

Prison Rape Elimination Act (PREA) 2024 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 adult and juvenile offenders from prison rape and for providing a mechanism for the analysis of incidents and effects of prison rape in Federal, State, and local institutions. In 2012, The Department of Justice published the final rule of PREA 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, Administration 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 of sexual abuse and sexual harassment.

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

1. The right of offenders 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's sexual abuse and sexual harassment prevention, detection, reporting, and responding policies and procedures;
4. The dynamics of sexual abuse and sexual harassment;
5. Common reactions of sexual abuse and sexual harassment among 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 lesbian, gay, bi-sexual, transgender, intersex, and 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.

The PREA Division established The Survivor Awareness Group Education (SAGE), an ongoing support group for all inmate victims of sexual abuse and sexual harassment. SAGE is facilitated by the Institutional PREA Compliance Manager (IPCM) once a month. The PREA Division established Special Investigator/IPCM positions at all level four (4) and level five (5) custody facilities, in which the SI/IPCM reports directly to the PREA Director. The PREA Division is currently under the ADOC Legal Division on the organizational hierarchy. The PREA Assistant Director attends monthly Sexual Abuse Incident Review Committee (SAIRC) meetings throughout the state at all 26 ADOC facilities.

The ADOC is continually evaluating and improving the reporting methods for inmates, employees, and third parties to ensure the highest level of responsiveness. The ADOC provides many reporting mechanisms for both victims and third parties. The ADOC encourages inmates to report directly to staff as their first avenue of reporting. Inmates are provided free envelopes to write directly to ADOC's Law Enforcement Services Division (LESD). Inmates can call outside confidential support services through the inmate phone system at no charge to the inmate. PREA drop boxes for staff and inmates have been made available throughout the facilities so confidential and anonymous reports can be made. Inmates may also report to an 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 LESD. LESD also has the Stop Corruption banner on the ADOC website address, which offers a direct reporting phone number. Another third-party reporting method is an email sent directly to the ADOC PREA Division at 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 provide a clear understanding of each type allegation, definitions of each are listed below:

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

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

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

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;
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; and
8. Voyeurism by a staff member, contractor, or volunteer means an invasion of privacy of an inmate 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 directed toward another; or
2. Repeated verbal comments or gestures of a sexual nature to an inmate 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.
2. Any person violating this code, upon conviction, will be guilty of custodial sexual misconduct.
3. Custodial sexual misconduct is a Class C felony.
4. 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 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 office for further review and potential prosecution.

ADOC PREA Implementation Efforts:

This report summarizes PREA implementation efforts at the 26 ADOC 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 creating a zero-tolerance culture.

Institutions Audited During Year 2 of Cycle 4

Camden Work Center (CWC):

The IPCM conducted Transgender strip and pat search training with all staff. The IPCM conducts inmate PREA education and orientation within the required timeframes. The IPCM conducts contractor and volunteer PREA orientation. The IPCM ensures that all risk reassessments are completed within the required timeframes. The PREA Director completed CWC's Annual Staffing Plan Standard Operating Procedure (SOP) review during the 2024 internal audit. The PREA Director, IPCM and Warden updated the Staffing Plan SOP, using the most recent staffing analysis completed in 2023. The IPCM maintains monthly staff meetings to ensure all staff are aware of any PREA policy and procedural changes. The IPCM continues to update the staff PREA Information Board monthly. The IPCM posted the First Responder Duties in central control for staff awareness. The IPCM conducts staff orientation for new facility staff. The IPCM monitors the completion of unannounced rounds, deviation logs, and hotline checks. The IPCM replaced PREA posters and added the lower functioning reporting flyer, used to explain reporting methods for lower functioning inmates, throughout the facility. The IPCM sends the PREA Director bi-monthly facility reports as well as quarterly statistical data reports. The IPCM conducts Sexual Abuse Incident Reviews within the required timeframe. The IPCM placed cross-gender staff announcement posters at all dorms. The IPCM continues to ensure that relevant PREA information is shared within the monthly inmate newsletter. The IPCM attended new IPCM training on April 24-25, 2024. The PREA Director conducted the annual IPCM Refresher Training on June 25-26, 2024. The IPCM attended an online webinar, Cultures of Safety in Correctional Settings, on July 18, 2024. The IPCM attended an online webinar, Getting it right: Medical and law Enforcement Responses to Trans Patients/Survivors on September 26, 2024.

Camden Work Center completed Year 2 of Cycle 4 PREA audit with no corrective action and received the final report on April 4, 2024. Camden Work Center received "exceeds standards" for the following PREA standards:

- **115.64 - Staff first responder duties**
- **115.67 - Agency protection against retaliation**

Easterling Correctional Facility (ECF):

The SI/IPCM conducted Transgender strip and pat search training with all staff. The SI/IPCM conducts inmate PREA education and orientation within the required timeframes. The SI/IPCM conducts contractor and volunteer PREA orientation. The SI/IPCM ensures that all risk reassessments are completed within the required timeframes. The PREA Director completed ECF's Annual Staffing Plan Standard Operating Procedure (SOP) review during the 2024 internal audit. The PREA Director, SI/IPCM and Warden updated the Staffing Plan SOP, using the most recent staffing analysis completed in 2023. The SI/IPCM maintains monthly staff meetings to ensure all staff are aware of any PREA policy and procedural changes. The SI/IPCM continues to update the staff PREA Information Board monthly. The SI/IPCM posted the First Responder Duties in central control for staff awareness. The SI/IPCM conducts staff orientation for new facility staff. The SI/IPCM monitors the completion of unannounced rounds, deviation logs, and hotline checks. The SI/IPCM replaced PREA posters and added the lower functioning reporting flyer, used to explain the reporting methods for lower functioning inmates, throughout the facility. The SI/IPCM sends the PREA Director bi-monthly facility reports as well as quarterly statistical data reports. The SI/IPCM conducts Sexual Abuse Incident Reviews within the required timeframe. The SI/IPCM placed cross-gender staff announcement posters at all dorms. The SI/IPCM continues to ensure that relevant PREA information is shared within the monthly inmate newsletter. The SI/IPCM attended an advanced PREA Coordinator training on April 17-18, 2024. The PREA Director conducted the annual IPCM Refresher Training on June 25-26, 2024. The SI/IPCM attended an online webinar, Getting it right: Medical and law Enforcement Responses to Trans Patients/Survivors on September 26, 2024. The SI/IPCM attends PREA meetings with the PREA Director monthly.

Easterling Correctional Facility completed Year 2 of Cycle 4 PREA audit with no corrective action and received the final report on March 12, 2024. Easterling Correctional Facility received "exceeds standards" for the following PREA standard:

- **115.64 - Staff first responder duties**

Elba Work Center (EWC):

The IPCM conducted Transgender strip and pat search training with all staff. The IPCM conducts inmate PREA education and orientation within the required timeframes. The IPCM conducts contractor and volunteer PREA orientation. The IPCM ensures that all risk reassessments are completed within the required timeframes. The PREA Director completed EWC's Annual Staffing Plan Standard Operating Procedure (SOP) review during the 2024 internal audit. The PREA Director, IPCM and Captain updated the Staffing Plan SOP, using the most recent staffing analysis completed in 2023. The IPCM maintains monthly staff meetings to ensure all staff are aware of any PREA policy and procedural changes. The IPCM continues to update the staff PREA Information Board monthly. The IPCM posted the First Responder Duties in central control for staff awareness. The IPCM conducts staff orientation for new facility staff.

The IPCM monitors the completion of unannounced rounds, deviation logs, and hotline checks. The IPCM replaced PREA posters and added the lower functioning reporting flyer, used to explain reporting methods for lower functioning inmates, throughout the facility. The IPCM sends the PREA Director bi-monthly facility reports as well as quarterly statistical data reports. The IPCM conducts Sexual Abuse Incident Reviews within the required timeframe. The IPCM placed cross-gender staff announcement posters at all dorms. The IPCM continues to ensure that relevant PREA information is shared within the monthly inmate newsletter. The PREA Director conducted the annual IPCM Refresher Training on June 25-26, 2024. The IPCM attended an online webinar, Cultures of Safety in Correctional Settings, on July 18, 2024. The IPCM attended an online webinar, Getting it right: Medical and law Enforcement Responses to Trans Patients/Survivors on September 26, 2024. Shower curtains were ordered and placed in shower areas. Mirrors were ordered and placed in various parts of the facility.

Elba Work Center completed Year 2 of Cycle 4 PREA audit with no corrective action and received the final report on March 24, 2024. Elba Work Center received “exceeds standards” for the following PREA standard:

- **115.64 – Staff first responder duties**

Fountain Correctional Facility (FCF):

The SI/IPCM conducted Transgender strip and pat search training with all staff. The SI/IPCM conducts inmate PREA education and orientation within the required timeframes. The SI/IPCM conducts contractor and volunteer PREA orientation. The SI/IPCM ensures that all risk reassessments are completed within the required timeframes. The PREA Director completed FCF’s Annual Staffing Plan Standard Operating Procedure (SOP) review during the 2024 internal audit. The PREA Director, SI/IPCM and Warden updated the Staffing Plan SOP, using the most recent staffing analysis completed in 2023. The SI/IPCM maintains monthly staff meetings to ensure all staff are aware of any PREA policy and procedural changes. The SI/IPCM continues to update the staff PREA Information Board monthly. The SI/IPCM posted the First Responder Duties in central control for staff awareness. The SI/IPCM conducts staff orientation for new facility staff. The SI/IPCM monitors the completion of unannounced rounds, deviation logs, and hotline checks. The SI/IPCM replaced PREA posters and added the lower functioning reporting flyer, used to explain reporting methods for lower functioning inmates, throughout the facility. The SI/IPCM sends the PREA Director bi-monthly facility reports as well as quarterly statistical data reports. The SI/IPCM conducts Sexual Abuse Incident Reviews within the required timeframe. The SI/IPCM placed cross-gender staff announcement posters at all dorms. The SI/IPCM continues to ensure that relevant PREA information is shared within the monthly inmate newsletter. The SI/IPCM attended the Alabama Coalition Against Rape (ACAR) meeting on January 11, 2024. The SI/IPCM attended an advanced PREA Coordinator training on April 17-18, 2024. The PREA Director conducted the annual IPCM Refresher Training on June 25-26,

2024. The SI/IPCM attended an online webinar, Getting it right: Medical and law Enforcement Responses to Trans Patients/Survivors on September 26, 2024. Wooden PREA and Limited English Proficient (LEP) reporting boards were ordered and placed throughout the facility dorms. The SI/IPCM attends PREA meetings with the PREA Director monthly.

Fountain Correctional Facility completed Year 2 of Cycle 4 PREA audit with no corrective action and received the final report on February 29, 2024. Fountain Correctional Facility received “exceeds standards” for the following PREA standard:

- **115.67 - Agency protection against retaliation**

Montgomery Women’s Facility (MWF):

The SI/IPCM conducted Transgender strip and pat search training with all staff. The SI/IPCM conducts inmate PREA education and orientation within the required timeframes. The SI/IPCM conducts contractor and volunteer PREA orientation. The SI/IPCM ensures that all risk reassessments are completed within the required timeframes. The PREA Director completed MWF’s Annual Staffing Plan Standard Operating Procedure (SOP) review during the 2024 internal audit. The PREA Director, SI/IPCM and Captain updated the Staffing Plan SOP, using the most recent staffing analysis completed in 2023. The SI/IPCM maintains monthly staff meetings to ensure all staff are aware of any PREA policy and procedural changes. The SI/IPCM continues to update the staff and inmate PREA Information Boards monthly. The SI/IPCM posted the First Responder Duties in central control for staff awareness. The SI/IPCM conducts staff orientation for new facility staff. The SI/IPCM monitors the completion of unannounced rounds, deviation logs, and hotline checks. The SI/IPCM replaced PREA posters and added the lower functioning reporting flyer, used to explain reporting methods for lower functioning inmates, throughout the facility. The SI/IPCM sends the PREA Director bi-monthly facility reports as well as quarterly statistical data reports. The SI/IPCM conducts Sexual Abuse Incident Reviews within the required timeframe. The SI/IPCM placed cross-gender staff announcement posters at all dorms. The SI/IPCM continues to ensure that relevant PREA information is shared within the monthly inmate newsletter. The SI/IPCM attended an advanced PREA Coordinator training on April 17-18, 2024. The PREA Director conducted the annual IPCM Refresher Training on June 25-26, 2024. The SI/IPCM attended an online webinar, Getting it right: Medical and law Enforcement Responses to Trans Patients/Survivors on September 26, 2024. New shower curtains were ordered and placed within the shower area. Mirrors used for blind spot areas were cleaned throughout the facility. Security cameras were installed on the exterior building wall of the administration building, the social service building, and the shakedown building. The SI/IPCM attends PREA meetings with the PREA Director monthly.

Montgomery Women’s Facility completed Year 2 of Cycle 4 PREA audit with no corrective action and received the final report on April 8, 2024. Montgomery Women’s Facility received “exceeds standards” for the following PREA standard:

- **115.67 - Agency protection against retaliation**

North Alabama Work Center (NAWC):

The IPCM conducted Transgender strip and pat search training with all staff. The IPCM conducts inmate PREA education and orientation within the required timeframes. The IPCM conducts contractor and volunteer PREA orientation. The IPCM ensures that all risk reassessments are completed within the required timeframes. The PREA Director completed NAWC's Annual Staffing Plan Standard Operating Procedure (SOP) review during the 2024 internal audit. The PREA Director, IPCM and Warden updated the Staffing Plan SOP, using the most recent staffing analysis completed in 2023. The IPCM maintains monthly staff meetings to ensure all staff are aware of any PREA policy and procedural changes. The IPCM continues to update the staff PREA Information Board monthly. The IPCM posted the First Responder Duties in central control for staff awareness. The IPCM conducts staff orientation for new facility staff. The IPCM monitors the completion of unannounced rounds, deviation logs, and hotline checks. The IPCM replaced PREA posters and added the lower functioning reporting flyer, used to explain reporting methods for lower functioning inmates, throughout the facility. The IPCM sends the PREA Director bi-monthly facility reports as well as quarterly statistical data reports. The IPCM conducts Sexual Abuse Incident Reviews within the required timeframe. The IPCM placed cross-gender staff announcement posters at all dorms. The IPCM continues to ensure that relevant PREA information is shared within the monthly inmate newsletter. The PREA Director conducted the annual IPCM Refresher Training on June 25-26, 2024. The IPCM attended an online webinar, Getting it right: Medical and law Enforcement Responses to Trans Patients/Survivors on September 26, 2024. The IPCM attended a Sexual Assault Response Team (SART) meeting. Shower curtains were ordered and placed in shower areas.

North Alabama Work Center completed Year 2 of Cycle 4 PREA audit with no corrective action and received the final report on May 6, 2024. North Alabama Work Center received "exceeds standards" for the following PREA standard:

- **115.67 - Agency protection against retaliation**

Red Eagle Work Center (REWC):

The IPCM conducted Transgender strip and pat search training with all staff. The IPCM conducts inmate PREA education and orientation within the required timeframes. The IPCM conducts contractor and volunteer PREA orientation. The IPCM ensures that all risk reassessments are completed within the required timeframes. The PREA Director completed REWC's Annual Staffing Plan Standard Operating Procedure (SOP) review during the 2024 internal audit. The PREA Director, IPCM and Warden updated the Staffing Plan SOP, using the most recent staffing analysis completed in 2023. The IPCM maintains monthly staff meetings to ensure all staff are aware of any PREA policy and procedural changes. The IPCM continues to

update the staff PREA Information Board monthly. The IPCM posted the First Responder Duties in central control for staff awareness. The IPCM conducts staff orientation for new facility staff. The IPCM monitors the completion of unannounced rounds, deviation logs, and hotline checks. The IPCM replaced PREA posters and added the lower functioning reporting flyer, used to explain reporting methods for lower functioning inmates, throughout the facility. The IPCM sends the PREA Director bi-monthly facility reports as well as quarterly statistical data reports. The IPCM conducts Sexual Abuse Incident Reviews within the required timeframe. The IPCM placed cross-gender staff announcement posters at all dorms. The IPCM continues to ensure that relevant PREA information is shared within the monthly inmate newsletter. The PREA Director conducted the annual IPCM Refresher Training on June 25-26, 2024. The IPCM attended an online webinar, Getting it right: Medical and law Enforcement Responses to Trans Patients/Survivors on September 26, 2024.

Red Eagle Work Center completed Year 2 of Cycle 4 PREA audit with no corrective action and received the final report on April 16, 2024. Red Eagle Work Center received “exceeds standards” for the following PREA standard:

- **115.67 - Agency protection against retaliation**

Staton Correctional Facility (SCF):

The SI/IPCM conducted Transgender strip and pat search training with all staff. The SI/IPCM conducts inmate PREA education and orientation within the required timeframes. The SI/IPCM conducts contractor and volunteer PREA orientation. The SI/IPCM ensures that all risk reassessments are completed within the required timeframes. The PREA Director completed SCF’s Annual Staffing Plan Standard Operating Procedure (SOP) review during the 2024 internal audit. The PREA Director, SI/IPCM and Warden updated the Staffing Plan SOP, using the most recent staffing analysis completed in 2023. The SI/IPCM maintains monthly staff meetings to ensure all staff are aware of any PREA policy and procedural changes. The SI/IPCM continues to update the staff PREA Information Board monthly. The SI/IPCM posted the First Responder Duties in central control for staff awareness. The SI/IPCM conducts staff orientation for new facility staff. The SI/IPCM monitors the completion of unannounced rounds, deviation logs, and hotline checks. The SI/IPCM replaced PREA posters and added the lower functioning reporting flyer, used to explain reporting methods for lower functioning inmates, throughout the facility. The SI/IPCM sends the PREA Director bi-monthly facility reports as well as quarterly statistical data reports. The SI/IPCM conducts Sexual Abuse Incident Reviews within the required timeframe. The SI/IPCM placed cross-gender staff announcement posters at all dorms. The SI/IPCM continues to ensure that relevant PREA information is shared within the monthly inmate newsletter. The SI/IPCM attended an advanced PREA Coordinator training on April 17-18, 2024. The PREA Director conducted the annual IPCM Refresher Training on June 25-26, 2024. The SI/IPCM attended an online webinar, Getting it right: Medical and law Enforcement

Responses to Trans Patients/Survivors on September 26, 2024. The SI/IPCM attends PREA meetings with the PREA Director monthly.

Staton Correctional Facility completed Year 2 of Cycle 4 PREA audit with no corrective action and received the final report on April 24, 2024. Staton Correctional Facility received “exceeds standards” for the following PREA standard:

- **115.67 - Agency protection against retaliation**

St. Clair Correctional Facility (SCCF):

The SI/IPCM conducted Transgender strip and pat search training with all staff. The SI/IPCM conducts inmate PREA education and orientation within the required timeframes. The SI/IPCM conducts contractor and volunteer PREA orientation. The SI/IPCM ensures that all risk reassessments are completed within the required timeframes. The PREA Director completed SCCF’s Annual Staffing Plan Standard Operating Procedure (SOP) review during the 2024 internal audit. The PREA Director, SI/IPCM and Warden updated the Staffing Plan SOP, using the most recent staffing analysis completed in 2023. The SI/IPCM maintains monthly staff meetings to ensure all staff are aware of any PREA policy and procedural changes. The SI/IPCM continues to update the staff PREA Information Board monthly. The SI/IPCM posted the First Responder Duties in central control for staff awareness. The SI/IPCM conducts staff orientation for new facility staff. The SI/IPCM monitors the completion of unannounced rounds, deviation logs, and hotline checks. The SI/IPCM replaced PREA posters and added the lower functioning reporting flyer, used to explain reporting methods for lower functioning inmates, throughout the facility. The SI/IPCM sends the PREA Director bi-monthly facility reports as well as quarterly statistical data reports. The SI/IPCM conducts Sexual Abuse Incident Reviews within the required timeframe. The SI/IPCM placed cross-gender staff announcement posters at all dorms. The SI/IPCM continues to ensure that relevant PREA information is shared within the monthly inmate newsletter. The SI/IPCM attended an advanced PREA Coordinator training on April 17-18, 2024. The PREA Director conducted the annual IPCM Refresher Training on June 25-26, 2024. The SI/IPCM attended an online webinar, Getting it right: Medical and law Enforcement Responses to Trans Patients/Survivors on September 26, 2024. The SI/IPCM attends PREA meetings with the PREA Director monthly.

St. Clair Correctional Facility completed Year 2 of Cycle 4 PREA audit with corrective action over the following standards:

- **115.31 Employee training**

Corrective Action Plan (CAP):

- Provide a complete roster of institutional staff.

- Provide documentation institutional staff received PREA training in the past 12 months.
- Employee refresher training to be completed no later than June 15, 2024.

Completed Corrective Action Plan: In response to the CAP submitted on May 29, 2024, the SI/IPCM provided:

- A complete roster of institution staff.
- Documentation proving that institution staff received PREA training in the past 12 months.
- The PREA training curriculum used for the staff training.

- **115.33 Inmate Education**

Corrective Action Plan (CAP):

- Provide documentation the inmates were provided PREA information the day of arrival for the CAP of May 1, 2024 - July 1, 2024.
- Provide documentation the inmates were provided comprehensive PREA education within 30 days of arrival for the CAP of May 1, 2024 – July 1, 2024.

Corrective Action Plan Completed:

- The auditor reviewed information of the fifty-four inmates who arrived at the facility between May 1, 2024 and July 1, 2024. Of the fifty-four inmates who arrived, 100% were given PREA information upon arrival. The PREA information that they received includes but is not limited to, viewing the ADOC PREA orientation video, PREA inmate pamphlet, and inmate handbook.
- The auditor reviewed information of the fifty-four inmates who arrived at the facility between May 1, 2024 and July 1, 2024. Of the fifty-four inmates who arrived, 100% were given PREA comprehensive education within 30 days upon arrival. The PREA comprehensive education that they received includes but is not limited to, an orientation on the prevention, detection and reporting of sexual harassment and sexual abuse; self-protection from sexual harassment and sexual abuse; and counseling and victim services.

- **115.35 Specialized training: Medical and mental health care**

Corrective Action Plan (CAP):

- Provide a complete facility roster of medical and mental health practitioners.
- Provide documentation that all medical and mental health practitioners have received the general PREA training that is mandated for all ADOC employees.

- Provide documentation that all medical and mental health practitioners have received the specialized PREA training for contracted employees.

Corrective Action Plan Completed: In response to the CAP submitted on May 20, 2024, the SI/IPCM provided:

- A complete roster of medical and mental health practitioners.
- Documentation in the form of an attendance roster that proved 100% of medical and mental health practitioners have received general PREA training that is mandated for all ADOC employees.
- Documentation in the form of an attendance roster and grade achieved on post-testing, that proved 100% of medical and mental health practitioners have received the specialized PREA training required for medical and mental health practitioners.

- **115.41 Screening for risk of victimization and abusiveness**

Corrective Action Plan (CAP):

- Provide documentation that the risk screening assessment was completed no later than 72 hours of arrival for the CAP of May 1, 2024 - July 1, 2024.
- Provide documentation that the risk reassessment was completed within 30 days of arrival for the CAP of May 1, 2024 – July 1, 2024.

Corrective Action Plan Completed:

- The auditor reviewed the information of the fifty-four inmates who arrived at the facility between May 1, 2024 and July 1, 2024. Forty-five of the fifty-four inmates were screened within 24 hours of arrival. Five inmates were screened within 48 hours of arrival. Four inmates were screened within 72 hours of arrival. These timeframes show that 100% of the inmates were screened within the mandatory 72-hour timeframe of arrival at facility.
- The auditor reviewed the information of the fifty-four inmates who arrived at the facility between May 1, 2024 and July 1, 2024. All fifty-four inmates were screened with the risk reassessment tool within 30 days of their arrival at the facility.

St. Clair Correctional Facility received the final report on July 18, 2024, stating the facility had completed all CAP and was now in compliance. St. Clair Correctional Facility also received “exceeds standards” for the following PREA standard:

- **115.67 - Agency protection against retaliation**

Other Facility Implementation Efforts

Alex City Work Center (ACWC):

The IPCM conducted Transgender strip and pat search training with all staff. The IPCM conducts inmate PREA education and orientation within the required timeframes. The IPCM conducts contractor and volunteer PREA orientation. The IPCM ensures that all risk reassessments are completed within the required timeframes. The PREA Director completed ACWC's Annual Staffing Plan Standard Operating Procedure (SOP) review during the 2024 internal audit. The PREA Director, IPCM and Warden updated the Staffing Plan SOP, using the most recent staffing analysis completed in 2023. The IPCM maintains monthly staff meetings to ensure all staff are aware of any PREA policy and procedural changes. The IPCM continues to update the staff PREA Information Board monthly. The IPCM posted the First Responder Duties in central control for staff awareness. The IPCM conducts staff orientation for new facility staff. The IPCM monitors the completion of unannounced rounds, deviation logs, and hotline checks. The IPCM replaced PREA posters and added the lower functioning reporting flyer, used to explain reporting methods for lower functioning inmates, throughout the facility. The IPCM sends the PREA Director bi-monthly facility reports as well as quarterly statistical data reports. The IPCM conducts Sexual Abuse Incident Reviews within the required timeframe. The IPCM placed cross-gender staff announcement posters at all dorms. The IPCM continues to ensure that relevant PREA information is shared within the monthly inmate newsletter. The IPCM attended new IPCM training on April 24-25, 2024. The PREA Director conducted the annual IPCM Refresher Training on June 25-26, 2024. The IPCM attended a Pre-audit training conducted by the PREA Director on September 13, 2024. The IPCM attended an online webinar, Getting it right: Medical and law Enforcement Responses to Trans-Patient Survivors on September 26, 2024.

Alex City WRC is scheduled for its PREA audit in Year 3, Cycle 4.

Bibb County Correctional Facility (BCCF):

The SI/IPCM conducted Transgender strip and pat search training with all staff. The SI/IPCM conducts inmate PREA education and orientation within the required timeframes. The SI/IPCM conducts contractor and volunteer PREA orientation. The SI/IPCM ensures that all risk reassessments are completed within the required timeframes. The PREA Director completed BCCF's Annual Staffing Plan Standard Operating Procedure (SOP) review during the 2024 internal audit. The PREA Director, SI/IPCM and Warden updated the Staffing Plan SOP, using the most recent staffing analysis completed in 2023. The SI/IPCM maintains monthly staff meetings to ensure all staff are aware of any PREA policy and procedural changes. The SI/IPCM continues to update the staff PREA Information Board monthly. The SI/IPCM posted the First Responder Duties in central control for staff awareness. The SI/IPCM conducts staff orientation

for new facility staff. The SI/IPCM monitors the completion of unannounced rounds, deviation logs, and hotline checks. The SI/IPCM replaced PREA posters and added the lower functioning reporting flyer, used to explain reporting methods for lower functioning inmates, throughout the facility. The SI/IPCM sends the PREA Director bi-monthly facility reports as well as quarterly statistical data reports. The SI/IPCM conducts Sexual Abuse Incident Reviews within the required timeframe. The SI/IPCM placed cross-gender staff announcement posters at all dorms. The SI/IPCM continues to ensure that relevant PREA information is shared within the monthly inmate newsletter. The PREA Director conducted the annual IPCM Refresher Training on June 25-26, 2024. The SI/IPCM attended new IPCM training on September 18-19, 2024. The SI/IPCM attended an online webinar, Getting it right: Medical and law Enforcement Responses to Trans Patients/Survivors on September 26, 2024. The SI/IPCM attends PREA meetings with the PREA Director monthly.

Bibb CF is scheduled for its PREA audit in Year 1, Cycle 5.

Birmingham Work Center (BWC):

The SI/IPCM conducted Transgender strip and pat search training with all staff. The SI/IPCM conducts inmate PREA education and orientation within the required timeframes. The SI/IPCM conducts contractor and volunteer PREA orientation. The SI/IPCM ensures that all risk reassessments are completed within the required timeframes. The PREA Director completed BWC's Annual Staffing Plan Standard Operating Procedure (SOP) review during the 2024 internal audit. The PREA Director, SI/IPCM and Warden updated the Staffing Plan SOP, using the most recent staffing analysis completed in 2023. The SI/IPCM maintains monthly staff meetings to ensure all staff are aware of any PREA policy and procedural changes. The SI/IPCM continues to update the staff PREA Information Board monthly. The SI/IPCM posted the First Responder Duties in central control for staff awareness. The SI/IPCM conducts staff orientation for new facility staff. The SI/IPCM monitors the completion of unannounced rounds, deviation logs, and hotline checks. The SI/IPCM replaced PREA posters and added the lower functioning reporting flyer, used to explain reporting methods for lower functioning inmates, throughout the facility. The SI/IPCM sends the PREA Director bi-monthly facility reports as well as quarterly statistical data reports. The SI/IPCM conducts Sexual Abuse Incident Reviews within the required timeframe. The SI/IPCM placed cross-gender staff announcement posters at all dorms. The SI/IPCM continues to ensure that relevant PREA information is shared within the monthly inmate newsletter. The SI/IPCM attended new IPCM training on April 24-25, 2024. The PREA Director conducted the annual IPCM Refresher Training on June 25-26, 2024. The SI/IPCM attended a Pre-audit training conducted by the PREA Director on September 13, 2024. The SI/IPCM attended an online webinar, Getting it right: Medical and law Enforcement Responses to Trans Patients/Survivors on September 26, 2024. The SI/IPCM attends PREA meetings with the PREA Director monthly.

Birmingham WRC is scheduled for its PREA audit in Year 3, Cycle 4.

Bullock Correctional Facility (BCF):

The SI/IPCM conducted Transgender strip and pat search training with all staff. The SI/IPCM conducts inmate PREA education and orientation within the required timeframes. The SI/IPCM conducts contractor and volunteer PREA orientation. The SI/IPCM ensures that all risk reassessments are completed within the required timeframes. The PREA Director completed BCF's Annual Staffing Plan Standard Operating Procedure (SOP) review during the 2024 internal audit. The PREA Director, SI/IPCM and Warden updated the Staffing Plan SOP, using the most recent staffing analysis completed in 2023. The SI/IPCM maintains monthly staff meetings to ensure all staff are aware of any PREA policy and procedural changes. The SI/IPCM continues to update the staff PREA Information Board monthly. The SI/IPCM posted the First Responder Duties in central control for staff awareness. The SI/IPCM conducts staff orientation for new facility staff. The SI/IPCM monitors the completion of unannounced rounds, deviation logs, and hotline checks. The SI/IPCM replaced PREA posters and added the lower functioning reporting flyer, used to explain reporting methods for lower functioning inmates, throughout the facility. The SI/IPCM sends the PREA Director bi-monthly facility reports as well as quarterly statistical data reports. The SI/IPCM conducts Sexual Abuse Incident Reviews within the required timeframe. The SI/IPCM placed cross-gender staff announcement posters at all dorms. The SI/IPCM continues to ensure that relevant PREA information is shared within the monthly inmate newsletter. The SI/IPCM attended an advanced PREA Coordinator training on April 17-18, 2024. The PREA Director conducted the annual IPCM Refresher Training on June 25-26, 2024. The SI/IPCM attended an online webinar, Cultures of Safety in Correctional Settings, on July 18, 2024. The SI/IPCM attended a Pre-audit training conducted by the PREA Director on September 13, 2024. The SI/IPCM attended an online webinar, Getting it right: Medical and law Enforcement Responses to Trans Patients/Survivors on September 26, 2024. The SI/IPCM attends PREA meetings with the PREA Director monthly.

Bullock CF is scheduled for its PREA audit in Year 3, Cycle 4.

Childersburg Work Center (CWC):

The IPCM conducted Transgender strip and pat search training with all staff. The IPCM conducts inmate PREA education and orientation within the required timeframes. The IPCM conducts contractor and volunteer PREA orientation. The IPCM ensures that all risk reassessments are completed within the required timeframes. The PREA Director completed CWC's Annual Staffing Plan Standard Operating Procedure (SOP) review during the 2024 internal audit. The PREA Director, IPCM and Captain to update the Staffing Plan SOP, using the most recent staffing analysis completed in 2023. The IPCM maintains monthly staff meetings to ensure all staff are aware of any PREA policy and procedural changes. The IPCM continues to

update the staff PREA Information Board monthly. The IPCM posted the First Responder Duties in central control for staff awareness. The IPCM conducts staff orientation for new facility staff. The IPCM monitors the completion of unannounced rounds, deviation logs, and hotline checks. The IPCM replaced PREA posters and added the lower functioning reporting flyer, used to explain reporting methods for lower functioning inmates, throughout the facility. The IPCM sends the PREA Director bi-monthly facility reports as well as quarterly statistical data reports. The IPCM conducts Sexual Abuse Incident Reviews within the required timeframe. The IPCM placed cross-gender staff announcement posters at all dorms. The IPCM continues to ensure that relevant PREA information is shared within the monthly inmate newsletter. The PREA Director conducted the annual IPCM Refresher Training on June 25-26, 2024. The IPCM attended a Pre-audit training conducted by the PREA Director on September 13, 2024. The IPCM attended an online webinar, Getting it right: Medical and law Enforcement Responses to Trans-Patient Survivors on September 26, 2024.

Childersburg WRC is scheduled for its PREA audit in Year 3, Cycle 4.

Donaldson Correctional Facility (DCF):

The SI/IPCM conducted Transgender strip and pat search training with all staff. The SI/IPCM conducts inmate PREA education and orientation within the required timeframes. The SI/IPCM conducts contractor and volunteer PREA orientation. The SI/IPCM ensures that all risk reassessments are completed within the required timeframes. The PREA Director completed DCF's Annual Staffing Plan Standard Operating Procedure (SOP) review during the 2024 internal audit. The PREA Director, SI/IPCM and Warden updated the Staffing Plan SOP, using the most recent staffing analysis completed in 2023. The SI/IPCM maintains monthly staff meetings to ensure all staff are aware of any PREA policy and procedural changes. The SI/IPCM continues to update the staff PREA Information Board monthly. The SI/IPCM posted the First Responder Duties in central control for staff awareness. The SI/IPCM conducts staff orientation for new facility staff. The SI/IPCM monitors the completion of unannounced rounds, deviation logs, and hotline checks. The SI/IPCM replaced PREA posters and added the lower functioning reporting flyer, used to explain reporting methods for lower functioning inmates, throughout the facility. The SI/IPCM sends the PREA Director bi-monthly facility reports as well as quarterly statistical data reports. The SI/IPCM conducts Sexual Abuse Incident Reviews within the required timeframe. The SI/IPCM placed cross-gender staff announcement posters at all dorms. The SI/IPCM continues to ensure that relevant PREA information is shared within the monthly inmate newsletter. The SI/IPCM attended an advanced PREA Coordinator training on April 17-18, 2024. The PREA Director conducted the annual IPCM Refresher Training on June 25-26, 2024. The SI/IPCM attended an online webinar, Getting it right: Medical and law Enforcement Responses to Trans Patients/Survivors on September 26, 2024. Mirrors used for blind spot viewing were ordered and installed in various parts of the facility. The SI/IPCM attends PREA meetings with the PREA Director monthly.

Donaldson CF is scheduled for its PREA audit in Year 1, Cycle 5.

Elmore Correctional Facility (ECF):

The SI/IPCM conducted Transgender strip and pat search training with all staff. The SI/IPCM conducts inmate PREA education and orientation within the required timeframes. The SI/IPCM conducts contractor and volunteer PREA orientation. The SI/IPCM ensures that all risk reassessments are completed within the required timeframes. The PREA Director completed ECF's Annual Staffing Plan Standard Operating Procedure (SOP) review during the 2024 internal audit. The PREA Director, SI/IPCM and Warden updated the Staffing Plan SOP, using the most recent staffing analysis completed in 2023. The SI/IPCM maintains monthly staff meetings to ensure all staff are aware of any PREA policy and procedural changes. The SI/IPCM continues to update the staff PREA Information Board monthly. The SI/IPCM posted the First Responder Duties in central control for staff awareness. The SI/IPCM conducts staff orientation for new facility staff. The SI/IPCM monitors the completion of unannounced rounds, deviation logs, and hotline checks. The SI/IPCM replaced PREA posters and added the lower functioning reporting flyer, used to explain reporting methods for lower functioning inmates, throughout the facility. The SI/IPCM sends the PREA Director bi-monthly facility reports as well as quarterly statistical data reports. The SI/IPCM conducts Sexual Abuse Incident Reviews within the required timeframe. The SI/IPCM placed cross-gender staff announcement posters at all dorms. The SI/IPCM continues to ensure that relevant PREA information is shared within the monthly inmate newsletter. The IPCM attended an advanced PREA Coordinator training on April 17-18, 2024. The SI/IPCM attended new IPCM training on April 24-25, 2024. The PREA Director conducted the annual IPCM Refresher Training on June 25-26, 2024. The SI/IPCM attended an online webinar, Cultures of Safety in Correctional Settings, on July 18, 2024. The SI/IPCM attended a Pre-audit training conducted by the PREA Director on September 13, 2024. The SI/IPCM attended an online webinar, Getting it right: Medical and law Enforcement Responses to Trans Patients/Survivors on September 26, 2024. The SI/IPCM attends PREA meetings with the PREA Director monthly.

Elmore CF is scheduled for its PREA audit in Year 3, Cycle 4.

Frank Lee Work Center (FLWC):

The IPCM conducted Transgender strip and pat search training with all staff. The IPCM conducts inmate PREA education and orientation within the required timeframes. The IPCM conducts contractor and volunteer PREA orientation. The IPCM ensures that all risk reassessments are completed within the required timeframes. The PREA Director completed FLWC's Annual Staffing Plan Standard Operating Procedure (SOP) review during the 2024 internal audit. The PREA Director, IPCM and Captain to update the Staffing Plan SOP, using the most recent staffing analysis completed in 2023. The IPCM maintains monthly staff meetings to

ensure all staff are aware of any PREA policy and procedural changes. The IPCM continues to update the staff PREA Information Board monthly. The IPCM posted the First Responder Duties in central control for staff awareness. The IPCM conducts staff orientation for new facility staff. The IPCM monitors the completion of unannounced rounds, deviation logs, and hotline checks. The IPCM replaced PREA posters and added the lower functioning reporting flyer, used to explain reporting methods for lower functioning inmates, throughout the facility. The IPCM sends the PREA Director bi-monthly facility reports as well as quarterly statistical data reports. The IPCM conducts Sexual Abuse Incident Reviews within the required timeframe. The IPCM placed cross-gender staff announcement posters at all dorms. The IPCM continues to ensure that relevant PREA information is shared within the monthly inmate newsletter. The PREA Director conducted the annual IPCM Refresher Training on June 25-26, 2024. The IPCM attended a Pre-audit training conducted by the PREA Director on September 13, 2024. The IPCM attended new IPCM training on September 18-19, 2024. The IPCM attended an online webinar, Getting it right: Medical and law Enforcement Responses to Trans Patients/Survivors on September 26, 2024.

Frank Lee WRC is scheduled for its PREA audit in Year 3, Cycle 4.

Hamilton Aged and Infirm (HAI):

The IPCM conducted Transgender strip and pat search training with all staff. The IPCM conducts inmate PREA education and orientation within the required timeframes. The IPCM conducts contractor and volunteer PREA orientation. The IPCM ensures that all risk reassessments are completed within the required timeframes. The PREA Director completed HAI's Annual Staffing Plan Standard Operating Procedure (SOP) review during the 2024 internal audit. The PREA Director, IPCM and Warden updated the Staffing Plan SOP, using the most recent staffing analysis completed in 2023. The IPCM maintains monthly staff meetings to ensure all staff are aware of any PREA policy and procedural changes. The IPCM continues to update the staff PREA Information Board monthly. The IPCM posted the First Responder Duties in central control for staff awareness. The IPCM conducts staff orientation for new facility staff. The IPCM monitors the completion of unannounced rounds, deviation logs, and hotline checks. The IPCM replaced PREA posters and added the lower functioning reporting flyer, used to explain reporting methods for lower functioning inmates, throughout the facility. The IPCM replaced PREA posters and added the lower functioning flyer throughout the facility. The IPCM sends the PREA Director bi-monthly facility reports as well as quarterly statistical data reports. The IPCM conducts Sexual Abuse Incident Reviews within the required timeframe. The IPCM placed cross-gender staff announcement posters at all dorms. The IPCM continues to ensure that relevant PREA information is shared within the monthly inmate newsletter. The PREA Director conducted the annual IPCM Refresher Training on June 25-26, 2024. The IPCM attended an online webinar, Cultures of Safety in Correctional Settings, on July 18, 2024. The IPCM attended an online webinar, Getting it right: Medical and law Enforcement Responses to Trans

Patients/Survivors on September 26, 2024. Shower curtains were replaced throughout the shower areas.

Hamilton AI is scheduled for its PREA audit in Year 1, Cycle 5.

Hamilton Work Center (HWC):

The IPCM conducted Transgender strip and pat search training with all staff. The IPCM conducts inmate PREA education and orientation within the required timeframes. The IPCM conducts contractor and volunteer PREA orientation. The IPCM ensures that all risk reassessments are completed within the required timeframes. The PREA Director completed HWC's Annual Staffing Plan Standard Operating Procedure (SOP) review during the 2024 internal audit. The PREA Director, IPCM and Warden updated the Staffing Plan SOP, using the most recent staffing analysis completed in 2023. The IPCM maintains monthly staff meetings to ensure all staff are aware of any PREA policy and procedural changes. The IPCM continues to update the staff PREA Information Board monthly. The IPCM posted the First Responder Duties in central control for staff awareness. The IPCM conducts staff orientation for new facility staff. The IPCM monitors the completion of unannounced rounds, deviation logs, and hotline checks. The IPCM replaced PREA posters and added the lower functioning reporting flyer, used to explain reporting methods for lower functioning inmates, throughout the facility. The IPCM replaced PREA posters and added the lower functioning flyer throughout the facility. The IPCM sends the PREA Director bi-monthly facility reports as well as quarterly statistical data reports. The IPCM conducts Sexual Abuse Incident Reviews within the required timeframe. The IPCM placed cross-gender staff announcement posters at all dorms. The IPCM continues to ensure that relevant PREA information is shared within the monthly inmate newsletter. The PREA Director conducted the annual IPCM Refresher Training on June 25-26, 2024. The IPCM attended an online webinar, Cultures of Safety in Correctional Settings, on July 18, 2024. The IPCM attended an online webinar, Getting it right: Medical and law Enforcement Responses to Trans Patients/Survivors on September 26, 2024. Shower curtains were ordered and installed in the shower areas and shakedown room.

Hamilton WC is scheduled for its PREA audit in Year 1, Cycle 5.

Holman Correctional Facility (HCF):

The IPCM conducted Transgender strip and pat search training with all staff. The IPCM conducts inmate PREA education and orientation within the required timeframes. The IPCM conducts contractor and volunteer PREA orientation. The IPCM ensures that all risk reassessments are completed within the required timeframes. The PREA Director completed HCF's Annual Staffing Plan Standard Operating Procedure (SOP) review during the 2024 internal audit. The PREA Director, IPCM and Warden updated the Staffing Plan SOP, using the most recent staffing analysis completed in 2023. The IPCM maintains monthly staff meetings to

ensure all staff are aware of any PREA policy and procedural changes. The IPCM continues to update the staff PREA Information Board monthly. The IPCM posted the First Responder Duties in central control for staff awareness. The IPCM conducts staff orientation for new facility staff. The IPCM monitors the completion of unannounced rounds, deviation logs, and hotline checks. The IPCM replaced PREA posters and added the lower functioning reporting flyer, used to explain reporting methods for lower functioning inmates, throughout the facility. The IPCM sends the PREA Director bi-monthly facility reports as well as quarterly statistical data reports. The IPCM conducts Sexual Abuse Incident Reviews within the required timeframe. The IPCM placed cross-gender staff announcement posters at all dorms. The IPCM continues to ensure that relevant PREA information is shared within the monthly inmate newsletter. The PREA Director conducted the annual IPCM Refresher Training on June 25-26, 2024. The IPCM attended an online webinar, Getting it right: Medical and law Enforcement Responses to Trans-Patient Survivors on September 26, 2024.

Holman CF is scheduled for its PREA audit in Year 1, Cycle 5.

Julia Tutwiler Prison for Women (TPFW):

The SI/IPCM conducted Transgender strip and pat search training with all staff. The SI/IPCM conducts inmate PREA education and orientation within the required timeframes. The SI/IPCM conducts contractor and volunteer PREA orientation. The SI/IPCM ensures that all risk reassessments are completed within the required timeframes. The PREA Director completed TPFW's Annual Staffing Plan Standard Operating Procedure (SOP) review during the 2024 internal audit. The PREA Director, SI/IPCM and Warden updated the Staffing Plan SOP, using the most recent staffing analysis completed in 2023. The SI/IPCM maintains monthly staff meetings to ensure all staff are aware of any PREA policy and procedural changes. The SI/IPCM continues to update the staff and inmate PREA Information Boards monthly. The SI/IPCM posted the First Responder Duties in central control for staff awareness. The SI/IPCM conducts staff orientation for new facility staff. The SI/IPCM monitors the completion of unannounced rounds, deviation logs, and hotline checks. The SI/IPCM replaced PREA posters and added the lower functioning reporting flyer, used to explain reporting methods for lower functioning inmates, throughout the facility. The SI/IPCM sends the PREA Director bi-monthly facility reports as well as quarterly statistical data reports. The SI/IPCM conducts Sexual Abuse Incident Reviews within the required timeframe. The SI/IPCM placed cross-gender staff announcement posters at all dorms. The SI/IPCM continues to ensure that relevant PREA information is shared within the monthly inmate newsletter. The SI/IPCM attended an advanced PREA Coordinator training on April 17-18, 2024. The PREA Director conducted the annual IPCM Refresher Training on June 25-26, 2024. The SI/IPCM attended a Pre-audit training conducted by the PREA Director on September 13, 2024. The SI/IPCM attended an online webinar, Getting it right: Medical and law Enforcement Responses to Trans Patients/Survivors on September 26, 2024. The SI/IPCM attends PREA meetings with the PREA Director monthly.

Julia Tutwiler PFW is scheduled for its PREA audit in Year 3, Cycle 4.

Kilby Correctional Facility (KCF):

The PREA Director assigned two (2) SI/IPCMs to KCF due to the facility being the male intake facility for 23 facilities. The SI/IPCMs conducted Transgender strip and pat search training with all staff. The SI/IPCMs conduct inmate PREA education and orientation within the required timeframes. The SI/IPCMs conduct contractor and volunteer PREA orientation. The SI/IPCMs ensures that all risk reassessments are completed within the required timeframes. The PREA Director completed KCF's Annual Staffing Plan Standard Operating Procedure (SOP) review during the 2024 internal audit. The PREA Director, SI/IPCMs and Warden updated the Staffing Plan SOP, using the most recent staffing analysis completed in 2023. The SI/IPCMs maintain monthly staff meetings to ensure all staff are aware of any PREA policy and procedural changes. The SI/IPCMs continue to update the staff PREA Information Board monthly. The SI/IPCMs posted the First Responder Duties in central control for staff awareness. The SI/IPCMs conduct staff orientation for new facility staff. The SI/IPCMs monitor the completion of unannounced rounds, deviation logs, and hotline checks. The SI/IPCMs replaced PREA posters and added the lower functioning reporting flyer, used to explain reporting methods for lower functioning inmates, throughout the facility. The SI/IPCMs send the PREA Director bi-monthly facility reports as well as quarterly statistical data reports. The SI/IPCMs conduct Sexual Abuse Incident Reviews within the required timeframe. The SI/IPCMs placed cross-gender staff announcement posters at all dorms. The SI/IPCMs continue to ensure that relevant PREA information is shared within the monthly inmate newsletter. The SI/IPCMs attended an advanced PREA Coordinator training on April 17-18, 2024. The SI/IPCMs attended new IPCM training on April 24-25, 2024. The PREA Director conducted the annual IPCM Refresher Training on June 25-26, 2024. The SI/IPCMs attended an online webinar, Cultures of Safety in Correctional Settings, on July 18, 2024. The SI/IPCMs attended an online webinar, Getting it right: Medical and law Enforcement Responses to Trans Patients/Survivors on September 26, 2024. The SI/IPCMs attend PREA meetings with the PREA Director monthly.

Kilby CF is scheduled for its PREA audit in Year 1, Cycle 5.

Limestone Correctional Facility (LCF):

The SI/IPCM conducted Transgender strip and pat search training with all staff. The SI/IPCM conducts inmate PREA education and orientation within the required timeframes. The SI/IPCM conducts contractor and volunteer PREA orientation. The SI/IPCM ensures that all risk reassessments are completed within the required timeframes. The PREA Director completed LCF's Annual Staffing Plan Standard Operating Procedure (SOP) review during the 2024 internal audit. The PREA Director, SI/IPCM and Warden updated the Staffing Plan SOP, using the most recent staffing analysis completed in 2023. The SI/IPCM maintains monthly staff

meetings to ensure all staff are aware of any PREA policy and procedural changes. The SI/IPCM continues to update the staff PREA Information Board monthly. The SI/IPCM posted the First Responder Duties in central control for staff awareness. The SI/IPCM conducts staff orientation for new facility staff. The SI/IPCM monitors the completion of unannounced rounds, deviation logs, and hotline checks. The SI/IPCM replaced PREA posters and added the lower functioning reporting flyer, used to explain reporting methods for lower functioning inmates, throughout the facility. The SI/IPCM sends the PREA Director bi-monthly facility reports as well as quarterly statistical data reports. The SI/IPCM conducts Sexual Abuse Incident Reviews within the required timeframe. The SI/IPCM placed cross-gender staff announcement posters at all dorms. The SI/IPCM continues to ensure that relevant PREA information is shared within the monthly inmate newsletter. The SI/IPCM attended an advanced PREA Coordinator training on April 17-18, 2024. The PREA Director conducted the annual IPCM Refresher Training on June 25-26, 2024. The SI/IPCM attended an online webinar, Cultures of Safety in Correctional Settings, on July 18, 2024. The SI/IPCM attended an online webinar, Cultures of Safety in Correctional Settings, on July 18, 2024. The SI/IPCM attended an online webinar, Getting it right: Medical and law Enforcement Responses to Trans Patients/Survivors on September 26, 2024. The SI/IPCM attended a Sexual Assault Response Team meeting. Wooden PREA and LEP reporting boards were ordered and placed throughout the facility dorms. The SI/IPCM attends PREA meetings with the PREA Director monthly.

Limestone CF is scheduled for its PREA audit in Year 1, Cycle 5.

Loxley Work Center (LWC):

The IPCM conducted Transgender strip and pat search training with all staff. The IPCM conducts inmate PREA education and orientation within the required timeframes. The IPCM conducts contractor and volunteer PREA orientation. The IPCM ensures that all risk reassessments are completed within the required timeframes. The PREA Director completed LWC's Annual Staffing Plan Standard Operating Procedure (SOP) review during the 2024 internal audit. The PREA Director, IPCM and Warden updated the Staffing Plan SOP, using the most recent staffing analysis completed in 2023. The IPCM maintains monthly staff meetings to ensure all staff are aware of any PREA policy and procedural changes. The IPCM continues to update the staff PREA Information Board monthly. The IPCM posted the First Responder Duties in central control for staff awareness. The IPCM conducts staff orientation for new facility staff. The IPCM monitors the completion of unannounced rounds, deviation logs, and hotline checks. The IPCM replaced PREA posters and added the lower functioning reporting flyer, used to explain reporting methods for lower functioning inmates, throughout the facility. The IPCM sends the PREA Director bi-monthly facility reports as well as quarterly statistical data reports. The IPCM conducts Sexual Abuse Incident Reviews within the required timeframe. The IPCM placed cross-gender staff announcement posters at all dorms. The IPCM continues to ensure that relevant PREA information is shared within the monthly inmate newsletter. The PREA Director

conducted the annual IPCM Refresher Training on June 25-26, 2024. The IPCM attended an online webinar, Getting it right: Medical and law Enforcement Responses to Trans-Patient Survivors on September 26, 2024.

Loxley WC is scheduled for its PREA audit in Year 1, Cycle 5.

Mobile Work Center (MWC):

The IPCM conducted Transgender strip and pat search training with all staff. The IPCM conducts inmate PREA education and orientation within the required timeframes. The IPCM conducts contractor and volunteer PREA orientation. The IPCM ensures that all risk reassessments are completed within the required timeframes. The PREA Director completed MWC's Annual Staffing Plan Standard Operating Procedure (SOP) review during the 2024 internal audit. The PREA Director, IPCM and Warden updated the Staffing Plan SOP, using the most recent staffing analysis completed in 2023. The IPCM maintains monthly staff meetings to ensure all staff are aware of any PREA policy and procedural changes. The IPCM continues to update the staff PREA Information Board monthly. The IPCM posted the First Responder Duties in central control for staff awareness. The IPCM conducts staff orientation for new facility staff. The IPCM monitors the completion of unannounced rounds, deviation logs, and hotline checks. The IPCM replaced PREA posters and added the lower functioning reporting flyer, used to explain reporting methods for lower functioning inmates, throughout the facility. The IPCM sends the PREA Director bi-monthly facility reports as well as quarterly statistical data reports. The IPCM conducts Sexual Abuse Incident Reviews within the required timeframe. The IPCM placed cross-gender staff announcement posters at all dorms. The IPCM continues to ensure that relevant PREA information is shared within the monthly inmate newsletter. The IPCM attended new IPCM training on May 8-9, 2024. The PREA Director conducted the annual IPCM Refresher Training on June 25-26, 2024. The IPCM attended an online webinar, Cultures of Safety in Correctional Settings, on July 18, 2024. The IPCM attended an online webinar, Getting it right: Medical and law Enforcement Responses to Trans Patients/Survivors on September 26, 2024.

Mobile WC is scheduled for its PREA audit in Year 1, Cycle 5.

Ventress Correctional Facility (VCF):

The SI/IPCM conducted Transgender strip and pat search training with all staff. The SI/IPCM conducts inmate PREA education and orientation within the required timeframes. The SI/IPCM conducts contractor and volunteer PREA orientation. The SI/IPCM ensures that all risk reassessments are completed within the required timeframes. The PREA Director completed VCF's Annual Staffing Plan Standard Operating Procedure (SOP) review during the 2024 internal audit. The PREA Director, SI/IPCM and Warden updated the Staffing Plan SOP, using the most recent staffing analysis completed in 2023. The SI/IPCM maintains monthly staff

meetings to ensure all staff are aware of any PREA policy and procedural changes. The SI/IPCM continues to update the staff PREA Information Board monthly. The IPCM posted the First Responder Duties in central control for staff awareness. The SI/IPCM conducts staff orientation for new facility staff. The SI/IPCM monitors the completion of unannounced rounds, deviation logs, and hotline checks. The SI/IPCM replaced PREA posters and added the lower functioning reporting flyer, used to explain reporting methods for lower functioning inmates, throughout the facility. The SI/IPCM sends the PREA Director bi-monthly facility reports as well as quarterly statistical data reports. The SI/IPCM conducts Sexual Abuse Incident Reviews within the required timeframe. The SI/IPCM placed cross-gender staff announcement posters at all dorms. The SI/IPCM continues to ensure that relevant PREA information is shared within the monthly inmate newsletter. The SI/IPCM attended new IPCM training on April 24-25, 2024. The PREA Director conducted the annual IPCM Refresher Training on June 25-26, 2024. The SI/IPCM attended a Pre-audit training conducted by the PREA Director on September 13, 2024. The SI/IPCM attended an online webinar, Getting it right: Medical and law Enforcement Responses to Trans Patients/Survivors on September 26, 2024. The SI/IPCM attends PREA meetings with the PREA Director monthly.

Ventress CF is scheduled for its PREA audit in Year 3, Cycle 4.

Data Comparison

The following statistical data was reported in the 2021 year end Survey of Sexual Violence data report:

Inmate-on-Inmate Sexual Harassment:

The status of the 47 reported incidents was as follows:

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

Inmate-on-Inmate Sexual Abuse:

The status of the 328 reported incidents was as follows:

6 substantiated,
241 unsubstantiated,
67 unfounded, and
14 open.

Inmate-on-Inmate Abusive Sexual Contact:

The status of the 2 reported incidents was as follows:

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

Staff Sexual Harassment:

The status of the 46 reported incidents was as follows:

0 substantiated,
29 unsubstantiated,
17 unfounded, and
0 open.

Staff Sexual Misconduct:

The status of the 52 reported incidents was as follows:

5 substantiated,
24 unsubstantiated,
17 unfounded, and
6 open.

The following statistical data was reported in the 2022 year end Survey of Sexual Violence data report:

Inmate-on-Inmate Sexual Harassment:

The status of the 11 reported incidents was as follows:

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

Inmate-on-Inmate Sexual Abuse:

The status of the 394 reported incidents was as follows:

13 substantiated,
240 unsubstantiated,
118 unfounded, and
23 open.

Inmate-on-Inmate Abusive Sexual Contact:

The status of the 0 reported incidents was as follows:

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

Staff Sexual Harassment:

The status of the 31 reported incidents was as follows:

0 substantiated,
15 unsubstantiated,
16 unfounded, and
0 open.

Staff Sexual Misconduct:

The status of the 58 reported incidents was as follows:

0 substantiated,
20 unsubstantiated,
33 unfounded, and
5 open.

The following statistical data was reported in the 2023 year end Survey of Sexual Violence data report:

Inmate-on-Inmate Sexual Harassment:

The status of the 67 reported incidents was as follows:

0 substantiated,
44 unsubstantiated,
23 unfounded, and
0 open.

Inmate-on-Inmate Sexual Abuse:

The status of the 429 reported incidents was as follows:

10 substantiated,
346 unsubstantiated,
46 unfounded, and
27 open.

Staff Sexual Harassment:

The status of the 36 reported incidents was as follows:

0 substantiated,
17 unsubstantiated,
19 unfounded, and
0 open.

Staff Sexual Misconduct:

The status of the 42 reported incidents was as follows:

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

The 2024 Annual Report has been approved by:



John Q. Hamm, Commissioner

Date: 12-14-2024