

## Prison Rape Elimination Act (PREA) 2018 Annual Report

### Alabama Department of Corrections

#### Introduction

The Prison Rape Elimination Act of 2003 (PREA) was signed into federal law with the purposes of providing information, resources, recommendations, and funding to protect individuals from prison rape, and of providing a mechanism for the analysis of incidents and effects of prison rape in Federal, State, and local institutions. PREA applies to all public and private institutions that house adult and juvenile offenders. In 2012, The Department of Justice published the final rule of standards promulgated by the Attorney General of the United States.

The Alabama Department of Corrections (ADOC) maintains a zero-tolerance policy regarding sexual abuse, sexual misconduct, and sexual harassment of offenders and employees. The agency's zero-tolerance policy, Administrative Regulation (AR) 454, Inmate Sexual Abuse and Sexual Harassment (Prison Rape Elimination Act [PREA]), not only aims to protect all offenders under ADOC jurisdiction from sexual abuse and sexual harassment, but also protects anyone who reports sexual abuse/harassment and/or participates in an investigation from retaliation.

ADOC's zero tolerance policy for sexual abuse and sexual harassment adopts and incorporates the following from PREA:

1. The right of inmates to be free from sexual abuse and sexual harassment;
2. The right of inmates and employees to be free from retaliation for reporting sexual abuse and sexual harassment;
3. How to fulfill the responsibilities under ADOC sexual abuse and sexual harassment prevention, detection, reporting, and responding policies and procedures;
4. The dynamics of sexual abuse and sexual harassment victims;
5. Common reactions by sexual abuse and sexual harassment victims;
6. How to detect and respond to signs of threatened and actual sexual abuse;
7. How to avoid inappropriate relationships with inmates;
8. How to communicate effectively and professionally with inmates, including LGBTI or gender non-conforming inmates; and
9. How to comply with relevant laws related to mandatory reporting of sexual abuse and sexual harassment to outside authorities.

ADOC is continually evaluating and improving the reporting methods for inmates, employees and third parties to ensure the highest level of responsiveness. ADOC provides many reporting mechanisms for both victims and third parties. ADOC encourages inmates to report directly to staff as their first choice of reporting. Inmates are provided envelopes to write directly to ADOC's Investigations & Intelligence (I&I) Division. Inmates can call outside confidential support services through the inmate phone system at no charge to the inmate. PREA inmate and staff drop boxes have been made available throughout the facilities so confidential, anonymous reports can be made. Inmates may also report to a third-party entity outside of ADOC by dialing \*6611 through the inmate phone system at no charge to the inmate.

Third parties such as family, friends and attorneys outside of the facilities can report using an internet reporting form that goes directly to the ADOC Investigations & Intelligence Division. Another third-party reporting method is an email linked directly to the ADOC PREA Division. Both third-party reporting methods can be found on the public ADOC website @ [www.doc.alabama.gov](http://www.doc.alabama.gov).

All allegations of sexual abuse, sexual misconduct, and sexual harassment within ADOC facilities will be investigated. To get a clear understanding of each type allegation, definitions of each are provided below:

**Sexual Abuse:** (as defined in PREA Standard §115.6) includes:

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

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

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

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

1. Contact between the penis and the vulva or the penis and the anus, including penetration, however slight;
2. Contact between the mouth and the penis, vulva, or anus;
3. Contact between the mouth and any body part where the staff member, contractor, or volunteer has the intent to abuse, arouse, or gratify sexual desire;
4. Penetration of the anal or genital opening, however slight, by a hand, finger, object, or other instrument, that is unrelated to official duties or where the staff member, contractor, or volunteer has the intent to abuse, arouse, or gratify sexual desire;
5. Any other intentional contact, either directly or through the clothing, of or with the genitalia, anus, groin, breast, inner thigh, or the buttocks, that is unrelated to official duties or where the staff member, contractor, or volunteer has the intent to abuse, arouse, or gratify sexual desire;
6. Any attempt, threat, or request by a staff member, contractor, or volunteer to engage in the activities described in paragraphs (1) - (5) of this section; and
7. Any display by a staff member, contractor, or volunteer of his or her uncovered genitalia, buttocks, or breast in the presence of an inmate, detainee, or resident, and
8. Voyeurism by a staff member, contractor, or volunteer.

**Sexual Harassment:** (as defined in PREA Standard §115.6) includes:

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

**Custodial Misconduct:** (as defined in Alabama Code Section 14-11-31) includes:

1. It shall be unlawful for any employee to engage in sexual conduct with a person who is in the custody of the Department of Corrections, the Department of Youth Services, a sheriff, a county, or municipality.
2. It shall be unlawful for any probation or parole officer to engage in sexual conduct with a person who is under supervisory, disciplinary, or custodial authority of the officer engaging in the sexual conduct with the person.
3. Any person violating this section shall, upon conviction, be guilty of custodial sexual misconduct.
4. Custodial sexual misconduct is a Class C felony.

5. The consent of the person in custody of the Department of Corrections, the Department of Youth Services, a sheriff, a county, or municipality, or a person who is on probation or on parole, shall not be a defense to a prosecution under this article.

**Sexual Misconduct:** (as defined in Alabama Code Section 13A-6-65) includes:

1. A person commits the crime of sexual misconduct if:
  - a. Being a male, he engages in sexual intercourse with a female without her consent, under circumstances other than those covered by Sections 13A-6-61 and 13A-6-62; or with her consent where consent was obtained using any fraud or artifice; or
  - b. Being a female, she engages in sexual intercourse with a male without his consent; or
  - c. He or she engages in deviate sexual intercourse with another person under circumstances other than those covered by Sections 13A-6-63 and 13A-6-64. Consent is no defense to a prosecution under this subdivision.
2. Sexual misconduct is a Class A misdemeanor.

Allegations can be administrative or criminal in nature depending on the alleged incident. The Institutional PREA Compliance Manager (IPCM) at each facility tracks the progress of PREA related investigations, maintaining contact with the investigator assigned to the case, if applicable. Upon completion of each substantiated investigation, appropriate disciplinary action is taken against the perpetrator, and all inmate victims are given a written notification of the investigative outcome based on the following categories:

1. **Substantiated:** an allegation that was investigated and determined to have occurred.
2. **Unsubstantiated:** an allegation that was investigated and the investigation produced insufficient evidence to make a final determination as to whether the event occurred.
3. **Unfounded:** an allegation that was investigated and determined not to have occurred.

All substantiated PREA investigations are forwarded to the appropriate District Attorney (DA) office for further review and potential prosecution. Unsubstantiated investigations are also forwarded to the appropriate DA if the victim does not sign a waiver of prosecution.

### **Implementation of PREA Improvements:**

This Report summarizes corrective action taken at both the agency and institution levels to ensure ADOC remains PREA compliant by enhancing sexual safety at each of its correctional facilities, by increasing staff awareness, and by maintaining a zero-tolerance culture.

## Agency

ADOC had its female and male inmate handbooks translated into braille. ADOC updated and revised the PREA portion of the employee in-service and correctional officer cadet training curriculum. New PREA posters were designed and created for the agency facilities to use to inform inmates of how to report. ADOC created and published over 10,000 Trauma-Informed First Responder PREA pocket guides to be distributed to all current employees and to be given to all new basic and correctional officer cadets. A PREA designation flag system was incorporated into the Inmate Management System (IMS). ADOC revised Administration Regulation 637, Gender Dysphoria and revised Administration Regulation 454, Inmate Sexual Abuse and Harassment (Prison Rape Elimination Act [PREA]). The ADOC PREA Director conducted and completed Internal PREA Audits for the 26 ADOC institutions.

## Institutions

### Alex City Work Release/Work Center:

Alex City WR/WC posted the new hotline \*6611 posters throughout the facility and informed all inmates of the number change. The IPCM also created a facility poster to make the inmates aware of the hotline number change. The IPCM maintains inmate PREA education and orientation within the required timeframes. The IPCM conducts all new staff PREA orientation and contractor training. The IPCM attended the Annual IPCM Refresher Training on January 28-30, 2019, in Selma, Alabama. The IPCM attended an IPCM and ADOC Legal training on May 31, 2019, in Montgomery, Alabama. The PREA Director completed the Alex City WR/WC Annual Internal PREA Audit. The IPCM completed the Annual Vulnerability Assessment Form on May 28, 2019. Alex City WR/WC created an inmate and staff newsletter to inform them of any PREA changes, reporting methods, special projects, and PREA guidelines.

### Bibb Correction Facility:

Bibb CF posted the new hotline \*6611 posters throughout the facility and informed all inmates of the number change. The IPCM maintains inmate PREA education and orientation within the required timeframes. The IPCM conducts all new staff PREA orientation and contractor training. The IPCM attended the Annual IPCM Refresher Training on January 28-30, 2019, in Selma, Alabama. The IPCM attended an IPCM and ADOC Legal training on May 31, 2019, in Montgomery, Alabama. The PREA Director completed the Bibb CF Annual Internal PREA Audit. The IPCM attended a PREA/ADA training on September 19, 2019, in Montgomery, Alabama. Bibb CF moved all victims to E-Dorm/Honor Dorm to offer them a more structured program for victims, provided by religious volunteers. The IPCM moved all PREA reporting drop boxes to a more secure location that offers less opportunity for retaliation against reporting.

**Birmingham Work Release/Work Center:**

Birmingham WR/WC posted the new hotline \*6611 posters throughout the facility and informed all inmates of the number change. The IPCM maintains inmate PREA education and orientation within the required timeframes. The IPCM conducts all new staff PREA orientation and contractor training. The IPCM attended the Annual IPCM Refresher Training on January 28-30, 2019, in Selma, Alabama. The IPCM attended an IPCM and ADOC Legal training on May 31, 2019, in Montgomery, Alabama. The PREA Director completed the Birmingham WR/WC Annual Internal PREA Audit. The IPCM attended the Correctional Behavioral Health training on August 19-23, 2019.

**Bullock Correctional Facility:**

Bullock CF posted the new hotline \*6611 posters throughout the facility and informed all inmates of the number change. The IPCM maintains inmate PREA education and orientation within the required timeframes. The IPCM conducts all new staff PREA orientation and contractor training. The IPCM attended the Annual IPCM Refresher Training on January 28-30, 2019, in Selma, Alabama. The IPCM attended an IPCM and ADOC Legal training on May 31, 2019, in Montgomery, Alabama. The PREA Director completed Bullock CF Annual Internal PREA Audit. The IPCM completed the Annual Vulnerability Assessment Form on May 28, 2019. Bullock CF completed a DOJ PREA Audit on January 22-24, 2019, and received the final report of compliance on March 17, 2019. During the 45-day interim period for their audit, Bullock CF was required to add partitions to toilets through the facility to ensure privacy for the inmates and prevent cross-gender viewing. The IPCM completed a specialized webinar training, *Gender Bias in Sexual Assault Response and Investigation*, sponsored by End Violence Against Women International (EVAWI). On March 7, 2019, the IPCM trained staff on the procedures of transgender and cross-gender pat searches.

**Camden Work Release/Work Center:**

Camden WR/WC posted the new hotline \*6611 posters throughout the facility and informed all inmates of the number change. The IPCM maintains inmate PREA education and orientation within the required timeframes. The IPCM conducts all new staff PREA orientation and contractor training. The IPCM attended the Annual IPCM Refresher Training on January 28-30, 2019, in Selma, Alabama. The IPCM attended an IPCM and ADOC Legal training on May 31, 2019, in Montgomery, Alabama. The PREA Director completed the Camden WR/WC Annual Internal PREA Audit. The IPCM completed the Annual Vulnerability Assessment Form on March 8, 2019. From January-August 2019. The IPCM conducted monthly staff training sessions to cover the following standards: 115.61, Staff and Agency Reporting Duties; 115.67, Agency Protection Against Retaliation; 115.43, Protective Custody; 115.66, Preservation of Ability to Protect Inmates From Contact with Abusers; 115.401, Frequency and Scope of Audits;

115.73, Reporting to Inmates; 115.34, Specialized Training: Investigations, and Physical Indicators and Potential Responses to Sexual Abuse.

**Childersburg Work Release/Work Center:**

The Warden at Childersburg WR/WC appointed a new IPCM in 2019. Childersburg WR/WC posted the new hotline \*6611 posters throughout the facility and informed all inmates of the number change. The IPCM maintains inmate PREA education and orientation within the required timeframes. The IPCM conducts all new staff PREA orientation and contractor training. The IPCM attended the Annual IPCM Refresher Training on January 28-30, 2019, in Selma, Alabama. The IPCM attended an IPCM and ADOC Legal training on May 31, 2019, in Montgomery, Alabama. The PREA Director completed the Childersburg WR/WC Annual Internal PREA Audit. The IPCM completed the Annual Vulnerability Assessment Form on May 16, 2019. The IPCM attended the Annual Sexual Assault Awareness program, hosted by St. Clair CF on April 9<sup>th</sup>, 2019. Childersburg WR/WC installed partitions at the back-gate area to provide privacy for inmates during shake down searches.

**Easterling Correctional Facility:**

Easterling CF posted the new hotline \*6611 posters throughout the facility and informed all inmates of the number change. The IPCM maintains inmate PREA education and orientation within the required timeframes. The IPCM conducts all new staff PREA orientation and contractor training. The IPCM attended the Annual IPCM Refresher Training on January 28-30, 2019, in Selma, Alabama. The IPCM attended an IPCM and ADOC Legal training on May 31, 2019, in Montgomery, Alabama. The PREA Director completed the Easterling CF Annual Internal PREA Audit. The IPCM and Classification Specialist developed an inmate education power point that will circulate 24 hours/7 days a week via a TV monitor located in the inmate intake area. The IPCM conducts PREA staff training every Monday. Easterling CF hosted their first annual Sexual Assault Awareness program on April 9, 2019. The IPCM developed an inmate victim support group project called Survivor Awareness Group Education (SAGE) that will be piloted for six months and funded through the 2019 Federal Grant Award.

**Elba Work Release Center:**

Elba WRC posted the new hotline \*6611 posters throughout the facility and informed all inmates of the number change. The IPCM maintains inmate PREA education and orientation within the required timeframes. The IPCM conducts all new staff PREA orientation and contractor training. The IPCM attended the Annual IPCM Refresher Training on January 28-30, 2019, in Selma, Alabama. The IPCM attended an IPCM and ADOC Legal training on May 31, 2019, in Montgomery, Alabama. The PREA Director completed the Elba WRC Annual Internal PREA Audit. The new IPCM attended Audit Preparation Training on September 20, 2019 at Central Office in Montgomery, Alabama. In April 2019, the IPCM instituted a PREA

Information Board for inmates. The IPCM divided the PREA test into four sections and uses each section as refresher training for staff in quarterly meetings. The IPCM trained staff on January 3, 2019 on PREA Basics. The IPCM attended a quarterly ADOC/ACAR meeting in January 2019.

**Elmore Correctional Facility:**

Elmore CF posted the new hotline \*6611 posters throughout the facility and informed all inmates of the number change. The IPCM maintains inmate PREA education and orientation within the required timeframes. The IPCM conducts all new staff PREA orientation and contractor training. The IPCM attended the Annual IPCM Refresher Training on January 28-30, 2019, in Selma, Alabama. The IPCM attended an IPCM and ADOC Legal training on May 31, 2019, in Montgomery, Alabama. The PREA Director completed the Elmore CF Annual Internal PREA Audit. The IPCM attended a quarterly ADOC/ACAR meeting on March 8 and again on June 14, 2019.

**Fountain/Fountain Annex Correctional Facility:**

Fountain/Fountain Annex CF posted the new hotline \*6611 posters throughout the facility and informed all inmates of the number change. The IPCM maintains inmate PREA education and orientation within the required timeframes. The IPCM conducts all new staff PREA orientation and contractor training. The IPCM attended the Annual IPCM Refresher Training on January 28-30, 2019, in Selma, Alabama. The IPCM attended an IPCM and ADOC Legal training on May 31, 2019, in Montgomery, Alabama. The PREA Director completed the Fountain/Fountain Annex CF Annual Internal PREA Audit. The IPCM completed the Annual Vulnerability Assessment Form on May 29, 2019. Fountain/Fountain Annex CF has one confirmed transgender inmate. The IPCM created a review test for staff to take after each PREA staff meeting. On January 10, 2019, the IPICM attended an ADOC/ACAR quarterly meeting in Atmore, Alabama.

**Frank Lee Work Release Center:**

Frank Lee WRC posted the new hotline \*6611 posters throughout the facility and informed all inmates of the number change. The IPCM maintains inmate PREA education and orientation within the required timeframes. The IPCM conducts all new staff PREA orientation and contractor training. The IPCM attended the Annual IPCM Refresher Training on January 28-30, 2019, in Selma, Alabama. The IPCM attended an IPCM and ADOC Legal training on May 31, 2019, in Montgomery, Alabama. The PREA Director completed the Frank Lee WRC Annual Internal PREA Audit. The IPCM completed the Annual Vulnerability Assessment Form on May 28, 2019. On April 23, 2019, the IPCM conducted a staff training on Professional Boundaries and Communication Skills. The IPCM updated the First Responder Cards and reissued them to



all Frank Lee WRC staff. The IPCM conducted staff meeting/training to go over protocol for inmate reporting methods on July 24, 2019.

### **Hamilton Aged and Infirm:**

Hamilton Aged and Infirm posted the new hotline \*6611 posters throughout the facility and informed all inmates of the number change. The IPCM maintains inmate PREA education and orientation within the required timeframes. The IPCM conducts all new staff PREA orientation and contractor training. The IPCM attended the Annual IPCM Refresher Training on January 28-30, 2019, in Selma, Alabama. The IPCM attended an IPCM and ADOC Legal training on May 31, 2019, in Montgomery, Alabama. The PREA Director completed the Hamilton Aged and Infirm Annual Internal PREA Audit. The IPCM completed the Annual Vulnerability Assessment Form on May 28, 2019. All facility PREA SOPs have been updated. On January 15, 2019, the IPCM conducted a staff refresher training on Standard 115.41, Screening for Risk of Sexual Victimization and Abusiveness. The new IPCM attended Audit Preparation training on September 20, 2019, at Central Office in Montgomery, Alabama.

### **Hamilton Work Release Center:**

Hamilton WRC posted the new hotline \*6611 posters throughout the facility and informed all inmates of the number change. The IPCM maintains inmate PREA education and orientation within the required timeframes. The IPCM conducts all new staff PREA orientation and contractor training. The IPCM attended the Annual IPCM Refresher Training on January 28-30, 2019, in Selma, Alabama. The IPCM attended an IPCM and ADOC Legal training on May 31, 2019, in Montgomery, Alabama. The PREA Director completed the Hamilton WRC Annual Internal PREA Audit. The IPCM completed the Annual Vulnerability Assessment Form on May 6, 2019. On February 13, 2019, the IPCM conducted staff refresher training on Standard 115.11, Zero-tolerance Policy; PREA Coordinator. On March 13, 2019, a staff refresher training was held to review Standard 115.12, Contracting With Other Entities for the Confinement of Inmates. The IPCM conducted a PREA staff refresher training on April 10, 2019, to go over PREA Basics. On September 14, 2019, the IPCM conducted a staff refresher training to review protocols for inmates who are limited English proficient, deaf, blind, and/or low functioning. Hamilton WRC incorporated a PREA newsletter for staff and inmates. Old shower curtains were replaced with new PREA shower curtains. The maintenance crew built partitions to go around the inmate urinals and between toilets to provide privacy for inmates and prevent cross-gender viewing.

### **Julia Tutwiler Prison for Women:**

Julia Tutwiler PFW posted the new hotline \*6611 posters throughout the facility and informed all inmates of the number change. The IPCM maintains inmate PREA education and orientation within the required timeframes. The IPCM conducts all new staff PREA orientation

and contractor training. The IPCM attended the Annual IPCM Refresher Training on January 28-30, 2019, in Selma, Alabama. The IPCM attended an IPCM and ADOC Legal training on May 31, 2019, in Montgomery, Alabama. The PREA Director completed the Julia Tutwiler PFW Annual Internal PREA Audit. The IPCM completed the Annual Vulnerability Assessment Form on May 28, 2019. The IPCM created a staff and inmate PREA newsletter. Julia Tutwiler PFW has eight confirmed transgender inmates. Julia Tutwiler PFW completed the DOJ PREA Audit on January 22-24, 2019, and received the final report of compliance on March 26, 2019. Julia Tutwiler PFW hosted a Sexual Assault Awareness program on April 12, 2019. Julia Tutwiler PFW and One Place Justice Center in Montgomery, Alabama, hosted their first annual Take Back the Night balloon release program on April 16, 2019.

#### **Kilby Correctional Facility:**

Kilby CF posted the new hotline \*6611 posters throughout the facility and informed all inmates of the number change. The IPCM maintains inmate PREA education and orientation within the required timeframes. The IPCM conducts all new staff PREA orientation and contractor training. The IPCM attended the Annual IPCM Refresher Training on January 28-30, 2019, in Selma, Alabama. The IPCM attended an IPCM and ADOC Legal training on May 31, 2019, in Montgomery, Alabama. The PREA Director completed the Kilby CF Annual Internal PREA Audit. The IPCM attended an ADOC/ACAR quarterly meeting on June 14, 2019. The maintenance crew added a urinal partition to J Dorm. A lock was added to the PREA office door to ensure confidentiality of PREA documents. Plans are underway to add partitions to toilets in K, A, B, M, and N Dorms to prevent cross-gender viewing and provide privacy for inmates. The IPCM conducted a staff refresher on transgender and cross-gender pat searches. Kilby CF staff wore teal color ribbons to show support for Sexual Assault Awareness during the month of April 2019.

#### **Limestone Correctional Facility:**

Limestone CF posted the new hotline \*6611 posters throughout the facility and informed all inmates of the number change. The IPCM maintains inmate PREA education and orientation within the required timeframes. The IPCM conducts all new staff PREA orientation and contractor training. The IPCM attended the Annual IPCM Refresher Training on January 28-30, 2019, in Selma, Alabama. The IPCM attended an IPCM and ADOC Legal training on May 31, 2019, in Montgomery, Alabama. The PREA Director completed the Limestone CF Annual Internal PREA Audit. The IPCM completed the Annual Vulnerability Assessment Form on May 30, 2019. Limestone CF has nine confirmed transgender inmates. All facility PREA SOPs have been updated. The IPCM created a PowerPoint presentation to use at ADCO/ACAR trainings. The IPCM attended an ADOC/ACAR quarterly meeting on April 2 and August 8, 2019. On July 1, 2019, the IPCM conducted staff refresher training on two PREA standards: 115.13, Supervision and Monitoring; and 115.15, Limits to Cross-gender Viewing and Searches.

**Loxley Work Release Center:**

Loxley WRC posted the new hotline \*6611 posters throughout the facility and informed all inmates of the number change. The IPCM maintains inmate PREA education and orientation within the required timeframes. The IPCM conducts all new staff PREA orientation and contractor training. The IPCM attended the Annual IPCM Refresher Training on January 28-30, 2019, in Selma, Alabama. The IPCM attended an IPCM and ADOC Legal training on May 31, 2019, in Montgomery, Alabama. The PREA Director completed the Loxley WRC Annual Internal PREA Audit. The IPCM completed the Annual Vulnerability Assessment Form on May 29, 2019. The IPCM attended Audit Preparation Training on September 20, 2019 at Central Office in Montgomery, Alabama. On February 28, 2019, the IPCM conducted a staff refresher training on the protocols for Responding to Sexual Abuse and Sexual Harassment. On July 24, 2019, a staff refresher training was held by the IPCM to go over PREA Standard 115.13, Supervision and Monitoring.

**Mobile Work Release Center:**

Mobile WRC posted the new hotline \*6611 posters throughout the facility and informed all inmates of the number change. The IPCM maintains inmate PREA education and orientation within the required timeframes. The IPCM conducts all new staff PREA orientation and contractor training. The IPCM attended the Annual IPCM Refresher Training on January 28-30, 2019, in Selma, Alabama. The IPCM attended an IPCM and ADOC Legal training on May 31, 2019, in Montgomery, Alabama. The PREA Director completed the Mobile WRC Annual Internal PREA Audit. The IPCM completed the Annual Vulnerability Assessment Form on May 28, 2019. The new IPCM attended Audit Preparation Training on September 20, 2019 at Central Office in Montgomery, Alabama. Mobile WRC updated the Staffing Plan SOP.

**Montgomery Women's Facility:**

Montgomery WF posted the new hotline \*6611 posters throughout the facility and informed all inmates of the number change. The IPCM maintains inmate PREA education and orientation within the required timeframes. The IPCM conducts all new staff PREA orientation and contractor training. The IPCM attended the Annual IPCM Refresher Training on January 28-30, 2019, in Selma, Alabama. The IPCM attended an IPCM and ADOC Legal training on May 31, 2019, in Montgomery, Alabama. The PREA Director completed the Montgomery WF Annual Internal PREA Audit. The IPCM completed the Annual Vulnerability Assessment Form on May 29, 2019. The IPCM created a staff brochure specific to Montgomery WF and Women Services as well as a new hire staff PREA orientation packet. The IPCM attended Gender Responsive and PREA training on July 11-12, 2019, at Tutwiler PFW. The IPCM attended an ADOC/ACAR quarterly meeting on September 6, 2019. The IPCM created Start by Believing PREA Cards for staff. Montgomery WF replaced old shower curtains with new PREA shower

curtains. The IPCM has incorporated fun activities such as PREA puzzles and PREA Bingo to help promote PREA learning among staff and inmates.

#### **North Alabama Work Release/Work Center:**

North Alabama WR/WC posted the new hotline \*6611 posters throughout the facility and informed all inmates of the number change. The IPCM maintains inmate PREA education and orientation within the required timeframes. The IPCM conducts all new staff PREA orientation and contractor training. The IPCM attended the Annual IPCM Refresher Training on January 28-30, 2019, in Selma, Alabama. The IPCM attended an IPCM and ADOC Legal training on May 31, 2019, in Montgomery, Alabama. The PREA Director completed the North Alabama WR/WC Annual Internal PREA Audit. The IPCM completed the Annual Vulnerability Assessment Form on May 28, 2019. North Alabama WR/WC replaced the old shower curtains with new PREA shower curtains. The PREA Staffing Plan and Use of Screening facility SOPs have been revised.

#### **Red Eagle Work Center:**

Red Eagle WC posted the new hotline \*6611 posters throughout the facility and informed all inmates of the number change. The IPCM maintains inmate PREA education and orientation within the required timeframes. The IPCM conducts all new staff PREA orientation and contractor training. The IPCM attended the Annual IPCM Refresher Training on January 28-30, 2019, in Selma, Alabama. The IPCM attended an IPCM and ADOC Legal training on May 31, 2019, in Montgomery, Alabama. The PREA Director completed the Red Eagle WC Annual Internal PREA Audit. The IPCM completed the Annual Vulnerability Assessment Form on May 28, 2019. The IPCM attended an ADOC/ACAR quarterly meeting on March 8, 2019, and on September 6, 2019. On April 17, 2019, the IPCM conducted staff refresher training on First Responder Duties. The IPCM went over the PREA exam in a staff meeting on May 15, 2019. On June 19, 2019, the IPCM ensured that all staff had a copy of the definitions for sexual harassment and sexual abuse. The IPCM trained staff on how to use the new hotline phone system. On September 18, 2019, the IPCM trained all staff on SANE Center protocols.

#### **St. Clair Correctional Facility:**

St. Clair CF posted the new hotline \*6611 posters throughout the facility and informed all inmates of the number change. The IPCM maintains inmate PREA education and orientation within the required timeframes. The IPCM conducts all new staff PREA orientation and contractor training. The IPCM attended the Annual IPCM Refresher Training on January 28-30, 2019, in Selma, Alabama. The IPCM attended an IPCM and ADOC Legal training on May 31, 2019, in Montgomery, Alabama. The PREA Director completed the St. Clair CF Annual Internal PREA Audit. The IPCM completed the Annual Vulnerability Assessment Form on May 30, 2019. The IPCM created an inmate PREA orientation quiz. The IPCM created new First

Responder Cards and distributed them to all St. Clair CF staff. On April 9-11, 2019, St. Clair CF hosted their fifth annual Sexual Assault Awareness program.

**Staton Correctional Facility:**

Staton CF posted the new hotline \*6611 posters throughout the facility and informed all inmates of the number change. The IPCM maintains inmate PREA education and orientation within the required timeframes. The IPCM conducts all new staff PREA orientation and contractor training. The IPCM attended the Annual IPCM Refresher Training on January 28-30, 2019, in Selma, Alabama. The IPCM attended an IPCM and ADOC Legal training on May 31, 2019, in Montgomery, Alabama. The PREA Director completed the Staton CF Annual Internal PREA Audit.

**Ventress Correctional Facility:**

Ventress CF posted the new hotline \*6611 posters throughout the facility and informed all inmates of the number change. The IPCM maintains inmate PREA education and orientation within the required timeframes. The IPCM conducts all new staff PREA orientation and contractor training. The IPCM attended the Annual IPCM Refresher Training on January 28-30, 2019, in Selma, Alabama. The IPCM attended an IPCM and ADOC Legal training on May 31, 2019, in Montgomery, Alabama. The PREA Director completed the Ventress CF Annual Internal PREA Audit. The IPCM completed the Annual Vulnerability Assessment Form on February 22, 2019. Ventress CF installed toilet partitions throughout the facility to prevent cross-gender viewing and to allow inmates privacy.

**William C. Holman Correctional Facility:**

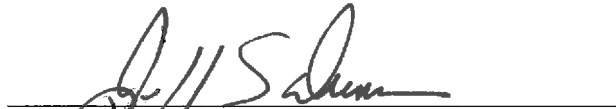
William C. Holman CF posted the new hotline \*6611 posters throughout the facility and informed all inmates of the number change. The IPCM maintains inmate PREA education and orientation within the required timeframes. The IPCM conducts all new staff PREA orientation and contractor training. The IPCM attended the Annual IPCM Refresher Training on January 28-30, 2019, in Selma, Alabama. The IPCM attended an IPCM and ADOC Legal training on May 31, 2019, in Montgomery, Alabama. The PREA Director completed the William C. Holman CF Annual Internal PREA Audit. William C. Holman CF had 189 cameras installed. The IPCM created a staff and inmate newsletter for PREA.

**William E. Donaldson Correctional Facility:**

William E. Donaldson CF posted the new hotline \*6611 posters throughout the facility and informed all inmates of the number change. The IPCM maintains inmate PREA education and orientation within the required timeframes. The IPCM conducts all new staff PREA orientation and contractor training. The IPCM attended the Annual IPCM Refresher Training on January 28-30, 2019, in Selma, Alabama. The IPCM attended an IPCM and ADOC Legal

training on May 31, 2019, in Montgomery, Alabama. The PREA Director completed the William E. Donaldson CF Annual Internal PREA Audit. The IPCM completed the Annual Vulnerability Assessment Form on May 28, 2019. The new IPCM attended Audit Preparation Training on September 20, 2019 at Central Office in Montgomery, Alabama. William E. Donaldson CF created a PREA committee with inmates and staff members who meet quarterly to discuss ways to improve the facility's effort to prevent sexual abuse, sexual misconduct and sexual harassment.

The 2018 Annual Report has been approved by:



Jefferson S. Dunn, Commissioner

Date: Nov 25, 2019