of Women
- Community Partnership Agreement between the Cameron and Willacy Counties Court Residential Treatment Center (CRTC) and the Brownsville Police Department
- National Institute of Corrections Certificates of completion on Specialized PREA Training Investigating Sexual Abuse in a Confinement Setting

Interviews:

- PREA Coordinator/Facility Director
- Random Residents
- Random Staff
- Program Manager, The Friendship of Women
- CARE Team Clinical Director

The initial review of the Cameron and Willacy Counties Community Corrections Facility, Prison Rape Elimination Act (PREA) Policy Manual contained the elements of the standard and identified that all allegations of sexual abuse and sexual harassment be referred to the appropriate investigative agency, Brownsville Police Department. Additionally, policy requires the investigative agency to follow a uniform protocols that maximize the potential for obtaining usable physical evidence for administrative and criminal prosecutions.

The facility has a community partnership agreement with the Brownsville Police Department as agreed upon December 6, 2018. According to the MOU, it is agreed and understood that the Brownsville Police Department will provide investigative services to residents and staff of the Cameron and Willacy Counties Community Corrections Facility pursuant to standard 115.221 (Evidence Protocol & Forensic Medical Examinations), standard 115.234 (Special training: Investigations), and standard 115.271 (Criminal and Administrative Agency Investigations) on a 24 hours a day basis.

Agency policies offer residents who are victims of sexual abuse access to forensic medical examinations. Where possible, examinations are conducted by Sexual Assault Forensic Examiners (SAFEs) or Sexual Assault Nurse Examiners (SANEs). The organization providing forensic exams is the Valley Baptist Medical Center in Harlingen Texas, which operates twenty-four (24) hours, seven (7) days per week. The organization provides sexual assault exams provided by Sexual Assault Nurse Examiners/Forensic Examiners. Forensic medical examinations are offered without financial cost to the victim or victim's family.

If requested by the victim, a victim advocate, or qualified facility staff member will accompany and support the victim through the forensic medical examination process and investigatory interviews and provides emotional support, crisis intervention, information, and referrals as indicated. The Fellowship of Women Program Manager indicated the above-mentioned services along with aftercare services will be provided to residents on a twenty-four (24) hours basis. The facility provided supporting documentation that indicated a Memorandum of Understanding with The Fellowship of Women was in the final stages of approval. On May 8, 2019, the Cameron-Willacy Counties Court Residential Treatment Center signed a memorandum of understanding with the local rape crisis and recovery center, Friendship of Women to provide residents with confidential emotional support services related to sexual abuse.

According to a review of the Pre-Audit Questionnaire and confirmation by staff interviews the following has been recorded:

- The number of forensic medical exams conducted during the past 12 months reported was zero.
- The number of exams performed by SANEs/SAFE during the past 12 months reported was zero.
- The number of exams performed by a qualified medical practitioner during the past 12 months reported was zero.

Interview Results:

- The PREA Coordinator/Facility Director was familiar with the evidence protocol and roles they would play as first responders. The staff stated they would “make sure the resident victim was stable,” preserve the evidence and, if the mental health counselors were on site, call on the mental health staff to conduct an assessment.
- For victims of sexual assault, the Program Manager at The Fellowship of Women indicated that the facility will offer all victims access to forensic medical examinations without financial cost. Staff indicated that SANE/SAFE are provided by the local hospital.
- Mostly all staff interviewed indicated knowledge with evidence protocol to preserve evidence until local law enforcement officers arrived at the facility.
- Nineteen (19) out of residents twenty-three (23) interviewed knew services were available outside the program for dealing with sexual abuse if they would need services.

Standard 115.222: Policies to ensure referrals of allegations for investigations

All Yes/No Questions Must Be Answered by the Auditor to Complete the Report

115.222 (a)

- Does the agency ensure an administrative or criminal investigation is completed for all allegations of sexual abuse? Yes No
- Does the agency ensure an administrative or criminal investigation is completed for all allegations of sexual harassment? Yes No

115.222 (b)

- Does the agency have a policy and practice 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 No
- Has the agency published such policy on its website or, if it does not have one, made the policy available through other means? Yes No
- Does the agency document all such referrals? Yes No

115.222 (c)

- 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 conducting criminal investigations. See 115.221(a).]
 Yes No NA

115.222 (d)

- Auditor is not required to audit this provision.

115.222 (e)

- Auditor is not required to audit this provision.

Auditor Overall Compliance Determination

- Exceeds Standard** (*Substantially exceeds requirement of standards*)
- Meets Standard** (*Substantial compliance; complies in all material ways with the standard for the relevant review period*)
- Does Not Meet Standard** (*Requires Corrective Action*)

Instructions for Overall Compliance Determination Narrative

The narrative below must include a comprehensive discussion of all 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 the standard. These recommendations must be included in the Final Report, accompanied by information on specific corrective actions taken by the facility.

Supporting Documents, Interviews and Observations:

- Cameron and Willacy Counties Community Corrections Facility, Prison Rape Elimination Act (PREA) Policy Manual
- Cameron and Willacy Counties PREA Audit: Pre-Audit Questionnaire (Community Confinement Facilities)
- A National Protocol for Sexual Assault Medical Forensic Examinations Adults/Adolescents
- Memo of Understanding between Cameron and Willacy Counties Court Residential Treatment Center (CRTC) and The Friendship of Women
- Community Partnership Agreement between the Cameron and Willacy Counties Court Residential Treatment Center (CRTC) and the Brownsville Police Department
- National Institute of Corrections Certificates of completion on Specialized PREA Training Investigating Sexual Abuse in a Confinement Setting

Interviews:

- Agency Designee- Executive Director
- PREA Coordinator/Facility Director/Investigative Staff
- Random Staff

The initial review of the Cameron and Willacy Counties Community Corrections Facility, Prison Rape Elimination Act (PREA) Policy Manual, the National Protocol for Sexual Assault Medical Forensic Examinations Adults/Adolescents, Memo of Understanding between Cameron and Willacy Counties Court Residential Treatment Center (CRTC) and The Friendship of Women, Community Partnership Agreement between the Cameron and Willacy Counties Court Residential Treatment Center (CRTC) and the Brownsville Police Department, National Institute of Corrections Certificates of completion on Specialized PREA Training Investigating Sexual Abuse in a Confinement Setting requires an administrative and/or criminal investigation for all allegations of sexual abuse or sexual harassment.

The policy requires allegations of sexual abuse or sexual harassment to be referred for administrative investigations to an agency with the legal authority to conduct criminal investigations. To that extent, the Brownsville Police Department provides services on a twenty-four (24) basis and holds the responsibility for investigating sexual abuse. Referrals made by the facility for criminal investigations are documented when referred to the Brownsville Police Department. The Facility Director ensures that an administrative investigation and a referral for a criminal investigation, where appropriate, are completed for all allegations of sexual abuse and sexual harassment.

Per a review of the Pre-Audit Questionnaire, documentation, and confirmation by staff interviews the following has been recorded:

- The number of allegations of sexual abuse and sexual harassment received during the past 12 months were zero (0).
- The number of allegations resulting in an administrative investigation during the past 12 months was zero (0).
- The number of allegations referred for criminal investigation during the past 12 months was zero (0).

Interview Results:

- All random staff interviews reflected and confirmed their knowledge on the reporting process, referral process, and policys' requirements; the staff were to report all allegations to their immediate supervisor and an internal and criminal investigation would occur.
- Specialized staff, based on job duties and responsibilities, knew the agency's procedure that details when and by whom administrative and criminal investigations are conducted in response to an allegation of sexual abuse and sexual harassment.

TRAINING AND EDUCATION

Standard 115.231: Employee training

All Yes/No Questions Must Be Answered by the Auditor to Complete the Report

115.231 (a)

- Does the agency train all employees who may have contact with residents on: Its zero-tolerance policy for sexual abuse and sexual harassment? Yes No

- 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 No
- 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 No
- 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 No
- Does the agency train all employees who may have contact with residents on: The dynamics of sexual abuse and sexual harassment in confinement? Yes No
- Does the agency train all employees who may have contact with residents on: The common reactions of sexual abuse and sexual harassment victims? Yes No
- 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? Yes No
- Does the agency train all employees who may have contact with residents on: How to avoid inappropriate relationships with residents? Yes No
- Does the agency train all employees who may have contact with residents on: How to communicate effectively and professionally with residents, including lesbian, gay, bisexual, transgender, intersex, or gender nonconforming residents? Yes No
- 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 No

115.231 (b)

- Is such training tailored to the gender of the residents at the employee's facility? Yes No
- 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 No

115.231 (c)

- Have all current employees who may have contact with residents received such training? Yes No
- 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 No

- 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 No

115.231 (d)

- Does the agency document, through employee signature or electronic verification, that employees understand the training they have received? Yes No

Auditor Overall Compliance Determination

- Exceeds Standard** (*Substantially exceeds requirement of standards*)
- Meets Standard** (*Substantial compliance; complies in all material ways with the standard for the relevant review period*)
- Does Not Meet Standard** (*Requires Corrective Action*)

Instructions for Overall Compliance Determination Narrative

The narrative below must include a comprehensive discussion of all 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 the standard. These recommendations must be included in the Final Report, accompanied by information on specific corrective actions taken by the facility.

Supporting Documents, Interviews and Observations:

- Cameron and Willacy Counties Community Corrections Facility, Prison Rape Elimination Act (PREA) Policy Manual
- Cameron and Willacy Counties PREA Audit: Pre-Audit Questionnaire (Community Confinement Facilities)
- PREA Refresher Training Material and Sign Off Sheets for Employees
- PREA Acknowledge of Understanding Form
- PREA Refresher Training Sign Off Sheets for Employee relating to the Dynamics of Sexual Abuse and Harassment in Confinement Setting

Interviews:

- PREA Coordinator/Facility Director
- Executive Director
- Random and Specialized Staff

The initial review of the Cameron and Willacy Counties Community Corrections Facility, Prison Rape Elimination Act (PREA) Policy Manual requires PREA Training upon initially becoming an employee (new employee orientation training), as well as refresher training. All the PREA training provided to employees at the facility contains all ten (10) topics consistent with this standard's requirements and is tailored to this facility and the gender of their resident populations. In addition to the ten (10) required

topics, the facility also trains employees on state and local laws imposing criminal liability for the sexual abuse of a person held in custody and the locations, situations, and circumstances in which sexual abuse may occur in a confinement setting.

The staff training documentation includes training material and detention staff interviews confirmed that staff receives PREA training during initial pre-service training and during refresher in-service training. All employees are trained as new hires regardless of their previous experience. All new employees receive the Cameron and Willacy Counties policies and procedures on prevention strategies to maintain a professional atmosphere and sign the PREA Acknowledge of Understanding Form sheet indicating they received the training and understand their responsibilities for all the different training modules upon completion of the initial PREA training. Once every two years thereafter, employees are required to attend a PREA Refresher training and sign a training sheet indicating they received the training and understand they training they received. For 2018 all staff have received the required training.

A review of all facility staff and training education forms, observation of the day-to-day operations as well as facility staff interviews confirmed that staff are receiving their required PREA training. The PREA Coordinator/Facility Director indicated that in addition to refresher training taking place, once a month at mandatory staff meetings on going training occurs on any policy updates and training topics to include PREA.

Facility staff interviews confirmed their comprehension of the PREA training and their obligation to report any allegation of the sexual abuse and/or sexual harassment however, most staff struggled on the topic of dynamics of sexual abuse and harassment within a confinement setting. During staff interviews, the auditor had to probe staff in order to get a correct response. It was recommended that staff could benefit with some additional follow up training in that area. On February 25, 2019, the PREA Coordinator/Facility Director conducted staff training on the of dynamics of sexual abuse and harassment within a confinement setting.

Per a review of the Pre-Audit Questionnaire and confirmation by staff interviews the following has been recorded:

- In the past 12 months, the number of staff employed by the facility, who may have contact with Residents, who were trained on the PREA requirements reported were twenty-five (25) staff names which matches the training records.

Interview Results:

- Twelve (12) out of twelve (12) random staff interviewed consistently stated they receive PREA Training in a variety of ways. These include PREA Training as part of the training provided for newly hired during orientation. Additionally, they consistently indicated they receive the training at the time of hire and annual refresher training.
- Ten (10) out of twelve (12) random staff had difficulty knowing the dynamics of sexual abuse and sexual harassment in a confinement setting.

Corrective Action required and verification since the on-site phase

- During the first three (3) months of the corrective action period, the auditor will re-interview randomly selected staff to verify training completion and overall understanding and knowledge

on the dynamics of sexual abuse and harassment within a confinement setting. According to documentation provided by the PREA Coordinator/Facility Director, all staff participated and completed the above-mentioned training.

On February 25, 2019, the PREA Coordinator/Facility Director conducted staff training on the of dynamics of sexual abuse and harassment within a confinement setting. On May 7, 2019, nine (9) random staff were re-interviewed and were able to describe the dynamics of sexual abuse and harassment in confinement settings. Based on the supporting documentation submitted by the agency, the facility follows and meets the standard.

Standard 115.232: Volunteer and contractor training

All Yes/No Questions Must Be Answered by the Auditor to Complete the Report

115.232 (a)

- Has the agency ensured that all volunteers and contractors who 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? Yes No

115.232 (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 No

115.232 (c)

- Does the agency maintain documentation confirming that volunteers and contractors understand the training they have received? Yes No

Auditor Overall Compliance Determination

- Exceeds Standard** (*Substantially exceeds requirement of standards*)
- Meets Standard** (*Substantial compliance; complies in all material ways with the standard for the relevant review period*)
- Does Not Meet Standard** (*Requires Corrective Action*)

Instructions for Overall Compliance Determination Narrative

The narrative below must include a comprehensive discussion of all 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 the standard. These recommendations must be included in the Final Report, accompanied by information on specific corrective actions taken by the facility.

Supporting Documents, Interviews and Observations:

- Cameron and Willacy Counties Community Corrections Facility, Prison Rape Elimination Act (PREA) Policy Manual
- Cameron and Willacy Counties PREA Audit: Pre-Audit Questionnaire (Community Confinement Facilities)
- PREA Refresher Training Material and Sign Off Sheets for Employees
- PREA Acknowledge of Understanding Form

The initial review of the Cameron and Willacy Counties Community Corrections Facility, Prison Rape Elimination Act (PREA) Policy requires volunteers and contractors who have contact with residents to receive PREA training. All volunteers and contractors receive the facility PREA training and sign the volunteer and contractor sign-in sheet upon completion of the PREA training they received.

The training material for volunteers and contractors includes the PREA Acknowledgement of Understanding Form which describes the facilities zero tolerance policy, definitions, reporting requirements, and how to report sexual abuse and harassment of residents. The volunteers and contractors also complete the PREA: Preventing Sexual Misconduct against Offender training material. A review of the documentation confirmed they are aware of the facility's requirement for confidentiality and their duty to report any incidents of sexual abuse and/or sexual harassment.

Interview Results:

- Interviews with the three (3) volunteers and contractor confirmed their knowledge of the required PREA training and the facility's zero tolerance policy, definitions, reporting requirements, and how to report sexual abuse and harassment of residents.
- All three (3) volunteers and contractor stated that when conducting religious services or educational group meetings, there is at least one (1) staff present providing supervision when services or group meetings are being held within the facility.

Standard 115.233: Resident education

All Yes/No Questions Must Be Answered by the Auditor to Complete the Report

115.233 (a)

- During intake, do residents receive information explaining: The agency's zero-tolerance policy regarding sexual abuse and sexual harassment? Yes No
- During intake, do residents receive information explaining: How to report incidents or suspicions of sexual abuse or sexual harassment? Yes No
- During intake, do residents receive information explaining: Their rights to be free from sexual abuse and sexual harassment? Yes No

- During intake, do residents receive information explaining: Their rights to be free from retaliation for reporting such incidents? Yes No
- During intake, do residents receive information regarding agency policies and procedures for responding to such incidents? Yes No

115.233 (b)

- Does the agency provide refresher information whenever a resident is transferred to a different facility? Yes No

115.233 (c)

- Does the agency provide resident education in formats accessible to all residents, including those who: Are limited English proficient? Yes No
- Does the agency provide resident education in formats accessible to all residents, including those who: Are deaf? Yes No
- Does the agency provide resident education in formats accessible to all residents, including those who: Are visually impaired? Yes No
- Does the agency provide resident education in formats accessible to all residents, including those who: Are otherwise disabled? Yes No
- Does the agency provide resident education in formats accessible to all residents, including those who: Have limited reading skills? Yes No

115.233 (d)

- Does the agency maintain documentation of resident participation in these education sessions? Yes No

115.233 (e)

- 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 No

Auditor Overall Compliance Determination

- Exceeds Standard** (*Substantially exceeds requirement of standards*)
- Meets Standard** (*Substantial compliance; complies in all material ways with the standard for the relevant review period*)

Does Not Meet Standard (*Requires Corrective Action*)

Instructions for Overall Compliance Determination Narrative

The narrative below must include a comprehensive discussion of all 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 the standard. These recommendations must be included in the Final Report, accompanied by information on specific corrective actions taken by the facility.

Supporting Documents, Interviews and Observations:

- Cameron and Willacy Counties Community Corrections Facility, Prison Rape Elimination Act (PREA) Policy Manual
- Cameron and Willacy Counties PREA Audit: Pre-Audit Questionnaire (Community Confinement Facilities)
- PREA Zero Tolerance Policy Handbook, English Version
- PREA Zero Tolerance Policy Handbook, Spanish Version
- PREA Brochure for residents, English Version
- PREA Brochure for residents, Spanish Version
- PREA Residents Acknowledgement Form
- Facility Grievance Form

Interviews:

- Intake Staff
- Random Residents

The initial review of the Cameron and Willacy Counties Community Corrections Facility, Prison Rape Elimination Act (PREA) Policy Manual requires that during the intake process, all residents shall receive information regarding 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. In most cases, within seventy-two (72) hours of the intake process, CRTC provides residents with information regarding their rights to be free from sexual abuse and sexual harassment and to be free from retaliation for reporting such incidents, and regarding policies and procedures for respondent to such incidents. This process occurs through a face to face review of the PREA Zero Tolerance Policy Handbook, which each resident keeps and refers to.

Intake staff documents verification of resident orientation and education on PREA by completing the Resident PREA Acknowledgment form. The form is maintained by the Residential Community Supervision Officer. All residents even those who have transferred from another facility also receive comprehensive information. Intake staff have residents sign and acknowledge the "PREA Acknowledgement Form" informing residents on how to make reports of sexual abuse and sexual harassment along with the contact numbers to outside counseling services and to make reports outside of the agency, the Ombudsman Office.

File review and documentation of residents' signatures were reviewed and confirmed during resident interviews. Residents are provided information on prevention/intervention, self-protection, reporting and

treatment/counseling and it is available in accessible formats for future reference. Most residents interviewed stated that they received this information the same day they arrived at the detention center and identified signing some forms. The assigned intake staff presents PREA information in a manner that is accessible to all residents and provides education on an ongoing basis individually or in a group session. PREA postings were observed during the facility tour in the housing units, common areas, and residents identified the postings as another source of information for them.

Resident interviews confirmed that the facility provides resident education in formats accessible to all residents, including those who are limited in English proficiency, deaf, visually impaired, disabled, as well as to residents who have limited reading skills. Staff and resident interviews reveal that the facility provides the PREA Education in English and Spanish, to include resident handbooks and posters.

Per a review of the Pre-Audit Questionnaire and confirmation by staff interviews the following has been recorded:

- The number of residents admitted during past 12 months who were given this information at intake and received age appropriate education reported was thirty-six (36.)

Interview Results:

- The Intake Staff or Probation Officers indicated that during orientation all residents, to include transfers from other facilities, are educated on the zero-tolerance policy and how to report incidents or suspicion of sexual abuse or sexual harassment. This information is given during the intake process and is given on the date of admission. The Intake staff also reviews with residents and have them sign and acknowledge the "PREA Zero Tolerance Policy Handbook", and the PREA Brochure for residents informing them on how to make reports of sexual abuse and sexual harassment along with the contact numbers to outside counseling services and to make reports outside of the agency, the Ombudsman Office.
- Twenty-two (22) out of twenty-three (23) residents interviewed stated that when they first came to this facility, they received information regarding facility rules against sexual abuse and harassment.
- Residents were interviewed using the following statement, when you came to this facility, were you told about:
 - Your right to not be sexually abused or sexually harassed, all residents answered yes.
 - How to report sexual abuse or sexual harassment, all but one resident answered no.
 - Your right not to be punished for reporting sexual abuse or sexual harassment, all but two resident answered yes.

Standard 115.234: Specialized training: Investigations

All Yes/No Questions Must Be Answered by the Auditor to Complete the Report

115.234 (a)

- In addition to the general training provided to all employees pursuant to §115.231, does the agency ensure that, to the extent the agency itself conducts sexual abuse investigations, its investigators have received training in conducting such investigations in confinement settings?

[N/A if the agency does not conduct any form of administrative or criminal sexual abuse investigations. See 115.221(a).] Yes No NA

115.234 (b)

- Does this specialized training include: Techniques for interviewing sexual abuse victims? [N/A if the agency does not conduct any form of administrative or criminal sexual abuse investigations. See 115.221(a).] Yes No 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 115.221(a).] Yes No 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 115.221(a).] Yes No 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 115.221(a).] Yes No NA

115.234 (c)

- 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 115.221(a).] Yes No NA

115.234 (d)

- Auditor is not required to audit this provision.

Auditor Overall Compliance Determination

- Exceeds Standard** (*Substantially exceeds requirement of standards*)
- Meets Standard** (*Substantial compliance; complies in all material ways with the standard for the relevant review period*)
- Does Not Meet Standard** (*Requires Corrective Action*)

Instructions for Overall Compliance Determination Narrative

The narrative below must include a comprehensive discussion of all 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 the standard. These recommendations must be included in the Final Report, accompanied by information on specific corrective actions taken by the facility.

Supporting Documents, Interviews and Observations:

- Cameron and Willacy Counties Community Corrections Facility, Prison Rape Elimination Act (PREA) Policy Manual
- Cameron and Willacy Counties PREA Audit: Pre-Audit Questionnaire (Community Confinement Facilities)
- National Institute of Corrections (NIC) Specialized Training for Investigations Website
- National Institute of Corrections (NIC) Specialized Training for Investigations Certificates
- Specialized Training for Investigations sign in sheet

Interviews:

- Agency Designee- Executive Director
- PREA Coordinator/Facility Director
- Administrative Investigator

The initial review of the Cameron and Willacy Counties Community Corrections Facility, Prison Rape Elimination Act (PREA) Policy Manual stated the PREA Coordinator shall ensure that more than one (1) person at the facility receives training as a sexual abuse investigator. This will ensure that a trained investigator is available as a back-up during employee absences (e.g., leave, paid time off, sickness, offsite training, etc.) from work. Investigators shall receive training in conducting sexual abuse investigations in confinement settings. The PREA Coordinator shall ensure all staff are trained to call the law enforcement to investigate the allegations.

Specialized training shall include techniques for interviewing sexual abuse victim, proper use of Miranda and Garrity warnings, sexual abuse evidence collection in confinement settings, and the criteria and evidence required to substantiate a case for administrative action or prosecution referral. Documentation confirming that investigators have completed the required specialized training in conducting sexual abuse investigations shall be maintained in accordance with facility record retention policies.

After initial review of the Pre-Audit Questionnaire, the facility was in the process of having designated staff assigned to investigations complete the National Institute of Corrections (NIC) Specialized Training for Investigations. The PREA Coordinator/Facility Director produced documentation showing an attempt was made for him, a Lead Supervisor, and the newly appointed Assistant Facility Director receive the specialized training after registering and would take one to three business days for an administrator to review his application.

While conducting the on-site audit phase, the PREA Coordinator/Facility Director indicated he and the designated staff have not yet receive the National Institute of Corrections (NIC) Specialized Training for Investigations. On February 13th and 14th, 2019, the PREA Coordinator/Facility Director, Assistant Facility Director, and Lead Supervisor completed the online course PREA: Investigating Sexual Abuse in a Confinement Setting presented by the NIC. On February 13th and 14th, 2019, the three (3) Administrators completed the Specialized Training: Investigating Sexual Abuse in Confinement Settings developed by The Moss Group located on the PREA Resource Center website. The training was two

days in length and included all nine (9) modules. The facility has three (3) Administrators trained to conduct administrative investigations of sexual abuse and sexual harassment allegations.

Corrective Action required and verification since the on-site phase

- During the first thirty (30) to forty-five (45) days of the corrective action period, the auditor will re-interview the three (3) Administrators to verify training completion and overall understanding and knowledge on the Specialized Training for Investigations.

On February 13th and 14th, 2019, the PREA Coordinator/Facility Director, Assistant Facility Director, and Lead Supervisor completed the online course PREA: Investigating Sexual Abuse in a Confinement Setting presented by the NIC. On February 14, 2019, the three (3) Administrators completed the Specialized Training: Investigating Sexual Abuse in Confinement Settings developed by The Moss Group found on the PREA Resource Center website. The training was two days in length and included all nine (9) modules. On May 7, 2019, all three (3) administrators were re-interviewed verifying they received the training and understood the material presented. Based on the additional training the administrators completed and their improved overall knowledge and understanding of administrative investigations, the facility has exceeded this standard.

Standard 115.235: Specialized training: Medical and mental health care

All Yes/No Questions Must Be Answered by the Auditor to Complete the Report

115.235 (a)

- 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? Yes No
- 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 preserve physical evidence of sexual abuse? Yes No
- 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 victims of sexual abuse and sexual harassment? Yes No
- 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? Yes No

115.235 (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.) Yes No NA

115.235 (c)

- 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?
 Yes No

115.235 (d)

- Do medical and mental health care practitioners employed by the agency also receive training mandated for employees by §115.231? Yes No
- Do medical and mental health care practitioners contracted by and volunteering for the agency also receive training mandated for contractors and volunteers by §115.232? [N/A for circumstances in which a particular status (employee or contractor/volunteer) does not apply.]
 Yes No NA

Auditor Overall Compliance Determination

- Exceeds Standard** (*Substantially exceeds requirement of standards*)
- Meets Standard** (*Substantial compliance; complies in all material ways with the standard for the relevant review period*)
- Does Not Meet Standard** (*Requires Corrective Action*)

Instructions for Overall Compliance Determination Narrative

The narrative below must include a comprehensive discussion of all 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 the standard. These recommendations must be included in the Final Report, accompanied by information on specific corrective actions taken by the facility.

Supporting Documents, Interviews and Observations:

- Cameron and Willacy Counties Community Corrections Facility, Prison Rape Elimination Act (PREA) Policy Manual
- Cameron and Willacy Counties PREA Audit: Pre-Audit Questionnaire (Community Confinement Facilities)
- National Institute of Corrections (NIC) Specialized Training for Mental Health staff Website
- National Institute of Corrections (NIC) Specialized Training for Mental Health Certificates

Interviews:

- PREA Coordinator/Facility Director
- Mental Health/Substance Abuse Counselors

The initial review of the Cameron and Willacy Counties Community Corrections Facility, Prison Rape Elimination Act (PREA) Policy Manual states there are no qualified mental health professionals working in this facility; however, if one would be employed, shall receive specialized medical training as outlined below: 1. how to detect and assess signs of sexual abuse and sexual harassment; 2. how to preserve physical evidence of sexual abuse; 3. how to respond effectively and professionally to victims of sexual abuse and sexual harassment; and 4. how and to whom to report allegations of sexual abuse and sexual harassment. The facility does not employ medical staff nor contract for medical services, however medical services for residents are provided off ground through local community medical professionals. The organization providing forensic exams is the Valley Baptist Medical Center in Harlingen Texas, which operates twenty-four (24) hours, seven (7) days per week. The organization provides sexual assault exams by certified Sexual Assault Nurse Examiners/Forensic Examiners. Forensic medical examinations are offered without financial cost to the victim or victim's family.

It was evident through the mental health staff (substance abuse counselors) interviews that they had received the basic PREA training provided to all facility staff. The review of training documentation showed the training completed by the three (3) mental health staff. Facility mental health staff (substance abuse counselors) did not receive and complete the specialized training offered formatted from NIC by the Agency: Medical Health Care for Sexual Assault Victims in a Confinement Setting. On March 1st -3rd, 2019, three (3) substance abuse counselors completed the PREA: Medical and Mental Health Practitioners training presented by the National Institute of Corrections.

Corrective Action required and verification since the on-site phase:

- During the first four (4) months of the corrective action period, the auditor will re-interview the three (3) Mental Health (substance abuse counselors) staff to verify training completion and overall understanding and knowledge on the Specialized Training for Investigations.

On March 1st - 3rd, 2019, three (3) substance abuse counselors completed the PREA: Medical and Mental Health Practitioners training presented by the National Institute of Corrections and the specialized training certificates were presented to the auditor. On May 7, 2019, one (1) full-time mental health counselor was re-interviewed and was knowledgeable with the material presented and questions asked by the auditor. All required work was completed prior to the 180-day corrective action period and the facility meets the standard.

SCREENING FOR RISK OF SEXUAL VICTIMIZATION AND ABUSIVENESS

Standard 115.241: Screening for risk of victimization and abusiveness

All Yes/No Questions Must Be Answered by the Auditor to Complete the Report

115.241 (a)

- Are all residents assessed during an intake screening for their risk of being sexually abused by other residents or sexually abusive toward other residents? Yes No

- Are all residents assessed upon transfer to another facility for their risk of being sexually abused by other residents or sexually abusive toward other residents? Yes No

115.241 (b)

- Do intake screenings ordinarily take place within 72 hours of arrival at the facility?
 Yes No

115.241 (c)

- Are all PREA screening assessments conducted using an objective screening instrument?
 Yes No

115.241 (d)

- Does the intake screening consider, at a minimum, the following criteria to assess residents for risk of sexual victimization: Whether the resident has a mental, physical, or developmental disability? Yes No
- Does the intake screening consider, at a minimum, the following criteria to assess residents for risk of sexual victimization: The age of the resident? Yes No
- Does the intake screening consider, at a minimum, the following criteria to assess residents for risk of sexual victimization: The physical build of the resident? Yes No
- Does the intake screening consider, at a minimum, the following criteria to assess residents for risk of sexual victimization: Whether the resident has previously been incarcerated?
 Yes No
- Does the intake screening consider, at a minimum, the following criteria to assess residents for risk of sexual victimization: Whether the resident's criminal history is exclusively nonviolent?
 Yes No
- Does the intake screening consider, at a minimum, the following criteria to assess residents for risk of sexual victimization: Whether the resident has prior convictions for sex offenses against an adult or child? Yes No
- Does the intake screening consider, at a minimum, the following criteria to assess residents for risk of sexual victimization: Whether the resident is or is perceived to be gay, lesbian, bisexual, transgender, intersex, or gender nonconforming (the facility affirmatively asks the resident about his/her sexual orientation and gender identity AND makes a subjective determination based on the screener's perception whether the resident is gender non-conforming or otherwise may be perceived to be LGBTI)? Yes No
- Does the intake screening consider, at a minimum, the following criteria to assess residents for risk of sexual victimization: Whether the resident has previously experienced sexual victimization? Yes No

- Does the intake screening consider, at a minimum, the following criteria to assess residents for risk of sexual victimization: The resident's own perception of vulnerability? Yes No

115.241 (e)

- In assessing residents for risk of being sexually abusive, does the initial PREA risk screening consider, when known to the agency: prior acts of sexual abuse? Yes No
- In assessing residents for risk of being sexually abusive, does the initial PREA risk screening consider, when known to the agency: prior convictions for violent offenses? Yes No
- In assessing residents for risk of being sexually abusive, does the initial PREA risk screening consider, when known to the agency: history of prior institutional violence or sexual abuse? Yes No

115.241 (f)

- Within a set time period not more than 30 days from the resident's arrival at the facility, does the facility reassess the resident's risk of victimization or abusiveness based upon any additional, relevant information received by the facility since the intake screening? Yes No

115.241 (g)

- Does the facility reassess a resident's risk level when warranted due to a: Referral? Yes No
- Does the facility reassess a resident's risk level when warranted due to a: Request? Yes No
- Does the facility reassess a resident's risk level when warranted due to a: Incident of sexual abuse? Yes No
- Does the facility reassess a resident's risk level when warranted due to a: Receipt of additional information that bears on the resident's risk of sexual victimization or abusiveness? Yes No

115.241 (h)

- Is it the case that residents are not ever disciplined for refusing to answer, or for not disclosing complete information in response to, questions asked pursuant to paragraphs (d)(1), (d)(7), (d)(8), or (d)(9) of this section? Yes No

115.241 (i)

- 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 No

Auditor Overall Compliance Determination

- Exceeds Standard** (*Substantially exceeds requirement of standards*)
- Meets Standard** (*Substantial compliance; complies in all material ways with the standard for the relevant review period*)
- Does Not Meet Standard** (*Requires Corrective Action*)

Instructions for Overall Compliance Determination Narrative

The narrative below must include a comprehensive discussion of all 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 the standard. These recommendations must be included in the Final Report, accompanied by information on specific corrective actions taken by the facility.

Supporting Documents, Interviews and Observations:

- Cameron and Willacy Counties Community Corrections Facility, Prison Rape Elimination Act (PREA) Policy Manual
- Cameron and Willacy Counties PREA Audit: Pre-Audit Questionnaire (Community Confinement Facilities)
- Facility Sexual Victimization and Abusiveness Screening Form
- Facility Sexual Victimization and Abusiveness Screening Forms dated February – August 2019

Interviews:

- PREA Coordinator/Facility Director
- Intake Staff
- Screening Staff
- Random Staff
- Random Residents

The initial review of the Cameron and Willacy Counties Community Corrections Facility, Prison Rape Elimination Act (PREA) Policy Manual requires before or upon admission and no later than 24 hours to the facility, and upon transfer to another facility, residents shall be screened by staff assigned to perform the initial intake screening process in order to obtain information relevant to: 1. housing, counseling and groups with the goal of keeping separate those residents at high risk of being sexually victimized from those at high risk of being sexually abusive; 2. identify past victims and/or predators and assess vulnerability to sexual abuse victimization.

Screenings include interview questions and a review of the resident's computerized record which must be completed within seventy-two (72) hours of admission to the facility. Prior criminal history will be considered. The screenings will be completed and documented using the Sexual Victimization/Abusiveness Risk Screening Form, which will be shared with resident's Counselor for proper treatment planning and monitoring. Should any risk factors be identified at this time, Clinical Supervisor will consult with Operations Manager and Facility Director to determine a housing assignment that ensures the safety of all Residents.

All completed screening tool forms will be maintained in the Counselor's/CSO's office in a locked file cabinet. The screening of residents should only be used as a guideline for determining appropriate housing and services and should never be used as the sole reason for the deprivation of a program or privilege. Counselors will monitor any Resident who has the potential for violating other residents (aggressors) and Residents who may be at risk for victimization. Any evidence that this is occurring must be immediately reported to the appropriate Supervisor.

Reassessment screenings of the resident's risk level of victimization or abusiveness will be conducted by the appropriate staff member designated by the Director. The reassessment shall occur: 1. Within thirty (30) days of the resident's arrival at the facility. The reassessment will include any additional relevant information received by the facility since the initial intake screening; 2. When warranted, due to a referral, request, incident of sexual abuse, or receipt of additional information that may impact the resident's risk of victimization or abusiveness. Residents may not be disciplined for refusing to answer or for not disclosing complete information, in response to questions asked pursuant to the following: 1. whether the resident has a mental, physical, or developmental disability; 2. whether the resident is, or is perceived to be, LGBTI or Gender Non-Conforming; 3. whether the resident has previously experienced sexual victimization; or 4. the resident's own perception of vulnerability. Appropriate controls shall be implemented within the facility regarding the dissemination of responses to questions asked in order to ensure that sensitive information is not exploited by employees or other residents to the resident's detriment. The facility's policy limits staff access to this information on a "need to know basis."

The orientation and assessment process consists of the Intake Staff, the facility's probation officer complete the initial housing assessment, the PREA Sexual Victimization/Abusiveness Risk Screening Form, which acquires a baseline assessment to obtain and use information about the resident's personal history and behavior to reduce the risk of sexual abuse by or upon a resident. Specifically, the PREA Sexual Victimization/Abusiveness Risk Screening Form, an objective screening instrument, inquires whether the resident has a mental, physical, or development disability, the age of the resident, physical build of the resident, whether the resident has previously been incarcerated, the resident's criminal history is exclusively non-violent, risk of victimization and vulnerability, and any gender nonconforming appearance or manner of identification as lesbian, gay, bi-sexual, transgender and intersex, and whether the resident has previously experienced sexual victimization, and the resident's own perception of vulnerability.

After an initial review of the PREA Sexual Victimization/Abusiveness Risk Screening Form, the assessment omitted the criteria of whether the resident has prior convictions for sex offenses against an adult or child. It was also recommended to add some additional information in the area relating to the results of the assessment, whether the outcome results indicated the resident classified as sexually vulnerable or sexually aggressive. As well as additional space for resident comments and staff remarks noting housing preference and document the need for an override of the results are warranted. The recommendations were adopted, and the Sexual Victimization/Abusiveness Risk Screening Form was

revised, intake staff were informed of the change and began to use the newly revised form for new admissions and re-assessments.

With regards to re-assessments not to exceed thirty (30) days from the resident's arrival at the facility, reassessing the resident's risk of victimization or abusiveness based upon any additional, relevant information received by the facility since the intake screening the facility did not meet the subsection of the standard. After reviewing the status of eight (8) resident assessments, four (4) records indicated re-assessments beyond thirty days, three (3) assessments were completed within thirty days and one resident returned to court within the thirty (30) day period. According to the PREA Coordinator/Facility Director and staff (probation officer) who screen for victimization, the practice to re-assess not to exceed thirty days from the resident's arrival was recently implemented two months prior to the on-site audit visit.

Per a review of the Pre-Audit Questionnaire and confirmation by staff interviews the following has been recorded:

- The number of residents entering the facility (either through intake or transfer) within the past 12 months (whose length of stay in the facility was for 72 hours or more) who were screened for risk of sexually victimization or risk of sexually abusing other Residents with 72 hours of their entry into the facility was thirty-six (36.)

Interview Results:

- With regards to youth screening questions (115.341), twenty (20) of the twenty-three (23) residents were asked when first coming to the facility, do you remember being asked questions like whether you have ever been sexually abused, whether you identify with being gay, bisexual, or transgender, whether you have any disabilities, and whether you think you might be in danger of sexual abuse all residents remember being asked by and during the admissions and orientation process and on the first day upon entering the facility.
- If staff ever ask the screening questions again having been placed for nearly one (1) month, of the twenty-three (23) residents, fourteen (14) residents indicated they were not asked again.

Corrective Action required and verification since the on-site phase:

- For the first three (3) to four (4) months of the corrective action period, the PREA Coordinator/Facility Director will send the auditor upon completion initial assessments of newly admitted residents and re-assessments that are completed not to exceed thirty (30) days from the resident's arrival at the facility.
- Verify assessment completion by providing documentation such as a spreadsheet indicating the residents name, date of entry to the facility, dates of the completed initial and re-assessments along with supervisor signature verifying completion.

After the on-site visit on February 4, 2019 and during the corrective action phase, the facility PREA Coordinator and Assistant Director provided the auditor with six months of newly admitted resident housing assessments and re-assessments verifying completion within the required thirty (30) days and in compliance with the standard.

Standard 115.242: Use of screening information

All Yes/No Questions Must Be Answered by the Auditor to Complete the Report

115.242 (a)

- Does the agency use information from the risk screening required by § 115.241, with the goal of keeping separate those residents at high risk of being sexually victimized from those at high risk of being sexually abusive, to inform: Housing Assignments? Yes No
- Does the agency use information from the risk screening required by § 115.241, with the goal of keeping separate those residents at high risk of being sexually victimized from those at high risk of being sexually abusive, to inform: Bed assignments? Yes No
- Does the agency use information from the risk screening required by § 115.241, with the goal of keeping separate those residents at high risk of being sexually victimized from those at high risk of being sexually abusive, to inform: Work Assignments? Yes No
- Does the agency use information from the risk screening required by § 115.241, with the goal of keeping separate those residents at high risk of being sexually victimized from those at high risk of being sexually abusive, to inform: Education Assignments? Yes No
- Does the agency use information from the risk screening required by § 115.241, with the goal of keeping separate those residents at high risk of being sexually victimized from those at high risk of being sexually abusive, to inform: Program Assignments? Yes No

115.242 (b)

- Does the agency make individualized determinations about how to ensure the safety of each resident? Yes No

115.242 (c)

- When deciding whether to assign a transgender or intersex resident to a facility for male or female residents, does the agency consider on a case-by-case basis whether a placement would ensure the resident's health and safety, and whether a placement would present management or security problems (NOTE: if an agency by policy or practice assigns residents to a male or female facility on the basis of anatomy alone, that agency is not in compliance with this standard)? Yes No
- When making housing or other program assignments for transgender or intersex residents, does the agency consider on a case-by-case basis whether a placement would ensure the resident's health and safety, and whether a placement would present management or security problems? Yes No

115.242 (d)

- Are each transgender or intersex resident's own views with respect to his or her own safety given serious consideration when making facility and housing placement decisions and programming assignments? Yes No

115.242 (e)

- Are transgender and intersex residents given the opportunity to shower separately from other residents? Yes No

115.242 (f)

- Unless placement is in a dedicated facility, unit, or wing established in connection with a consent decree, legal settlement, or legal judgment for the purpose of protecting lesbian, gay, bisexual, transgender, or intersex residents, does the agency always refrain from placing: lesbian, gay, and bisexual residents in dedicated facilities, units, or wings solely on the basis of such identification or status? Yes No
- Unless placement is in a dedicated facility, unit, or wing established in connection with a consent decree, legal settlement, or legal judgment for the purpose of protecting lesbian, gay, bisexual, transgender, or intersex residents, does the agency always refrain from placing: transgender residents in dedicated facilities, units, or wings solely on the basis of such identification or status? Yes No
- Unless placement is in a dedicated facility, unit, or wing established in connection with a consent decree, legal settlement, or legal judgment for the purpose of protecting lesbian, gay, bisexual, transgender, or intersex residents, does the agency always refrain from placing: intersex residents in dedicated facilities, units, or wings solely on the basis of such identification or status? Yes No

Auditor Overall Compliance Determination

- Exceeds Standard** (*Substantially exceeds requirement of standards*)
- Meets Standard** (*Substantial compliance; complies in all material ways with the standard for the relevant review period*)
- Does Not Meet Standard** (*Requires Corrective Action*)

Instructions for Overall Compliance Determination Narrative

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- Cameron and Willacy Counties PREA Audit: Pre-Audit Questionnaire (Community Confinement Facilities)
- Facility Sexual Victimization and Abusiveness Screening Form

Interviews:

- PREA Coordinator/Facility Director
- Intake Staff
- Random Residents

The initial review of the Cameron and Willacy Counties Community Corrections Facility, Prison Rape Elimination Act (PREA) Policy Manual indicates before or upon admission or no later than twenty-four (24) hours to the facility, and upon transfer to another facility, residents shall be screened by staff assigned to perform the initial intake screening process in order to obtain information relevant to: 1.housing, counseling and groups with the goal of keeping separate those residents at high risk of being sexually victimized from those at high risk of being sexually abusive; and 2.identify past victims and/or predators and assess vulnerability to sexual abuse victimization. The facility makes individualized determinations about how to ensure the safety of each resident.

In deciding whether to house a transgender or intersex resident in a male housing unit or a female housing unit, or when making other housing and programming assignments for such residents, the facility shall consider the transgender or intersex resident's own views with respect to his/her own safety and shall consider on a case-by-case basis whether such a placement would ensure the Resident's health and safety. Consideration should also be given as to whether the placement would present management or security problems. Transgender and intersex residents shall be given the opportunity to shower separately from other residents.

After review of the policy, subsection (f) was omitted, the establishment of a unit solely dedicated to the housing of LGBTI and/or Gender Non-Conforming residents is strictly prohibited unless required by consent decree, legal settlement, or legal judgment for the purpose of protecting that resident. The PREA Coordinator/Facility Director made the required language change to policy and staff were re-trained.

Per a review of the Pre-Audit Questionnaire and confirmation by staff interviews the following has been recorded:

- In the past 12 months, the number of residents at risk of sexual victimization who were placed in isolation was zero (0.)
- In the past 12 months, the number of residents at risk of sexual victimization who were placed in isolation who have been denied daily access to large muscle exercise, and/or legally required education, treatment or special education services was zero (0.)
- In the past 12 months, the average period residents at risk of sexual victimization were held in isolation to protect them from sexual victimization was zero (0.)

Interview Results:

- The interviews with the PREA Coordinator/Facility Director and Screening staff the O&A indicated that the facility will not place lesbian, gay, bisexual, transgender, or intersex residents in dedicated units, or wings solely based on identification status for protecting such residents.
- The Facility Director approves all housing or programming changes and the bed chart assignment sheet is updated and revised when a resident is admitted and when a change is necessary. During the facility tour, the bed chart was observed in the supervisor’s office.
- Interviewed staff indicated that the facility is not subject to a consent decree, legal settlement, or legal judgment. Staff indicated that the facility ensures against placing lesbian, gay, bisexual, transgender, or intersex residents in dedicated units or wings solely based on their sexual orientation, genital status, or gender identity. They specified that the facility will house these residents in the general population unless requested by the resident for special housing for safety issues. Furthermore, staff interviewed explained when a resident is at risk for victimization or vulnerability, the resident is placed in a designated room close to staff supervision.

REPORTING

Standard 115.251: Resident reporting

All Yes/No Questions Must Be Answered by the Auditor to Complete the Report

115.251 (a)

- Does the agency provide multiple internal ways for residents to privately report: Sexual abuse and sexual harassment? Yes No
- Does the agency provide multiple internal ways for residents to privately report: Retaliation by other residents or staff for reporting sexual abuse and sexual harassment? Yes No
- 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 No

115.251 (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 No
- Is that private entity or office able to receive and immediately forward resident reports of sexual abuse and sexual harassment to agency officials? Yes No
- Does that private entity or office allow the resident to remain anonymous upon request? Yes No

115.251 (c)

- Do staff members accept reports of sexual abuse and sexual harassment made verbally, in writing, anonymously, and from third parties? Yes No
- Do staff members promptly document any verbal reports of sexual abuse and sexual harassment? Yes No

115.251 (d)

- Does the agency provide a method for staff to privately report sexual abuse and sexual harassment of residents? Yes No

Auditor Overall Compliance Determination

- Exceeds Standard** (*Substantially exceeds requirement of standards*)
- Meets Standard** (*Substantial compliance; complies in all material ways with the standard for the relevant review period*)
- Does Not Meet Standard** (*Requires Corrective Action*)

Instructions for Overall Compliance Determination Narrative

The narrative below must include a comprehensive discussion of all 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 the standard. These recommendations must be included in the Final Report, accompanied by information on specific corrective actions taken by the facility.

Supporting Documents, Interviews and Observations:

- Cameron and Willacy Counties Community Corrections Facility, Prison Rape Elimination Act (PREA) Policy Manual
- Cameron and Willacy Counties PREA Audit: Pre-Audit Questionnaire (Community Confinement Facilities)
- PREA Acknowledgement of Understanding
- Cameron and Willacy Counties English Version Brochure
- Cameron and Willacy Counties Spanish Version Brochure
- Cameron and Willacy Counties Resident Grievance Form
- PREA Posters
- Pre-Audit Questionnaire / Community Confinement Facilities
- Reporting Notice Posted on the Agency's website
- Facility Reporting Notice
- **Interviews:**
- PREA Coordinator
- Division Director
- Random Staff

- Random Residents

The initial review of the Cameron and Willacy Counties Community Corrections Facility, Prison Rape Elimination Act (PREA) Policy provides multiple internal ways for residents to report sexual abuse and harassment retaliation, staff neglect or violation of responsibilities that may have contributed to such incidents.

Residents are informed verbally and in writing on how to report sexual abuse and sexual harassment. These various ways of reporting include telephoning the hotline number, a written or verbal complaint to the Ombudsman, advising an administrator, or staff member, placing a written complaint in the grievance box, and by making an external complaint to a third party (i.e. family member). Also, during the intake and admission process residents are advised of their rights as written on the PREA Zero Tolerance Policy Form. The facility informs residents of at least one way to report abuse or harassment to a public entity or office that is not part of the agency, and that is able to receive and immediately forward resident reports of sexual abuse and harassment to agency officials, allowing the resident to remain anonymous upon request. The outside entities residents can use is by notifying the Texas Board of Criminal Justice Ombudsman's Office and by calling the toll-free number for the Friendship of Women, the local rape crisis center.

While touring the entire facility, it was observed in the living areas postings of the PREA information (posters), other facility information, reporting boxes (located in the front hallway.) The victim advocate information postings were observed on the living unit area. Reporting procedures are provided to residents through the resident handbook. With regards to third-party reporting postings, the content appears to busy and quite challenging for residents to clearly know how to make a third-party report. For clarification purposes, the auditor suggested the facility create a separate third-party reporting notice with contact information. The Facility Director took the suggestion under advisement and two weeks after the on-site visit he created an additional third-party reporting notice and sent a photograph of the notice posting verifying the change.

During the tour, the auditor tested the grievance and reporting process by placing a written notice inside the boxes verifying the reporting mechanism. While on-site the auditor did not receive any indications from staff of receiving such letters. Two days after the on-site visit, the PREA Coordinator/Facility Director informed the auditor he had received the test grievance form and was processed as outlined in the facility policy.

Resident interviews indicated that they know at least one way to report sexual abuse and sexual harassment by telephoning the Friendship of Women, speaking with a staff they trust, and about the anonymous reporting capability and third-party reporting by having or knowing someone else make the report for you so that you do not have to give your name. Most residents interviewed knew they could file a grievance to privately report sexual abuse and harassment.

Random staff interviews were knowledgeable and indicated that staff knew of at least one way to privately report sexual abuse of resident, by telling their immediate supervisor and by forwarding a letter, sealed and marked confidential to the Facility Director. Staff can also make an anonymous report to the Friendship of Women by calling the toll-free telephone number which is posted throughout the facility. All staff interviewed knew they can accept reports made verbally, in writing, anonymously, and from third parties and promptly document any verbal reports.

Standard 115.252: Exhaustion of administrative remedies

All Yes/No Questions Must Be Answered by the Auditor to Complete the Report

115.252 (a)

- 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 No NA

115.252 (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.) Yes No NA
- Does the agency always refrain from requiring a 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.) Yes No NA

115.252 (c)

- 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.) Yes No 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.) Yes No NA

115.252 (d)

- 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 standard.) Yes No NA
- 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 115.252(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.) Yes No 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.) Yes No NA

115.252 (e)

- 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.)
 Yes No NA
- Are those third parties also permitted to file such requests on behalf of residents? (If a third-party 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.)
 Yes No 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.)
 Yes No NA

115.252 (f)

- 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.) Yes No 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.)
 Yes No 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.) Yes No 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.)
 Yes No 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.) Yes No 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.) Yes No 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.) Yes No NA

115.252 (g)

- 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.) Yes No NA

Auditor Overall Compliance Determination

- Exceeds Standard** (*Substantially exceeds requirement of standards*)
- Meets Standard** (*Substantial compliance; complies in all material ways with the standard for the relevant review period*)
- Does Not Meet Standard** (*Requires Corrective Action*)

Instructions for Overall Compliance Determination Narrative

The narrative below must include a comprehensive discussion of all 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 the standard. These recommendations must be included in the Final Report, accompanied by information on specific corrective actions taken by the facility.

Supporting Documents, Interviews and Observations:

- Cameron and Willacy Counties Community Corrections Facility, Prison Rape Elimination Act (PREA) Policy Manual
- Cameron and Willacy Counties PREA Audit: Pre-Audit Questionnaire (Community Confinement Facilities)
- Resident Grievance Form

Interviews:

- Agency Designee- Executive Director
- PREA Coordinator/Facility Director
- Random Residents
- Random Staff

The initial review of the Cameron and Willacy Counties Community Corrections Facility, Prison Rape Elimination Act (PREA) Policy Manual describes the orientation residents receive that explains how to use the grievance process to report allegations of abuse and has administrative procedures/appeal process for dealing with resident's grievances regarding sexual abuse and/or harassment. Residents may place a written grievance or complaint in the locked Grievance box.

The facility has a grievance process enabling timely response and layers of review. The policies and procedures describe an unimpeded process. Residents are not required to utilize an informal process for reporting allegations of sexual abuse or sexual harassment nor are they required to submit it to the staff member involved in the allegation. The Facility Director is responsible for investigating the grievance and a preliminary review of the incident and the facility's response shall be conducted forty-eight (48) hours to seventy-two (72) hours following a reportable PREA incident and issues a final decision within five calendar days to determine whether the resident is in substantial risk of imminent sexual abuse.

After review of the policy, subsections (f) and (g) were omitted, the establishment of procedures for the filing of an emergency grievance, an initial response by the Facility Director within forty-eight (48) hours, and the agency may discipline a resident for filing a grievance related to alleged sexual abuse only where the agency demonstrates that the resident filed the grievance in bad faith. The PREA Coordinator/Facility Director made the required language change to policy and staff were re-trained. Staff interviews confirmed there is a grievance process relating to sexual abuse or sexual harassment complaints at the facility.

Random resident interviews and documentation confirmed there is a grievance process relating to sexual abuse or sexual harassment and a written complaint can be placed in the reporting or grievance boxes. Residents indicated they would contact a trusted staff or telephone the hotline in relation to sexual abuse or sexual harassment complaints.

A review of the Pre-Audit Questionnaire and confirmed by staff interview:

- In the past 12 months, the number of grievances filed that alleged sexual abuse reported was 0.
- In the past 12 months, the number of grievances alleging sexual abuse that reached a final decision within 90 days after being filed reported was 0
- The number of grievances alleging sexual abuse filed by Residents in the past 12 months in which the Resident declined third-party assistance, containing documentation of the Resident's decision to decline reported was 0.
- The number of emergency grievances alleging substantial risk of imminent sexual abuse that were filed in the past 12 months reported was 0.
- The number of grievances alleging substantial risk of imminent sexual abuse filed in the past 12 months that reached final decisions with five days reported was 0.
- In the past 12 months, the number of Resident grievances alleging sexual abuse that resulted in disciplinary action by the agency against the Resident for having filed the grievance in bad faith reported was 0.

Interview Results:

- According to staff interviews, the facility does not require a resident to use any informal grievance process as it relates to PREA or to attempt to resolve the issue with staff, for an alleged incident of sexual abuse.

Standard 115.253: Resident access to outside confidential support services

All Yes/No Questions Must Be Answered by the Auditor to Complete the Report

115.253 (a)

- Does the facility provide residents with access to outside victim advocates for emotional support services related to sexual abuse by giving residents mailing addresses and telephone numbers, including toll-free hotline numbers where available, of local, State, or national victim advocacy or rape crisis organizations? Yes No
- Does the facility enable reasonable communication between residents and these organizations and agencies, in as confidential a manner as possible? Yes No

115.253 (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 No

115.253 (c)

- 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 No
- Does the agency maintain copies of agreements or documentation showing attempts to enter into such agreements? Yes No

Auditor Overall Compliance Determination

- Exceeds Standard** (*Substantially exceeds requirement of standards*)
- Meets Standard** (*Substantial compliance; complies in all material ways with the standard for the relevant review period*)
- Does Not Meet Standard** (*Requires Corrective Action*)

Instructions for Overall Compliance Determination Narrative

The narrative below must include a comprehensive discussion of all 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 the standard. These recommendations must be included in the Final Report, accompanied by information on specific corrective actions taken by the facility.

Supporting Documents, Interviews and Observations:

- Cameron and Willacy Counties Community Corrections Facility, Prison Rape Elimination Act (PREA) Policy Manual

- Cameron and Willacy Counties PREA Audit: Pre-Audit Questionnaire (Community Confinement Facilities)
- A National Protocol for Sexual Assault Medical Forensic Examinations Adults/Adolescents
- Memo of Understanding between Cameron and Willacy Counties Court Residential Treatment Center (CRTC) and The Friendship of Women dated May 8, 2019
- Cameron and Willacy Counties English Version Brochure
- Cameron and Willacy Counties Spanish Version Brochure
- PREA Zero Tolerance Policy Handbook, English Version
- PREA Zero Tolerance Policy Handbook, Spanish Version
- PREA Poster

Interviews:

- PREA Coordinator/Facility Director
- Random Residents

The review of the Cameron and Willacy Counties Community Corrections Facility, Prison Rape Elimination Act (PREA) Policy Manual ensures that residents are provided with access to outside victim advocates for emotional support services related to sexual abuse by: Friendship of Women. The facility informs residents, prior to giving them access to outside support services, of the mandatory reporting rules governing privacy, confidentiality, and/or privilege that apply to disclosures of sexual abuse made to outside victim advocates, including any limits to confidentiality under relevant federal, state, or local law.

The agency or facility attempts or maintains memoranda of understanding (MOUs) or other agreements with community service providers that can provide residents with emotional support services related to sexual abuse. The Fellowship of Women Program Manager indicated the above-mentioned services along with aftercare services will be provided to residents on a twenty-four (24) hours basis. During the on-site phase, the facility provided supporting documentation that indicated a Memorandum of Understanding with The Fellowship of Women was in the final stages of approval. On May 8, 2019, the Cameron-Willacy Counties Court Residential Treatment Center signed a memorandum of understanding with the local rape crisis and recovery center, Friendship of Women to provide residents with confidential emotional support services related to sexual abuse.

Resident interviews confirmed their knowledge of how to access outside services but limited knowledge of what kind of services are provided to them, when they can talk with people from these services, knowing what is said remains private related to mandatory reporting law. The detention facility staff will be providing additional education to future residents on victim advocate services during their orientation process and throughout a resident's length of stay at the facility.

Interview Results:

- Nineteen (19) out of twenty-three (23) residents interviewed stated that they did know that there are services available outside of the facility for dealing with sexual abuse, residents knew what kind of services were available and received mailing addresses, when you are able to talk with people from these services, and knowing what is said remains private related to mandatory reporting law.

Standard 115.254: Third-party reporting

All Yes/No Questions Must Be Answered by the Auditor to Complete the Report

115.254 (a)

- Has the agency established a method to receive third-party reports of sexual abuse and sexual harassment? Yes No
- Has the agency distributed publicly information on how to report sexual abuse and sexual harassment on behalf of a resident? Yes No

Auditor Overall Compliance Determination

- Exceeds Standard** (*Substantially exceeds requirement of standards*)
- Meets Standard** (*Substantial compliance; complies in all material ways with the standard for the relevant review period*)
- Does Not Meet Standard** (*Requires Corrective Action*)

Instructions for Overall Compliance Determination Narrative

The narrative below must include a comprehensive discussion of all 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 the standard. These recommendations must be included in the Final Report, accompanied by information on specific corrective actions taken by the facility.

Supporting Documents, Interviews and Observations:

- Cameron and Willacy Counties Community Corrections Facility, Prison Rape Elimination Act (PREA) Policy Manual
- Cameron and Willacy Counties, Community Corrections Facility website, Third Party Reporting
- Cameron and Willacy Counties English Version Brochure
- Cameron and Willacy Counties Spanish Version Brochure
- Cameron and Willacy Counties PREA Audit: Pre-Audit Questionnaire (Community Confinement Facilities)

Interviews:

- PREA Coordinator/Facility Director
- Random Residents
- Random Staff

The initial review of the Cameron and Willacy Counties Community Corrections Facility, Prison Rape Elimination Act (PREA) Policy Manual identifies the facility's third-party reporting process and instructs

detention staff to accept third party reports from any source. The facility's website provides the public with information regarding third party reporting of sexual abuse or sexual harassment on behalf of a resident. There are several reporting options (written, verbal and anonymous) for the receipt of third-party reports of sexual abuse or sexual harassment. This information is reported directly to the Executive Director and PREA Coordinator/Facility Director.

The facility staff provides the resident with a packet containing varied forms, and third-party reporting information. As previously mentioned in 115.353, resident interviews confirmed awareness and knowledge of reporting sexual abuse or harassment to others outside (third party reporting) of the facility including access to family members and attorney. Additionally, they are instructed to report allegations of sexual abuse and sexual harassment to a trusted adult, the Ombudsman, probation officers, and attorneys. Mostly all facility staff interviewed were able to describe how reports may be made by third parties.

OFFICIAL RESPONSE FOLLOWING A RESIDENT REPORT

Standard 115.261: Staff and agency reporting duties

All Yes/No Questions Must Be Answered by the Auditor to Complete the Report

115.261 (a)

- Does the agency require all staff to report immediately and according to agency policy any knowledge, suspicion, or information regarding an incident of sexual abuse or sexual harassment that occurred in a facility, whether or not it is part of the agency? Yes No
- Does the agency require all staff to report immediately and according to agency policy any knowledge, suspicion, or information regarding retaliation against residents or staff who reported an incident of sexual abuse or sexual harassment? Yes No
- Does the agency require all staff to report immediately and according to agency policy any knowledge, suspicion, or information regarding any staff neglect or violation of responsibilities that may have contributed to an incident of sexual abuse or sexual harassment or retaliation? Yes No

115.261 (b)

- Apart from reporting to designated supervisors or officials, do staff always refrain from revealing any information related to a sexual abuse report to anyone other than to the extent necessary, as specified in agency policy, to make treatment, investigation, and other security and management decisions? Yes No

115.261 (c)

- Unless otherwise precluded by Federal, State, or local law, are medical and mental health practitioners required to report sexual abuse pursuant to paragraph (a) of this section? Yes No

- Are medical and mental health practitioners required to inform residents of the practitioner's duty to report, and the limitations of confidentiality, at the initiation of services? Yes No

115.261 (d)

- If the alleged victim is under the age of 18 or considered a vulnerable adult under a State or local vulnerable persons statute, does the agency report the allegation to the designated State or local services agency under applicable mandatory reporting laws? Yes No

115.261 (e)

- 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 No

Auditor Overall Compliance Determination

- Exceeds Standard** (*Substantially exceeds requirement of standards*)
- Meets Standard** (*Substantial compliance; complies in all material ways with the standard for the relevant review period*)
- Does Not Meet Standard** (*Requires Corrective Action*)

Instructions for Overall Compliance Determination Narrative

The narrative below must include a comprehensive discussion of all 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 the standard. These recommendations must be included in the Final Report, accompanied by information on specific corrective actions taken by the facility.

Supporting Documents, Interviews and Observations:

- Cameron and Willacy Counties Community Corrections Facility, Prison Rape Elimination Act (PREA) Policy Manual
- Cameron and Willacy Counties PREA Audit: Pre-Audit Questionnaire (Community Confinement Facilities)

Interviews:

- Agency Designee- Executive Director
- PREA Coordinator/Facility Director
- Random Staff
- Mental Health Staff
- Intake Staff

The initial review of the Cameron and Willacy Counties Community Corrections Facility, Prison Rape Elimination Act (PREA) Policy Manual, Cameron and Willacy Counties PREA Audit: Pre-Audit Questionnaire (Community Confinement Facilities) identified the reporting process for all staff to immediately report any knowledge, suspicion or information they receive regarding sexual abuse and harassment, retaliation against residents or staff who report any incidents or any staff neglect or violation of responsibilities that may have contributed to an incident or retaliation.

All staff are mandated reporters and random staff interviews confirmed the facility's compliance with this standard. All staff receive information and clear steps on how to report sexual abuse and sexual harassment and instructions to maintain confidentiality through the facility's protocol and training. The staff would immediately notify their immediate supervisor, the facility investigator and the facility director, furthermore, staff would then complete and file a written incident report with the details of any incidents that would occur in the facility in compliance with this standard. If the alleged victim is under the age of 18 or considered a vulnerable adult under the state or local vulnerable persons statute, the agency/facility report the allegation to the designated state or local services agency under applicable mandatory reporting laws.

After further review of the policy, subsections (c) and (e) were omitted, the practitioner's requirement to inform residents of their duty to report, the limitations of confidentiality, and the facility report all allegations of sexual abuse and harassment, including third-party and anonymous reports to the designated investigators. The PREA Coordinator/Facility Director made the required language change to policy and staff were re-trained. Staff interviews confirmed there is a grievance process relating to sexual abuse or sexual harassment complaints at the facility.

Interview Results:

- All staff interviewed indicated they are required to report any knowledge, suspicion, or information regarding an incident of sexual abuse or sexual harassment that occurred at the facility; retaliation against residents or staff who reported the incident, and any staff neglect or violation of responsibilities that may have contributed to an incident or retaliation. Staff was also aware of the facility procedure for reporting any information related to a resident sexual abuse allegation.
- Interview with Mental Health staff indicated that they are required to report any knowledge, suspicion, or information regarding an incident of sexual abuse or sexual harassment to a designated supervisor or official immediately upon learning of the incident. Unless otherwise precluded by Federal, State, or local law, mental health practitioners shall be required to report sexual abuse and to inform residents of the practitioner's duty to report, and the limitations of confidentiality at the initiation of services.

Standard 115.262: Agency protection duties

All Yes/No Questions Must Be Answered by the Auditor to Complete the Report

115.262 (a)

- 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 No

Auditor Overall Compliance Determination

- Exceeds Standard** (*Substantially exceeds requirement of standards*)
- Meets Standard** (*Substantial compliance; complies in all material ways with the standard for the relevant review period*)
- Does Not Meet Standard** (*Requires Corrective Action*)

Instructions for Overall Compliance Determination Narrative

The narrative below must include a comprehensive discussion of all 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 the standard. These recommendations must be included in the Final Report, accompanied by information on specific corrective actions taken by the facility.

Supporting Documents, Interviews and Observations:

- Cameron and Willacy Counties Community Corrections Facility, Prison Rape Elimination Act (PREA) Policy Manual
- Cameron and Willacy Counties PREA Audit: Pre-Audit Questionnaire (Community Confinement Facilities)

Interviews:

- Agency Designee- Executive Director
- PREA Coordinator/Facility Director
- Random Staff

The initial review of the Cameron and Willacy Counties Community Corrections Facility, Prison Rape Elimination Act (PREA) Policy Manual requires that immediate action to be taken upon learning that a resident is subject to a substantial risk of imminent sexual abuse. Documentation, interviews with the Executive Director, Facility Director/PREA Coordinator, and random staff were able to articulate, without hesitation, the expectations and requirements of the policies and PREA Standards, upon becoming aware that a resident may be subject to a substantial risk of imminent sexual abuse.

Facility staff indicated that if a resident was in danger of sexual abuse or at substantial risk of imminent sexual abuse, they would act immediately to ensure the safety of the resident, separate the resident from the alleged perpetrator and contact their immediate supervisor. Additionally, the resident would be referred for mental health services and medical services to include being transported to the local SAFE/SANE hospital. All residents interviewed reported they feel safe and more importantly sexual safe at this detention facility and none had ever reported to staff that they were at substantial risk of imminent sexual abuse.

A review of the Pre-Audit Questionnaire and confirmed by random staff interviews:

- In the past 12 months, the number of times the agency or facility determined that a resident was subject to a substantial risk of imminent sexual abuse reported was 0.

Interview Results:

- Interview with the PREA Coordinator, Division Director, and PREA Compliance Manager, and Random Staff indicated that when they learn that a resident is subject to a substantial risk of imminent sexual abuse, the facility separates the residents involved, modifies the residents bed assignment, and transfers residents to another living unit based on the safety and security of all residents.

Standard 115.263: Reporting to other confinement facilities

All Yes/No Questions Must Be Answered by the Auditor to Complete the Report

115.263 (a)

- 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 No

115.263 (b)

- Is such notification provided as soon as possible, but no later than 72 hours after receiving the allegation? Yes No

115.263 (c)

- Does the agency document that it has provided such notification? Yes No

115.263 (d)

- Does the facility head or agency office that receives such notification ensure that the allegation is investigated in accordance with these standards? Yes No

Auditor Overall Compliance Determination

- Exceeds Standard** (*Substantially exceeds requirement of standards*)
- Meets Standard** (*Substantial compliance; complies in all material ways with the standard for the relevant review period*)
- Does Not Meet Standard** (*Requires Corrective Action*)

Instructions for Overall Compliance Determination Narrative

The narrative below must include a comprehensive discussion of all 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 the standard. These recommendations must be included in the Final Report, accompanied by information on specific corrective actions taken by the facility.

Supporting Documents, Interviews and Observations:

- Cameron and Willacy Counties Community Corrections Facility, Prison Rape Elimination Act (PREA) Policy Manual
- Cameron and Willacy Counties PREA Audit: Pre-Audit Questionnaire (Community Confinement Facilities)

Interviews:

- Agency Designee- Executive Director
- PREA Coordinator/Facility Director
- Random Staff

The review of the Cameron and Willacy Counties Community Corrections Facility, Prison Rape Elimination Act (PREA) Policy Manual requires the Facility Director upon receiving an allegation that a resident was sexually abused while confined at another facility, to notify the Facility Director within seventy-two (72) hours where the alleged abuse occurred and to report it in accordance with Cameron and Willacy Counties Community Corrections Facility policy and procedures. Also, according to the policies and procedures, the Facility Director is to immediately report the incident for investigation and complete an incident report. The Facility Director will document that it has provided such notifications. The Facility Director had received no allegations that a resident was abused while confined at another facility during the past twelve (12) months.

A review of the Pre-Audit Questionnaire and confirmed by staff interview:

- During the past 12 months, the number of allegations the facility received that a Resident was abused while confined at another facility was 0.
- During the past 12 months, the number of allegations of sexual abuse the facility received from other facilities was 0.

Interview Results:

- Interviews with the Agency Designee- Executive Director and Facility Director indicated that when and if the facility receives an allegation from another facility or agency that an incident of sexual abuse or sexual harassment involving staff occurred at their facility, they would put that staff on no-contact. If it involves a current resident, they would monitor that resident until investigation is completed.

Standard 115.264: Staff first responder duties

All Yes/No Questions Must Be Answered by the Auditor to Complete the Report

115.264 (a)

- 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 No
- 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 No
- 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 No
- 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 No

115.264 (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 No

Auditor Overall Compliance Determination

- Exceeds Standard** (*Substantially exceeds requirement of standards*)
- Meets Standard** (*Substantial compliance; complies in all material ways with the standard for the relevant review period*)
- Does Not Meet Standard** (*Requires Corrective Action*)

Instructions for Overall Compliance Determination Narrative

The narrative below must include a comprehensive discussion of all 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 the standard. These recommendations must be included in the Final Report, accompanied by information on specific corrective actions taken by the facility.

Supporting Documents, Interviews and Observations:

- Cameron and Willacy Counties Community Corrections Facility, Prison Rape Elimination Act (PREA) Policy Manual

- Cameron and Willacy Counties PREA Audit: Pre-Audit Questionnaire (Community Confinement Facilities)
- PREA First Responder Duties Training Material and Staff Training Sign Off Sheet
- First Responder Duty cards

Interviews:

- PREA Coordinator/Facility Director
- Mental Health staff
- Intake Staff
- Random Staff and First Responders

The initial review of the Cameron and Willacy Counties Community Corrections Facility, Prison Rape Elimination Act (PREA) Policy and training documentation requires staff to take specific steps to respond to a report of sexual abuse including the following: Any employee who discovers/learns of any sexual misconduct/abuse/harassment or allegation of sexual abuse shall ensure the following actions are accomplished: 1. ensure that the victim is safe and kept separate (with no contact) from the alleged aggressor to protect them from the abuser; 2. notifies the Director and/or one of the members of the PREA team and the Director or designee shall notify the investigating agency if appropriate; 3. take steps to preserve and protect any crime scene until appropriate steps can be taken to collect any evidence; 4. if the abuse occurred in a time frame that still allows for the collection of physical evidence, **request** that the alleged victim and **alleged abuser** not take any actions that could destroy physical evidence, including, as appropriate, washing, brushing teeth, changing clothes, urinating, defecating, smoking, drinking, or eating; 5. call for an ambulance to transport the victim to the nearest hospital; 6. if the abuse occurred within a time period that still allows for the collection of physical evidence, **request** that the alleged abuser not take any actions that could destroy physical evidence including, as appropriate, washing, brushing teeth, changing clothes, urinating, defecating, smoking drinking, or eating; 7. photograph the scene and any visible evidence and seal access to the immediate area of the scene if possible; and 8. all required information concerning the allegation is kept confidential by discussing the information with only those employees who have a direct need to know. If the first responder is not a staff member, the responder shall be required to request that the alleged victim not take any actions that could destroy physical evidence and then notify the appropriate facility staff.

During the pre-audit phase, the auditor recommended the policy and any relevant training material documentation relating to first responder duties reflect exact wording as written in the standards. Specifically, in section thirteen (13) subsection A. 4. and A.6. the word “request” the alleged abuser change to “ensure” the alleged abuser not take any actions that could destroy physical evidence. The Facility Director accepted the change and updated the policy and relevant documentation.

Random staff and first responder interviews validated this technical knowledge of actions to be taken upon learning that a resident was sexually abused; however, most random staff interviews had difficulty in providing the action steps identified in the policies and procedures, had limited knowledge of their responsibilities and duties as first responders, were unaware of why they do these duties. The recommendation was that staff could benefit with some additional follow up training in that area. On February 25, 2019, the PREA Coordinator/Facility Director conducted staff training on the first responder duties.

A review of the Pre-Audit Questionnaire and confirmed by staff interview:

- In the past 12 months, the number of allegations that a Resident was sexually abused as zero (0).
- In the past 12 months, of the allegations that a Resident was sexually abused the number of times a non-security staff was the first responder were zero (0).

Interview Results:

All twelve (12) staff interviewed could not indicate all the action steps identified in the policy, had limited knowledge of their responsibilities and duties as first responders.

Corrective Action required and verification since the on-site phase:

- During the first forty-five (45) days of the corrective action period, the auditor will re-interview randomly selected staff to verify training completion and overall understanding and knowledge on the first responder duties. According to documentation provided by the PREA Coordinator/Facility Director, all staff participated and completed the above-mentioned training and the facility policy was updated to reflect the PREA standard language.

On February 25, 2019, the Facility Director changed and updated the policy and all relevant documentation. On May 7, 2019, nine (9) random staff were re-interviewed and were able to describe the first responder duties. Based on updated policy change, additional staff training, re-interviews of random staff, and first responder responsibility cards submitted by the facility it meets the standard.

Standard 115.265: Coordinated response

All Yes/No Questions Must Be Answered by the Auditor to Complete the Report

115.265 (a)

- 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 No

Auditor Overall Compliance Determination

- Exceeds Standard** (*Substantially exceeds requirement of standards*)
- Meets Standard** (*Substantial compliance; complies in all material ways with the standard for the relevant review period*)
- Does Not Meet Standard** (*Requires Corrective Action*)

Instructions for Overall Compliance Determination Narrative

The narrative below must include a comprehensive discussion of all 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 the standard. These recommendations must be included in the Final Report, accompanied by information on specific corrective actions taken by the facility.

Supporting Documents, Interviews, and Observations

- Cameron and Willacy Counties Community Corrections Facility, Prison Rape Elimination Act (PREA) Policy Manual
- Cameron and Willacy Counties PREA Audit: Pre-Audit Questionnaire (Community Confinement Facilities)
- Cameron-Willacy Counties Written Institutional Coordinated Response Plan

Interviews:

- PREA Coordinator/Facility Director
- Specialized Staff
- Random Staff

The initial review of the Cameron and Willacy Counties Community Corrections Facility, Prison Rape Elimination Act (PREA) Policy Manual indicated the facility has developed a written institutional plan to coordinate actions taken in response to an incident of sexual abuse among staff first responders, medical and mental health practitioners, investigators, and facility leadership. After the facility only produced the written institutional plan in policy, the auditor recommended the facility develop a written institutional plan that coordinates action take by all relevant departments within the agency.

During the pre-audit phase, the auditor required the Facility Director and supervisory staff develop the written institutional plan required by the standard. After several modifications, the Facility Director submitted the written plan to the auditor for approval.

Interview Results:

- Interviews with specialized and random staff indicated they were not certain if the facility had a written coordinated response plans or the location of the plan. There were two (2) staff that know of the plan's location.

Corrective Action required and verification since the on-site phase:

- During the first three (3) to four (4) months of the corrective action period, the auditor will re-interview randomly selected staff to verify training completion, overall understanding of the coordinated response plan and the exact location of where the plan can be used as a reference in case of a sexual abuse allegation.

Based on the lack of detail described in the facility policy, the auditor's recommendation was for the facility to develop a written institutional plan that specifically outlined coordinated efforts taken in response to an incident of sexual abuse among all parties. On February 25, 2019, facility administration updated the plan and re-trained staff on the where the coordinated response plan is

located within the facility if a sexual abuse allegation occurs. On May 7, 2019, nine (9) random staff were interviewed to verify the updated plan and the location within the facility. All staff correctly answered the questions. The correction was made prior to the end of the 180-day corrective action period and the facility is compliant with the standard.

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

All Yes/No Questions Must Be Answered by the Auditor to Complete the Report

115.266 (a)

- 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? Yes No

115.266 (b)

- Auditor is not required to audit this provision.

Auditor Overall Compliance Determination

- Exceeds Standard** (*Substantially exceeds requirement of standards*)
- Meets Standard** (*Substantial compliance; complies in all material ways with the standard for the relevant review period*)
- Does Not Meet Standard** (*Requires Corrective Action*)

Instructions for Overall Compliance Determination Narrative

The narrative below must include a comprehensive discussion of all 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 the standard. These recommendations must be included in the Final Report, accompanied by information on specific corrective actions taken by the facility.

Supporting Documents, Interviews, and Observations

- Cameron and Willacy Counties Community Corrections Facility, Prison Rape Elimination Act (PREA) Policy Manual
- Cameron and Willacy Counties PREA Audit: Pre-Audit Questionnaire (Community Confinement Facilities)

Interviews:

- Agency Designee- Executive Director
- PREA Coordinator/Facility Director

Neither the agency/facility are involved in collective bargaining. According to the Executive Director and Facility Director there is nothing that limits the agency’s ability to remove staff who are alleged sexual abusers from contact with juveniles pending the outcome of an investigation or a determination of whether and to what extent discipline is warranted. Finally, Texas is a right to work state and does not have any union employees.

Interview Results:

- Interviews with the Agency Designee- Deputy Director, PREA Coordinator, stated that Texas is a right to work state and is not involved in collective bargaining nor does the agency have any union representation for its employees.

Standard 115.267: Agency protection against retaliation

All Yes/No Questions Must Be Answered by the Auditor to Complete the Report

115.267 (a)

- 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 No
- Has the agency designated which staff members or departments are charged with monitoring retaliation? Yes No

115.267 (b)

- Does the agency employ multiple protection measures, 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 for residents or staff who fear retaliation for reporting sexual abuse or sexual harassment or for cooperating with investigations? Yes No

115.267 (c)

- 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 No
- 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 No

- 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 No
- 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 No
- 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 No
- 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 No
- 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 No
- 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 No
- Does the agency continue such monitoring beyond 90 days if the initial monitoring indicates a continuing need? Yes No

115.267 (d)

- In the case of residents, does such monitoring also include periodic status checks?
 Yes No

115.267 (e)

- 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 No

115.267 (f)

- Auditor is not required to audit this provision.

Auditor Overall Compliance Determination

- Exceeds Standard** (*Substantially exceeds requirement of standards*)
- Meets Standard** (*Substantial compliance; complies in all material ways with the standard for the relevant review period*)

- Does Not Meet Standard** (*Requires Corrective Action*)

Instructions for Overall Compliance Determination Narrative

The narrative below must include a comprehensive discussion of all 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 the standard. These recommendations must be included in the Final Report, accompanied by information on specific corrective actions taken by the facility.

Supporting Documents, Interviews and Observations:

- Cameron and Willacy Counties Community Corrections Facility, Prison Rape Elimination Act (PREA) Policy Manual
- Cameron and Willacy Counties PREA Audit: Pre-Audit Questionnaire (Community Confinement Facilities)
- Cameron and Willacy Counties PREA Retaliation Monitoring Report

Interviews:

- PREA Coordinator/Facility Director
- Agency Designee- Executive Director
- PREA Coordinator

The review of the Cameron and Willacy Counties Community Corrections Facility, Prison Rape Elimination Act (PREA) Policy Manual states that any employee or resident with Cameron and Willacy Counties Community Corrections Facility is prohibited from retaliating against other employees or residents for reporting allegations of sexual abuse or sexual harassment. Employees and/or residents who are found to have violated this prohibition shall be subject to disciplinary action. The facility is required to act promptly to remedy any form of retaliation.

The agency protections from retaliation are afforded to all residents and staff who report sexual abuse or sexual harassment and who cooperate with an investigation. The Executive Director designated the PREA Coordinator/Facility Director as the staff person charged with monitoring retaliation. The facility employs multiple protection measures, including housing changes or transfers for juvenile victims or abusers, removal of alleged staff or juvenile abusers from contact with victims, and emotional support services for juveniles or staff who fear retaliation for reporting sexual abuse or sexual harassment or for cooperating with investigations.

Retaliation monitoring continues in thirty (30) day increments until at least ninety (90) days following a report of sexual abuse and is documented on the PREA Retaliation Monitoring Report. The facility goes beyond that time frame if the resident or staff needs that extension up to an additional ninety (90) days. The facility monitors resident disciplinary reports, housing or program changes as well as negative performance reviews or reassignments of staff. In the case of residents, monitoring will include periodic status checks to determine if resident levels are lost for legitimate causes. The PREA Coordinator/Facility Director monitors retaliation on a weekly basis and documents all relevant information including protective measures, items that show cases of retaliation, note if there were any

occurrence and add a comments if necessary. The periodic checks are documented if there were or were not any reports of retaliation.

After further policy review, subsections (d) and (f) were omitted, in the case of residents, such monitoring shall also include periodic status checks and the agency's obligation to monitor terminate if the agency determines the allegation is unfounded. The PREA Coordinator/Facility Director made the required language change to policy and staff were re-trained. Staff interviews confirmed there is a grievance process relating to sexual abuse or sexual harassment complaints at the facility.

Over the past twelve months, the facility reported zero (0) sexual abuse allegations and there were no incidents of retaliation in all allegations. The interview with the PREA Coordinator confirmed if there were allegations of sexual abuse or harassment, he would monitor for retaliation by making periodic checks over the designated time period of 90 days or more.

A review of the Pre-Audit Questionnaire and confirmed by staff interview:

- Over the past twelve months, the facility reported zero (0) sexual abuse allegations and therefore, no incidents of retaliation in all allegations.

INVESTIGATIONS

Standard 115.271: Criminal and administrative agency investigations

All Yes/No Questions Must Be Answered by the Auditor to Complete the Report

115.271 (a)

- When the agency conducts its own investigations into allegations of sexual abuse and sexual harassment, does it do so promptly, thoroughly, and objectively? [N/A if the agency/facility is not responsible for conducting any form of criminal OR administrative sexual abuse investigations. See 115.221(a).] Yes No NA
- Does the agency conduct such investigations for all allegations, including third party and anonymous reports? [N/A if the agency/facility is not responsible for conducting any form of criminal OR administrative sexual abuse investigations. See 115.221(a).] Yes No NA

115.271 (b)

- Where sexual abuse is alleged, does the agency use investigators who have received specialized training in sexual abuse investigations as required by 115.234? Yes No

115.271 (c)

- Do investigators gather and preserve direct and circumstantial evidence, including any available physical and DNA evidence and any available electronic monitoring data? Yes No

- Do investigators interview alleged victims, suspected perpetrators, and witnesses?
 Yes No
- Do investigators review prior reports and complaints of sexual abuse involving the suspected perpetrator? Yes No

115.271 (d)

- 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 No

115.271 (e)

- 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 No
- 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 No

115.271 (f)

- Do administrative investigations include an effort to determine whether staff actions or failures to act contributed to the abuse? Yes No
- 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 No

115.271 (g)

- 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 No

115.271 (h)

- Are all substantiated allegations of conduct that appears to be criminal referred for prosecution?
 Yes No

115.271 (i)

- Does the agency retain all written reports referenced in 115.271(f) and (g) for as long as the alleged abuser is incarcerated or employed by the agency, plus five years? Yes No

115.271 (j)

- Does the agency ensure that the departure of an alleged abuser or victim from the employment or control of the agency does not provide a basis for terminating an investigation?
 Yes No

115.271 (k)

- Auditor is not required to audit this provision.

115.271 (l)

- 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 115.221(a).] Yes No NA

Auditor Overall Compliance Determination

- Exceeds Standard** (*Substantially exceeds requirement of standards*)
- Meets Standard** (*Substantial compliance; complies in all material ways with the standard for the relevant review period*)
- Does Not Meet Standard** (*Requires Corrective Action*)

Instructions for Overall Compliance Determination Narrative

The narrative below must include a comprehensive discussion of all 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 the standard. These recommendations must be included in the Final Report, accompanied by information on specific corrective actions taken by the facility.

Supporting Documents, Interviews and Observations:

- Cameron and Willacy Counties Community Corrections Facility, Prison Rape Elimination Act (PREA) Policy Manual
- Cameron and Willacy Counties PREA Audit: Pre-Audit Questionnaire (Community Confinement Facilities)
- National Institute of Corrections specialized training certificates for three (3) facility administrators

Interviews:

- Agency Designee- Executive Director
- PREA Coordinator/Facility Director

The initial review of the Cameron and Willacy Counties Community Corrections Facility, Prison Rape Elimination Act (PREA) Policy Manual requires the Facility Director shall ensure that an administrative investigation and a referral for a criminal investigation, where appropriate, are completed for all allegations of sexual abuse and sexual harassment. After further review of the policy during the evidence review phase, subsections (a through e) and (g-j) must be added to the policy and required for standard compliance.

After initial review of the Pre-Audit Questionnaire, the facility was in the process of having designated staff assigned to investigations complete the National Institute of Corrections (NIC) Specialized Training for Investigations. The PREA Coordinator/Facility Director produced documentation showing an attempt was made for him, a Lead Supervisor, and the newly appointed Assistant Facility Director receive the specialized training after registering and would take one to three business days for an administrator to review his application.

While conducting the on-site audit phase, the PREA Coordinator/Facility Director indicated he and the designated staff have not yet receive the National Institute of Corrections (NIC) Specialized Training for Investigations. On February 13th and 14th, 2019, the PREA Coordinator/Facility Director, Assistant Facility Director, and Lead Supervisor completed the online course PREA: Investigating Sexual Abuse in a Confinement Setting presented by the NIC. On February 14, 2019, the three (3) Administrators completed the Specialized Training: Investigating Sexual Abuse in Confinement Settings developed by The Moss Group located on the PREA Resource Center website. The training was two days in length and included all nine (9) modules. The facility has three (3) Administrators trained to conduct administrative investigations of sexual abuse and sexual harassment allegations.

A review of the Pre-Audit Questionnaire and confirmed by staff interview:

- The number of substantiated allegations of conduct that appears to be criminal that were referred for prosecution since the last PREA audit was 0.

Interview Results:

- Interviews with the Agency Director, Deputy Director, Investigation Unit Captain, Internal Investigations Investigator, PREA Coordinator, Division Director, and PREA Compliance Manager were knowledgeable with the standard related to administrative or criminal investigations.

Corrective Action required and verification since the on-site phase:

- During the first forty-five (45) days of the corrective action period, the auditor will assist the Facility Director to make the necessary policy changes and re-interview investigative staff to verify training completion and overall understanding with administrative and criminal investigations.

On February 13th and 14th, 2019, the PREA Coordinator/Facility Director, Assistant Facility Director, and Lead Supervisor completed the online course PREA: Investigating Sexual Abuse in a Confinement Setting presented by the NIC. On February 14, 2019, the three (3) Administrators completed the Specialized Training: Investigating Sexual Abuse in Confinement Settings developed by The Moss Group located on the PREA Resource Center website. The training was two days in length and included all nine (9) modules. On May 7, 2019, all three (3) administrators were re-interviewed verifying they received the training and understood the material presented.

Standard 115.272: Evidentiary standard for administrative investigations

All Yes/No Questions Must Be Answered by the Auditor to Complete the Report

115.272 (a)

- 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 No

Auditor Overall Compliance Determination

- Exceeds Standard** (*Substantially exceeds requirement of standards*)
- Meets Standard** (*Substantial compliance; complies in all material ways with the standard for the relevant review period*)
- Does Not Meet Standard** (*Requires Corrective Action*)

Instructions for Overall Compliance Determination Narrative

The narrative below must include a comprehensive discussion of all 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 the standard. These recommendations must be included in the Final Report, accompanied by information on specific corrective actions taken by the facility.

Supporting Documents, Interviews and Observations:

- Cameron and Willacy Counties Community Corrections Facility, Prison Rape Elimination Act (PREA) Policy Manual
- Cameron and Willacy Counties PREA Audit: Pre-Audit Questionnaire (Community Confinement Facilities)

Interviews:

- Agency Designee- Executive Director
- PREA Coordinator/Facility Director

The initial review of the Cameron and Willacy Counties Community Corrections Facility, Prison Rape Elimination Act (PREA) Policy Manual contains all the elements of the standard and indicates a standard of a preponderance of the evidence or a lower standard of proof for determining if allegations are substantiated. The assigned investigator investigates the allegation and indicates a standard of a preponderance of the evidence or a lower standard of proof for determining if allegations are substantiated, unsubstantiated or unfounded.

Interview Results:

Interviews with the PREA Coordinator/Facility Director confirm the agency or program does conduct administrative investigations. When there is evidence that a prosecutable crime has taken place and the facility consults with prosecutors before conducting compelled interviews.

Standard 115.273: Reporting to residents

All Yes/No Questions Must Be Answered by the Auditor to Complete the Report

115.273 (a)

- Following an investigation into a resident’s allegation that he or she suffered sexual abuse in an agency facility, does the agency inform the resident as to whether the allegation has been determined to be substantiated, unsubstantiated, or unfounded? Yes No

115.273 (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 responsible for conducting administrative and criminal investigations.) Yes No NA

115.273 (c)

- 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 No
- 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 No
- 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 No

- 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 No

115.273 (d)

- 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 No
- 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 within the facility?
 Yes No

115.273 (e)

- Does the agency document all such notifications or attempted notifications? Yes No

115.273 (f)

- Auditor is not required to audit this provision.

Auditor Overall Compliance Determination

- Exceeds Standard** (*Substantially exceeds requirement of standards*)
- Meets Standard** (*Substantial compliance; complies in all material ways with the standard for the relevant review period*)
- Does Not Meet Standard** (*Requires Corrective Action*)

Instructions for Overall Compliance Determination Narrative

The narrative below must include a comprehensive discussion of all 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 the standard. These recommendations must be included in the Final Report, accompanied by information on specific corrective actions taken by the facility.

Supporting Documents, Interviews and Observations:

- Cameron and Willacy Counties Community Corrections Facility, Prison Rape Elimination Act (PREA) Policy Manual
- Cameron and Willacy Counties PREA Audit: Pre-Audit Questionnaire (Community Confinement Facilities)
- Resident Allegation Status Notification Form

Interviews:

- PREA Coordinator/Facility Director

The initial review of the Cameron and Willacy Counties Community Corrections Facility, Prison Rape Elimination Act (PREA) Policy Manual requires an administrative investigation and a referral for a criminal investigation, where appropriate, are completed for all allegations of sexual abuse and sexual harassment following an investigation into a resident's allegation of sexual misconduct suffered in a facility, the facility shall be informing the resident as to whether the allegation has been determined to be substantiated, unsubstantiated, or unfounded.

If the facility did not conduct the investigation, it shall request the relevant information from the investigative agency in order to inform the resident. Following a resident's allegation that a staff member has committed sexual misconduct against the resident, the facility shall subsequently inform the resident (unless the agency has determined that the allegation is unfounded) whenever: 1. the staff member is no longer posted within the resident's area; 2. the staff member is no longer employed at the facility; and/or 3. the facility learns that the staff member has been indicted or convicted of a charge related to sexual misconduct within the facility.

Also following a resident's allegation that he or she has been involved in an incident of sexual misconduct by another resident, the facility shall subsequently inform the alleged victim whenever: 1. the facility learns that the alleged abuser has been indicted or convicted on a charge related to sexual misconduct within the facility; or 2. the facility learns that the alleged abuser has been convicted on a charge related to sexual abuse within the facility. All notifications or attempted notifications shall be documented and placed in the resident shall sign the forms, verifying that such notification has been received. The signed Resident Allegation Status Notification form shall be kept in the resident's file. The facility's obligation to report under this standard shall terminate if the resident is released from the facility's custody.

A review of the Pre-Audit Questionnaire and confirmed by staff interview:

The number of criminal and/or administrative investigations of alleged Resident sexual abuse that were completed by the agency/facility in the past 12 months was 0.

- Of the alleged sexual abuse investigations that were completed in the past 12 months, the number of Residents who were notified, verbally or in writing, of the results of the investigation was 0.
- The number of investigations of alleged Resident sexual abuse in the facility that were completed by an outside agency in the past 12 months was 0.

- Of the outside agency investigations of alleged sexual abuse that were completed in the past 12 months, the number of Residents alleging sexual abuse in the facility who were notified verbally or in writing of the results of the investigation was 0.
- In the past 12 months, the number of notifications to Residents that were provided pursuant to this standard was 0.

Interview Results

- Interviews with the PREA Coordinator/Facility Director indicated that the program will notify residents both in writing- who make an allegation of sexual abuse-when the allegation has been determined to be substantiated, unsubstantiated, or unfounded following an investigation.

DISCIPLINE

Standard 115.276: Disciplinary sanctions for staff

All Yes/No Questions Must Be Answered by the Auditor to Complete the Report

115.276 (a)

- Are staff subject to disciplinary sanctions up to and including termination for violating agency sexual abuse or sexual harassment policies? Yes No

115.276 (b)

- Is termination the presumptive disciplinary sanction for staff who have engaged in sexual abuse? Yes No

115.276 (c)

- 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 No

115.276 (d)

- 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 No
- 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 No

Auditor Overall Compliance Determination

- Exceeds Standard** (*Substantially exceeds requirement of standards*)
- Meets Standard** (*Substantial compliance; complies in all material ways with the standard for the relevant review period*)
- Does Not Meet Standard** (*Requires Corrective Action*)

Instructions for Overall Compliance Determination Narrative

The narrative below must include a comprehensive discussion of all 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 the standard. These recommendations must be included in the Final Report, accompanied by information on specific corrective actions taken by the facility.

Supporting Documents, Interviews and Observations:

- Cameron and Willacy Counties Community Corrections Facility, Prison Rape Elimination Act (PREA) Policy Manual
- Cameron and Willacy Counties PREA Audit: Pre-Audit Questionnaire (Community Confinement Facilities)

Interviews:

- Agency Designee- Executive Director
- PREA Coordinator/Facility Director
- Human Resources Specialist

The initial review of the Cameron and Willacy Counties Community Corrections Facility, Prison Rape Elimination Act (PREA) Policy Manual requires all residents found guilty of sexual abuse shall be institutionally disciplined in accordance with the facility disciplinary procedures. Employees shall be subject to disciplinary sanctions up to and including termination for violating facility sexual abuse or sexual harassment policies. Termination shall be the presumptive disciplinary sanction for employees who have engaged in sexual abuse. An employee will adhere to the following disciplinary sanctions for violating PREA policy.

Disciplinary sanctions for violations of facility sexual abuse or sexual harassment policies (other than engaging in sexual abuse) shall be commensurate with the nature and circumstances of the acts committed, the employee's disciplinary history, and the sanctions imposed for comparable offenses by other employees with similar histories. All terminations for violations of the facility sexual abuse or sexual harassment policies, or resignations by employees who would have been terminated if not for their resignation, shall be reported to law enforcement agencies, unless the activity was clearly not criminal, and to any relevant licensing bodies.

A review of the Pre-Audit Questionnaire and confirmed by staff interview:

- In the past 12 months, the number of staff from the facility who has violated agency sexual abuse or sexual harassment policies was 0.
- In the past 12 months, the number of staff from the facility who have been terminated (or resigned prior to termination) for violating agency sexual abuse or sexual harassment policies was 0.
- In the past 12 months, the number of staff from the facility who has been disciplined, short of termination, for violation of agency sexual abuse or sexual harassment policies reported were 0.
- In the past 12 months, the number of staff from the facility that have been reported to law enforcement or licensing boards following their termination (or resignation prior to termination) for violating agency sexual abuse or sexual harassment policies reported was 0.

Interview Results

- Interview with the Human Resource Specialist and PREA Coordinator/Facility Director interviews validated his technical knowledge of the reporting process was consistent with the agency/facility policies and procedures.

Standard 115.277: Corrective action for contractors and volunteers

All Yes/No Questions Must Be Answered by the Auditor to Complete the Report

115.277 (a)

- Is any contractor or volunteer who engages in sexual abuse prohibited from contact with residents? Yes No
- Is any contractor or volunteer who engages in sexual abuse reported to: Law enforcement agencies unless the activity was clearly not criminal? Yes No
- Is any contractor or volunteer who engages in sexual abuse reported to: Relevant licensing bodies? Yes No

115.277 (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 No

Auditor Overall Compliance Determination

- Exceeds Standard** (*Substantially exceeds requirement of standards*)
- Meets Standard** (*Substantial compliance; complies in all material ways with the standard for the relevant review period*)
- Does Not Meet Standard** (*Requires Corrective Action*)

Instructions for Overall Compliance Determination Narrative

The narrative below must include a comprehensive discussion of all 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 the standard. These recommendations must be included in the Final Report, accompanied by information on specific corrective actions taken by the facility.

Supporting Documents, Interviews and Observations:

- Cameron and Willacy Counties Community Corrections Facility, Prison Rape Elimination Act (PREA) Policy Manual
- Cameron and Willacy Counties PREA Audit: Pre-Audit Questionnaire (Community Confinement Facilities)
- Cameron and Willacy Counties Employment Application Supplement Form
- Cameron and Willacy Counties Employment Application Supplement Form Employee Samples
- Conditions of Employment Form
- PREA: Preventing Sexual Misconduct Against Offender Signature Form
- Staff PREA Acknowledgement Form

Interviews:

- PREA Coordinator/Facility Director
- Human Resources Specialist
- Volunteers and Contractors

The initial review of the Cameron and Willacy Counties Community Corrections Facility, Prison Rape Elimination Act (PREA) Policy Manual requires any civilian or contractor who engages in sexual abuse shall be prohibited from contact with residents and shall be reported to law enforcement agencies and to any relevant licensing body. Any other violation of the facility sexual abuse or sexual harassment policies by a civilian or contractor will result in further prohibitions.

A review of the Pre-Audit Questionnaire and confirmed by staff interview:

- In the past 12 months, the number of volunteers who have been reported to law enforcement agencies and relevant licensing bodies for engaging in sexual abuse of resident was 0.
- In the past 12 months, the number of contractors who have been reported to law enforcement agencies and relevant licensing bodies for engaging in sexual abuse of a resident was 0.

Interview results:

- Interviews with the PREA Coordinator/Facility Director confirm the process for corrective action for contractors and volunteers.

Standard 115.278: Interventions and disciplinary sanctions for residents

All Yes/No Questions Must Be Answered by the Auditor to Complete the Report

115.278 (a)

- 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, are residents subject to disciplinary sanctions pursuant to a formal disciplinary process? Yes No

115.278 (b)

- Are 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 No

115.278 (c)

- 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 No

115.278 (d)

- 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 require the offending resident to participate in such interventions as a condition of access to programming and other benefits? Yes No

115.278 (e)

- 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 No

115.278 (f)

- 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 No

115.278 (g)

- 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 No NA

Auditor Overall Compliance Determination

- Exceeds Standard** (*Substantially exceeds requirement of standards*)

- Meets Standard** (*Substantial compliance; complies in all material ways with the standard for the relevant review period*)
- Does Not Meet Standard** (*Requires Corrective Action*)

Instructions for Overall Compliance Determination Narrative

The narrative below must include a comprehensive discussion of all 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 the standard. These recommendations must be included in the Final Report, accompanied by information on specific corrective actions taken by the facility.

Supporting Documents, Interviews and Observations:

- Cameron and Willacy Counties Community Corrections Facility, Prison Rape Elimination Act (PREA) Policy Manual
- Cameron and Willacy Counties PREA Audit: Pre-Audit Questionnaire (Community Confinement Facilities)

Interviews:

- Agency Designee- Executive Director
- PREA Coordinator/Facility Director

The initial review of the Cameron and Willacy Counties Community Corrections Facility, Prison Rape Elimination Act (PREA) Policy Manual requires all residents found guilty of sexual abuse shall be institutionally disciplined in accordance with the facility disciplinary procedures. Because the burden of proof is substantially easier to prove in a resident's disciplinary case than in a criminal prosecution, a resident may be institutionally disciplined even though law enforcement officials decline to prosecute.

Sanctions shall be 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. The disciplinary process considers whether a resident's mental disabilities or mental illness contributed to his/her behavior when determining what type of sanction, if any, should be imposed. The facility offers therapy, counseling, or other interventions designed to address and correct underlying reasons or motivations for the abuse, the facility shall consider whether to require the alleged perpetrator to participate in such interventions as a condition of access to programming or other benefits. A resident may be disciplined for sexual conduct with an employee only upon finding that the employee did not consent to such contact. Residents who deliberately allege false claims of sexual abuse can be disciplined.

The Facility Director or designee will contact law enforcement to determine if a deliberately false accusation may be referred for prosecution. The agency prohibits disciplinary action for a report of sexual abuse made in good faith based upon a reasonable belief that the alleged conduct occurred, even if an investigation does not establish evidence enough to substantiate the allegation. The agency prohibits all sexual activity between residents. If the agency prohibits all sexual activity between

residents and disciplines residents for such activity, the agency deems such activity to constitute sexual abuse only if it determines that the activity is coerced.

Cameron and Willacy Counties facility staff provides each resident with the “PREA Zero Tolerance Policy Handbook” on information that includes their rights and responsibilities and rules against sexual abuse and sexual harassment. Residents will be offered therapy, counseling or other interventions designed to address and correct the underlining reasons for their conduct. Interviews with mental health staff confirmed that crisis intervention and counseling are offered to residents.

A review of the Pre-Audit Questionnaire and confirmed by staff interview:

- In the past 12 months, the number of administrative findings of Resident-on-Resident sexual abuse that have occurred at the facility was 0.
- In the past 12 months, the number of criminal findings of guilt for Resident-on-Resident sexual abuse that have occurred at the facility was 0.

Interview results:

- Interviews with the Executive Director and PREA Coordinator/Facility Director confirm that if the facility has any resident found to have violated any of the agency’s sexual abuse or sexual harassment policies, they will be subject to sanctions pursuant to the behavior management program. Furthermore, the facility ensures resident sanctions are imposed for comparable offenses by other residents with similar histories; consider whether a resident’s mental disability or mental illness contributed to his behavior when determining what type of sanction if any be imposed.
- Interview with mental health staff confirmed crisis intervention and counseling are offered to residents.

MEDICAL AND MENTAL CARE

Standard 115.282: Access to emergency medical and mental health services

All Yes/No Questions Must Be Answered by the Auditor to Complete the Report

115.282 (a)

- 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 No

115.282 (b)

- If no qualified medical or mental health practitioners are on duty at the time a report of recent sexual abuse is made, do security staff first responders take preliminary steps to protect the victim pursuant to § 115.262? Yes No

- Do security staff first responders immediately notify the appropriate medical and mental health practitioners? Yes No

115.282 (c)

- 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 No

115.282 (d)

- 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 No

Auditor Overall Compliance Determination

- Exceeds Standard** (*Substantially exceeds requirement of standards*)
- Meets Standard** (*Substantial compliance; complies in all material ways with the standard for the relevant review period*)
- Does Not Meet Standard** (*Requires Corrective Action*)

Instructions for Overall Compliance Determination Narrative

The narrative below must include a comprehensive discussion of all 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 the standard. These recommendations must be included in the Final Report, accompanied by information on specific corrective actions taken by the facility.

Supporting Documents, Interviews and Observations:

- Cameron and Willacy Counties Community Corrections Facility, Prison Rape Elimination Act (PREA) Policy Manual
- Cameron and Willacy Counties PREA Audit: Pre-Audit Questionnaire (Community Confinement Facilities)
- A National Protocol for Sexual Assault Medical Forensic Examinations Adults/Adolescents
- Memo of Understanding between Cameron and Willacy Counties Court Residential Treatment Center (CRTC) and The Friendship of Women

Interviews:

- PREA Coordinator
- Mental Health Staff

- Random Staff
- Program Manager, The Friendship of Women
- CARE Team Clinical Director

The initial review of the Cameron and Willacy Counties Community Corrections Facility, Prison Rape Elimination Act (PREA) Policy Manual requires resident victims of sexual abuse receive timely, unimpeded access to emergency medical treatment and crisis intervention services. The nature and scope of such services are determined by medical and mental health practitioners according to their professional judgment. Medical and mental health staff will maintain secondary materials documenting The timeliness of emergency medical treatment and crisis intervention services that were provided; The appropriate response by non-health staff in the event health staff are not present at the time the incident is reported; and the provision of appropriate and timely information and services concerning contraception and sexually transmitted infection prophylaxis.

Resident victims of sexual abuse while incarcerated are 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. Treatment services are provided to every victim without financial cost and regardless of whether the victim names the abuser or cooperates with any investigation arising out of the incident. If no qualified medical or mental health practitioners are on duty at the time a report of recent abuse is made, security staff first responders shall take preliminary steps to protect the victim pursuant to 115.262 and shall immediately notify the appropriate medical and mental health practitioners.

The facility's policy offers residents who are victims of sexual abuse access to forensic medical examinations. Where possible, examinations are conducted by Sexual Assault Forensic Examiners (SAFEs) or Sexual Assault Nurse Examiners (SANEs). The organization providing forensic exams is the Valley Baptist Medical Center in Harlingen Texas, which operates twenty-four (24) hours, seven (7) days per week. The organization provides sexual assault exams provided by Sexual Assault Nurse Examiners/Forensic Examiners. Forensic medical examinations are offered without financial cost to the victim or victim's family. For victims of sexual assault, the Program Manager at The Fellowship of Women indicated that the facility will offer all victims access to victim advocate services and support.

Interview Results

- Interviewed Random staff indicated that they would immediately notify their supervisor.
- Interviewed Mental Health Care staff indicated that resident victims of sexual abuse receive timely and unimpeded access to emergency medical treatment and crisis intervention services from the local hospital.
- Interviewed Medical and Mental Health Care staff indicated that evaluation and treatment of residents who have been victimized entail follow-up services, treatment plans, and when necessary, referrals for continued care after leaving the facility.

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

All Yes/No Questions Must Be Answered by the Auditor to Complete the Report

115.283 (a)

- 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 No

115.283 (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 No

115.283 (c)

- Does the facility provide such victims with medical and mental health services consistent with the community level of care? Yes No

115.283 (d)

- Are resident victims of sexually abusive vaginal penetration while incarcerated offered pregnancy tests? (N/A if all-male facility.) Yes No NA

115.283 (e)

- If pregnancy results from the conduct described in paragraph § 115.283(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.) Yes No NA

115.283 (f)

- Are resident victims of sexual abuse while incarcerated offered tests for sexually transmitted infections as medically appropriate? Yes No

115.283 (g)

- 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 No

115.283 (h)

- 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 No

Auditor Overall Compliance Determination

- Exceeds Standard** (*Substantially exceeds requirement of standards*)
- Meets Standard** (*Substantial compliance; complies in all material ways with the standard for the relevant review period*)
- Does Not Meet Standard** (*Requires Corrective Action*)

Instructions for Overall Compliance Determination Narrative

The narrative below must include a comprehensive discussion of all 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 the standard. These recommendations must be included in the Final Report, accompanied by information on specific corrective actions taken by the facility.

Supporting Documents, Interviews and Observations:

- Cameron and Willacy Counties Community Corrections Facility, Prison Rape Elimination Act (PREA) Policy Manual
- Cameron and Willacy Counties PREA Audit: Pre-Audit Questionnaire (Community Confinement Facilities)
- A National Protocol for Sexual Assault Medical Forensic Examinations Adults/Adolescents
- Memo of Understanding between Cameron and Willacy Counties Court Residential Treatment Center (CRTC) and The Friendship of Women dated May 8, 2019.

Interviews:

- PREA Coordinator/Facility Director
- Mental Health Staff
- Program Manager, The Friendship of Women
- CARE Team Clinical Director
- Random Staff

The initial review of the Cameron and Willacy Counties Community Corrections Facility, Prison Rape Elimination Act (PREA) Policy Manual requires the facility shall 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. The evaluation and treatment of such victims shall 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. The facility provides such victims with medical and mental health services consistent with the community level of care. Resident victims of sexually abusive vaginal penetration while incarcerated shall be offered pregnancy tests. If pregnancy results from conduct specified in paragraph (d) of this section, such victims shall receive timely and comprehensive information about and timely access to all lawful pregnancy-related medical services.

Resident victims of sexual abuse while incarcerated shall be offered tests for sexually transmitted infections as medically appropriate. Treatment services shall be 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. The facility shall 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.

DATA COLLECTION AND REVIEW

Standard 115.286: Sexual abuse incident reviews

All Yes/No Questions Must Be Answered by the Auditor to Complete the Report

115.286 (a)

- 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 No

115.286 (b)

- Does such review ordinarily occur within 30 days of the conclusion of the investigation? Yes No

115.286 (c)

- Does the review team include upper-level management officials, with input from line supervisors, investigators, and medical or mental health practitioners? Yes No

115.286 (d)

- Does the review team: Consider whether the allegation or investigation indicates a need to change policy or practice to better prevent, detect, or respond to sexual abuse? Yes No
- Does the review team: Consider whether the incident or allegation was motivated by race; ethnicity; gender identity; lesbian, gay, bisexual, transgender, or intersex identification, status, or perceived status; gang affiliation; or other group dynamics at the facility? Yes No
- 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 No
- Does the review team: Assess the adequacy of staffing levels in that area during different shifts? Yes No
- Does the review team: Assess whether monitoring technology should be deployed or augmented to supplement supervision by staff? Yes No

- Does the review team: Prepare a report of its findings, including but not necessarily limited to determinations made pursuant to §§ 115.286(d)(1) - (d)(5), and any recommendations for improvement and submit such report to the facility head and PREA compliance manager?
 Yes No

115.286 (e)

- Does the facility implement the recommendations for improvement, or document its reasons for not doing so? Yes No

Auditor Overall Compliance Determination

- Exceeds Standard** (*Substantially exceeds requirement of standards*)
- Meets Standard** (*Substantial compliance; complies in all material ways with the standard for the relevant review period*)
- Does Not Meet Standard** (*Requires Corrective Action*)

Instructions for Overall Compliance Determination Narrative

The narrative below must include a comprehensive discussion of all 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 the standard. These recommendations must be included in the Final Report, accompanied by information on specific corrective actions taken by the facility.

Supporting Documents, Interviews and Observations:

- Cameron and Willacy Counties Community Corrections Facility, Prison Rape Elimination Act (PREA) Policy Manual
- Cameron and Willacy Counties PREA Audit: Pre-Audit Questionnaire (Community Confinement Facilities)
- Sexual Abuse Incident Review Checklist

Interviews:

- Agency Designee- Executive Director
- PREA Coordinator/Facility Director
- Incident Review Team Member

The initial review of the Cameron and Willacy Counties Community Corrections Facility, Prison Rape Elimination Act (PREA) Policy Manual, Cameron and Willacy Counties PREA Audit: Pre-Audit Questionnaire (Community Confinement Facilities), Sexual Abuse Incident Review Checklist requires the Facility Director to conduct a post investigation review of a sexual abuse incident is conducted at the conclusion of every sexual abuse investigation, unless the allegation has been determined to be

unfounded. Such review shall ordinarily occur within thirty (30) days of the conclusion of the investigation.

In addition to the Facility Director, the incident review team shall include input from all parties involved including any referral sources for medical and/or mental health practitioners. The review team shall: 1. consider whether the allegation or investigation indicates a need to change policy or practice to better prevent, detect or respond to sexual abuse; 2. consider whether the incident or allegation was motivated by race; ethnicity; gender identity; LGBTI and/or Gender Non-Conforming identification, status, or perceived status; or gang affiliation; or was motivated or otherwise caused by other group dynamics at the facility; 3. examine the area in the facility where the incident allegedly occurred to assess whether physical barriers in the area may enable abuse; 4. assess the adequacy of staffing levels in that area during different shifts; and 5. assess whether monitoring technology should be deployed or augmented to supplement supervision by staff.

All findings and recommendations for improvement will be documented on the Sexual Abuse Incident Review Checklist. Completed incident review will be forwarded to the Facility Director and the PREA Coordinator. The facility shall implement the recommendations for improvement or shall document reasons for not doing so.

After review of the policy, subsections (c) and (d-6) were omitted, specifically the review team including mental health practitioners and submitting the incident review report to the PREA Coordinator/Facility Director. The PREA Coordinator/Facility Director made the required language change to policy and staff were re-trained. Staff interviews confirmed there is a grievance process relating to sexual abuse or sexual harassment complaints at the facility.

A review of the Pre-Audit Questionnaire and confirmed by staff interview:

- In the past 12 months, the number of criminal and/or administrative investigations of alleged sexual abuse completed at the facility- excluding only “unfounded” incidents- was 0.
- In the past 12 months, the number of criminal and/or administrative investigations of alleged sexual abuse completed at the facility that were followed by a sexual abuse incident review within 30 days, excluding- only “unfounded” incidents-was 0.

Standard 115.287: Data collection

All Yes/No Questions Must Be Answered by the Auditor to Complete the Report

115.287 (a)

- 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 No

115.287 (b)

- Does the agency aggregate the incident-based sexual abuse data at least annually? Yes No

115.287 (c)

- 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 No

115.287 (d)

- 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 No

115.287 (e)

- 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.) Yes No NA

115.287 (f)

- Does the agency, upon request, provide all such data from the previous calendar year to the Department of Justice no later than June 30? (N/A if DOJ has not requested agency data.) Yes No NA

Auditor Overall Compliance Determination

- Exceeds Standard** (*Substantially exceeds requirement of standards*)
- Meets Standard** (*Substantial compliance; complies in all material ways with the standard for the relevant review period*)
- Does Not Meet Standard** (*Requires Corrective Action*)

Instructions for Overall Compliance Determination Narrative

The narrative below must include a comprehensive discussion of all 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 the standard. These recommendations must be included in the Final Report, accompanied by information on specific corrective actions taken by the facility.

Supporting Documents, Interviews and Observations

- Cameron and Willacy Counties Community Corrections Facility, Prison Rape Elimination Act (PREA) Policy Manual
- Cameron and Willacy Counties PREA Audit: Pre-Audit Questionnaire (Community Confinement Facilities)
- 2017 Survey of Sexual Victimization- SSV-4 Other Correctional Facilities

Interviews:

- Agency Designee- Executive Director
- PREA Coordinator/Facility Director

The initial review of the Cameron and Willacy Counties Community Corrections Facility, Prison Rape Elimination Act (PREA) Policy Manual requires the agency shall collect, maintain, and review accurate uniformed data for every allegation of sexual misconduct using a standardized instrument and a set of definitions. The standardized instrument the facility uses is an incident reporting form and the set of definitions used are defined and outlined on the policy manual. The agency aggregates the incident based sexual abuse data annually. The incident-based data collected shall include, at a minimum, the data necessary to answer all questions from the most recent version of the Survey of Sexual Victimization by the Department of Justice.

The initial review of the supporting documentation indicated the facility had no reports of sexual abuse or sexual harassment allegations for the past three years, 2016-2018. The facility advised the auditor they had not collected the incident-based data, at a minimum necessary to complete the Survey of Sexual Victimization survey. The auditor recommended to the Executive Director and PREA Coordinator/Facility Director to review and complete the survey to begin to gather and express in summary form for the purposes of statistical analysis. The PREA Coordinator/Facility Director completed the Survey of Sexual Victimization for 2017. The auditor suggested the agency and facility contact local correctional jurisdiction and parent governing agency to verify forwarding the survey to the US Census Bureau.

The agency maintains, reviews, and collects data as needed from all available incident-based documents, including reports, investigation files, and sexual abuse incident reviews. Upon request the agency shall provide all such data from the previous calendar year to the Department of Justice no later than June 30 of each year. The agency does not contract for the confinement of its residents.

Standard 115.288: Data review for corrective action

All Yes/No Questions Must Be Answered by the Auditor to Complete the Report

115.288 (a)

- Does the agency review data collected and aggregated pursuant to § 115.287 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 No
- Does the agency review data collected and aggregated pursuant to § 115.287 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 No
- Does the agency review data collected and aggregated pursuant to § 115.287 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 No

115.288 (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 addressing sexual abuse Yes No

115.288 (c)

- 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 No

115.288 (d)

- 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 No

Auditor Overall Compliance Determination

- Exceeds Standard** (*Substantially exceeds requirement of standards*)
- Meets Standard** (*Substantial compliance; complies in all material ways with the standard for the relevant review period*)
- Does Not Meet Standard** (*Requires Corrective Action*)

Instructions for Overall Compliance Determination Narrative

The narrative below must include a comprehensive discussion of all 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 the standard. These recommendations must be included in the Final Report, accompanied by information on specific corrective actions taken by the facility.

Supporting Documents, Interviews and Observations:

- Cameron and Willacy Counties Community Corrections Facility, Prison Rape Elimination Act (PREA) Policy Manual
- Cameron and Willacy Counties PREA Audit: Pre-Audit Questionnaire (Community Confinement Facilities)
- 2017 Survey of Sexual Victimization- SSV-4 Other Correctional Facilities
- Internet Link to Agency Website

Interviews:

- Agency Designee- Director, Deputy Director
- PREA Coordinator/Facility Director

The initial review of the Cameron and Willacy Counties Community Corrections Facility, Prison Rape Elimination Act (PREA) Policy Manual requires the agency review data collected and aggregated pursuant to §115.287 in order to assess and improve the effectiveness of its sexual abuse prevention, detection, response policies, and training, including: Identifying problem areas; taking corrective action on an ongoing basis; and preparing an annual report of its findings from its data review and any corrective actions for each facility, as well as the agency as a whole. The annual report includes a comparison of the current year's data and corrective actions with those from prior years. The annual report provides an assessment of the agency's progress in addressing sexual abuse. The Executive Director approves the annual report and makes annual report readily available to the public at least annually through its website. During the pre-audit and evidence review phases, the auditor required the Facility Director to complete an annual report as required by the standard. After several revisions and modifications, the Facility Director submitted the annual report to the auditor for approval and placed the agency's website.

The agency policy redacts specific material from the reports when publication would present a clear and specific threat to the safety and security of a facility but must indicate the nature of the material redacted.

Standard 115.289: Data storage, publication, and destruction

All Yes/No Questions Must Be Answered by the Auditor to Complete the Report

115.289 (a)

- Does the agency ensure that data collected pursuant to § 115.287 are securely retained?
 Yes No

115.289 (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 No

115.289 (c)

- Does the agency remove all personal identifiers before making aggregated sexual abuse data publicly available? Yes No

115.289 (d)

- Does the agency maintain sexual abuse data collected pursuant to § 115.287 for at least 10 years after the date of the initial collection, unless Federal, State, or local law requires otherwise? Yes No

Auditor Overall Compliance Determination

- Exceeds Standard** (*Substantially exceeds requirement of standards*)
- Meets Standard** (*Substantial compliance; complies in all material ways with the standard for the relevant review period*)
- Does Not Meet Standard** (*Requires Corrective Action*)

Instructions for Overall Compliance Determination Narrative

The narrative below must include a comprehensive discussion of all 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 the standard. These recommendations must be included in the Final Report, accompanied by information on specific corrective actions taken by the facility.

Supporting Documents, Interviews and Observations:

- Cameron and Willacy Counties Community Corrections Facility, Prison Rape Elimination Act (PREA) Policy Manual
- Cameron and Willacy Counties PREA Audit: Pre-Audit Questionnaire (Community Confinement Facilities)
- Internet Link to Agency Website

Interviews:

- Agency Designee- Executive Director
- PREA Coordinator

The initial review of the Cameron and Willacy Counties Community Corrections Facility, Prison Rape Elimination Act (PREA) Policy Manual requires the facility to ensure that data collected pursuant to 115.287 are securely retained. The Facility Director shall make all aggregated sexual abuse data readily available to the public at least annually through its website and all data shall not have any personal identifiers. The facility PREA Coordinator shall maintain sexual abuse data collected for at least ten (10) years after the date of the initial collection. The facility PREA Coordinator shall destroy all data collected after the ten-year anniversary of the initial collection. The aggregated sexual abuse data was reviewed, and all personal identifiers are removed. The 2018 Annual PREA Reports is posted on the Cameron and Willacy Counties Website and readily available for public review.

AUDITING AND CORRECTIVE ACTION

Standard 115.401: Frequency and scope of audits

All Yes/No Questions Must Be Answered by the Auditor to Complete the Report

115.401 (a)

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

115.401 (b)

- Is this the first year of the current audit cycle? (*Note: a "no" response does not impact overall compliance with this standard.*) Yes No
- If this is the second year of the current audit cycle, did the agency ensure that at least one-third of each facility type operated by the agency, or by a private organization on behalf of the agency, was audited during the first year of the current audit cycle? (N/A if this is **not** the *second* year of the current audit cycle.) Yes No 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.) Yes No NA

115.401 (h)

- Did the auditor have access to, and the ability to observe, all areas of the audited facility? Yes No

115.401 (i)

- Was the auditor permitted to request and receive copies of any relevant documents (including electronically stored information)? Yes No

115.401 (m)

- Was the auditor permitted to conduct private interviews with inmates, residents, and detainees? Yes No

115.401 (n)

- Were residents permitted to send confidential information or correspondence to the auditor in the same manner as if they were communicating with legal counsel? Yes No

Auditor Overall Compliance Determination

Exceeds Standard (*Substantially exceeds requirement of standards*)

- Meets Standard** (*Substantial compliance; complies in all material ways with the standard for the relevant review period*)
- Does Not Meet Standard** (*Requires Corrective Action*)

Instructions for Overall Compliance Determination Narrative

The narrative below must include a comprehensive discussion of all 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 the standard. These recommendations must be included in the Final Report, accompanied by information on specific corrective actions taken by the facility.

Supporting Documents, Interviews and Observations:

- Cameron and Willacy Counties Community Corrections Facility, Prison Rape Elimination Act (PREA) Policy Manual
- PREA Annual Report 2018
- Agency/Facility Website

Interviews:

- PREA Coordinator

Interview Results:

- Interview with PREA Coordinator and review of the agency website has indicated that the agency has conducted the required PREA Audits every year. The facility was audited in Year 3 of the 2nd Audit Cycle.
- This auditor reviewed the Cameron-Willacy Counties Community Corrections Department website at http://www.co.cameron.tx.us/judicial_courts/adult_probation/index.php
- This auditor had access to the entire detention center and was able to conduct interviews and that was provided with documentation in accordance to the standard.

Standard 115.403: Audit contents and findings

All Yes/No Questions Must Be Answered by the Auditor to Complete the Report

115.403 (f)

- The agency has published on its agency website, if it has one, or has otherwise made publicly available, all Final Audit Reports within 90 days of issuance by auditor. The review period is for prior audits completed during the past three years PRECEDING THIS AGENCY AUDIT. In the case of single facility agencies, the auditor shall ensure that the facility's last audit report was published. The pendency of any agency appeal pursuant to 28 C.F.R. § 115.405 does not excuse noncompliance with this provision. (N/A if there have been no Final Audit Reports issued

in the past three years, or in the case of single facility agencies that there has never been a Final Audit Report issued.) Yes No NA

Auditor Overall Compliance Determination

- Exceeds Standard** (*Substantially exceeds requirement of standards*)
- Meets Standard** (*Substantial compliance; complies in all material ways with the standard for the relevant review period*)
- Does Not Meet Standard** (*Requires Corrective Action*)

Instructions for Overall Compliance Determination Narrative

The narrative below must include a comprehensive discussion of all 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 the standard. These recommendations must be included in the Final Report, accompanied by information on specific corrective actions taken by the facility.

Supporting Documents, Interviews and Observations:

- PREA Annual Report 2018
- Agency/Facility Website

Interviews:

- Agency PREA Coordinator

Interview Results:

- Interview with Agency PREA Coordinator and a review of the agency website indicated that the agency has made publicly available all PREA audits as required by standard. This is the facility's first PREA audit.

AUDITOR CERTIFICATION

I certify that:

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

Auditor Instructions:

Type your full name in the text box below for Auditor Signature. This will function as your official electronic signature. Auditors must deliver their final report to the PREA Resource Center as a searchable PDF format to ensure accessibility to people with disabilities. Save this report document into a PDF format prior to submission.¹ Auditors are not permitted to submit audit reports that have been scanned.² See the PREA Auditor Handbook for a full discussion of audit report formatting requirements.

J. Aaron Keech

August 28, 2019

Auditor Signature

Date

¹ See additional instructions here: <https://support.office.com/en-us/article/Save-or-convert-to-PDF-d85416c5-7d77-4fd6-a216-6f4bf7c7c110>.

² See *PREA Auditor Handbook*, Version 1.0, August 2017; Pages 68-69.