

Prison Rape Elimination Act (PREA) 2020 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, Alabama Regulation 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 against retaliation of anyone who reports sexual abuse and sexual harassment and who participates in an investigation.

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 Law Enforcement Services 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 Law Enforcement Services Division. LESD also has the Stop Corruption banner on the ADOC website which offers a direct reporting phone number. Another third-party reporting method is an email linked directly to the ADOC PREA Division at www.DOC.PREA@doc.alabama.gov. All third-party reporting methods can be found on the public ADOC website at 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 the penis, vulva, or anus;
4. 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;
5. 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;
6. 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;
7. 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;
8. 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
9. Voyeurism by a staff member, contractor, or volunteer means an invasion of privacy of an inmate, detainee, or resident by staff for reasons unrelated to official duties, such as peering at an inmate who is using a toilet in his or her cell to perform bodily functions; requiring an inmate to expose his or her buttocks, genitals, or breasts; or taking images of all or part of an inmate's naked body or of an inmate performing bodily functions.

Sexual Harassment: (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 Sexual 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 shall not be a defense to a prosecution under this article.

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 and unsubstantiated PREA investigations are forwarded to the appropriate District Attorney office for further review and potential prosecution.

ADOC PREA Implementation Efforts:

This report summarizes corrective action that occurred at nine ADOC facilities during Year 2, Cycle 3 audit period and PREA implementation efforts at the remaining 17 facilities. These actions are necessary to ensure ADOC remains PREA compliant by enhancing sexual safety at each of its prisons, by increasing staff awareness, and by creating a zero-tolerance culture.

Audited Institutions During Year 2 of Cycle 3**Camden Work Release Center:**

The IPCM maintains inmate PREA education and orientation within the required timeframes. The IPCM conducts all new staff PREA orientation. The IPCM ensures that all risk reassessments are completed within the required timeframes. The IPCM attended the Annual IPCM Refresher Training in March 2021 in Wetumpka, Alabama. The IPCM attended the ADOC and Alabama Coalition Against Rape (ACAR) Annual Advocacy Training in July 2021 in Wetumpka, Alabama. The PREA Director completed Camden Work Release Center's Annual Internal PREA Audit and Staffing Plan SOP review. The IPCM maintains monthly staff meetings to ensure all staff are aware of any PREA policy and procedural changes. The IPCM periodically tests staff on their knowledge of LGBTI and PREA standards. The PREA Director ordered new PREA reporting posters, aftercare advocacy information packets, and First Responder Cards for all correctional staff in June 2021. The IPCM continues to update the PREA Information Board monthly.

Camden Work Release Center completed Year 2 of Cycle 3 PREA audit with no corrective action and received the final report on February 1, 2021. Camden WRC received "exceeds standards" for the following PREA standards:

115.31 Employee Training**115.34 Specialized Training: Investigations****115.64 First Responder Duties****115.65 Coordinated Response****Easterling Correctional Facility:**

The IPCM maintains inmate PREA education and orientation within the required timeframes. The IPCM conducts all new staff PREA orientation. The IPCM ensures that all risk reassessments are completed within the required timeframes. The IPCM attended the Annual

IPCM Refresher Training in March 2021 in Wetumpka, Alabama. The IPCM attended the ADOC and Alabama Coalition Against Rape (ACAR) Annual Advocacy Training in July 2021 in Wetumpka, Alabama. The PREA Director completed Easterling Correctional Facility's Annual Internal PREA Audit and Staffing Plan SOP review. The IPCM maintains monthly staff meetings to ensure all staff are aware of any PREA policy and procedural changes. The IPCM periodically tests staff on their knowledge of LGBTI and PREA standards. The PREA Director ordered new PREA reporting posters, aftercare advocacy information packets, and First Responder Cards for all correctional staff in June 2021. The IPCM continues to update the PREA Information Board monthly. Cameras have been installed at Easterling CF. Partitions have been added to all bathroom stalls.

Easterling Correctional Facility completed Year 2 of Cycle 3 PREA audit with no corrective action and received the final report on March 3, 2021.

Elba Work Release Center:

The IPCM maintains inmate PREA education and orientation within the required timeframes. The IPCM conducts all new staff PREA orientation. The IPCM ensures that all risk reassessments are completed within the required timeframes. The IPCM attended the Annual IPCM Refresher Training in March 2021 in Wetumpka, Alabama. The IPCM attended the ADOC and Alabama Coalition Against Rape (ACAR) Annual Advocacy Training in July 2021 in Wetumpka, Alabama. The PREA Director completed Elba Work Release Center's Annual Internal PREA Audit and Staffing Plan SOP review. The IPCM maintains monthly staff meetings to ensure all staff are aware of any PREA policy and procedural changes. The IPCM periodically tests staff on their knowledge of LGBTI and PREA standards. The PREA Director ordered new PREA reporting posters, aftercare advocacy information packets, and First Responder Cards for all correctional staff in June 2021. The IPCM continues to update the PREA Information Board monthly.

Elba Work Release Center completed Year 2 of Cycle 3 PREA audit with no corrective action and received the final report on February 2, 2021. EWRC received "exceeds standards" for the following PREA standards:

115.31 Employee Training

115.32 Contractor and Volunteer Training

115.34 Specialized Training: Investigations

115.64 First Responder Duties

115.65 Coordinated Response

Fountain Correctional Facility:

The IPCM maintains inmate PREA education and orientation within the required timeframes. The IPCM conducts all new staff PREA orientation. The IPCM ensures that all risk reassessments are completed within the required timeframes. The IPCM attended the Annual IPCM Refresher Training in March 2021 in Wetumpka, Alabama. The IPCM attended the ADOC and Alabama Coalition Against Rape (ACAR) Annual Advocacy Training in July 2021 in Wetumpka, Alabama. The PREA Director completed Fountain Correctional Facility's Annual Internal PREA Audit and Staffing Plan SOP review. The IPCM maintains monthly staff meetings to ensure all staff are aware of any PREA policy and procedural changes. The IPCM periodically tests staff on their knowledge of LGBTI and PREA standards. The PREA Director ordered new PREA reporting posters, aftercare advocacy information packets, and First Responder Cards for all correctional staff in June 2021. The IPCM continues to update the PREA Information Board monthly.

Fountain Correctional Facility completed Year 2 of Cycle 3 PREA audit with no corrective action and received the final report on February 14, 2021.

Montgomery Women's Facility:

The IPCM maintains inmate PREA education and orientation within the required timeframes. The IPCM conducts all new staff PREA orientation. The IPCM ensures that all risk reassessments are completed within the required timeframes. The IPCM attended the Annual IPCM Refresher Training in March 2021 in Wetumpka, Alabama. The IPCM attended the ADOC and Alabama Coalition Against Rape (ACAR) Annual Advocacy Training in July 2021 in Wetumpka, Alabama. The PREA Director completed Montgomery Women's Facility Annual Internal PREA Audit and Staffing Plan SOP review. The IPCM maintains monthly staff meetings to ensure all staff are aware of any PREA policy and procedural changes. The IPCM periodically tests staff on their knowledge of LGBTI and PREA standards. The PREA Director ordered new PREA reporting posters, aftercare advocacy information packets, and First Responder Cards for all correctional staff in June 2021. The IPCM continues to update the PREA Information Board monthly.

Montgomery Women's Facility completed Year 2 of Cycle 3 PREA audit with no corrective action and received the final report on March 25, 2021. MWF received "exceeds standards" for the following PREA standards:

115.31 Employee Training**115.33 Inmate Education**

North Alabama Work Release Center:

The IPCM maintains inmate PREA education and orientation within the required timeframes. The IPCM conducts all new staff PREA orientation. The IPCM ensures that all risk reassessments are completed within the required timeframes. The IPCM attended the Annual IPCM Refresher Training in March 2021 in Wetumpka, Alabama. The IPCM attended the ADOC and Alabama Coalition Against Rape (ACAR) Annual Advocacy Training in July 2021 in Wetumpka, Alabama. The PREA Director completed North Alabama Work Release Center's Annual Internal PREA Audit and Staffing Plan SOP review. The IPCM maintains monthly staff meetings to ensure all staff are aware of any PREA policy and procedural changes. The IPCM periodically tests staff on their knowledge of LGBTI and PREA standards. The PREA Director ordered new PREA reporting posters, aftercare advocacy information packets, and First Responder Cards for all correctional staff in June 2021. The IPCM continues to update the PREA Information Board monthly. Camera system has been updated.

North Alabama Work Release Center completed Year 2 of Cycle 3 PREA audit with no corrective action and received the final report on April 15, 2021. NAWRC received "exceeds standards" for the following PREA standards:

115.31 Employee Training

115.34 Specialized Training: Investigations

115.64 First Responder Duties

115.65 Coordinated Response

Red Eagle Work Release Center:

The IPCM maintains inmate PREA education and orientation within the required timeframes. The IPCM conducts all new staff PREA orientation. The IPCM ensures that all risk reassessments are completed within the required timeframes. The IPCM attended the Annual IPCM Refresher Training in March 2021 in Wetumpka, Alabama. The IPCM attended the ADOC and Alabama Coalition Against Rape (ACAR) Annual Advocacy Training in July 2021 in Wetumpka, Alabama. The PREA Director completed Red Eagle Work Release Center's Annual Internal PREA Audit and Staffing Plan SOP review. The IPCM maintains monthly staff meetings to ensure all staff are aware of any PREA policy and procedural changes. The IPCM periodically tests staff on their knowledge of LGBTI and PREA standards. The PREA Director ordered new PREA reporting posters, aftercare advocacy information packets, and First Responder Cards for all correctional staff in June 2021. The IPCM continues to update the PREA

Information Board monthly. IPCM continues to conduct staff training monthly. Cameras have been updated.

Red Eagle Work Release Center completed Year 2 of Cycle 3 PREA audit with no corrective action and received the final report on March 21, 2021. REWRC received “exceeds standards” for the following PREA standards:

115.31 Employee Training

115.34 Specialized Training: Investigations

115.64 First Responder Duties

115.65 Coordinated Response

St. Clair Correctional Facility:

The IPCM maintains inmate PREA education and orientation within the required timeframes. The IPCM conducts all new staff PREA orientation. The IPCM ensures that all risk reassessments are completed within the required timeframes. The IPCM attended the Annual IPCM Refresher Training in March 2021 in Wetumpka, Alabama. The IPCM attended the ADOC and Alabama Coalition Against Rape (ACAR) Annual Advocacy Training in July 2021 in Wetumpka, Alabama. The PREA Director completed St. Clair Correctional Facility’s Annual Internal PREA Audit and Staffing Plan SOP review. The IPCM maintains monthly staff meetings to ensure all staff are aware of any PREA policy and procedural changes. The IPCM periodically tests staff on their knowledge of LGBTI and PREA standards. The PREA Director ordered new PREA reporting posters, aftercare advocacy information packets, and First Responder Cards for all correctional staff in June 2021. The IPCM continues to update the PREA Information Board monthly. IPCM continues to conduct staff training monthly. The IPCM has developed a tracking system for required PREA documentation.

St. Clair Correctional Facility completed Year 2 of Cycle 3 PREA audit with corrective action and received the final report on May 28, 2021. SCCF received corrective action plans (CAP) for the following PREA standards:

115.73 Reporting to Inmates

With regard to Provision (a), the PREA Auditor’s Interim Report states in pertinent part:

“Information received related that during the past 12-months there have been sixteen (16) administrative or zero (0) criminal cases.

“SCCF provided documentation confirming in the preceding twelve (12) months there were sixteen (16) PREA allegations. Of the sixteen (16) PREA allegations; eight (8) were unsubstantiated; four (4) were unfounded; and four (4) are still open.

Of the twelve (12) cases which were closed in the past 12-months, ten (10) victims were notified of whether the allegation was substantiated, unsubstantiated, or unfounded. Of the ten (10) victims who were notified, one (1) notification was signed by the victim, two (2) could not be signed due to victim’s death or release and seven (7) were not signed. In the remaining two (2) cases there was no documentation of the victim being notified.

“SCCF does not meet Provision (a) of this standard.”

With regard to Provision (c), the PREA Auditor’s Interim Report states in pertinent part:

“Fifteen (15) of the sixteen (16) allegations were inmate-on-inmate, with fourteen (14) being alleged sexual abuse. Of these fourteen (14) sexual abuse allegations, three (3) were unfounded, eight (8) were unsubstantiated and three (3) are still open. One (1) was alleged sexual harassment, inmate-on-inmate and was determined to be unfounded. One (1) was staff-on-inmate alleged sexual abuse, which is still open. In each case the alleged abuser and the victim were separated, with the abuser being transferred to a different facility. There was no documentation that the victim was notified of any of this movement.

“SCCF does not meet Provision (c) of this standard.”

With regard to Provision (e), the PREA Auditor’s Interim Report states in pertinent part:

“Of the twelve (12) cases which were closed in the past year, four (4) did not require a Sexual Abuse Incident Review because they were determined to be unfounded. Of the remaining eight (8), six (6) had Sexual Abuse Incident Reviews. Six (6) cases concluded in 2020. Of those six (6) cases, two (2) had the Sexual Abuse Incident Review within 30-days; two (2) did not have the required Sexual Abuse Incident Review[;] and one (1) Sexual Abuse Incident review was within 60-days[;] and the last one (1) was within-90-days, of the closing of the case....

“SCCF does not meet Provision (e) of this standard.”

Recommended CAP as Outlined in the PREA Auditor’s Interim Report:

“SCCF staff need to provide documentation to the auditor of each step of the PREA investigation process for a PREA allegation. One (1) PREA completed investigation from beginning to end will be sufficient to prove compliance with this standard. It was decided at close-out the PREA investigation documentation provided would be for a PREA allegation that happened during the on-site audit.”

CAP Timeline of PREA Allegations and Documentation Reviewed by the Auditor:

- February 13, 2021 alleged inmate-on-inmate sexual abuse occurred.
- February 22, 2021 offense reported by victim.
- February 22, 2021 retaliation monitoring began. Retaliation monitoring completed weekly from February 22, 2021 to May 27, 2021.
- February 23, 2021 case assigned to an investigator. The auditor reviewed documentation confirming the investigator completed the specialized investigative training from the National Institute of Corrections.
- April 23, 2021, the investigation concluded the allegation was unsubstantiated.
- April 23, 2021 the investigator wrote a letter of disposition notifying the inmate of the determination of the investigation.
- April 27, 2021 inmate notified in writing of the determination of the investigation and signed for a copy of the notification.
- April 27, 2021 the Sexual Abuse Incident Review was conducted and found no areas of concern or deficiencies related to this allegation
- May 27, 2021 Retaliation monitoring completed. No incidents of retaliation occurred during monitoring cycle.
- May 28, 2021, corrective action successfully completed.

ADOC's CAP Conclusion as Outlined in the PREA Auditor's Final Report:

“Based upon the review and analysis of all the available evidence, and the corrective action taken by the facility, the Auditor has determined the agency/facility does meet the standard [1153.73] regarding reporting to inmates.”

115.86 Sexual Incident Reviews

With regard to Provision (a), the PREA Auditor's Interim Report states in pertinent part:

“During the past 12-months, there were sixteen (16) PREA related investigations, twelve (12) of which have been closed. Of the twelve (12) cases which were closed in the past year, four (4) did not require a Sexual Abuse Incident Review because they were determined to be unfounded. Of the remaining eight (8), six (6) had a Sexual Abuse Incident Reviews. Six (6) cases concluded in 2020. Of those six (6) cases, two (2) had the Sexual Abuse Incident Review within 30-days; two (2) did not have the required Sexual Abuse Incident Review[;] and one (1) Sexual Abuse Incident review was within 60-days[;] and the last one (1) was within-90-days, of the closing of the case....

“SCCF does not meet Provision (a) of this standard.”

Recommended CAP as Outlined in the PREA Auditor's Interim Report:

"This corrective action is interwoven with the corrective action of standard 115.73.

"SCCF staff need to provide documentation to the auditor of each step of the PREA investigation process for a PREA allegation. One (1) PREA completed investigation from beginning to end will be sufficient to prove compliance with this standard. It was decided at close-out the PREA investigation documentation provided would be for a PREA allegation that happened during the on-site audit...."

CAP Timeline of PREA Allegations and Documentation Reviewed by the Auditor:

- February 13, 2021 alleged inmate-on-inmate sexual abuse occurred.
- February 22, 2021 offense reported by victim.
- February 22, 2021 retaliation monitoring began. Retaliation monitoring completed weekly from February 22, 2021 to May 27, 2021.
- February 23, 2021 case assigned to an investigator. The auditor reviewed documentation confirming the investigator completed the specialized investigative training from the National Institute of Corrections.
- April 23, 2021, the investigation concluded the allegation was unsubstantiated.
- April 23, 2021 the investigator wrote a letter of disposition notifying the inmate of the determination of the investigation.
- April 27, 2021 inmate notified in writing of the determination of the investigation and signed for a copy of the notification.
- April 27, 2021 the Sexual Abuse Incident Review was conducted and found no areas of concern or deficiencies related to this allegation.
- May 27, 2021 Retaliation monitoring completed. No incidents of retaliation occurred during monitoring cycle.
- May 28, 2021, corrective action successfully completed.

ADOC's CAP Conclusion as Outlined in the PREA Auditor's Final Report:

"Based upon the review and analysis of all the available evidence, and the corrective action taken by the facility, the Auditor has determined the agency/facility does meet the standard regarding sexual abuse incident reviews."

Staton Correctional Facility:

The IPCM maintains inmate PREA education and orientation within the required timeframes. The IPCM conducts all new staff PREA orientation. The IPCM ensures that all risk reassessments are completed within the required timeframes. The IPCM attended the Annual

IPCM Refresher Training in March 2021 in Wetumpka, Alabama. The IPCM attended the ADOC and Alabama Coalition Against Rape (ACAR) Annual Advocacy Training in July 2021 in Wetumpka, Alabama. The PREA Director completed Staton Correctional Facility's Annual Internal PREA Audit and Staffing Plan SOP review. The IPCM maintains monthly staff meetings to ensure all staff are aware of any PREA policy and procedural changes. The IPCM periodically tests staff on their knowledge of LGBTI and PREA standards. The PREA Director ordered new PREA reporting posters, aftercare advocacy information packets, and First Responder Cards for all correctional staff in June 2021. The IPCM continues to update the PREA Information Board monthly.

Staton Correctional Facility completed Year 2 of Cycle 3 PREA audit with no corrective action and received the final report on March 11, 2021.

Other Facility Implementation Efforts

Alex City Work Release/Work Center:

The IPCM maintains inmate PREA education and orientation within the required timeframes. The IPCM conducts all new staff PREA orientation. The IPCM ensures that all risk reassessments are completed within the required timeframes. The IPCM attended the Annual IPCM Refresher Training in March 2021 in Wetumpka, Alabama. The IPCM attended the ADOC and Alabama Coalition Against Rape (ACAR) Annual Advocacy Training in July 2021 in Wetumpka, Alabama. The PREA Director completed Alex City Work Release Center's Annual Internal PREA Audit and Staffing Plan SOP review. The IPCM maintains monthly staff meetings to ensure all staff are aware of any PREA policy and procedural changes. The IPCM periodically tests staff on their knowledge of LGBTI and PREA standards. The PREA Director ordered new PREA reporting posters, aftercare advocacy information packets, and First Responder Cards for all correctional staff in June 2021. The IPCM created a PREA Checklist to track required documentation. Alex City WR has requested additional cameras. The IPCM continues to update the PREA Information Board monthly.

Alex City WR/WC is scheduled for a PREA audit in Year 3, Cycle 3.

Bibb Correctional Facility:

The IPCM maintains inmate PREA education and orientation within the required timeframes. The IPCM conducts all new staff PREA orientation. The IPCM ensures that all risk reassessments are completed within the required timeframes. The IPCM attended the Annual IPCM Refresher Training in March 2021 in Wetumpka, Alabama. The IPCM attended the ADOC and Alabama Coalition Against Rape (ACAR) Annual Advocacy Training in July 2021 in Wetumpka, Alabama. The PREA Director completed Bibb Correctional Facility's Annual

Internal PREA Audit and Staffing Plan SOP review. The IPCM maintains monthly staff meetings to ensure all staff are aware of any PREA policy and procedural changes. The IPCM periodically tests staff on their knowledge of LGBTI and PREA standards. The PREA Director ordered new PREA reporting posters, aftercare advocacy information packets, and First Responder Cards for all correctional staff in June 2021. The IPCM continues to update the PREA Information Board monthly.

Bibb CF completed its PREA audit in Year 1, Cycle 3.

Birmingham Work Release/Work Center:

The IPCM maintains inmate PREA education and orientation within the required timeframes. The IPCM conducts all new staff PREA orientation. The IPCM ensures that all risk reassessments are completed within the required timeframes. The IPCM attended the Annual IPCM Refresher Training in March 2021 in Wetumpka, Alabama. The IPCM attended the ADOC and Alabama Coalition Against Rape (ACAR) Annual Advocacy Training in July 2021 in Wetumpka, Alabama. The PREA Director completed Birmingham Work Release Center's Annual Internal PREA Audit and Staffing Plan SOP review. The IPCM maintains monthly staff meetings to ensure all staff are aware of any PREA policy and procedural changes. The IPCM periodically tests staff on their knowledge of LGBTI and PREA standards. The PREA Director ordered new PREA reporting posters, aftercare advocacy information packets, and First Responder Cards for all correctional staff in June 2021. The IPCM continues to update the PREA Information Board monthly.

Birmingham WR/WC is scheduled for a PREA audit in Year 3, Cycle 3.

Bullock Correctional Facility:

The IPCM maintains inmate PREA education and orientation within the required timeframes. The IPCM conducts all new staff PREA orientation. The IPCM ensures that all risk reassessments are completed within the required timeframes. The IPCM attended the Annual IPCM Refresher Training in March 2021 in Wetumpka, Alabama. The IPCM attended the ADOC and Alabama Coalition Against Rape (ACAR) Annual Advocacy Training in July 2021 in Wetumpka, Alabama. The PREA Director completed Bullock Correctional Facility's Annual Internal PREA Audit and Staffing Plan SOP review. The IPCM maintains monthly staff meetings to ensure all staff are aware of any PREA policy and procedural changes. The IPCM periodically tests staff on their knowledge of LGBTI and PREA standards. The PREA Director ordered new PREA reporting posters, aftercare advocacy information packets, and First Responder Cards for all correctional staff in June 2021. The IPCM continues to update the PREA Information Board monthly.

Bullock CF is scheduled for a PREA audit in Year 3, Cycle 3.

Childersburg Work Release/Work Center:

The IPCM maintains inmate PREA education and orientation within the required timeframes. The IPCM conducts all new staff PREA orientation. The IPCM ensures that all risk reassessments are completed within the required timeframes. The IPCM attended the Annual IPCM Refresher Training in March 2021 in Wetumpka, Alabama. The IPCM attended the ADOC and Alabama Coalition Against Rape (ACAR) Annual Advocacy Training in July 2021 in Wetumpka, Alabama. The PREA Director completed Childersburg Work Release Center's Annual Internal PREA Audit and Staffing Plan SOP review. The IPCM maintains monthly staff meetings to ensure all staff are aware of any PREA policy and procedural changes. The IPCM periodically tests staff on their knowledge of LGBTI and PREA standards. The PREA Director ordered new PREA reporting posters, aftercare advocacy information packets, and First Responder Cards for all correctional staff in June 2021. The IPCM continues to update the PREA Information Board monthly.

Childersburg WR/WC is scheduled for a PREA audit in Year 3, Cycle 3.

Donaldson Correctional Facility:

The IPCM maintains inmate PREA education and orientation within the required timeframes. The IPCM conducts all new staff PREA orientation. The IPCM ensures that all risk reassessments are completed within the required timeframes. The IPCM attended the Annual IPCM Refresher Training in March 2021 in Wetumpka, Alabama. The IPCM attended the ADOC and Alabama Coalition Against Rape (ACAR) Annual Advocacy Training in July 2021 in Wetumpka, Alabama. The PREA Director completed Donaldson Correctional Facility's Annual Internal PREA Audit and Staffing Plan SOP review. The IPCM maintains monthly staff meetings to ensure all staff are aware of any PREA policy and procedural changes. The IPCM periodically tests staff on their knowledge of LGBTI and PREA standards. The PREA Director ordered new PREA reporting posters, aftercare advocacy information packets, and First Responder Cards for all correctional staff in June 2021. The IPCM continues to update the PREA Information Board monthly. Body cameras have been initiated for front-line supervisors. More cameras have been added to Donaldson CF.

Donaldson CF completed its PREA audit in Year 1, Cycle 3.

Elmore Correctional Facility:

The IPCM maintains inmate PREA education and orientation within the required timeframes. The IPCM conducts all new staff PREA orientation. The IPCM ensures that all risk reassessments are completed within the required timeframes. The IPCM attended the Annual IPCM Refresher Training in March 2021 in Wetumpka, Alabama. The IPCM attended the ADOC and Alabama Coalition Against Rape (ACAR) Annual Advocacy Training in July 2021

in Wetumpka, Alabama. The PREA Director completed Elmore Correctional Facility's Annual Internal PREA Audit and Staffing Plan SOP review. The IPCM maintains monthly staff meetings to ensure all staff are aware of any PREA policy and procedural changes. The IPCM periodically tests staff on their knowledge of LGBTI and PREA standards. The PREA Director ordered new PREA reporting posters, aftercare advocacy information packets, and First Responder Cards for all correctional staff in June 2021. The IPCM continues to update the PREA Information Board monthly.

Elmore CF is scheduled for a PREA audit in Year 3, Cycle 3.

Frank Lee Work Release Center:

The IPCM maintains inmate PREA education and orientation within the required timeframes. The IPCM conducts all new staff PREA orientation. The IPCM ensures that all risk reassessments are completed within the required timeframes. The IPCM attended the Annual IPCM Refresher Training in March 2021 in Wetumpka, Alabama. The IPCM attended the ADOC and Alabama Coalition Against Rape (ACAR) Annual Advocacy Training in July 2021 in Wetumpka, Alabama. The PREA Director completed Frank Lee Work Release Center's Annual Internal PREA Audit and Staffing Plan SOP review. The IPCM maintains monthly staff meetings to ensure all staff are aware of any PREA policy and procedural changes. The IPCM periodically tests staff on their knowledge of LGBTI and PREA standards. The PREA Director ordered new PREA reporting posters, aftercare advocacy information packets, and First Responder Cards for all correctional staff in June 2021. The IPCM continues to update the PREA Information Board monthly. IPCM continues to conduct staff training monthly.

Frank Lee WRC is scheduled for a PREA audit in Year 3, Cycle 3.

Hamilton Aged and Infirm:

The IPCM maintains inmate PREA education and orientation within the required timeframes. The IPCM conducts all new staff PREA orientation. The IPCM ensures that all risk reassessments are completed within the required timeframes. The IPCM attended the Annual IPCM Refresher Training in March 2021 in Wetumpka, Alabama. The IPCM attended the ADOC and Alabama Coalition Against Rape (ACAR) Annual Advocacy Training in July 2021 in Wetumpka, Alabama. The PREA Director completed Hamilton Aged and Infirm Annual Internal PREA Audit and Staffing Plan SOP review. The IPCM maintains monthly staff meetings to ensure all staff are aware of any PREA policy and procedural changes. The IPCM periodically tests staff on their knowledge of LGBTI and PREA standards. The PREA Director ordered new PREA reporting posters, aftercare advocacy information packets, and First Responder Cards for all correctional staff in June 2021. The IPCM continues to update the PREA Information Board monthly. Camera system has been updated.

Hamilton Aged and Infirm completed its PREA audit in Year 1, Cycle 3.

Hamilton Work Release/Work Center:

The IPCM maintains inmate PREA education and orientation within the required timeframes. The IPCM conducts all new staff PREA orientation. The IPCM ensures that all risk reassessments are completed within the required timeframes. The IPCM attended the Annual IPCM Refresher Training in March 2021 in Wetumpka, Alabama. The IPCM attended the ADOC and Alabama Coalition Against Rape (ACAR) Annual Advocacy Training in July 2021 in Wetumpka, Alabama. The PREA Director completed Hamilton Work Release Center's Annual Internal PREA Audit and Staffing Plan SOP review. The IPCM maintains monthly staff meetings to ensure all staff are aware of any PREA policy and procedural changes. The IPCM periodically tests staff on their knowledge of LGBTI and PREA standards. The PREA Director ordered new PREA reporting posters, aftercare advocacy information packets, and First Responder Cards for all correctional staff in June 2021. The IPCM continues to update the PREA Information Board monthly. IPCM continues to conduct staff training monthly.

Hamilton WR completed its PREA audit in Year 1, Cycle 3.

Holman Correctional Facility:

The IPCM maintains inmate PREA education and orientation within the required timeframes. The IPCM conducts all new staff PREA orientation. The IPCM ensures that all risk reassessments are completed within the required timeframes. The IPCM attended the Annual IPCM Refresher Training in March 2021 in Wetumpka, Alabama. The IPCM attended the ADOC and Alabama Coalition Against Rape (ACAR) Annual Advocacy Training in July 2021 in Wetumpka, Alabama. The PREA Director completed Holman Correctional Facility's Annual Internal PREA Audit and Staffing Plan SOP review. The IPCM maintains monthly staff meetings to ensure all staff are aware of any PREA policy and procedural changes. The IPCM periodically tests staff on their knowledge of LGBTI and PREA standards. The PREA Director ordered new PREA reporting posters, aftercare advocacy information packets, and First Responder Cards for all correctional staff in June 2021. The IPCM continues to update the PREA Information Board monthly.

Holman CF completed its PREA audit in Year 1, Cycle 3.

Julia Tutwiler Prison for Women:

The IPCM maintains inmate PREA education and orientation within the required timeframes. The IPCM conducts all new staff PREA orientation. The IPCM ensures that all risk reassessments are completed within the required timeframes. The IPCM attended the Annual IPCM Refresher Training in March 2021 in Wetumpka, Alabama. The IPCM attended the

ADOC and Alabama Coalition Against Rape (ACAR) Annual Advocacy Training in July 2021 in Wetumpka, Alabama. The PREA Director completed Julia Tutwiler Prison for Women's Annual Internal PREA Audit and Staffing Plan SOP review. The IPCM maintains monthly staff meetings to ensure all staff are aware of any PREA policy and procedural changes. The IPCM periodically tests staff on their knowledge of LGBTI and PREA standards. The PREA Director ordered new PREA reporting posters, aftercare advocacy information packets, and First Responder Cards for all correctional staff in June 2021. The IPCM continues to update the PREA Information Board monthly. Julia Tutwiler Prison for Women is still under the court monitoring provisions of Department of Justice (DOJ).

Julia Tutwiler Prison for Women is scheduled for a PREA audit in Year 3, Cycle 3.

Kilby Correctional Facility:

The IPCM maintains inmate PREA education and orientation within the required timeframes. The IPCM conducts all new staff PREA orientation. The IPCM ensures that all risk reassessments are completed within the required timeframes. The IPCM attended the Annual IPCM Refresher Training in March 2021 in Wetumpka, Alabama. The IPCM attended the ADOC and Alabama Coalition Against Rape (ACAR) Annual Advocacy Training in July 2021 in Wetumpka, Alabama. The PREA Director completed Kilby Correctional Facility's Annual Internal PREA Audit and Staffing Plan SOP review. The IPCM maintains monthly staff meetings to ensure all staff are aware of any PREA policy and procedural changes. The IPCM periodically tests staff on their knowledge of LGBTI and PREA standards. The PREA Director ordered new PREA reporting posters, aftercare advocacy information packets, and First Responder Cards for all correctional staff in June 2021. The IPCM continues to update the PREA Information Board monthly.

Kilby CF completed its PREA audit in Year 1, Cycle 3.

Limestone Correctional Facility:

The IPCM maintains inmate PREA education and orientation within the required timeframes. The IPCM conducts all new staff PREA orientation. The IPCM ensures that all risk reassessments are completed within the required timeframes. The IPCM attended the Annual IPCM Refresher Training in March 2021 in Wetumpka, Alabama. The IPCM attended the ADOC and Alabama Coalition Against Rape (ACAR) Annual Advocacy Training in July 2021 in Wetumpka, Alabama. The PREA Director completed Limestone Correctional Facility's Annual Internal PREA Audit and Staffing Plan SOP review. The IPCM maintains monthly staff meetings to ensure all staff are aware of any PREA policy and procedural changes. The IPCM periodically tests staff on their knowledge of LGBTI and PREA standards. The PREA Director ordered new PREA reporting posters, aftercare advocacy information packets, and First

Responder Cards for all correctional staff in June 2021. The IPCM continues to update the PREA Information Board monthly. Camera system has been updated.

Limestone CF completed its PREA audit in Year 1, Cycle 3.

Loxley Work Release/Work Center:

The IPCM maintains inmate PREA education and orientation within the required timeframes. The IPCM conducts all new staff PREA orientation. The IPCM ensures that all risk reassessments are completed within the required timeframes. The IPCM attended the Annual IPCM Refresher Training in March 2021 in Wetumpka, Alabama. The IPCM attended the ADOC and Alabama Coalition Against Rape (ACAR) Annual Advocacy Training in July 2021 in Wetumpka, Alabama. The PREA Director completed Loxley Work Release Center's Annual Internal PREA Audit and Staffing Plan SOP review. The IPCM maintains monthly staff meetings to ensure all staff are aware of any PREA policy and procedural changes. The IPCM periodically tests staff on their knowledge of LGBTI and PREA standards. The PREA Director ordered new PREA reporting posters, aftercare advocacy information packets, and First Responder Cards for all correctional staff in June 2021. The IPCM continues to update the PREA Information Board monthly.

Loxley WR completed its PREA audit in Year 1, Cycle 3.

Mobile Work Release/Work Center:

The IPCM maintains inmate PREA education and orientation within the required timeframes. The IPCM conducts all new staff PREA orientation. The IPCM ensures that all risk reassessments are completed within the required timeframes. The IPCM attended the Annual IPCM Refresher Training in March 2021 in Wetumpka, Alabama. The IPCM attended the ADOC and Alabama Coalition Against Rape (ACAR) Annual Advocacy Training in July 2021 in Wetumpka, Alabama. The PREA Director completed Mobile Work Release Center's Annual Internal PREA Audit and Staffing Plan SOP review. The IPCM maintains monthly staff meetings to ensure all staff are aware of any PREA policy and procedural changes. The IPCM periodically tests staff on their knowledge of LGBTI and PREA standards. The PREA Director ordered new PREA reporting posters, aftercare advocacy information packets, and First Responder Cards for all correctional staff in June 2021. The IPCM continues to update the PREA Information Board monthly. IPCM continues to conduct staff training monthly.

Mobile WR completed its PREA audit in Year 1, Cycle 3.

Ventress Correctional Facility:

The IPCM maintains inmate PREA education and orientation within the required timeframes. The IPCM conducts all new staff PREA orientation. The IPCM ensures that all risk

reassessments are completed within the required timeframes. The IPCM attended the Annual IPCM Refresher Training in March 2021 in Wetumpka, Alabama. The IPCM attended the ADOC and Alabama Coalition Against Rape (ACAR) Annual Advocacy Training in July 2021 in Wetumpka, Alabama. The PREA Director completed Ventress Correctional Facility's Annual Internal PREA Audit and Staffing Plan SOP review. The IPCM maintains monthly staff meetings to ensure all staff are aware of any PREA policy and procedural changes. The IPCM periodically tests staff on their knowledge of LGBTI and PREA standards. The PREA Director ordered new PREA reporting posters, aftercare advocacy information packets, and First Responder Cards for all correctional staff in June 2021. The Captain developed an inmate victim support group, *S.A.G.E.*, that will be piloted for six months and funded through the 2019-2022 Federal Grant Award. The IPCM continues to update the PREA Information Board monthly. Partitions have been added to every bathroom stall. A camera system has been installed at Ventress CF.

Ventress CF is scheduled for a PREA audit in Year 3, Cycle 3.

Data Comparison

2018:

Inmate-on-Inmate Sexual Harassment:

The current status of the 55 reported incidents is as follows:

6 substantiated,
34 unsubstantiated,
15 unfounded, and
0 open.

Inmate-on-Inmate Sexual Abuse:

The current status of the 227 reported incidents is as follows:

10 substantiated,
195 unsubstantiated,
13 unfounded, and
9 open.

Inmate-on-Inmate Abusive Sexual Contact:

The current status of the 61 reported incidents is as follows:

6 substantiated,
46 unsubstantiated,
8 unfounded, and
1 open.

Staff Sexual Harassment:

The current status of the 7 reported incidents is as follows:

0 substantiated,
3 unsubstantiated,
4 unfounded, and
0 open.

Staff Sexual Misconduct:

The current status of the 23 reported incidents is as follows:

1 substantiated,
7 unsubstantiated,
15 unfounded, and
0 open.

2019:**Inmate-on-Inmate Sexual Harassment:**

The current status of the 86 reported incidents is as follows:

5 substantiated,
52 unsubstantiated,
29 unfounded, and
0 open.

Inmate-on-Inmate Sexual Abuse:

The current status of the 320 reported incidents is as follows:

17 substantiated,
253 unsubstantiated,
37 unfounded, and
13 open.

Inmate-on-Inmate Abusive Sexual Contact:

The current status of the 9 reported incidents is as follows:

0 substantiated,
7 unsubstantiated,
2 unfounded, and
0 open.

Staff Sexual Harassment:

The current status of the 32 reported incidents is as follows:

0 substantiated,
12 unsubstantiated,
19 unfounded, and
1 open.

Staff Sexual Misconduct:

The current status of the 63 reported incidents is as follows:

1 substantiated,
18 unsubstantiated,
43 unfounded, and
1 open.

2020:**Inmate-on-Inmate Sexual Harassment:**

The current status of the 64 reported incidents is as follows:

4 substantiated,
38 unsubstantiated,
22 unfounded, and
0 open.

Inmate-on-Inmate Sexual Abuse:

The current status of the 308 reported incidents is as follows:

13 substantiated,
256 unsubstantiated,
39 unfounded, and
13 open.

Inmate-on-Inmate Abusive Sexual Contact:

The current status of the 2 reported incidents is as follows:

0 substantiated,
2 unsubstantiated,
0 unfounded, and
0 open.

Staff Sexual Harassment:

The current status of the 20 reported incidents is as follows:

0 substantiated,
12 unsubstantiated,
8 unfounded, and
0 open.

Staff Sexual Misconduct:

The current status of the 44 reported incidents is as follows:

4 substantiated,
19 unsubstantiated,
19 unfounded, and
2 open.

The 2020 Annual Report has been approved by:



Jefferson S. Dunn, Commissioner

Date: Dec 22, 2021