

# PREA Facility Audit Report: Final

**Name of Facility:** Chatham Youth Development Center

**Facility Type:** Juvenile

**Date Interim Report Submitted:** NA

**Date Final Report Submitted:** 04/23/2026

Auditor Certification	
The contents of this report are accurate to the best of my knowledge.	<input type="checkbox"/>
No conflict of interest exists with respect to my ability to conduct an audit of the agency under review.	<input type="checkbox"/>
I have not included in the final report any personally identifiable information (PII) about any inmate/resident/detainee or staff member, except where the names of administrative personnel are specifically requested in the report template.	<input type="checkbox"/>
<b>Auditor Full Name as Signed:</b> Jack Fitzgerald	<b>Date of Signature:</b> 04/23/2026

AUDITOR INFORMATION	
<b>Auditor name:</b>	Fitzgerald, Jack
<b>Email:</b>	jffitzgerald@snet.net
<b>Start Date of On-Site Audit:</b>	03/05/2026
<b>End Date of On-Site Audit:</b>	03/06/2026

FACILITY INFORMATION	
<b>Facility name:</b>	Chatham Youth Development Center
<b>Facility physical address:</b>	560 Progress Boulevard, Siler City, North Carolina - 27344
<b>Facility mailing address:</b>	

Primary Contact
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<b>Name:</b>	Fleurette McDougald
<b>Email Address:</b>	fleurette.mcdougald@ncdps.gov
<b>Telephone Number:</b>	919-742-6220

<b>Superintendent/Director/Administrator</b>	
<b>Name:</b>	Fleurette McDougald
<b>Email Address:</b>	fleurette.mcdougald@ncpds.gov
<b>Telephone Number:</b>	919-930-5121

<b>Facility PREA Compliance Manager</b>	
<b>Name:</b>	Fleurette McDougald
<b>Email Address:</b>	fleurette.mcdougald@ncdps.gov
<b>Telephone Number:</b>	(919) 742-6220

<b>Facility Characteristics</b>	
<b>Designed facility capacity:</b>	32
<b>Current population of facility:</b>	32
<b>Average daily population for the past 12 months:</b>	31
<b>Has the facility been over capacity at any point in the past 12 months?</b>	No
<b>What is the facility's population designation?</b>	Both women/girls and men/boys
<b>Age range of population:</b>	13-19
<b>Facility security levels/resident custody levels:</b>	4
<b>Number of staff currently employed at the</b>	61

<b>facility who may have contact with residents:</b>	
<b>Number of individual contractors who have contact with residents, currently authorized to enter the facility:</b>	7
<b>Number of volunteers who have contact with residents, currently authorized to enter the facility:</b>	25

<b>AGENCY INFORMATION</b>	
<b>Name of agency:</b>	North Carolina Department of Public Safety, Division of Juvenile Justice and Delinquency Prevention
<b>Governing authority or parent agency (if applicable):</b>	
<b>Physical Address:</b>	3010 Hammond Business Place , Raleigh , North Carolina - 27603
<b>Mailing Address:</b>	
<b>Telephone number:</b>	

<b>Agency Chief Executive Officer Information:</b>	
<b>Name:</b>	
<b>Email Address:</b>	
<b>Telephone Number:</b>	

<b>Agency-Wide PREA Coordinator Information</b>			
<b>Name:</b>	Erin Hickey	<b>Email Address:</b>	erin.hickey@ncdps.gov

<b>Facility AUDIT FINDINGS</b>
<b>Summary of Audit Findings</b>
The OAS automatically populates the number and list of Standards exceeded, the number of

Standards met, and the number and list of Standards not met.

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

**Number of standards exceeded:**

2

- 115.311 - Zero tolerance of sexual abuse and sexual harassment; PREA coordinator
- 115.351 - Resident reporting

**Number of standards met:**

41

**Number of standards not met:**

0

## POST-AUDIT REPORTING INFORMATION

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

### GENERAL AUDIT INFORMATION

#### On-site Audit Dates

1. Start date of the onsite portion of the audit:	2026-03-05
2. End date of the onsite portion of the audit:	2026-03-06

#### Outreach

10. Did you attempt to communicate with community-based organization(s) or victim advocates who provide services to this facility and/or who may have insight into relevant conditions in the facility?	<input checked="" type="radio"/> Yes <input type="radio"/> No
a. Identify the community-based organization(s) or victim advocates with whom you communicated:	<p>The Auditor spoke and reviewed websites of local rape crisis advocacy organizations, spoke and reviewed website of a local hospital with forensic nursing, and spoke with the regional DSS office, which would get all abuse or neglect calls and is an outside entity that juveniles can call. The Auditor reviewed state websites on mandated reporting, the requirements of the NC Board of Nursing for SANE Nursing, and NC Coalition Against Sexual Abuse (NCCASA) to learn more about training for rape crisis advocates in North Carolina. The Auditor also reviewed the agencies websites for state and local victim of sexual abuse and searched for news stories about the facility. The Auditor also reviewed related legislation and policies that ensure the cost of forensic exams is not on the victim or their family. The Auditor did also confirm on site that postings about PREA, the Zero Tolerance policy toward sexual abuse and how to report concerns including the audit notice were up in areas accessible to the public: including attorneys and family members.</p>

## AUDITED FACILITY INFORMATION

<b>14. Designated facility capacity:</b>	32
<b>15. Average daily population for the past 12 months:</b>	31
<b>16. Number of inmate/resident/detainee housing units:</b>	4
<b>17. Does the facility ever hold youthful inmates or youthful/juvenile detainees?</b>	<p><input type="radio"/> Yes</p> <p><input type="radio"/> No</p> <p><input checked="" type="radio"/> Not Applicable for the facility type audited (i.e., Community Confinement Facility or Juvenile Facility)</p>

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

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

<b>23. Enter the total number of inmates/residents/detainees in the facility as of the first day of onsite portion of the audit:</b>	32
<b>25. Enter the total number of inmates/residents/detainees with a physical disability in the facility as of the first day of the onsite portion of the audit:</b>	0
<b>26. Enter the total number of inmates/residents/detainees with a cognitive or functional disability (including intellectual disability, psychiatric disability, or speech disability) in the facility as of the first day of the onsite portion of the audit:</b>	3

<b>27. Enter the total number of inmates/residents/detainees who are Blind or have low vision (visually impaired) in the facility as of the first day of the onsite portion of the audit:</b>	3
<b>28. Enter the total number of inmates/residents/detainees who are Deaf or hard-of-hearing in the facility as of the first day of the onsite portion of the audit:</b>	0
<b>29. Enter the total number of inmates/residents/detainees who are Limited English Proficient (LEP) in the facility as of the first day of the onsite portion of the audit:</b>	0
<b>30. Enter the total number of inmates/residents/detainees who identify as lesbian, gay, or bisexual in the facility as of the first day of the onsite portion of the audit:</b>	10
<b>31. Enter the total number of inmates/residents/detainees who identify as transgender or intersex in the facility as of the first day of the onsite portion of the audit:</b>	0
<b>32. Enter the total number of inmates/residents/detainees who reported sexual abuse in the facility as of the first day of the onsite portion of the audit:</b>	1
<b>33. Enter the total number of inmates/residents/detainees who disclosed prior sexual victimization during risk screening in the facility as of the first day of the onsite portion of the audit:</b>	13
<b>34. Enter the total number of inmates/residents/detainees who were ever placed in segregated housing/isolation for risk of sexual victimization in the facility as of the first day of the onsite portion of the audit:</b>	0

<p><b>35. Provide any additional comments regarding the population characteristics of inmates/residents/detainees in the facility as of the first day of the onsite portion of the audit (e.g., groups not tracked, issues with identifying certain populations):</b></p>	<p>Some Juvenile identified on the initial report with impairments, were determined not to be significantly limiting to their ability to understand their right or be so noticeable that may be targeted for abuse.</p> <p>As a YDC youth entering the facility have been reviewed by the court. The agency is able to access their treatment needs as identified by the pre-trial detention centers before the youth is admitted. The facility can determine if any youth appear in the targeted populations listed to ensure all appropriate services are in place. The Auditor reviewed the various assessment tools used by medical and mental health that aid in ensuring an accurate scoring of their risk to being a victim or a perpetrator of sexual violence.</p>
<p><b>Staff, Volunteers, and Contractors Population Characteristics on Day One of the Onsite Portion of the Audit</b></p>	
<p><b>36. Enter the total number of STAFF, including both full- and part-time staff, employed by the facility as of the first day of the onsite portion of the audit:</b></p>	<p>61</p>
<p><b>37. Enter the total number of VOLUNTEERS assigned to the facility as of the first day of the onsite portion of the audit who have contact with inmates/residents/detainees:</b></p>	<p>25</p>
<p><b>38. Enter the total number of CONTRACTORS assigned to the facility as of the first day of the onsite portion of the audit who have contact with inmates/residents/detainees:</b></p>	<p>7</p>
<p><b>39. Provide any additional comments regarding the population characteristics of staff, volunteers, and contractors who were in the facility as of the first day of the onsite portion of the audit:</b></p>	<p>No text provided.</p>

# INTERVIEWS

## Inmate/Resident/Detainee Interviews

### Random Inmate/Resident/Detainee Interviews

**40. Enter the total number of RANDOM INMATES/RESIDENTS/DETAINEES who were interviewed:**

7

**41. Select which characteristics you considered when you selected RANDOM INMATE/RESIDENT/DETAINEE interviewees: (select all that apply)**

- Age
- Race
- Ethnicity (e.g., Hispanic, Non-Hispanic)
- Length of time in the facility
- Housing assignment
- Gender
- Other
- None

**42. How did you ensure your sample of RANDOM INMATE/RESIDENT/DETAINEE interviewees was geographically diverse?**

The Auditor used a random number process to select residents for interview. After the identification of the target population, the random number allowed the auditor to select individuals from across all units of the facility. Announcements were made to the population during the tour to inform resident about the audit process and the random selection process while confirming they can request to meet with the Auditor if they choose. Residents are explained the limits of confidentiality in the audit process and agreed to the interviews.

**43. Were you able to conduct the minimum number of random inmate/resident/detainee interviews?**

- Yes
- No

<b>44. Provide any additional comments regarding selecting or interviewing random inmates/residents/detainees (e.g., any populations you oversampled, barriers to completing interviews, barriers to ensuring representation):</b>	No text provided.
<b>Targeted Inmate/Resident/Detainee Interviews</b>	
<b>45. Enter the total number of TARGETED INMATES/RESIDENTS/DETAINEES who were interviewed:</b>	7
<p>As stated in the PREA Auditor Handbook, the breakdown of targeted interviews is intended to guide auditors in interviewing the appropriate cross-section of inmates/residents/detainees who are the most vulnerable to sexual abuse and sexual harassment. When completing questions regarding targeted inmate/resident/detainee interviews below, remember that an interview with one inmate/resident/detainee may satisfy multiple targeted interview requirements. These questions are asking about the number of interviews conducted using the targeted inmate/resident/detainee protocols. For example, if an auditor interviews an inmate who has a physical disability, is being held in segregated housing due to risk of sexual victimization, and disclosed prior sexual victimization, that interview would be included in the totals for each of those questions. Therefore, in most cases, the sum of all the following responses to the targeted inmate/resident/detainee interview categories will exceed the total number of targeted inmates/residents/detainees who were interviewed. If a particular targeted population is not applicable in the audited facility, enter "0".</p>	
<b>47. Enter the total number of interviews conducted with inmates/residents/detainees with a physical disability using the "Disabled and Limited English Proficient Inmates" protocol:</b>	0
<b>a. Select why you were unable to conduct at least the minimum required number of targeted inmates/residents/detainees in this category:</b>	<input checked="" type="checkbox"/> Facility said there were "none here" during the onsite portion of the audit and/or the facility was unable to provide a list of these inmates/residents/detainees.  <input type="checkbox"/> The inmates/residents/detainees in this targeted category declined to be interviewed.

<p><b>b. Discuss your corroboration strategies to determine if this population exists in the audited facility (e.g., based on information obtained from the PAQ; documentation reviewed onsite; and discussions with staff and other inmates/residents/detainees).</b></p>	<p>The Auditor reviewed the population with facility Director, Assistant Director and PREA Coordinator to confirm that no individuals fit the description of this category.</p>
<p><b>48. Enter the total number of interviews conducted with inmates/residents/detainees with a cognitive or functional disability (including intellectual disability, psychiatric disability, or speech disability) using the "Disabled and Limited English Proficient Inmates" protocol:</b></p>	<p>1</p>
<p><b>49. Enter the total number of interviews conducted with inmates/residents/detainees who are Blind or have low vision (i.e., visually impaired) using the "Disabled and Limited English Proficient Inmates" protocol:</b></p>	<p>1</p>
<p><b>50. Enter the total number of interviews conducted with inmates/residents/detainees who are Deaf or hard-of-hearing using the "Disabled and Limited English Proficient Inmates" protocol:</b></p>	<p>0</p>
<p><b>a. Select why you were unable to conduct at least the minimum required number of targeted inmates/residents/detainees in this category:</b></p>	<p><input checked="" type="checkbox"/> Facility said there were "none here" during the onsite portion of the audit and/or the facility was unable to provide a list of these inmates/residents/detainees.</p> <p><input type="checkbox"/> The inmates/residents/detainees in this targeted category declined to be interviewed.</p>
<p><b>b. Discuss your corroboration strategies to determine if this population exists in the audited facility (e.g., based on information obtained from the PAQ; documentation reviewed onsite; and discussions with staff and other inmates/residents/detainees).</b></p>	<p>The Auditor reviewed the population with facility Director, Assistant Director and PREA Coordinator to confirm that no individuals fit the description of this category.</p>

<p><b>51. Enter the total number of interviews conducted with inmates/residents/detainees who are Limited English Proficient (LEP) using the "Disabled and Limited English Proficient Inmates" protocol:</b></p>	<p>0</p>
<p><b>a. Select why you were unable to conduct at least the minimum required number of targeted inmates/residents/detainees in this category:</b></p>	<p><input checked="" type="checkbox"/> Facility said there were "none here" during the onsite portion of the audit and/or the facility was unable to provide a list of these inmates/residents/detainees.</p> <p><input type="checkbox"/> The inmates/residents/detainees in this targeted category declined to be interviewed.</p>
<p><b>b. Discuss your corroboration strategies to determine if this population exists in the audited facility (e.g., based on information obtained from the PAQ; documentation reviewed onsite; and discussions with staff and other inmates/residents/detainees).</b></p>	<p>The Auditor reviewed the population with facility Director, Assistant Director and PREA Coordinator to confirm that no individuals fit the description of this category.</p>
<p><b>52. Enter the total number of interviews conducted with inmates/residents/detainees who identify as lesbian, gay, or bisexual using the "Transgender and Intersex Inmates; Gay, Lesbian, and Bisexual Inmates" protocol:</b></p>	<p>2</p>
<p><b>53. Enter the total number of interviews conducted with inmates/residents/detainees who identify as transgender or intersex using the "Transgender and Intersex Inmates; Gay, Lesbian, and Bisexual Inmates" protocol:</b></p>	<p>0</p>
<p><b>a. Select why you were unable to conduct at least the minimum required number of targeted inmates/residents/detainees in this category:</b></p>	<p><input checked="" type="checkbox"/> Facility said there were "none here" during the onsite portion of the audit and/or the facility was unable to provide a list of these inmates/residents/detainees.</p> <p><input type="checkbox"/> The inmates/residents/detainees in this targeted category declined to be interviewed.</p>

<p><b>b. Discuss your corroboration strategies to determine if this population exists in the audited facility (e.g., based on information obtained from the PAQ; documentation reviewed onsite; and discussions with staff and other inmates/residents/detainees).</b></p>	<p>The Auditor reviewed the population with facility Director, Assistant Director and PREA Coordinator to confirm that no individuals fit the description of this category.</p>
<p><b>54. Enter the total number of interviews conducted with inmates/residents/detainees who reported sexual abuse in this facility using the "Inmates who Reported a Sexual Abuse" protocol:</b></p>	<p>1</p>
<p><b>55. Enter the total number of interviews conducted with inmates/residents/detainees who disclosed prior sexual victimization during risk screening using the "Inmates who Disclosed Sexual Victimization during Risk Screening" protocol:</b></p>	<p>2</p>
<p><b>56. Enter the total number of interviews conducted with inmates/residents/detainees who are or were ever placed in segregated housing/isolation for risk of sexual victimization using the "Inmates Placed in Segregated Housing (for Risk of Sexual Victimization/Who Allege to have Suffered Sexual Abuse)" protocol:</b></p>	<p>0</p>
<p><b>a. Select why you were unable to conduct at least the minimum required number of targeted inmates/residents/detainees in this category:</b></p>	<p><input checked="" type="checkbox"/> Facility said there were "none here" during the onsite portion of the audit and/or the facility was unable to provide a list of these inmates/residents/detainees.</p> <p><input type="checkbox"/> The inmates/residents/detainees in this targeted category declined to be interviewed.</p>

<p><b>b. Discuss your corroboration strategies to determine if this population exists in the audited facility (e.g., based on information obtained from the PAQ; documentation reviewed onsite; and discussions with staff and other inmates/residents/detainees).</b></p>	<p>The facility does not have specialized housing and does not segregate or isolate victims from the population for risk of sexual abuse. with multiple housing units the facility keeps at risk youth apart from aggressive youth. Population is reviewed weekly through a treatment team process where informed decision on housing can be made.</p>
<p><b>57. Provide any additional comments regarding selecting or interviewing targeted inmates/residents/detainees (e.g., any populations you oversampled, barriers to completing interviews):</b></p>	<p>The facility had one youth who reported unwanted contact that was interviewed for question 52 The Auditor also asked question not scored here on a sexual harassment allegation to ensure described investigative steps were actually taken. The Auditor used the targeted list to identify cases and individuals from different units of the facility. All residents' interviews occurred after the Auditor explained the purpose of the interviews and the confidentiality of the process. All residents who were asked to speak with the auditor agreed but not all acknowledged in the private setting their previously identified indicators that made them on the target list. In the course of answering other questions the auditor was able to how LGB or those with past histories could get emotional support.</p>
<p><b>Staff, Volunteer, and Contractor Interviews</b></p>	
<p><b>Random Staff Interviews</b></p>	
<p><b>58. Enter the total number of RANDOM STAFF who were interviewed:</b></p>	<p>12</p>

<p><b>59. Select which characteristics you considered when you selected RANDOM STAFF interviewees: (select all that apply)</b></p>	<p><input checked="" type="checkbox"/> Length of tenure in the facility</p> <p><input checked="" type="checkbox"/> Shift assignment</p> <p><input checked="" type="checkbox"/> Work assignment</p> <p><input checked="" type="checkbox"/> Rank (or equivalent)</p> <p><input type="checkbox"/> Other (e.g., gender, race, ethnicity, languages spoken)</p> <p><input type="checkbox"/> None</p>
<p><b>60. Were you able to conduct the minimum number of RANDOM STAFF interviews?</b></p>	<p><input checked="" type="radio"/> Yes</p> <p><input type="radio"/> No</p>
<p><b>61. Provide any additional comments regarding selecting or interviewing random staff (e.g., any populations you oversampled, barriers to completing interviews, barriers to ensuring representation):</b></p>	<p>No text provided.</p>
<p><b>Specialized Staff, Volunteers, and Contractor Interviews</b></p>	
<p>Staff in some facilities may be responsible for more than one of the specialized staff duties. Therefore, more than one interview protocol may apply to an interview with a single staff member and that information would satisfy multiple specialized staff interview requirements.</p>	
<p><b>62. Enter the total number of staff in a SPECIALIZED STAFF role who were interviewed (excluding volunteers and contractors):</b></p>	<p>9</p>
<p><b>63. Were you able to interview the Agency Head?</b></p>	<p><input checked="" type="radio"/> Yes</p> <p><input type="radio"/> No</p>
<p><b>64. Were you able to interview the Warden/Facility Director/Superintendent or their designee?</b></p>	<p><input checked="" type="radio"/> Yes</p> <p><input type="radio"/> No</p>

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

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

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

	<input type="checkbox"/> Other
<b>68. Did you interview VOLUNTEERS who may have contact with inmates/residents/detainees in this facility?</b>	<input checked="" type="radio"/> Yes <input type="radio"/> No
<b>a. Enter the total number of VOLUNTEERS who were interviewed:</b>	1
<b>b. Select which specialized VOLUNTEER role(s) were interviewed as part of this audit from the list below: (select all that apply)</b>	<input type="checkbox"/> Education/programming <input type="checkbox"/> Medical/dental <input type="checkbox"/> Mental health/counseling <input checked="" type="checkbox"/> Religious <input type="checkbox"/> Other
<b>69. Did you interview CONTRACTORS who may have contact with inmates/residents/detainees in this facility?</b>	<input checked="" type="radio"/> Yes <input type="radio"/> No
<b>a. Enter the total number of CONTRACTORS who were interviewed:</b>	2
<b>b. Select which specialized CONTRACTOR role(s) were interviewed as part of this audit from the list below: (select all that apply)</b>	<input type="checkbox"/> Security/detention <input type="checkbox"/> Education/programming <input checked="" type="checkbox"/> Medical/dental <input type="checkbox"/> Food service <input type="checkbox"/> Maintenance/construction <input type="checkbox"/> Other
<b>70. Provide any additional comments regarding selecting or interviewing specialized staff.</b>	No text provided.

## SITE REVIEW AND DOCUMENTATION SAMPLING

### Site Review

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

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

Yes

No

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

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

Yes

No

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

Yes

No

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

Yes

No

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

Yes

No

<p><b>76. Provide any additional comments regarding the site review (e.g., access to areas in the facility, observations, tests of critical functions, or informal conversations).</b></p>	<p>As a Juvenile facility, the residents do not dial phones. Residents knew they could ask to make phone calls in a more private setting to DSS, their attorney, or court personnel. The Auditor, through conversations with staff and residents, determined the level of privacy for calls and visits. The Auditor confirmed the posted numbers matched the agencies listed in my calls to them.</p> <p>The Auditor talked with 45% of the residents and 60% of the staff working at the facility during the two days of the audit. In addition to formal interviews the Auditor spoke with other staff during the tour confirming procedures, daily practices and training.</p> <p>There were no intakes, so the staff walked me through the process, which was compared to what the residents had reported. The residents and staff were asked about the black box mail system, which allows residents to reach out to staff in the facility, agency leadership, the PREA Office, DSS- ( the identified outside reporting agency), and the local rape crisis agency. The residents confirmed access to writing instruments, postage, and who can open the box once a letter is put in it. Residents were able to identify who individuals with language or learning concerns could go for help noting the staff, the teachers and even their peers.</p>
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**Documentation Sampling**

Where there is a collection of records to review-such as staff, contractor, and volunteer training records; background check records; supervisory rounds logs; risk screening and intake processing records; inmate education records; medical files; and investigative files-auditors must self-select for review a representative sample of each type of record.

<p><b>77. In addition to the proof documentation selected by the agency or facility and provided to you, did you also conduct an auditor-selected sampling of documentation?</b></p>	<p><input checked="" type="radio"/> Yes</p> <p><input type="radio"/> No</p>
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**78. Provide any additional comments regarding selecting additional documentation (e.g., any documentation you oversampled, barriers to selecting additional documentation, etc.).**

The Auditor reviewed a selection of the current population records for screening, corresponding mental health charts, and PREA Education documentation. The Auditor also selected a sample of resident files who were discharged in the previous three months to ensure similar documentation was found. The Auditor also reviewed logs and staff attendance to ensure appropriate client-staff ratios were maintained at the respective hours. The Auditor looked for supervisory rounds and cross gender announcements in the housing logs. The Auditor also looked at a random sample of staff records, including staff hired in the last year, staff employed over 5 years, and individuals promoted. The Auditor also looked for similar documentation of contractor and volunteers screening and education about PREA before they are allowed to work with the youth.

## **SEXUAL ABUSE AND SEXUAL HARASSMENT ALLEGATIONS AND INVESTIGATIONS IN THIS FACILITY**

### **Sexual Abuse and Sexual Harassment Allegations and Investigations Overview**

Remember the number of allegations should be based on a review of all sources of allegations (e.g., hotline, third-party, grievances) and should not be based solely on the number of investigations conducted. Note: For question brevity, we use the term “inmate” in the following questions. Auditors should provide information on inmate, resident, or detainee sexual abuse allegations and investigations, as applicable to the facility type being audited.

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

	# of sexual abuse allegations	# of criminal investigations	# of administrative investigations	# of allegations that had both criminal and administrative investigations
<b>Inmate-on-inmate sexual abuse</b>	0	0	0	0
<b>Staff-on-inmate sexual abuse</b>	1	0	0	1
<b>Total</b>	1	0	0	1

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

	# of sexual harassment allegations	# of criminal investigations	# of administrative investigations	# of allegations that had both criminal and administrative investigations
<b>Inmate-on-inmate sexual harassment</b>	1	0	1	0
<b>Staff-on-inmate sexual harassment</b>	1	0	1	0
<b>Total</b>	2	0	2	0

## Sexual Abuse and Sexual Harassment Investigation Outcomes

### Sexual Abuse Investigation Outcomes

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

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

	Ongoing	Referred for Prosecution	Indicted/ Court Case Filed	Convicted/ Adjudicated	Acquitted
<b>Inmate-on-inmate sexual abuse</b>	0	0	0	0	0
<b>Staff-on-inmate sexual abuse</b>	0	0	1	0	0
<b>Total</b>	0	0	1	0	0

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

	Ongoing	Unfounded	Unsubstantiated	Substantiated
<b>Inmate-on-inmate sexual abuse</b>	0	0	0	0
<b>Staff-on-inmate sexual abuse</b>	0	0	0	1
<b>Total</b>	0	0	0	1

### Sexual Harassment Investigation Outcomes

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

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

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

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

	Ongoing	Unfounded	Unsubstantiated	Substantiated
<b>Inmate-on-inmate sexual harassment</b>	0	0	0	1
<b>Staff-on-inmate sexual harassment</b>	1	0	0	0
<b>Total</b>	1	0	0	1

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

**Sexual Abuse Investigation Files Selected for Review**

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

1

<p><b>86. Did your selection of SEXUAL ABUSE investigation files include a cross-section of criminal and/or administrative investigations by findings/outcomes?</b></p>	<p><input checked="" type="radio"/> Yes</p> <p><input type="radio"/> No</p> <p><input type="radio"/> NA (NA if you were unable to review any sexual abuse investigation files)</p>
<p><b>Inmate-on-inmate sexual abuse investigation files</b></p>	
<p><b>87. Enter the total number of INMATE-ON-INMATE SEXUAL ABUSE investigation files reviewed/sampled:</b></p>	<p>0</p>
<p><b>88. Did your sample of INMATE-ON-INMATE SEXUAL ABUSE investigation files include criminal investigations?</b></p>	<p><input type="radio"/> Yes</p> <p><input type="radio"/> No</p> <p><input checked="" type="radio"/> NA (NA if you were unable to review any inmate-on-inmate sexual abuse investigation files)</p>
<p><b>89. Did your sample of INMATE-ON-INMATE SEXUAL ABUSE investigation files include administrative investigations?</b></p>	<p><input type="radio"/> Yes</p> <p><input type="radio"/> No</p> <p><input checked="" type="radio"/> NA (NA if you were unable to review any inmate-on-inmate sexual abuse investigation files)</p>
<p><b>Staff-on-inmate sexual abuse investigation files</b></p>	
<p><b>90. Enter the total number of STAFF-ON-INMATE SEXUAL ABUSE investigation files reviewed/sampled:</b></p>	<p>1</p>
<p><b>91. Did your sample of STAFF-ON-INMATE SEXUAL ABUSE investigation files include criminal investigations?</b></p>	<p><input checked="" type="radio"/> Yes</p> <p><input type="radio"/> No</p> <p><input type="radio"/> NA (NA if you were unable to review any staff-on-inmate sexual abuse investigation files)</p>

<p><b>92. Did your sample of STAFF-ON-INMATE SEXUAL ABUSE investigation files include administrative investigations?</b></p>	<p><input checked="" type="radio"/> Yes</p> <p><input type="radio"/> No</p> <p><input type="radio"/> NA (NA if you were unable to review any staff-on-inmate sexual abuse investigation files)</p>
<p><b>Sexual Harassment Investigation Files Selected for Review</b></p>	
<p><b>93. Enter the total number of SEXUAL HARASSMENT investigation files reviewed/sampled:</b></p>	<p>2</p>
<p><b>94. Did your selection of SEXUAL HARASSMENT investigation files include a cross-section of criminal and/or administrative investigations by findings/outcomes?</b></p>	<p><input checked="" type="radio"/> Yes</p> <p><input type="radio"/> No</p> <p><input type="radio"/> NA (NA if you were unable to review any sexual harassment investigation files)</p>
<p><b>Inmate-on-inmate sexual harassment investigation files</b></p>	
<p><b>95. Enter the total number of INMATE-ON-INMATE SEXUAL HARASSMENT investigation files reviewed/sampled:</b></p>	<p>1</p>
<p><b>96. Did your sample of INMATE-ON-INMATE SEXUAL HARASSMENT files include criminal investigations?</b></p>	<p><input type="radio"/> Yes</p> <p><input type="radio"/> No</p> <p><input checked="" type="radio"/> NA (NA if you were unable to review any inmate-on-inmate sexual harassment investigation files)</p>
<p><b>97. Did your sample of INMATE-ON-INMATE SEXUAL HARASSMENT investigation files include administrative investigations?</b></p>	<p><input checked="" type="radio"/> Yes</p> <p><input type="radio"/> No</p> <p><input type="radio"/> NA (NA if you were unable to review any inmate-on-inmate sexual harassment investigation files)</p>

<b>Staff-on-inmate sexual harassment investigation files</b>	
<b>98. Enter the total number of STAFF-ON-INMATE SEXUAL HARASSMENT investigation files reviewed/sampled:</b>	1
<b>99. Did your sample of STAFF-ON-INMATE SEXUAL HARASSMENT investigation files include criminal investigations?</b>	<input type="radio"/> Yes <input type="radio"/> No <input checked="" type="radio"/> NA (NA if you were unable to review any staff-on-inmate sexual harassment investigation files)
<b>100. Did your sample of STAFF-ON-INMATE SEXUAL HARASSMENT investigation files include administrative investigations?</b>	<input checked="" type="radio"/> Yes <input type="radio"/> No <input type="radio"/> NA (NA if you were unable to review any staff-on-inmate sexual harassment investigation files)
<b>101. Provide any additional comments regarding selecting and reviewing sexual abuse and sexual harassment investigation files.</b>	<p>The Auditor reviewed three incidents reported in the past year. One incident of staff misconduct was reported initially to another facility by a former client of this facility. That case was reviewed both criminally by local police and administratively by the NCDPS Office of Special Investigations. A juvenile-on-juvenile case which resulted in facility consequences for a youth and their movement to another unit. The third case is ongoing investigation that the auditor was able to see the initial steps taken by the facility consistent with policy.</p>

## SUPPORT STAFF INFORMATION

### DOJ-certified PREA Auditors Support Staff

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

- Yes  
 No

### Non-certified Support Staff

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

- Yes  
 No

## AUDITING ARRANGEMENTS AND COMPENSATION

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

- The audited facility or its parent agency
- My state/territory or county government employer (if you audit as part of a consortium or circular auditing arrangement, select this option)
- A third-party auditing entity (e.g., accreditation body, consulting firm)
- Other

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

<b>115.311</b>	<b>Zero tolerance of sexual abuse and sexual harassment; PREA coordinator</b>
	<b>Auditor Overall Determination:</b> Exceeds Standard
	<b>Auditor Discussion</b>
	<p>Policies and written/electronic documentation reviewed.</p> <p>Chatham Pre-Audit questionnaire</p> <p>MS-7 Juvenile Justice Facilities Sexual Abuse and Harassment (PREA) Policy</p> <p>NC DJJ PREA-100</p> <p>NCDPS Juvenile Justice Organizational Chart</p> <p>Chatham YDC Organizational Chart</p> <p>NCDPS Website</p> <p>Employee PREA Acknowledgement Form</p> <p>PCM Appointment Documentation</p>

NC-general Statutes 14-27.20

EYDC Policy Training Certificates

Individuals interviewed/ observations made.

Interview with PREA Coordinator (PC)

Interview with PREA Compliance Manager (PM)

Interview with Deputy Secretary of Juvenile Justice

Interview with Director

Interview with Staff

Interview with Residents

Interview with Regional Director

Tour Observations

Summary determination.

Indicator (a). The North Carolina Division of Juvenile Justice and Delinquency Prevention has in place agency-wide policies on efforts to ensure compliance with the Prison Rape Elimination Act (PREA). In 2022, the state separated the PREA Functions of the Adult Correctional Facilities and the Division of Juvenile Justice and Delinquency Prevention (DJJDP), which were previously both part of the North Carolina Department of Public Safety. DJJDP created a PREA Office to oversee the Department of Juvenile Justice's efforts to maintain PREA compliance across the state's Juvenile Facilities. The Division of Juvenile Justice and Delinquency Prevention has a 39-page Juvenile PREA policy written to address the various requirements of the standards. Page one of the policy sets forth the zero-tolerance condition, "The Division is committed to a standard of zero-tolerance towards all forms of abuse,

neglect, and sexual abuse or sexual harassment toward juveniles either by employees, volunteers, contractors, and custodial agents, or by other juveniles and stands committed to a culture of safety and security free from the threat of sexual incidents for all juveniles in our care by maintaining a program of prevention, mandatory staff reporting and optional juvenile reporting; early detection, response, comprehensive investigation, and evaluation; effective intervention, and monitoring of sexual incidents." Initial portion of the policy defines sexual misconduct consistent with the federal terms in of the Prison Rape Elimination Act.

Over the subsequent pages, the policy states there is no consensual contact

between residents and staff or between residents. It further identifies screening, education, and monitoring, along with other elements that support prevention, allow for detection, and ensure a full legal and medical response to any complaint. A review of the PREA-100 policy also sets forth expectations of a juvenile environment free of sexual misconduct. Similarly, it defines expectations for preventing, detecting, and responding to sexual misconduct allegations. In addition to policy language on consequences for staff who engage in sexual misconduct, the Auditor was also provided with state statutes 14-27. The review of this statute supports there is no consent between residents and staff and that such actions are a felony in North Carolina. The law is also cited on the agency's HR Acknowledgement forms about PREA that employees sign at the time of hire. The Auditor was provided a copy of the OPA T10 form.

The facility staff, in both formal and informal discussions, showed knowledge consistent with training materials about their role in preventing, detecting, and responding to sexual assault claims. Staff interviewed described the training, the importance of a zero-tolerance environment, and their roles as first responders to sexual assault allegations. Random residents reported that this juvenile facility is a PREA-safe environment with a zero-tolerance culture toward abuse or harassment. Chatham Youth Development Center also provided documentation of the policy training as the agency updated their PREA policy.

Indicator (b). Chatham Youth Development Center is one of thirteen Juvenile facilities run by the North Carolina Department of Juvenile Justice. The division has created a PREA oversight team in the Analysis, Research, and External Affairs Office (AREA). The PREA Coordinator is the Manager of PREA and Juvenile Records and report to AREA Director. The PREA Coordinator's office is steps away from the NCDPS Deputy Secretary in charge of Division of Juvenile Justice. Interviews with the PREA Coordinator, her supervisor and the Deputy Secretary confirm they have full access to senior leadership and can influence policy at a statewide level in addition to assisting in resolving compliance issues at a facility level. The Auditor was provided with an agency flow chart showing the relationship between the PREA Coordinator, DJJ Leadership, and DJJ Juvenile Justice facility Directors. The Department of Juvenile Justice's PREA Policies repeatedly direct the required interactions between facility staff and the PREA Office in policy language. Policy language further supports the influence of the PREA Office on operations when it directs that the PREA Office must approve training materials or that the PREA Office must get notification on all incidents of sexual abuse or harassment, as well as receive documentation of related data and reviews. The Auditor observed a collaborative effort between the facility leadership and the PREA Coordinator. The importance of this relationship was also echoed by the Regional Director for Juvenile Justice, who came on-site during the Audit.

Indicator (c). The NCDJJ PREA Policy defines the PREA Compliance Manager's (PCM)

role in the institution. The Policy states, "Each center will have at least one (1) trained PCM with sufficient time and authority to coordinate efforts to comply with PREA standards. The PCM and an alternate will be designated in writing by the Center Director on the OPA- A16 form." The Auditor was provided with a copy of the PCM designation form, which names the PREA Compliance Manager for the facility and a backup person if the first individual is away. The auditor was also provided with a management chart of the facility, allowing the operational relationship between the facility director and the PREA compliance manager to be seen.

The Chatham Director had named themselves as the Primary PREA Compliance Manager for the facility. The Director previously had the role as the Assistant Director and decided to keep it. They did state they are mentoring the current Assistant Director who is currently the backup PCM and one other manager will take on this role moving forward. An interview with the facility director supports her future PCM's sufficient access and ability to influence policy and procedures toward ensuring PREA compliance. During the visit, the auditor spoke with the Director as PCM and observed interactions between them and agency leadership. All residents interviewed were aware that the Director oversaw PREA at the facility and report she makes herself available to them. The residents were seen having interactions with the Director during the tour. The Auditor did ask PCM questions of the Assistant Director.

#### Compliance Determination:

The North Carolina Division of Juvenile Justice and Delinquency Prevention has policies that define the steps taken to prevent, detect, and respond to sexual abuse and sexual harassment incidents. Agency policy defines the roles of the state PREA Coordinator and the facility PREA Compliance Manager. Interviews with the Agency PREA Coordinator and facility PREA Compliance Manager (Director) confirm their roles in maintaining PREA compliance. Residents in the facility knew they could call the PREA Hotline or DSS as an option or ask to speak with a staff they trust, or the facility Director. The PREA Coordinator and PREA Compliance Manager believe they have the capacity in their jobs to advocate for policy or procedural changes needed to support resident safety. All new NCDPS employees are educated on PREA and the agency's zero-tolerance stance at hire, even if they do not work in a juvenile institution.

Compliance was determined considering multiple factors. The supporting documentation included agency and facility management charts showing PREA positions. Interviews with the DJJ Deputy Secretary and the facility Director support compliance with all standard expectations. Agency policies described in depth the agency's expectation to protect, detect, and respond to sexual misconduct. The policies also clearly define the roles of the state PREA Coordinator, the PREA Office, and the PREA Compliance Manager in each facility to support this cause. The policy also addresses prohibited behaviors and sanctions for any form of sexual misconduct. In formal interviews, residents confirmed that sexual misconduct is addressed, and they had knowledge of resources available if a concern arises. The

	<p>signage about PREA was plentiful and presented in a kid-friendly manner. The facility has been able to maintain a safe environment where residents report violent sexual assault is not a concern. Residents understood what zero-tolerance of sexual abuse or sexual harassment means and how to report a concern in multiple ways. The Auditor also recognized the supportive relationship between the facility and the PREA Office as a factor in providing ongoing compliance across the Division of Juvenile Justice and Delinquency Prevention’s system. The Auditor believes this indicator has been exceeded. The Auditor found the staff and administration knowledgeable about the standard; residents strongly support a zero-tolerance culture exists and the Auditor further recognized the supportive relationship between central office and the facility. The Auditor also recognized the well documented and organized presentation of material on site and in the OAS which further supports an understanding of the standards and how as a facility they comply with the expectations</p>
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115.312	<b>Contracting with other entities for the confinement of residents</b>
	<b>Auditor Overall Determination:</b> Meets Standard
	<b>Auditor Discussion</b>
	<p>Policies and written/electronic documentation reviewed.</p> <p>Chatham Youth Development Center Pre-Audit questionnaire</p> <p>MS-7 Juvenile Justice Facilities Sexual Abuse and Harassment Policy and Procedures</p> <p>PREA 100 Policy</p> <p>Individuals interviewed/ observations made.</p> <p>Interview with PREA Coordinator</p> <p>Summary Determination</p> <p>Indicator (a) The indicator is not applicable. The North Carolina Department of Public Safety currently does not contract for the supervision of house juveniles under court-ordered supervision. In policy MS-7 the agency has in place language to address future contract considerations. “JJDP shall include in any new contract or contract renewal the contractor’s obligation to adopt and comply with PREA standards when contracting for the confinement of its juveniles with private agencies or other entities, including other government agencies.”</p> <p>Indicator (b). The indicator is not applicable. The North Carolina Department of</p>

	<p>Public Safety currently does not contract for the supervision of house juveniles under court-ordered supervision. The auditor is aware from past audits of the agency's practice of monitoring the contracted facility through site visits.</p> <p>Compliance Determination.</p> <p>The Auditor finds the standard to be in compliance as the indicators do not currently apply. NCDJDP has policy language in place, and the PREA Office staff have shown an understanding of the expectations with their past practice.</p>
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<b>115.313</b>	<b>Supervision and monitoring</b>
	<b>Auditor Overall Determination:</b> Meets Standard
	<b>Auditor Discussion</b>
	<p>Policies and written/electronic documentation reviewed.</p> <p>Chatham Youth Development Center Pre-Audit questionnaire</p> <p>MS-7 Juvenile Justice Facilities Sexual Abuse and Harassment Policy and Procedures</p> <p>NC DJJ PREA-100</p> <p>PREA Staffing Plan</p> <p>Staffing plan analysis document</p> <p>Logbook entries and video stills supporting unannounced rounds and client ratios</p> <p>Director's memo</p> <p>Individuals interviewed/ observations made.</p> <p>Interview with Facility Director</p> <p>Interview with PREA Coordinator</p> <p>Interview with Assistant Director</p> <p>Interview with Supervisory Staff</p> <p>Observation on tour of logbooks and Supervisory movement</p> <p>Discussions with housing unit staff</p> <p>Log reviews by Auditor to ensure ratios were maintained.</p>

## Interview with Residents

### Summary Determination

Indicator (a) The North Carolina Division of Juvenile Justice and Delinquency Prevention has created a policy language that outlines the requirements for determining a staffing plan that considers PREA safety. The Agency policy requires the following:

“C. Each JJDP facility shall develop, document, and comply with a staffing plan that provides for adequate levels of staffing, and, where applicable, video monitoring, to protect juveniles against sexual abuse. If at any time the JJDP facility is unable to comply with the staffing plan, the JJDP facility shall document the reasons.

D. In calculating adequate staffing levels and determining the need for video monitoring,

JJDP facilities shall take into consideration:

1. Generally accepted juvenile detention and correctional/secure residential practices;
2. Any judicial findings of inadequacy;
3. Any findings of inadequacy from Federal investigative agencies;
4. Any findings of inadequacy from internal or external oversight bodies;
5. All components of the facility’s physical plant (including “blind spots” or areas where staff or juveniles may be isolated);
6. The composition of the juvenile population;
7. The number and placement of supervisory staff;
8. Institution programs occurring on a particular shift;
9. Any applicable State or local laws, regulations, or standards;
10. The prevalence of substantiated and unsubstantiated incidents of sexual abuse; and
11. Any other relevant factors.”

The PREA Office has worked with the facility to document the elements of the standard. The Auditor reviewed the staffing plan that protects residents against sexual misconduct. The various 11 elements to be considered in developing a plan include generally accepted juvenile correctional practice, frequency of sexual assaults/complaints (of which there were none), population makeup of the units, and how video monitoring can support safety. The staffing documents the elements

required in indicator (a). The plan provides the reader with the information used to determine the number of assigned staff as required in indicator (a). The facility's capacity is 32 male and female residents in 4 housing units. The average population was 32 in the past year and was 32 on the day of the audit. In addition to the review of the staffing analysis document the Auditor was provided with the staff schedule and reviewed on the tour where offices of non-custody staff are that can further support client supervision.

The staffing document considers the frequency of PREA complaints (none), the risk level of the population, the client population's mental health profile, and the technology that has been put in place to aid supervision. The information included the assignment of custody staff and supervisory staff. The report accompanied the staff assignment schedule, which also outlines the placement of staffing to ensure ratios are maintained. Interviews with the Director and the PREA Compliance Manager describe how the facility has been assigned staffing since it opened. The Director confirmed the report's statement that there were no judicial, federal, or oversight bodies' findings of inadequacies. The facility has maintained staffing throughout the past year without going under minimum staffing. The facility has 39 cameras that cover the entire interior and exterior spaces. The director also supports the idea that when needs are identified, the agency is quick to support the facility. As an example, the NCDJJD has paid for additional healthcare hours to monitor a resident with a significant health risk.

The Auditor observed during the tour and in subsequent movement around the facility how staff are positioned to monitor and interact with residents actively. The Auditor observed the line of sight in the facility to determine blind spots. The facility has a control center that looks out over the housing units and is occupied by the shift supervisors. They have direct visual capacity and can monitor movement through cameras. The facility Director has access to the camera feeds in his office and remotely.

Indicator (b). The staffing plan for the Chatham Youth Development Center allows the management to adjust the deployment of staff as needed and in response to critical positions. When staff call out, there is an ability to mandate staff to ensure the overall safety of residents. The Youth Development Center has four units. Each unit is supposed to have two officers who provides direct supervision whenever residents are present, either in or out of the rooms. Residents are always under the direct supervision of staff out of their rooms. Documentation in the OAS stated there were no instances where the supervision minimums were not maintained. The Auditor units with youth all out of their rooms and observed youth on gym area with appropriate ratios during active shift hours. The Auditor came on the overnight shift and found the appropriate number on duty to maintain better than the 1:16 ratio. The Auditor was able to see shift reports showing the actual staff working the floor and the number of juveniles housed on the units. The Director and Assistant Director are notified daily on call outs or other issues affecting staffing needs.

Indicator (c) The Chatham Youth Development Center maintains a minimum custody staffing ratio of better than one staff for every eight juveniles during waking hours and one juvenile for every sixteen juveniles on the overnight periods. NCDPS PREA Policy MS-7 requires, "Each JJDP facility shall comply with the staffing plan, including staff ratios of a minimum of 1:8 during juvenile waking hours and 1:16 during juvenile sleeping hours, except during limited and discrete exigent circumstances, which shall be fully documented. Only certified staff including trained security guards shall be included in these ratios.

Note: Trained security guards are defined as those who have completed all requirements as outlined on the Facility Operations Security Guard Training/ Orientation form (Form YD 031)" The auditor also confirmed the facility would never operate with less than 1 juvenile to 8 staff members when youth are out of their rooms. As noted in indicator (b) the auditor was able to see youth and staff interactions on active shifts and came on the overnight hours of the second day to further ensure the stated ratios were occurring. All NCDPS employees working in the facility with juveniles are trained in custody officer's skills and can provide temporary assistance when needed. The custody staff work 12 hour shift from 6a to 6p and 6p to 6a. The facility also has a compliment of other 12-hour custody staff that work that helps with supervision when peek youth activities are occurring until the evening hours where youth are falling asleep.

The facility documents both the population and the custody staff working the shifts in the logbook on the unit as well as in shift reports. This document also shows all callouts or significant incidents that would impact ratios. The Director confirmed that they and the Assistant Director have worked with the Juveniles to maintain ratios. The facility does not include shift supervisors in the staff count unless multiple individuals are working. The Director also confirmed the ability to mandate staff or "red dot" the staff to stay to meet ratios. They will look for volunteers before going to this step.

Indicator (d). NCDPS has put in place policy language consistent with this standard. In policy MS-7 Juvenile Justice Facilities Sexual Abuse and Harassment Policy and Procedures it states, "As required by PREA standard 115.311, whenever necessary, but no less frequently than once each year, each JJDP facility, in consultation with the JJDP PREA Coordinator, shall assess, determine, and document whether adjustments are needed to:

1. The staffing plan established pursuant to this section;
2. The facility's deployment of video monitoring systems and other monitoring technologies; and

3. The resources the facility has available to commit to ensure adherence to the staffing plan.”

The Auditor discussed with the facility Director the required steps to maintain compliance. Director described in the interview various points of communication that occur during the year that could impact staffing and technology deployment.

The Facility Director and the state PREA coordinator approve the staffing plan annually. The plan describes the population and the staff-to-resident ratio expected in the unit on different shifts. The facility has had limited PREA allegations of sexual abuse or harassment in the twelve months before the site visit. The Auditor did note, the percentage of female resident had increased since that last Audit. The Director and PREA Coordinator both support the idea that any identified need for monitoring technology or staffing would be presented immediately upon any identified staffing or monitoring gaps. The NCJJD’s commitment to act swiftly was confirmed in discussions with the Regional Director for Juvenile Justice.

Indicator (e) The Auditor was provided with documentation to support routine unannounced rounds are made by supervisory staff. This is required by the agency PREA policy and in documented logbooks. The Policy states, “Each JJD facility shall implement a policy and practice of having intermediate-level or higher-level supervisors conduct and document unannounced rounds to identify and deter employee sexual abuse and sexual harassment. Such policy and practice shall:

1. Be implemented for night shifts as well as day shifts; and
2. Prohibit employees from alerting one another that supervisory rounds are occurring unless such announcement is related to the legitimate operational functions of the facility.”

The facility provided the logbooks and corresponding photo stills from the camera system supporting the unannounced tours. The unannounced rounds are completed off-hours or by the facility management and the auditor reviewed unit logs which support supervisory tour occurrence. Juveniles support access to Supervisors and knew they could request to speak with them if they didn’t feel comfortable with the line staff working. The Auditor confirmed that formal unannounced tours and routine supervisory tours occur with the unit staff and residents. Shift Supervisors can view the cameras from their desks, as can the Director. The facility is small enough that the Supervisors can hear any disruption and residents and line staff confirm the supervisor move through the building regularly on all shifts. During the Tour the Auditor reviewed log books to see if the practice was consistent with stated procedures. The Auditor also selected the dated for the log book reviews from 2 previous months.

Compliance Determination:

	<p>North Carolina Department of Juvenile Justice and Delinquency Prevention's PREA policy sets forth requirements for the staffing plan, including a process for documentation of staffing deviations, the requirement of unannounced supervisory rounds and the annual review of staffing needs. The Chatham Youth Development Center has developed a plan in a narrative format that addresses the eleven factors to be considered in indicator (a). The facility is not under any current or recent judgment for inadequacy. The plan is reviewed annually by the in-house administration and the DJJ PREA Office, where any request for staffing or electronic surveillance support would go to the Department Juvenile Justice divisional leadership. Indicator (b) was not applicable as there were no instances where the minimum staffing levels were not maintained.</p> <p>During the tour, the auditor recognized that the facility was designed with good lines of sight, allowing for informal observation of space and the PCM's knowledge of potential risk areas. In addition to custody staff, the medical and education staff provide additional resources for information, supervision, and observation of residents' behaviors during the day. Supervisory staff were observed routinely touring the facility and directing staff assignments during the shift. Chatham Youth Development Center also has leadership staff who make unannounced off-shift visits to the facility. The standard is determined to be in compliance based on policy, the documentation provided, interviews and observations made throughout the onsite audit, and documentation provided consistent with the standard. The auditor also took into consideration the juveniles who reported that they felt safe and that staff were available to them if they needed to speak.</p>
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<b>115.315</b>	<b>Limits to cross-gender viewing and searches</b>
	<p><b>Auditor Overall Determination:</b> Meets Standard</p> <p><b>Auditor Discussion</b></p> <p>Policies and written/electronic documentation reviewed.</p> <p>Chatham Youth Development Center Pre-Audit questionnaire</p> <p>MS-7 Juvenile Justice Facilities Sexual Abuse and Harassment Policy and Procedures</p> <p>NC DJJ PREA 100</p> <p>Cross Gender Announcement staff acknowledgment forms (all staff)</p> <p>cross gender training curriculum.</p> <p>Individuals interviewed/ observations made.</p> <p>Interview with Agency PREA Coordinator</p>

Interview with Facility Director

Interview with random staff

Interview with random residents

Poster on staff announcements

Observation on tour

Review of the logbooks

#### Summary Determination

Indicator (a) The NCDJJ has multiple policies prohibiting cross-gender strip searches or body cavity searches. Juvenile Justice Facilities Sexual Abuse and Harassment (PREA) Policy (page 13) prohibits cross-gender observation of any strip search or body cavity search of juveniles. It states, "No staff shall conduct cross-gender strip searches except in emergency circumstances, where other remedies are not available, or when performed by medical practitioners. Emergency situations shall be thoroughly documented and approved by the Center Director during the emergency situation when and where practicable." A review of PREA 100 policy, and a review of the training outline all support further the expectation of same-gender strip searches in juvenile facilities. The agency prohibits body cavity searches which would only occur at an off-site medical facility. The Chatham Youth Development Center Pre-Audit Questionnaire stated no such emergencies have occurred at Chatham YDC causing a cross-gender strip search or a situation where a resident was sent out for a body cavity search, and this was further confirmed through interviews with both staff and residents. Descriptions by staff and residents of the strip search process confirmed there is no contact between the residents and the staff person observing the search. Staff described the process, including where staff and residents stand during the intake area to ensure the same-gender staff completing the body chart is on camera while the resident is not visible in the intake bathroom to other staff or residents.

Indicator (b) Chatham Youth Development Center does not perform cross-gender pat searches except in exigent circumstances. The pre-audit questionnaire and interviews confirmed that this had not occurred. Staff were able to state the expectation of the policy, "No staff shall conduct cross-gender pat-down searches except in exigent circumstances. The center shall thoroughly document all searches of juveniles and include the gender identity of the juvenile and staff member." The interviews with staff and residents confirmed that this has not occurred.

Indicator (c) As noted in indicators (a) and (b), the policy requires documentation of

cross-gender strip or pat searches of male and female residents, including the emergent reason for the search. The facility appears to have sufficient staffing to further limit any reason for a cross-gender search to occur. Absent any occasion, the Auditor can only assess based on policy, staff knowledge, and resident confirmation. The practice does not happen at Chatham Youth Development Center houses both male and female residents. No juvenile report being strip searched in the presence of, or pat searched by a staff member of the other gender. Staff confirm the pat search training describes how to proceed in an exigent circumstance.

Indicator (d). NCDJJ has, in policy, staff training, and reported practice, put forth an expectation to ensure residents are able to shower, shower, perform bodily functions, and change clothing without nonmedical staff of the opposite gender viewing their breasts, buttocks, or genitalia area, except in exigent circumstances or when such viewing is incidental to routine cell checks. The Juvenile Justice Facilities Sexual Abuse and Harassment (PREA) Policy mirrors the indicator when it states, "Within facilities, staff shall ensure that juveniles shower, perform bodily functions, and change clothing without nonmedical staff of the opposite gender identity viewing their breasts, buttocks, or genitalia, except in exigent circumstances or when such viewing is incidental to routine room checks."

The Auditor was able to see announcements being made at the beginning of the shifts. The size and staffing usually have one of each gender staff working the shift. Residents support that they are never required to be unclothed in front of opposite-gender staff, and they confirmed that opposite-gender staff announce themselves at the start of their shift and knock before entering or looking in the bedrooms. The facility has signage reminding staff of the expectations for making announcements. All staff have signed a document OPA-T30, which is an acknowledgment form on the limits of cross-gender observations and the need to make cross-gender announcements. The facility also logs the announcements at the beginning of the shift. Discussions with resident support: they know that both male and female staff work the shift and could be looking in the room to complete checks.

Indicator (e) This indicator is currently suspended from consideration in the Auditor determination of compliance.

Indicator (f) This indicator is currently suspended from consideration in the Auditor determination of compliance.

Compliance Determination:

The NCDJJ has several policies in place to address the various elements of this standard. The DJJ policy directs staff consistent with the standards on pat search,

	<p>strip searches, resident rights not to be naked in front of the staff of the opposite gender, and procedures for working with transgender and intersex residents. Supporting documentation for this standard included training records, training outlines, staff acknowledgment forms, and policy. Information confirming no exigent circumstance of cross-gender searches has occurred at the facility in the past three years. Interviews with staff and residents supported compliance with standard elements and policy expectations. The auditor observed practices and signage in the facility and heard descriptions of how searches are performed to determine compliance. Absent any exigent circumstance, there were no incidents to review. Compliance was based on policy, training materials, interviews with staff and residents, and observed practices that support the effort to ensure limits to cross-gender searches or observations occur.</p>
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<p><b>115.316</b></p>	<p><b>Residents with disabilities and residents who are limited English proficient</b></p>
	<p><b>Auditor Overall Determination:</b> Meets Standard</p> <hr/> <p><b>Auditor Discussion</b></p> <p>Policies and written/electronic documentation reviewed.</p> <p>Chatham Youth Development Center Pre-Audit questionnaire</p> <p>MS-7 Juvenile Justice Facilities Sexual Abuse and Harassment (PREA) Policy</p> <p>Policy PREA 100</p> <p>Intake packages/ notices in English and Spanish</p> <p>Agency contracts for interpretive services</p> <p>Expect Respect Cards (English and Spanish)</p> <p>Photos of postings</p> <p>PREA Exceptional Child Checklist (for disabled or LEP identification)</p> <p>Ways to report English/Spanish</p> <p>Individuals interviewed/ observations made.</p> <p>Interview with random Residents</p> <p>Interview with Random Staff</p>

Interview with Intake Staff

Interview with facility PREA Coordinator

PREA Signage

Mailbox with pre-addressed envelopes

Court video system

Summary Determination

Indicator (a) The NCDPS's Division of Juvenile Justice has policy language in place that addresses the indicator.

"A. Each JJDP work location shall take appropriate steps to ensure that juveniles with disabilities (including, for example, juveniles who are deaf or hard of hearing, those who are blind or have low vision, or those who have intellectual, psychiatric, or speech disabilities) and juveniles who are Limited English Proficient, have an equal opportunity to participate in or benefit from all aspects of JJDP's efforts to prevent, detect, and respond to sexual abuse and sexual harassment by:

1. Ensuring effective communication with juveniles who are deaf or hard of hearing by providing written materials, or as needed, access to interpreters who can interpret effectively, accurately, and impartially, both receptively and expressively, using any necessary specialized vocabulary;
2. Ensuring that written materials are provided in formats or through methods that ensure effective communication with juveniles with disabilities, including juveniles who have intellectual disabilities, limited reading skills, or who are blind or have low vision;
3. Providing interpreters who can interpret effectively, accurately, and impartially, both receptively and expressively, using any necessary specialized vocabulary; and
4. Not relying on juvenile interpreters, readers, or other types of assistance except in limited circumstances where an extended delay in obtaining an effective interpreter could compromise the juvenile's safety, the performance of first responder duties under PREA standard § 115.364 or the investigation of the juvenile's allegations."

The Chatham Youth Development Center takes appropriate steps to ensure that residents with disabilities have an equal opportunity to participate in or benefit from all aspects of the agency's efforts to provide a PREA-safe environment. As a juvenile facility serving sentenced residents, it must assess and provide services to individuals with medical disabilities. Juveniles with hearing or visual difficulties would be supported by staff in understanding PREA until corrective medical measures are put in place. All NCDJJ facilities document these youth in a form for "exceptional children". The Exceptional Children form asks about 1) Physical

Disabilities, 2) Assessing the juvenile's ability to follow directions, 3) if they could read independently, 4) if they exhibit cognitive deficiencies, or 5) if they are non-English speaking. Staff providing the individualized education document the steps on the "exceptional children form," and the PREA Compliance Manager reviews it, and they are referred for additional individual PREA education. The Auditor confirmed with residents that there was staff available to assist in understanding the postings or documents provided at intake. There were no individuals who were hearing or visually impaired. The Auditor was not able to speak to individuals who had significant educational delays compared to the population or significant developmental delays. The residents, with significant academic challenges, would be identified by the teacher at Chatham YDC's fully accredited educational environment. Discussions with facility medical, and leadership confirmed that individuals with special needs can be supported in understanding all the program rules and services, including those around the zero-tolerance expectation for sexual abuse or harassment. The training all juvenile officers take includes topics where they learn about working with individuals in the environment who have physical, social and emotional disabilities as well as learning disabilities.

Indicator (b) The Chatham Youth Development Center has a limited population of individuals with whom English is not the primary language. There were no individuals in the population at the time of the site visit with whom the Auditor would have needed to use interpretive services. There was signage throughout the facility about PREA safety, including a Spanish posting. The Chatham YDC facility has had no instances where interpretive services were needed to speak with juveniles. The NCDPS has contracted with interpretive services through United Language Group, which can provide video and audio interpretive services. Documentation supports, in addition to visual interpretive services, allow them to get written translations of documents. The United Language Services website confirms they can provide professional interpreters in 200 languages 24 hours per day. The staff interviewed knew how to access the information to access the service through the supervisor. The facility has video communication resources set up for communication with the court that can be used with the interpretive services.

Indicator (c) Documentation reviewed by the Auditor stated that resident interpreters were not used. Staff knew it was inappropriate to use residents to interpret for each other except in extreme emergencies. This prohibition is also addressed in the agency PREA, which states, "Juvenile Justice will not rely on resident interpreters, resident readers, or other types of resident assistants except in limited circumstances where an extended delay in obtaining an effective interpreter could compromise the resident's safety, the performance of first-responder duties, or the investigation of the resident's allegations." No individuals in the current population were LEP or needed aid in communications.

	<p><b>Compliance Determination</b></p> <p>NCDJJ PREA policy addresses equal access to services for those who have a disability or have limited English proficiency. The Auditor was able to speak with a resident with a cognitive disability but no individuals who were LEP or significantly disabled. Chatham YDC provides all residents with education about PREA upon admission. The facility had all PREA Educational materials available in English and Spanish, and they reported they had one LEP admission in the past year. As a juvenile facility with an accredited school program, all youth are assessed academically, which will further identify impairments to understanding. The residents reported knowing their rights, how to report PREA concerns, and how to get help if they had difficulty understanding information.</p> <p>Staff knew it was inappropriate to use residents to interpret for each other except in extreme emergencies. Line staff knew how to access an outside interpreter.</p> <p>Compliance was based on interviews with staff, residents, teachers and administration, as well as the hard materials (posters, handbooks, video) and policies that support equal access to all services. The educational materials seen repeatedly on the tour support ongoing access to information.</p>
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<b>115.317</b>	<b>Hiring and promotion decisions</b>
	<p><b>Auditor Overall Determination:</b> Meets Standard</p> <p><b>Auditor Discussion</b></p> <p>Policies and written/electronic documentation reviewed.</p> <p>Chatham Youth Development Center Pre-Audit Questionnaire</p> <p>MS-7 Juvenile Justice Facilities Sexual Abuse and Harassment (PREA) Policy</p> <p>Policy PREA 100</p> <p>Human Resource documentation for staff, contractors, volunteers</p> <p>Department of Public Safety Website</p> <p>Memo on child abuse registry process</p> <p>HR 005 Applicant Verification</p> <p>HR 004 Criminal History Record</p> <p>HR 008 Professional Reference</p> <p>Disqualifying factors list</p> <p>New Employee manual</p>

Admin Memo on PREA Hiring as of 2013

NCDPS online application

Individuals interviewed/ observations made.

Interview with Agency PREA Coordinator

Interview with Facility Director

Interview with Human Resource staff

Staff records reviewed onsite.

Interview with contracted staff and volunteers

#### Summary Determination

Indicator (a). North Carolina Department of Public Safety strictly prohibits employment or contracting the services of individuals who have engaged in or have been convicted of engaging in or attempting to engage in or administratively be adjudicated for sexual assault. The agency utilizes the same language requirements for contracted employees. Interviews with Human Resource staff support the process of screening all applicants for employment or contracted and volunteer services at the Chatham Youth Development Center. The Auditor reviewed the online employment application process, which requires potential candidates to confirm that they have not engaged in any form of sexual misconduct described in indicator (a). The application in form 005 requires the applicant to confirm they have never engaged in prior sexual assault in a prison or jail, any attempt to engage in sexual activity by force in the community, or through coercion or engagement with an individual who could not consent. The language on the form is Directly from the US DOJ Final Rule on the "National Standards to Prevent, Detect, and Respond to Prison Rape under the Prison Rape Elimination Act." The auditor confirmed the questions were asked at the time of hire and promotional periods. The Auditor reviewed staff files, including those of individuals hired last year. The NCDPS has had the PREA questions as part of the employment applications since 2013. The Auditor could see, in the HR files reviewed, where the questions were asked of employees at hire, promotion, or annual reviews. HR 013, filled out once the person is offered a job or application for promotion, asks the same PREA questions asked in the application process (HR-005). The document states, consistent with language in DJJ PREA 100 policy, "The NCDPS may not hire or promote anyone who may have contact with inmates, residents, or offenders under supervision, who answer "yes" to any of the following questions:

1. Have you ever engaged in sexual abuse in a prison, jail, lockup, community confinement facility, juvenile facility, or other institution?

2. Have you ever been convicted of engaging or attempting to engage in sexual activity in a community facilitated by force or coercion, or if the victim did not consent or was unable to consent or refuse?

3. Have you been civilly or administratively adjudicated for having engaged in the activities described?"

Discussions with facility and agency leadership confirm individuals with prior histories described in this indicator would be prohibited from employment or contact with the juvenile population at an NCDJDP facility. The Auditor also reviewed a list of disqualifying charges that would prohibit employment at NCDPS and its Division of Juvenile Justice and Delinquency Prevention facilities.

Indicator (b). The North Carolina Department of Public Safety has policy language consistent with the standard. "DPS shall consider any incidents of sexual harassment in determining whether to hire or promote anyone, or to enlist the services of any contractor or custodial agents, who may have contact with offenders, residents, or safekeepers." The facility has limited contracted employees, but the agency completes prior institutional employment checks on both staff and contractors to see if there are any concerns related to sexual misconduct. In addition to the facility HR person, regional HR staff will also review the applicant's record, including individuals who may work at other NCDPS facilities. It is believed that if there is a prior history of sexual harassment complaints, that information would be identified, and facility and agency senior leadership would have to determine the appropriateness of the position being applied. Contracted employees must go through the review at the regional office level before they can be approved to work at the facility. Volunteer also confirm having background checks complete before being allowed into the facility.

Indicator (c). The North Carolina Department of Public Safety completes criminal background checks on all employees. File reviews completed by the Auditor confirmed that the process is in place and is consistently done for all new employees and at the required 5-year intervals in indicator (e). The Check includes a criminal background check and prior institutional checks. The facility provided example files in advance, and the auditor pulled a selection on-site to confirm documentation. The Auditor reviewed 32% of the 38 employees' files while on-site, including criminal background check documentation. The state does not allow criminal records in the file once it has been run, and if need be reviewed, the record is destroyed. Random sampling is used to confirm the practice, documented through the form sent to the regional office, and the response about the outcome and whether the individual is approved for employment. The Agency added the abuse/neglect registry checks in the previous round of audits, and the Auditor was provided with documentation that all current employees have been run and have not come back with any concerns. Criminal Background checks are run by a central office staff person who will send a notice when the individual has passed the

criminal background check, prior institutional employer check, and the abuse registry check. The facility will also send a form requesting it is run again every 5 years and when the employee is up for a promotion. The Auditor reviewed files of staff including individuals. The Auditor also reviewed files of staff employed over 5 years or had been promoted. The Auditor was able to also see in the staff files examples of prior employment checks including prior institutional employers. This process is done in central office.

Indicator (d). Indicator (a) states that Chatham Youth Development Center completes criminal background checks on all contracted employees. The agency provides documentation supporting child abuse registries are also consulted. The NCDPS follows the same process for hiring contractors or volunteers that they do with employees, including the criminal background check, looking at state and multi-state criminal histories, driving records, sexual offender listings, and the newer process for child abuse registries. The Auditor was provided information on contracted individuals and confirmed that they were required to undergo such screenings in their individual interviews. The facility has limited volunteers who have contact with residents. The individual who was interviewed confirmed in addition to being educated on the Prison Rape Elimination Act and the Zero Tolerance stance toward sexual abuse, harassment or retaliation that they had also undergone a criminal background check

Indicator (e). Chatham YDC provided the Auditor with information on random employees, including individuals who were employed for over 5 years and had criminal background checks completed in the last 5 years. As noted in indicator a the Director was the only person employed by the agency more than 5 years. All staff who were promoted or hired new to Chatham all staff have had a criminal background check in the past five years. The Director and the Administrative Assistant were aware of the need to track when they will need to request new criminal background checks for staff before 5 years of service.

Indicator (f). Indicator (a) notes that all Chatham YDC employees are asked to complete the Employee Application, including questions required in indicator a). HR form 05 requires staff to acknowledge the following, "PREA Hiring and Promotion Prohibitions: The North Carolina Department of Public Safety (NCDPS) must adhere to the United States Department of Justice Final Rule on the "National Standards to Prevent, Detect, and Respond to Prison Rape Under the Prison Rape Elimination Act (PREA) Standards" at 28 C.F.R. Part 115 Docket No. OAG-131 RIN 1105-AB34. The NCDPS may not hire or promote anyone who may have contact with inmates, residents or offenders under supervision who answers "Yes" to any of the following questions:

1. Have you ever engaged in sexual abuse or sexual harassment in a prison, jail,

lockup, community confinement facility, juvenile facility, or other institution? Yes  
No

2. Have you ever been convicted of engaging or attempting to engage in sexual activity in the community facilitated by force, or coercion, or if the victim did not consent or was unable to consent or refuse? Yes No

3. Have you ever been accused of an inappropriate or unauthorized relationship in a prison, jail, lockup, community confinement facility, juvenile facility or other institution? Yes No

4. Have you ever been accused of sexual abuse or resigned from employment during a pending investigation of an allegation of sexual abuse? Yes No

5. Have you ever been accused of sexual harassment? Yes No

6. Have you been civilly or administratively adjudicated to have engaged in the activities described above? Yes No”

The employees, after hire, also complete a series of forms, including a DPS Employment Verification and a DPS Employment Statement. In both documents, the NCDPS has required the individual to confirm they have not engaged in any of the described activities listed in indicator (a). Staff is asked the aforementioned questions, and through signature, it creates a continuing responsibility to disclose such misconduct. The form sets forth a continuing affirmative duty to disclose any such misconduct. All employees confirm by signature the requirement to report any violation of the prohibited acts described in indicator (a) within 24 hours of occurrence. HR 05 Employee statement has the individual acknowledge this requirement directly after the PREA Questions listed in indicator (a). “I acknowledge and understand that, should I become subject to these prohibitions in my current position or any subsequent departmental position I may hold involving contact with persons in confinement or under supervision, I will notify departmental management within twenty-four hours of my involvement in any of the above. I understand the Department has the authority to conduct random criminal background checks to ensure compliance with these federal standards in relation to the Department’s employment practices.”

Indicator (g). All Chatham Youth Development Center employees must disclose all misconduct allegations, and any material omission or false information regarding misconduct will be grounds for termination. The agency Employee Applicant form explains that failure to report criminal charges and convictions may be subject to termination. The Auditor reviewed information from background checks and confirmed that no individuals had been disciplined or terminated in the past year for falsification of information related to past sexual misconduct or criminal behaviors. Form F-05 Application for Certification requires the employee to sign the following statement at the time of hire. The statement tells the employee that the condition exists throughout their employment with NCDPS. “Further, I understand that if I am

subject to these prohibitions, I may be subject to termination of employment. In addition, if I falsely certify my eligibility for employment and it is subsequently discovered that I have involvement in any of the above, I will be subject to termination or disqualification for employment for the falsification.”

Indicator (h). With the proper release of information, the North Carolina DJJDP allows the agency to disclose any PREA-related concerns to other institutions. Interviews with human resources staff confirm that they make requests from both internal and outside employers when hiring, but they report that as a new facility they have not receive similar requests from prior employees who go outside the NCDPS system. There were no requests directed to Chatham YDC about prior employees, but the regional office may handle these requests if the request went there.

**Compliance Determination**

The North Carolina Department of Public Safety has policies in place to address the requirements of the standard, including the completion of background checks and pre-employment screening that supports the agency’s efforts to screen out predatory candidates from employment. The pre-employment screening process is the same as that of other law enforcement applicants in the state of North Carolina. The Auditor interviewed the Human Resources staff at the Chatham YDC. The facility's Human Resources staff works with regional Juvenile Justice Office staff to process candidates and obtain criminal background checks. The facility has all staff and contractors undergo the same criminal background checks as employees. The NCDPS has employees sign acknowledgment forms that address various elements of this standard. The Auditor was also able to review appropriate personnel forms and criminal background checks for both employees and contractors. Many of the elements are in place to ensure potential staff, contractors, and volunteers hired are not a risk to the youth at the facility. The Agency has a system in place to check child abuse registries of potential candidates for employment or contracting. Compliance is based on policy, the documentation reviewed, and random files supporting the process in place. All staff members are aware of the criminal background process at hire and their obligation to report any contact with law enforcement, including any of the behaviors described in indicator (a). The Auditor determined compliance based on policy, interviews and the documentation found in staff files observed during the site visit.

<b>115.318</b>	<b>Upgrades to facilities and technologies</b>
	<b>Auditor Overall Determination:</b> Meets Standard
	<b>Auditor Discussion</b>

Policies and written/electronic documentation reviewed.

Chatham Youth Development Center Pre-Audit questionnaire

MS-7 Juvenile Justice Facilities Sexual Abuse and Harassment (PREA) Policy

NCDJJ PREA 100 Policy

Guide Document for Physical Plant Reviews.

PREA Coordinator's memo on the review of the facility in advance of opening

Individuals interviewed/ observations made.

Interview with the Deputy Secretary of the Division of Juvenile Justice

Interview with the facility Director

Interview with the PREA Coordinator

Observation on tour

Informal discussions with staff

Summary Determination

Indicator (a) Chatham Youth Development Center has not undergone any major renovations in the past three years. The facility is well-designed, with limited blind spots. The complex is made up of two housing wings with four total housing units and an administrative building with administrative, medical and visiting spaces. The agency policy addresses this indicator when it states, "When designing or acquiring any new facility and when planning any substantial expansion or modification of existing facilities, JJDP shall consider the effect of the design, acquisition, expansion, or modification upon the agency's ability to protect juveniles from sexual abuse."

Indicator (b) Chatham Youth Development Center has not added or upgraded its camera system since the last audit. Agency policy addresses the indicators concern. "When installing or updating a video monitoring system, electronic surveillance system, or other monitoring technology, JJDP shall consider how such technology may enhance their ability to protect juveniles from sexual abuse."

	<p>Compliance Determination</p> <p>The Chatham Youth Development Center is a well-designed facility with exceptionally good lines of sight. The Agency PREA Office and facility leadership confirmed there would be communication on any identified needs that would impact residents' safety. The agency PREA policy addresses the expectation of PREA safety (pages 8=9) when the agency is completing physical plant modifications or monitoring technology.</p> <p>Compliance is based on formal and informal interviews that support a consistent understanding of the need to limit blind spots through active supervision skills. Interviews with the PREA Office staff and the Facility Director support NCDJJ's commitment to regular review of its physical plant needs and electronic surveillance to enhance safety. Absent any modifications, the Auditor relied on policy and interviews to determine compliance since both indicators were not applicable.</p>
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<b>115.321</b>	<b>Evidence protocol and forensic medical examinations</b>
	<b>Auditor Overall Determination:</b> Meets Standard
	<b>Auditor Discussion</b>
	<p>Policies and written/electronic documentation reviewed.</p> <p>Chatham Youth Development Center Pre-Audit questionnaire</p> <p>MS-7 Juvenile Justice Facilities Sexual Abuse and Harassment Policy and Procedures</p> <p>PREA 300</p> <p>NCDPS Policy MS 4.1 Law Enforcement Notification</p> <p>NCDPS Memorandum to Local Law Enforcement Agencies and Sheriffs, PREA Investigations and Compliance,</p> <p>Best Practices in the Criminal Justice Response to Domestic Violence and Sexual Assault: Guidance for CCR/SART</p> <p>National Protocol for Sexual Assault for Forensic Exams Response Protocols</p> <p>NC General Statutes 114-12 State Bureau of Investigations Powers and Duties.</p> <p>State Board of Nursing Website (SAFE/SANE training)</p> <p>NC Dept of Administration Website (Sexual Assault Program)</p> <p>National Association of Forensic Nurses- Website</p>

NC CASA- Website

Chatham YDC Sexual Assault Response plan

OPA -120 Incident Tracking Form

OPA- 121 Chain of Custody Form

Second Bloom information

UNC Chapel Hill Hospital Information

NC-GS 150 Victims Compensation

Documentation of annual meeting with local law enforcement

Individuals interviewed/ observations made.

Interview with Medical Staff

Interview with Sexual Assault trained Investigator

Interview with Rape Crisis representative

Interview with Hospital staff about SAFE/SANE access and services

Correspondence with State Board of Nursing staff on SAFE training/ protocol

Summary Determination

Indicator (a) The North Carolina Division of Juvenile Justice and Delinquency Prevention facilities are not responsible for the completion of criminal investigations, including sexual assaults. The facility has trained investigators who would only complete administrative investigations. The facility would call local law enforcement staff to complete criminal investigations, including sexual assaults. As NCDJDP is part of the state's overarching law enforcement agency, the state's Office of Special Investigations may also complete Investigations. A letter from NCDPS was provided which reminds to police and sheriffs across the state about PREA requirements when investigating state facilities. The facility will have a trained Investigator of sexual abuse report to the facility immediately to help determine if the case is potentially criminal in nature. The agency's PREA Policy requires that local law enforcement be notified if there is a belief that a criminal act has occurred. "If there is evidence or suspicion that a delinquent act or crime may have been committed, local law enforcement should be contacted to conduct their investigation." A review of the facility PREA response protocol confirmed this expectation further.

In policy language the agency set expectation for involving local law enforcement. "Call 911 if there is evidence of physical or mental trauma requiring immediate

assistance. Contact law enforcement immediately if there is evidence or suspicion that criminal sexual conduct may have occurred.”

The Agency also has a policy on Law Enforcement Notifications, which requires the notification of law enforcement for all criminal acts, including sexual assault that may have occurred at other facilities. Agency policy states, “Procedures for Reporting Allegations of Sexual Abuse and/or Sexual Harassment that Occurred at a Prior Adult Correctional or Juvenile Confinement Facility:

1. Upon receiving an allegation that a juvenile was sexually abused and/or sexually harassed while confined at a prior adult correctional or juvenile confinement facility, the Facility Head/Chief Court Counselor that received the allegation shall notify the JJDP PREA Office and the Facility Head or

appropriate office of the agency where the alleged abuse occurred.

2. Such notification shall be provided as soon as possible, but no later than 72 hours after receiving the allegation.

3. The Facility Head/Chief Court Counselor shall document such notification by completing a memorandum to file sharing with the JJDP PREA Office, along with entering a case note in NC-JOIN documenting that a memo was shared with the JJDP PREA Office.

4. Upon receiving notification from another facility or agency that an allegation of sexual abuse and/or sexual harassment has been reported, the Facility Head/Chief Court Counselor shall ensure the allegation is investigated.”

A copy of the letter NCDPS sent to notify police departments and sheriff’s office was also provided for review. The PREA Checklist reviewed by the auditor also has space for documentation of that initial contact with law enforcement.

Indicator (b) The Chatham Youth Development Center medical staff would not complete forensic exams. The PREA Policy states, “When there are allegations of sexual abuse within the 72-hour period prior to coming to the attention of JJDP, the alleged victim shall be referred immediately for the

following evaluations:

1. A clothed Incident Injury Verification form (Form YDM 019) by the facility nurse (if onsite). The nurse shall compile a health assessment summary packet (including Sexual Abuse Incident Response Checklist (Form YD 001), Juvenile Medical Alert (Form YDM 002), and Juvenile Admission Health Assessment

form (Form YDM 167) to accompany the juvenile to the acute medical evaluation. Documentation of the body check and nursing assessment shall be documented on the Healthcare Services Progress Notes form (Form YDM 175). If the nurse is not on site, a designated staff member shall complete the

clothed Incident Injury Verification form (Form YDM 019) prior to transport and document the body check in Healthcare Services Progress Notes (Form YDM 175). The juvenile shall be transported for care with the Juvenile Medical Alert form (Form YDM 002) and the Sexual Abuse Incident Response Checklist

(Form YD 001), at a minimum, if the nurse is not on campus;

2. An acute medical evaluation to be conducted at a designated medical center (The alleged victim shall be transported immediately to the designated medical center in order to assure physical health and well-being, and to optimize evidence collection);

3. A comprehensive (non-acute) medical evaluation (which may include a brief forensic mental health interview and/or child medical interview) to be conducted at a designated medical center or clinic (The comprehensive medical evaluation shall be scheduled as soon as possible so that the evaluation can

be initiated within days of concerns coming to the attention of JJDP); and/or

4. A comprehensive forensic mental health evaluation may be conducted at the center (The forensic mental health evaluation shall be scheduled based on review by the senior person-in-charge and if recommended. The evaluation shall be initiated within 72 hours of the allegation).”

The Auditor spoke with local hospital which does have state-certified SANE nurses but the Supervisor confirmed they are trained. If one is not on site they will try to call one in to perform the exam. If a SANE trained nurse is not available documentation from the Hospital supports that all ED nurse are trained annually in completing the kits including competency tests. In NC the Nursing Board uses an approved curriculum that includes "National Protocol for Sexual Assault Medical Forensic Examinations, Adults/Adolescents." Interviews with local hospital staff where forensic exams would occur confirmed there is a standardized practice used to ensure consistent evidence collection. The Auditor also reviewed Best Practices in the Criminal Justice Response to Domestic Violence and Sexual Assault: Guidance for CCR/SART Response Protocols and reports from the state crime lab of evidence kit collection. The Best Practices in the Criminal Justice Response to Domestic Violence and Sexual Assault: Guidance for CCR/SART Response Protocols was developed with funding from US DOJ Violence Against Women Act. The updated protocol the Auditor reviewed references the "A National Protocol for Sexual Assault Medical Forensic Examinations: Adults/Adolescents: 2nd edition". A review of the document shows support for a victim-based approach. The document provides guidance on communication with victims and evidence for law enforcement to consider at the crime scene. It also provides direction to medical staff on considerations and promotes the use of forensically trained nurses. The NC Board of Nursing confirmed that the curriculum used for training comes from the International Association of Forensic Nurses, which references the DOJ document. The Coordinated response plan for Chatham Youth Development Center would have juveniles seen at UNC Chapel Hill Hospital, where there are SANE nursing services.

Indicator (c) The Chatham Youth Development Center Youth Development offers victims of sexual assault the ability to have a forensic exam without cost. The Auditor confirmed that there is no cost for sexual assault exams. The Auditor reviewed state statutes showing the state's obligation to pay for examinations since 2009. Funds are provided through the North Carolina Crime Victims Compensation Fund. As noted in indicator b), the state's Nursing Board confirmed the availability of Sexual Assault Nurse Examiners. Local hospital staff who report funding for exams comes from funds within the state government to ensure all victims come forward. Juveniles are guaranteed access to emergency services outside the facility, which include forensic exams. Discussions with the local hospital confirmed that they have Nurses trained in completing forensic exams. No Chatham Youth Development Center juveniles have reportedly been seen at the hospital for a forensic exam.

Indicator (d) Chatham Youth Development Center has had an Agreement with Second Bloom for the past 4 years. The Director provided a memo about their efforts to get a memorandum of understanding. The Auditor reviewed the agency website and reached out to the staff to confirm their ability to provide emotional support during exams and legal proceedings. The agency can also provide clinical support to victims if a resident wants support outside of the facility's mental health team.

Local Hospital staff confirmed the practice of also ensuring a rape crisis advocate is offered routinely as part of any forensic exams. The hospital representative confirmed that rape crisis services can provide trained accompaniment. The NCDPS also trains staff who volunteer to serve as PREA Support Persons (PSP) to work with victims of sexual assault. Though they are not specifically trained in forensic accompaniment, they serve as "go-to" persons for victims during and after the investigative process. The PSP will encourage the client to utilize the rape crisis center.

Indicator (e) Both hospital and agency staff confirm that a rape crisis staff would be available to help a victim through a forensic exam and criminal justice interview and provide ongoing support and referral to the victim. The PREA Compliance Manager confirms a willingness to work with local and state rape crisis agencies to build on experiences. Chatham YDC residents confirm that they could have professional visits as support on-site. The rape crisis agency website confirms they are able to provide accompaniment services at the local hospitals. There were no current youth using the services of the rape crisis agency.

Indicator (f) The Chatham Youth Development Center would have local law enforcement come to the facility to complete a criminal investigation. The Agency will also notify the Department of Social Services, which is responsible for investigating abuse claims involving youth. NCDPS will assign an investigator to

complete an administrative investigation from the juvenile justice facilities unless the alleged perpetrator is a staff member, and then the agency's Office of Special Investigations (OSI) will get involved.

Indicator (g) The Auditor is not required to review this indicator.

Indicator (h) NA- The Department of Public Safety offers all residents in the system access to rape crisis services. The Auditor received information on the training of Rape Crisis Advocates in North Carolina.

**Compliance Determination**

The North Carolina Department of Public Safety has put in place the necessary elements to ensure immediate response to allegations of sexual assault. The agency has trained its staff on how to preserve evidence until trained law enforcement staff can arrive. The state of North Carolina has in place trained Sexual Assault Nurse Examiners available at the hospitals in the region. The review of several websites and interviews with staff confirm the utilization of a standard protocol for evidence collection in sexual abuse cases. The Auditor spoke with hospital staff, who confirmed the availability of a forensic exam at the local hospital. Hospital staff confirmed this service would be done free of charge, and if a SANE is not on duty, they will attempt to call one in. It is also reported that a rape crisis agency would be called for victims of sexual abuse. In determining compliance, the auditor considered the availability of resources to effectively investigate, secure, and process evidence, the policies directing such investigations, and the one investigation file. Also taken into consideration in this determination was the overall staff knowledge displayed in the random staff interviews of how to preserve evidence, including instructions to the residents involved. Finally, the Auditor considered the information available from state agencies, Local Law Enforcement, non-profit victim's organizations, and the hospital.

<b>115.322</b>	<b>Policies to ensure referrals of allegations for investigations</b>
	<b>Auditor Overall Determination:</b> Meets Standard
	<b>Auditor Discussion</b>
	<p>Policies and written/electronic documentation reviewed.</p> <p>Chatham Youth Development Center Pre-Audit questionnaire</p> <p>MS-7 Juvenile Justice Facilities Sexual Abuse and Harassment Policy and Procedures</p>

Juvenile Justice Facilities Law Enforcement Notification and Requests for Charges.  
NCDPS Memorandum to Local Law Enforcement Agencies and Sheriff's, PREA  
Investigations and Compliance,

Individuals interviewed/ observations made.

Interview with Agency PREA Coordinator

Interview with CHATHAM YDC Director

Interview with Investigative staff

#### Summary Determination

Indicator (a) The NC Department of Public Safety has systems in place to ensure criminal and administrative investigations occur in a timely fashion. The NCDPS Juvenile Justice employs individuals trained in completing administrative investigations. The Chatham Youth Development Center does not employ individuals with law enforcement credentials at YDCs, so they will work with the local police/ Sheriff's departments on any criminal investigation. Chatham YDC had one criminal investigation of PREA in the past year. The Auditor did speak to juveniles report that they had made a PREA allegation in the past year of sexual abuse or sexual harassment. The agency's PREA Policy states,

"A. Staff members who receive an allegation of sexual abuse or possible sexual abuse from any source, whether verbally or in writing, shall immediately take action to provide for the safety of the juvenile.

B. If there is an alleged crime scene under control of JJDP (e.g., a JJDP vehicle or office) where evidence may be present, the scene shall be secured until law enforcement assumes responsibility of the scene.

C. In response to allegations of recent (within 72 hours) sexual abuse, staff shall:

1. Physically separate the alleged victim and aggressor, if applicable;
2. Call 911 if there is evidence of physical or mental trauma requiring immediate assistance;
3. Contact law enforcement immediately if there is evidence or suspicion that criminal sexual conduct may have occurred;
4. If the abuse occurred within a time period that still allows for the collection of physical evidence, request that the alleged victim not take any actions that could destroy physical evidence, including, as appropriate, washing, brushing teeth, changing clothes, urinating, defecating, smoking, drinking, or eating; and If the

abuse occurred within a time period that still allows for the collection of physical evidence, ensure that the alleged abuser does not take any actions that could destroy physical evidence, including, as appropriate, washing, brushing teeth, changing clothes, urinating, defecating, smoking, drinking, or eating;

5. Notify the appropriate Department of Social Services within 24 hours regarding all knowledge, suspicion and/or information pertaining to sexual abuse involving a juvenile;

6. Notify the Chief Court Counselor immediately, who shall in turn notify the Area Administrator; and

7. Inform the alleged victim's parents and/or legal guardians within 24 hours unless parent/guardian is named as the assailant.”

As noted above the NCDJJ clearly expects all allegations received by staff to be reported to supervisor, and when appropriate local law enforcement and the department of Social Services. Staff interviewed understood that all allegations, no matter the source, must be reported. They understood failing to report a sexual abuse allegation could be a crime and is a terminable offence.

The Chatham County Youth Development Center has had one incident of sexual abuse by staff which was investigated both criminally and administratively. The incident was not reported at the time but later reported to staff of another facility. The facility investigated two other allegations in the past year; an unwanted touch by a juvenile and a harassment allegation against a staff. The investigation files for all three were provided to the Auditor for review. The OSI supervisor confirmed that if in the administrative investigation, facts reveal that potential criminal behavior has occurred, the investigator will notify the local law enforcement immediately.

Indicator (b) The NCDPS has a policy that addresses this standard's requirements. The PREA policy as noted in indicator (a) requires notification to local law enforcement who have investigatory authority. The parent agency NCDPS includes the state police force. The Deputy Director has previously sent memos to all law enforcement agencies on their responsibilities in investigating sexual abuse at NCDJJ facilities. Policy language also sets forth the expectation of facility staff to protect evidence and cooperate in criminal investigation. Agency policy can be searched through the state website, and all contact with outside law enforcement is required to be documented in incident reports and facility logs. An incident report is also required to be entered into the agency incident portal TROI, which documents the referral. All PREA Incidents are also sent to the NCDJJDP PREA Office. The facility also has a PREA Incident checklist that will document the notification to local law enforcement and the facility investigator. The facility-trained Investigator described how an investigation is assigned if a central office staff member reviews the TROI initial report and determines the most appropriate individual to complete the administrative investigation. The Investigator reports that they can be sent to other Juvenile Justice facilities as needed to complete investigations. The Office of Special

Investigations will work with local police on allegation against staff ensuring appropriate communication is maintained to prevent procedural conflict in the criminal and administrative investigations.

Indicator (c) Agency PREA policy describes the relationship between the facility and the expected criminal investigators who come to the YDC. Juvenile Justice Facilities Sexual Abuse and Harassment (PREA) Policy describe the expectations of the investigators and the facility in ensuring a thorough investigative process occurs. The Auditor also reviewed documents from the Head of the Department of Public Safety to all of the state law enforcement agencies on completing PREA-related sexual abuse investigations and a policy on Law Enforcement Notifications. The policy also discusses the need to have individuals seen by trained SAFE nurses at local hospitals. YDC Law Enforcement Notification Policy further describes the communication that should occur between the Chatham YDC and the Chatham County Sheriff's Office or the Silar City Police Department. The Director was aware of the need to ensure open communication between the agencies would occur. The NCDPS Secretary has previously provided a memo to local law enforcement agencies on their responsibilities to investigate sexual assault allegations with an understanding of the Prison Rape Elimination Act. Interviews with the facility Director and the PREA Coordinator confirmed the cases involving staff were referred to the Office of Special Investigations.

Indicator (d) Auditor is not required to audit this provision.

Indicator (e) Auditor is not required to audit this provision.

#### Compliance Determination

The North Carolina Department of Public Safety has a policy and trained investigative staff in place or through agreement to ensure all allegations of sexual assault and sexual harassment are investigated. The YDC has developed a relationship with locally trained law enforcement staff persons who will ensure all crimes, including sexual assaults, are investigated. In addition, the Department of Social Services (child welfare agency) is also required to be notified under state law. The Youth Development Center initially investigates all incidents to determine if the allegation is criminal. The Administrative Investigator reports that if any information is obtained during an administrative investigation, then the local criminal investigator would be called immediately. Compliance was determined based on the published policy and the investigative information provided by the agency staff. Compliance is determined by utilizing the above-stated information, which meets the requirements of Indicators (a) and (b). Interviews further supported compliance in that the agency takes all allegations seriously and ensures the impartiality of

	staff-involved events.
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115.331	Employee training
	<b>Auditor Overall Determination:</b> Meets Standard
	<b>Auditor Discussion</b>
	<p>Policies and written/electronic documentation reviewed.</p> <p>Chatham Youth Development Center Pre-Audit questionnaire</p> <p>MS-7 Juvenile Justice Facilities Sexual Abuse and Harassment Policy and Procedures</p> <p>JJ PREA 100 policy</p> <p>Chatham YDC staff training records and acknowledgment forms</p> <p>State-approved training program outlines (past three years)</p> <p>Comprehensive training Document</p> <p>New Employee Orientation Manual</p> <p>PREA Signage for staff</p> <p>PREA Acknowledgment form</p> <p>PREA Certificates</p> <p>Individuals interviewed/ observations made.</p> <p>Interview with Chatham Director</p> <p>Interview with PREA Compliance Manager</p> <p>Interviews with random staff</p> <p>Staff files reviewed on site</p> <p>Summary Determination</p> <p>Indicator (a) The Chatham Youth Development Center ensures all staff are trained in the agency's Zero Tolerance for Sexual Misconduct toward residents. All employees, no matter what role in the institution, are aware of their role in the prevention, detecting, and responding to sexual assault and sexual harassment of residents. Random staff were able to describe in the interviews how in their day-to-day job,</p>

they keep residents PREA safe. The staff members knew the signs and symptoms of someone who may have been victimized, could identify high risk populations, the rights of residents related to PREA and were able to give examples of why sexual assaults may occur in juvenile settings. Staff persons confirmed they get training on how to avoid getting into undo familiarity with a resident, the criminal liability for failing to report a PREA incident, and how to respectfully work with all residents. Staff were able to provide information on the required elements of this indicator that they have been trained on. The staff knew they were mandated to report all forms of abuse or neglect to facility leadership and the Department of Social Services as prescribed in North Carolina law. The agency PREA policy states, "A. All employees shall receive initial instruction related to:

1. It's zero-tolerance policy for sexual abuse and sexual harassment;
2. How to fulfill their responsibilities under agency sexual abuse and sexual harassment prevention, detention, reporting, and response policy and procedures;
3. The right for juveniles to be free from sexual abuse and harassment;
4. The right for juveniles and staff to be free from retaliation for reporting sexual abuse and harassment;
5. The dynamics of sexual abuse and sexual harassment involving juveniles and specifically in juvenile facilities;
6. The common reactions of juvenile victims of sexual abuse and sexual harassment;
7. How to detect and respond to signs of threatened and actual sexual abuse and how to distinguish between consensual sexual contact and sexual abuse between juveniles;
8. How to avoid inappropriate relationships with juveniles;
9. How to communicate effectively and professionally with juveniles including lesbian, gay, bisexual, or gender nonconforming juveniles;
10. How to comply with relevant laws regarding mandatory reporting of sexual abuse to outside authorities; and
11. Relevant laws regarding the applicable age of consent."

The Auditor reviewed related training materials to confirm the required content was presented. The document reviewed by the auditor included a 170 slide outline of the course. The agency provides a thorough review of expectations toward keeping juveniles safe from sexual abuse which includes video of advocates, correctional professionals and victims. In addition to the annual PREA training, the agency provides additional posters to the facility that remind both staff and resident about the agency's zero tolerance stance toward sexual abuse, sexual harassment or retaliation of any person who cooperates in an investigation of such acts. The

facility also has other documents from the training posted in the facility to provide constant reminders of the training. The 'How to Report' poster and 'Red Flag' posters are up in multiple locations along with all the posters geared toward juveniles, The Staff also report PREA is a routine topic of staff meetings.

Indicator (b) The Chatham Youth Development Center houses a population of both male and females at the time of the site visit. The agency trains all staff on the different reactions to abuse male and female residents might display. After the academy, all staff are provided with onsite refreshers in a classroom setting. Interview with staff support, they are aware of how male and female juveniles might react differently to abuse. They were aware of trauma and its frequency in the population served at Chatham Youth Development Center. Staff knew that each person's reaction to trauma was different. No staff had transferred into the facility in the past year from an all-male or all-female juvenile facility.

Indicator (c) The NCDPS Juvenile Justice employees receive classroom training on PREA while in the state's NCDPS Training Academy, which covers the required elements in indicator (a). Chatham Youth Development Center staff report ongoing training in a classroom setting and through the online Power DMS platform. The Auditor was provided with the last three PREA training updates which supports ongoing review of information. The interviews with staff confirm annual training at a minimum occur. The staff report PREA related topics are covered in shift briefings and that they receive policy updates they must review and sign for. Files be uploaded contained information consistent with answers provided in random staff interviews further supporting compliance with the indicator. The Auditor also confirmed with some of the newest hires that they were educated on PREA before counting on the shift.

Indicator (d) Employees have to take an exam for which they receive a certificate for their Human Resources file. The Auditor also saw a training report used by facility administration to track employees' completion of annualized training. The PREA online course has a test embedded in it, which staff must answer correctly to pass and get credit for the course. Staff knew to go to the PREA Compliance Manager if they were unclear on the information. The random staff were able to answer the auditor's questions, further supporting the fact that they had retained the information presented.

#### Compliance Determination

All staff are trained in NCDPS's zero-tolerance policies toward sexual assault and sexual harassment. The employees, contractors, and volunteers sign off, confirming

	<p>they have been trained on PREA and understanding policies. Staff files reviewed as part of standard 115.317 showed this documentation. The North Carolina Department of Public Safety has a training program for all staff related to the requirements on indicator (a). New employees are first exposed to PREA training in the agency's Juvenile Justice Academy. Agency policy addresses the requirements of the standard, including the required areas of education found in indicator (a), the frequency of training, and gender-specific understanding of sexual victimization, which is important for staff. All employees (including the contracted medical and mental health staff) have had on-site training and understand the facility's Sexual Assault Response plan. Staff are provided with visual documents posted in the facility to reinforce the classroom experience.</p> <p>All staff interviewed confirmed regular training on PREA. Random staff interviews confirmed they were aware of the different aspects of the training presentations and were able to give examples of information provided. Staff responses support a clear education program where key elements have been reinforced, and training information is retained. Training records and staff interviews further support the fact that staff PREA-related education happens regularly. The Auditor confirmed the staff training dates, including initial PREA training and most recent PREA training. Compliance determination was based on random training records checked on-site, matching the information in the OAS file, the material used in presentations, and random staff members' ability to share examples of the content they had learned as part of PREA training that was consistent with standard requirements.</p>
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<b>115.332</b>	<b>Volunteer and contractor training</b>
	<b>Auditor Overall Determination:</b> Meets Standard
	<p><b>Auditor Discussion</b></p> <p>Policies and written/electronic documentation reviewed.</p> <p>Chatham Youth Development Center Pre-Audit questionnaire</p> <p>MS-7 Juvenile Justice Facilities Sexual Abuse and Harassment Policy and Procedures Brochure for Volunteers</p> <p>Contracted Staff training records</p> <p>Training materials for volunteers and contractors on PREA</p> <p>Contractor (PREA orientation acknowledgment form)</p>

Individuals interviewed/ observations made.

Interview with Chatham YDC PREA Compliance Manager

Interview with Contractor

Observation on tour

#### Summary Determination

Indicator (a) The Chatham Juvenile Detention currently has 4 contractors and 18 volunteers who have access to the juveniles. The facility reports they had only healthcare contractors and religious services volunteers in the past year who have been approved for contact with juveniles. All contractors receive the same general PREA training that all individuals at Chatham YDC receive. Volunteers, when allowed, are registered in the facility and those who have routine access to the facility are required to undergo an onsite education program on responsibilities and procedures for keeping a safe environment. The Agency Policy states for all new contractors or volunteers the following:

"A. One-time volunteers shall be briefed on PREA requirements and sign the PREA Acknowledgement form (Form OPA-T10) before initiating their services. If the volunteers have contact with juveniles, certified staff will be present to provide continuous supervision.

B. Recurrent volunteers shall be provided the same training as required for employees in section 1.7.1 (A) and sign the PREA Acknowledgement form (Form OPA-T10) before initiating their services.

C. Recurrent volunteers shall re-sign the PREA Acknowledgement form (Form OPA-T10) annually."

As part of that program, the individuals are trained on PREA consistent with the agency policy which outlines training expectations to inform them how to support a zero-tolerance culture and know when and how to report concerns. They are provided with a staff-directed training class by the PREA Compliance Manager, which provides a volunteer brochure that addresses expectations related to PREA. The Policy also requires that volunteers are trained annually and they sign annually that they understand PREA and their obligations. It states: "Recurrent volunteers shall be provided the same training as required for employees in section 1.7.1 (A) and sign the PREA Acknowledgement form (Form OPA-T10) before initiating their services. Recurrent volunteers shall re-sign the PREA Acknowledgement form (Form OPA-T10) annually." Interviews with the contracted staff and volunteers confirmed they received training when they were initially granted access to the facility and that they continue to receive the training annually. The facility reported 32 combined contracted staff or volunteers are approved to access the facility and have been trained on PREA and the Zero-tolerance policy toward sexual abuse or harassment of youth in custody.

Indicator (b) The training as noted in indicator (a) includes distinct levels of training that address how to report a PREA concern. Contracted staff providing direct services to residents undergo full DPS PREA training. Individual volunteers who have routine visits would get the full training of PREA 101. The one-time visitor gets an abbreviated educational on PREA. All individuals entering the facility will have access to information on PREA and how to report a concern. The Auditor saw postings informing all visitors on PREA, the zero-tolerance stance of NCDJDP, and how to report a concern. Staff confirmed the information on the postings is reported to families when they come for family visits. The Auditor saw information posted in the entrance area.

Indicator (c) PREA policy requires the facility's PREA Compliance Manager to keep track of the training for all contractors or volunteers. The policy requires, "At a minimum, all volunteers must review and sign a PREA Acknowledgement Form (OPAT10). The application process will not be complete until the PREA Acknowledgement Form is signed and returned to the center/location. Forms shall be maintained at the center/location and be available for examination during the peer review process or DPS/Division audits individuals to sign for the information they receive." The Auditor was provided records for both contracted staff and volunteers, including the PREA acknowledgment form they signed after completing the training course. The Document they are required to sign includes expectations, "You have an obligation to: (1) maintain clear boundaries with offenders/juveniles and (2) establish a relationship of

authority, objectivity and professionalism. You must not allow the development of personal, unduly familiar, emotional or sexual relationships to occur with offenders/juveniles." Defines sexual abuse and sexual harassment consistent with federal definitions and informs them of the felony level of charges and, their responsibility to report any knowledge or suspicion of abuse. "All forms of sexual abuse and sexual harassment of offenders/juveniles are in contradiction with NCDPS policy and may be against NC law. Therefore, if you are aware of any such incidents you have a duty to report immediately."

#### Compliance Determination

The Chatham Youth Development Center is compliant with the standard expectations. Chatham YDC ensures all contractors and volunteers receive training in the agency's efforts to prevent, detect, and respond to sexual assault and sexual harassment. Training records, interviews with contractors, support they have received comprehensive training equivalent to their level of contact with the residents on the 'Zero Tolerance' toward any sexual abuse or harassment of residents. Contracted staff and volunteers confirm they receive required facility based PREA training. Compliance was determined through supporting documents and interviews with the contracted staff who were able to identify training elements.

	They could all explain how they could report a PREA concern at the facility if it arises.
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<b>115.333</b>	<b>Resident education</b>
	<p><b>Auditor Overall Determination:</b> Meets Standard</p> <p><b>Auditor Discussion</b></p> <p>Policies and written/electronic documentation reviewed.</p> <p>Chatham Youth Development Center Pre-Audit questionnaire</p> <p>MS-7 Juvenile Justice Facilities Sexual Abuse and Harassment Policy and Procedures</p> <p>DJJ PREA 100</p> <p>The resident files show that they have received the PREA educational materials.</p> <p>OPA-T300 Resident Acknowledgement Form</p> <p>DJJ PREA Respect Brochure (English/Spanish)</p> <p>Expect Respect Poster English/ Spanish)</p> <p>Facilitator training guide for Expect Respect</p> <p>MOC Student Manual</p> <p>Juvenile Education Materials</p> <p>Juvenile Records</p> <p>Individuals interviewed/ observations made.</p> <p>Interview with Intake Staff Person</p> <p>Interview with case managers</p> <p>Interview with Residents</p> <p>Observation on the tour of PREA Signage in two languages</p> <p>Summary Determination</p> <p>Indicator (a) All Residents are provided information about PREA upon admission to Chatham YDC. Agency policy addresses the requirement for PREA education upon</p>

admission. The policy MS-7 states, "A. Each JJDP facility shall administer juvenile education consistent with the current Juvenile PREA Education Guide developed and disseminated by the JJDP PREA Office, to include completion of the PREA Education Acknowledgement (Form OPAT300) by the juvenile, as noted therein.

B. Upon intake or transfer to a facility, all juveniles shall receive comprehensive age appropriate education on:

1. The agency's zero-tolerance policy for sexual abuse and sexual harassment and their right to be free from sexual abuse and sexual harassment;
2. Their right to be free from retaliation for reporting such incidents;
3. How to report incidents of sexual abuse and sexual harassment; and
4. Response procedures for sexual abuse, sexual harassment, and retaliation incidents."

They are provided with this information in the form of DJJ PREA brochures, rack cards, and postings in the facility. The information is in English and Spanish, the two most common languages in the facility. The intake officer can use interpretive services if residents speak another language in that facility. The NCDPS uses information videos created for juvenile facilities by the National PREA Resource Center alongside information they had previously used. The auditor met with a trained intake staff member who reviewed the materials and the steps they take to educate residents because the Auditor could not observe an admission. The residents interviewed were able to explain reporting information consistently that they had learned at intake and through watching a video. They were able to give options in making reports as described in the video. Residents at Chatham are currently transferred from pre-trial detention facilities where they also receive the same PREA education. By using a consistent training program and procedures for reporting across the system NCDJJ youth have a good understanding of their rights and how to report a concern about sexual misconduct. The Auditor reviewed the curriculum that describes both initial and follow up education expectations including the elements described in this standard for educating youth in their Juvenile justice facilities.

There are envelopes available on each unit next to a mailbox already addressed to the residents for a variety of reporting options. The residents are also provided information on the right to contact the Local Rape Crisis Agency for support, even if their abuse happened at another point in their lives. NCDJJ utilizes the local Department of Social Services as an option for residents looking to speak with an outside agency. As mandated reporters they staff must report all allegations of abuse to DSS. The Auditor observed phone numbers on signage for the Rape Crisis agency and the Local Department of Social Services office (child Welfare agency). The residents do not dial the phone in a juvenile environment, but they confirmed they believe they can make calls with the social workers or in the room used for interviews if more privacy is needed. Intake staff provides education interview support, and they will spend time explaining PREA to residents and break down

information into easy-to-understand discussion points. The intake staff interviewed support the idea that they spend time explaining PREA to residents and will break down information into easy-to-understand discussion points. Intake staff reported, and residents confirmed that the PREA education occurred during the first few hours they were on site. In the year prior to the audit, 21 individuals were admitted, and all individuals were provided PREA education. Residents confirmed getting PREA materials at intake even though they had been transferred from Juvenile Detention or other Youth Development Centers. The educational material on PREA is presented as age-appropriate, and there was additional colorful and easy-to-read information on PREA and sexual safety throughout the facility. All residents interviewed were able to describe what Zero Tolerance meant in their own words. Any individual with comprehension issues will be identified through the education staff at the facility. The Juvenile interviewees confirmed they received an initial description of PREA which the counselor completed their intake and that they received more training including a video with the youth in the first week.

Indicator (b) All Chatham Youth Development Center residents are provided with a review of the facility-specific PREA information on the first day in the facility. The facility provided comprehensive within the first 10 days. They report no juveniles with hearing or sight issues have been admitted in the past year. There have been no LEP residents in the past year, but the intake staff and the random staff knew about the translation services that could be used to educate a juvenile about PREA. Juveniles interviewed were aware of their rights to be free from sexual abuse or harassment and that there is no retaliation against individuals who report a PREA Incident. The residents knew there were staff who could help them if they had comprehension concerns. The school staff perform academic screening which would also alert staff to individual with barriers to comprehension through it exceptional child report. The residents also knew that there is to be no sexual contact between residents and that there are consequences for staff or residents who violated this rule. Residents report that sexual abuse or sexual harassment is not a thing they see happening. Residents interviewed stated a facility is a place where they feel safe from sexual harassment or sexual abuse. The report would go to a staff they trust and believe staff would take it seriously and keep people safe. Residents most commonly stated they would tell their families or court staff for outside reporting. Many residents knew what DSS was and that they could report abuse to them or their attorney. The residents knew there was a phone number for the local rape crisis agency, but not many could provide information on what services they might provide. The resident stated that emotional support counseling was available through the facility's mental health staff. They report that they can just tell staff and that they will come to see them within the day or that they will be put on the phone with them if it is urgent. The residents were able to identify the Director as the facility PREA Compliance Manager consistently.

Policy language reviewed by the Auditor sets the requirement consistent with the standard. "Within 10 days of admission, comprehensive PREA education must be provided. Staff shall utilize the Juvenile PREA Education Guide issued by the JJDP

PREA Office to ensure sufficiency of education and documentation.” The OAS supports 100% of the residents who received all the required information in the first 10 days.

Indicator (c) All residents at Chatham Youth Development Center have received an education in PREA. The Auditor also spoke to residents and reviewed case files to confirm education dates against the provided documentation. As a sentenced facility, all juveniles are transfers into the facility from another NCDJJD facility. The Intake person confirmed that there is no difference in how education materials are presented for a new admission or a transfer. The process for reporting a concern is uniform across the system of juvenile justice facilities the Auditor has visited. In doing so the youth are very familiar with options of reporting a concern if it was to arise.

Indicator (d) Agency Policy MS-7 speaks to ensuring LEP and disabled individuals have full access to services. “Each JJDP work location shall take appropriate steps to ensure that juveniles with disabilities (including, for example, juveniles who are deaf or hard of hearing, those who are blind or have low vision, or those who have intellectual, psychiatric, or speech disabilities) and juveniles who are Limited English Proficient, have an equal opportunity to participate in or benefit from all aspects of JJDP’s efforts to prevent, detect, and respond to sexual abuse and sexual harassment by:

1. Ensuring effective communication with juveniles who are deaf or hard of hearing by providing written materials, or as needed, access to interpreters who can interpret effectively, accurately, and impartially, both receptively and expressively, using any necessary specialized vocabulary;
2. Ensuring that written materials are provided in formats or through methods that ensure effective communication with juveniles with disabilities, including juveniles who have intellectual disabilities, limited reading skills, or who are blind or have low vision;
3. Providing interpreters who can interpret effectively, accurately, and impartially, both receptively and expressively, using any necessary specialized vocabulary; and.
4. Not relying on juvenile interpreters, readers, or other types of assistance except in limited circumstances where an extended delay in obtaining an effective interpreter could compromise the juvenile’s safety, the performance of first response duties under PREA standard § 115.364 or the investigation of the juvenile’s allegations.”

Education is available in multiple languages and forms, from written to large print documents. Chatham Youth Development Center had no residents at the time of the onsite visit who could not speak English. There were no LEP residents in the past

year, reportedly. Language line services are available as noted in standard 115.316. The Auditor confirmed the number of interpretive services was active. Staff reported that they knew where to obtain the information to make interpretive calls. Residents support the idea that they can go to staff if they need assistance in comprehension of written or oral PREA education. The facility has a full school environment, so individuals with comprehension issues will be identified. The assistance is available to any individual who needs help, including those with hearing or vision issues as well as those with physical disabilities, cognitive limitations, or those who cannot read. The Auditor saw postings at Chatham YDC in both English and Spanish, the two most spoken languages at the facility. As noted before, the facility has teachers who will identify “exceptional Juveniles” who include individuals in these populations and ensure supports are in place to allow them to fully participate in all programming and supports offered by the facility, including the Zero Tolerance program toward sexual abuse and sexual harassment. The form residents sign confirming they were educated on PREA is also available in Spanish.

Indicator (e) Records were reviewed for a random sampling of current clients along with previously discharged youth from the past year’s admissions. The documentation reviewed confirmed the facility tracks the education of residents. The auditor, as stated, was provided with the education confirmation in both English and Spanish. Signage was at appropriate sight levels; there were signs higher on the wall, but the signs were large print and could be easily read from across the room PREA Policy Language requires documentation of resident education. “Juveniles will sign a Juvenile PREA Education Acknowledgement (Form OPA-T301). The Court Counselor conducting the intake shall document in NC-JOIN that the juvenile was provided PREA information and maintain the signed Form OPA-T301 in the juvenile’s case file.” Residents were able to explain the information they learned in their own words. The Auditor asked the residents to define what zero tolerance meant to them, who it applies to, what kind of trouble a person would be in for harassing or assaulting a peer, and how to report a concern.

Indicator (f) The Agency PREA Policy, MS-7 Juvenile Justice Facilities Sexual Abuse and Harassment Policy and Procedures MS-7 Juvenile Justice Facilities Sexual Abuse and Harassment Policy and Procedures, addresses the indicators concerns. “Information about the juveniles right to be free from sexual abuse and sexual harassment and how to report incidents of sexual abuse and sexual harassment shall be continuously available or visible to juveniles through posters, handbooks, or other written formats.” Observations throughout the tour support the fact that there are continuous materials available to residents. The information viewed included an admission packet, posters, and other signage about PREA or resources such as the local rape crisis agency. The resident support that they know how to access information on PREA and confirmed they received it at intake. Appropriate provisions shall be made as necessary for residents not fluent in English, persons with disabilities, and those with low literacy levels. More than a dozen PREA-related

signs were in the four housing units, and additional information was posted in the common areas and lobby space. The facility also has a large three-ring binder with all the information staff would need related to PREA and how to respond in the event of an incident.

**Compliance Determination**

The North Carolina Department of Juvenile Justice’s PREA policy sets forth the expectation of the timeliness of resident education, how education is delivered, and the requirement for materials for LEP and disabled residents’ education. Residents at Chatham YDC confirm they are educated on PREA and zero tolerance expectations as soon as they get to the facility. The facility reviews information with the residents on the zero-tolerance expectation toward sexual abuse, how to keep oneself safe, and how to report a concern. Residents confirmed they are provided with such information. The residents signs the information reviewed and it is placed in their case record. The facility has PREA educational materials available to residents in the form of brochures, rack cards, and posters. Information in the written document seen on the tour includes phone numbers for the state PREA Coordinator, how to report to an outside agency (Department of Social Services), and the local rape crisis agency. Compliance determination considered the supporting educational documents, the residents’ answers about education, and their knowledge about facility-specific steps for reporting a concern. Further supporting compliance is the Auditor's review of resident records, which showed timely education of the materials viewed during the tours. The Auditor also weighed heavily on the residents' ability to explain in their own words information they had learned about how to report a concern, including internal and external reporting options.

<b>115.334</b>	<b>Specialized training: Investigations</b>
	<b>Auditor Overall Determination:</b> Meets Standard
	<b>Auditor Discussion</b>
	<p>Policies and written/electronic documentation reviewed.</p> <p>Chatham Youth Development Center Pre-Audit questionnaire</p> <p>MS-7 Juvenile Justice Facilities Sexual Abuse and Harassment Policy and Procedures</p> <p>DJJ PREA 300 poli</p> <p>Training Material from NCDPS on completing administrative investigations.</p> <p>Training Records of Investigators</p>

Understanding Sexual Violence Document

Coordinated Response Overview

Individuals interviewed/ observations made.

Interview with Agency PREA Coordinator

Interview with trained Investigators

Observation on tour

Summary Determination

Indicator (a) The North Carolina Department of Public Safety includes the state's law enforcement agency. The Department of Public Safety has local law enforcement agencies complete criminal investigations at its state juvenile facilities. Agency PREA Policy 300 defines the required training of a PREA administrative Investigator. "A DPS employee who has been assigned or designated to administratively investigate a report of alleged offender, resident, or safekeeper sexual abuse and/or sexual harassment and has received specialized training in conducting such investigations in confinement settings." The PREA policy MS-7 also addresses training expectations for investigators. "Sexual Abuse and Sexual Harassment (SAH) Investigators

A. In addition to the routine training requirements for employees or contract staff, all staff who will be assigned to complete investigations into sexual abuse or sexual harassment shall complete additional training in conducting such investigations. This training shall include:

1. Techniques for interviewing juvenile sexual abuse victims;
2. Proper use of Miranda and Garrity warnings; and
3. Sexual abuse evidence collection; and the criteria and evidence required to substantiate a case for administrative action or prosecutorial referral.

Policy goes on to state, "No JJDP employee or contract staff who has failed to satisfactorily complete this training shall be authorized to conduct an investigation in an allegation of the sexual abuse or sexual harassment of a juvenile."

Chatham Youth Development Center has one staff Investigator on its own team. The state reports all critical incidents to central office who will determine if in the case of administrative investigations, it will be completed by a staff member from the facility or a trained individual from another facility to ensure impartiality. If the allegation is against a staff member the investigation will be assigned to the Office of Special Investigations for NCDPS. The North Carolina Department of Public Safety

was able to train a cadre of staff members on how to complete sexual assault investigations. The agency has sufficient staff to ensure each facility has sufficiently trained investigative staff. The OSI Supervisor has 7 staff most with law enforcement backgrounds, to complete investigation involving staff. If a resident-on-resident administrative investigation is required the trained staff investigator could complete it or the agency can assigned other trained individuals from the region.

Indicator (b) The Auditor reviewed the training outline developed by the North Carolina Department of Public Safety to ensure the content was consistent with the topics required by the standard. The training outline was 57 pages long. The materials reviewed and the interview with a trained investigator confirmed the training covered how to communicate with a victim of sexual assault, the use of Miranda and Garrity Warnings, proper steps in the collection and preservation of evidence, and the factors in making a determination of substantiation for administrative action or prosecutorial referral. The curriculum document reviewed by the Auditor listed the Learning Objective of the training as follows:

1. Identify the "Prison Rape Elimination Act (PREA) of 2003" and the National Standards
2. Identify North Carolina sexual offense statutes.
3. Identify Division Sexual Abuse and Harassment Policies.
4. Define Investigative Warnings.
5. Define Interviewing.
6. Identify the characteristics of a good interviewer.
7. Define the rules of successful Interviewing.
8. Define the Skill Learning Cycle.
9. Identify verbal behaviors of untruthfulness.
10. Identify the five basic types of lies.
11. Define a report and its purpose.
12. Identify responsibilities of the investigating officer in sexual abuse and harassment incidents.
13. Define Incident Scene and Evidence Processing.
14. Identify the role of the PREA Support Person.
15. Demonstrate how to conduct and document a proper investigation.
16. Demonstrate an understanding of preparing the investigating officer's

comments.

17. Define Investigation timeframes.

18. Identify the role of Department employees in Criminal Prosecutions.

19. Identify the applicability of the North Carolina Division of Adult Correction (Prisons & Community Corrections) and the Division of Juvenile Justice and Delinquency Prevention Policy and Procedures.

The training materials review the use of Miranda and Garrity warnings in the section on Investigative warnings, but they are not authorized to offer those as an administrative investigator. The auditor confirmed the training content in interviews with the facility investigator and the OIS Supervisor. The investigator who was spoken with was able to relate the information they received in the training and how they have used such information in their investigations in the past.

Indicator (c) The training records for the one trained facility supervisor was provided. The Auditor has seen training record of other staff in facilities near by who could complete the investigation.

Indicator (d) The Auditor is not required to audit this provision.

#### Compliance Determination

The North Carolina Department of Public Safety ensures that staff who complete investigations have received appropriate specialized training on investigating sexual assault in a correctional setting. The Auditor had to rely on the materials and the information provided (training materials, records) and interviews with the trained investigator. The trained investigator was able to describe the training provided, their approach to an investigative process, how the training discussed interviewing victims, and the steps taken in determining an outcome. They also discusses how he would maintain communication with the criminal investigators to ensure his efforts did not impede their work. Compliance was based on the interview with a trained investigator, the OSI Supervisor, the training materials provided, and the sufficient resources in place to investigate sexual abuse or sexual harassment claims.

<b>115.335</b>	<b>Specialized training: Medical and mental health care</b>
	<b>Auditor Overall Determination:</b> Meets Standard
	<b>Auditor Discussion</b>

Policies and written/electronic documentation reviewed.

Chatham Youth Development Center Pre-Audit questionnaire

MS-7 Juvenile Justice Facilities Sexual Abuse and Harassment Policy and Procedures

PREA training materials for Medical and Mental health staff

Documentation of staff training

Individuals interviewed/ observations made.

Interview with Nurse

Interview with a Qualified Mental Health Professional

Summary Determination

Indicator (a) the Chatham Youth Development Center has both medical and Mental Health staff. The agency trains staff on PREA-specific considerations from the medical and mental health provided perspective. The training materials and the staff interviewed included information that the training addressed signs and symptoms of abuse, communication with a victim, how to report an allegation, and how to preserve evidence. Nursing staff were aware that they should not clean any injuries and only treat critical health concerns before transport to the local hospital for a rape kit. Mental Health staff were also prepared to work with individuals who are victims of sexual abuse. The Agency PREA policy defines the topics to be covered in specialized training for medical and mental health staff.

“In addition to the routine training requirements for employees or contract staff, all medical and mental health staff shall complete specialized PREA for medical or mental health staff training. This training shall include:

1. How to detect and assess signs of sexual abuse and sexual harassment;
2. How to preserve physical evidence of abuse;
3. How to respond effectively and professionally to juvenile victims of sexual abuse and sexual harassment; and
4. How and to whom to report allegations or suspicions of sexual abuse and/or sexual harassment.”

The individuals interviewed confirmed that the training covered signs of abuse, how to speak to individuals who had recently undergone trauma, and who in the facility must be notified if a juvenile reports sexual abuse. The Mental health person knew the importance of protecting evidence including encouraging the victim not to do anything that may destroy evidence. The Nurse was aware that she may need to

treat wounds (stop bleeding) but that she should not clean the wounds as there may be evidence.

Indicator (b) The Chatham Youth Development Center staff does not complete a forensic exam. All resident victims will be sent to the local hospital to have an exam completed by a Sexual Assault Nurse Examiner. The staff interviewed knew this expectation.

Indicator (c) Documentation was provided to the Auditor for all medical and mental health staff confirming the specialized training was completed. Formal interviews with individuals from these groups and discussions on the facility tour further support all individuals who have received specialized training on working with victims of sexual assault. Both medical and Mental health individuals interviewed understood the importance of protecting evidence and their role in supporting the youth after they return from a forensic examination.

Indicator (d) A review of the training records and the interview with staff confirms that all medical and mental health staff receive the same training as the DJJDP employees annually as well as the training described in 115.32.

#### Compliance Determination

NCDPS provides PREA training with a medical and mental health focus for their employees and contractors' health care providers. The curriculum reviewed by this Auditor addressed how to detect, assess signs, and preserve evidence of a sexual assault. The training materials and interviewed staff support they were trained in how to respond appropriately to sexual assault victims. The Auditor met formally with medical and mental health staff who knew whom to report allegations and suspicions of sexual abuse or sexual harassment. The staff reported they also take the same PREA classes custody employees. Medical staff will not do forensic medical examinations but are aware of how to protect evidence and what facilities they would refer residents to for an exam by a SAFE or SANE if needed. The Auditor also reviewed the NCDPS PREA Policy to determine compliance, along with interviews, training program materials, and training records for the staff figured into the compliance determination.

<b>115.341</b>	<b>Obtaining information from residents</b>
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	<b>Auditor Overall Determination:</b> Meets Standard
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**Auditor Discussion**

Policies and written/electronic documentation reviewed.

Chatham Youth Development Center Pre-Audit questionnaire

MS-7 Juvenile Justice Facilities Sexual Abuse and Harassment Policy and Procedures

FO 1.2 Admission Policy

Population report for the facility

YD 12 001 PREA Screening

YC-02 Screenings and Assessments

Documentation on completing Screening

Mental health screening/ services documents

Exceptional Child Checklist

DPS PREA Audit Report

Resident Screening results and Reassessment documentation

Individuals interviewed/ observations made.

Interview with Agency PREA Coordinator

Interviews with Medical Staff

Interview with Mental Health Staff

The PREA Compliance Manager for CYDC

Observation on tour

Summary Determination

Indicator (a) Juvenile Justice Facilities Sexual Abuse and Harassment (PREA) Policy MS-7 that all individuals admitted or transferred be screened for likelihood to be a victim of sexual violence or likelihood of being a perpetrator of the same said violence. The Policy defines the positions trained to administer the screening tool. The Policy states, "All juveniles shall receive a PREA Admission and Placement Screening utilizing the Admission and Placement Screening for DCs and YDCs form (Form YD 12 001), an objective screening tool) within 72 hours of arrival at the center and periodically (e.g., housing assignment change, change in vulnerability or aggression, etc.) throughout a juvenile's confinement." As a sentenced facility, it

receives juveniles from the community or other detention centers, and most screenings are completed on the same day as the juvenile's admission to the Youth Development Center. All residents are reassessed if any additional information is learned, adjustments to scoring are made, and client needs are addressed. Staff confirmed residents might also be rescreened for a cause. The review of the screening reports supports the standard practice of screening and reassessment of individuals. This was verified in the review of an active population, including samples from multiple individuals in the facility. The facility reported that all 21 admissions in the previous year had a PREA screening completed. YDC's are longer term treatment environment with the average length of stay being about 16 months. The files reviewed on-site and juvenile interviews confirmed questions that were asked of them during the intake process consistent with the screening elements. The Auditor was shown the screening process by trained intake staff. The individual walked the Auditor through the process of where they get information (direct interview with the juvenile, arrest documents, prior records with NCDJJ, families, etc). The staff member reported that they will reframe questions if they do not believe the juvenile understands what is being asked. They also reportedly reassure the juvenile that they do not have to answer questions about past victimization history if they are not comfortable. The intake person also reported that if the client discloses sensitive information, that information is not put in the custody file but is instead maintained in the medical /mental health chart. In some sections, the staff asked questions about reading and allowed the juvenile to read and answer some of the sensitive questions, though all other residents were off the floor in their rooms. The Auditor asked to be walked through the intake process by a trained staff.

Indicator (b) The tool developed by the North Carolina Department of Public Safety for screening residents for potential sexual violence or sexual victimization is an objective tool utilizing information from the resident's criminal records, information from other treatment and justice settings, and the client's self-reported information. The auditor was provided with the materials for administering and scoring the tool to ensure that the application is objective. The Auditor spoke with an individual who completes the screening to verify the process. The tool scores all residents on levels of risk for the perpetration of sexual violence or sexual vulnerability. The facility's trained intake staff completes screenings at the Chatham Youth Development Center. The individual completing the scoring takes information from three sources: interviews with the resident, observations made during the screening, and information from other instruments or historical documents in the client records. The scorer answers yes, no, or unknown to each section question. The number of yes answers will determine the juvenile's score. A four-page document on how to administer and score the tool shows how other sources of information are also used to develop the tool. The document shows the results from the structured Suicide Screening and the MAYSI-2 results, which are used in conjunction with the question on the PREA Screening tool to determine what final rating a juvenile gets. The use of the court records and the juvenile's history in NC-Join are also explained in the

document. The treatment team will work with Medical, Mental Health and custody staff when a need is identified to develop appropriate treatment plan including ongoing reassessments. The Auditor reviewed the admission policy which provides further insight to information that is obtained from medical mental health and educational assessments which can further aide in the completion of risk screening for potential victims or aggressors.

Indicator (c) The Agency PREA Policy describes the various elements required in the indicator. "This screening shall consider:

1. Any history of sexual abuse- victimization or sexually abusive behavior;
2. Any gender nonconforming appearance or manner or identification as lesbian, gay, or bisexual, and whether the resident may therefore be vulnerable to sexual abuse;
3. Current charges and offense history;
4. Age;
5. Level of emotional and cognitive development;
6. Physical size and stature;
7. Mental illness or mental disabilities;
8. Intellectual or developmental disabilities;
9. Physical disabilities;
10. The juvenile's own perception of vulnerability; and
11. Any other juvenile specific information about individual juveniles that may indicate heightened needs for supervision, additional safety precautions, or separation from certain other juveniles."

A review of the objective tool used in North Carolina DPS facilities shows that it accounts for all elements required in this indicator. In completing the tool, the staff person reviews documentation provided at intake and obtains information from the client. Chatham Youth Development Center's clinical staff complete intake screening. The medical staff will also review their screenings for consistency, including some PREA-related questions. Medical staff will work with the mental health clinicians and the Health Services Coordinator to ensure that any medical issue or disclosure by the youth to medical staff that would affect the scoring tool is provided. The residents confirmed they were asked about their sexuality, their past victimization history, and if they felt if they were going to be safe. The tool also looks at their past charges and detention history. The YDC uses scoring from other normed screening tools, the MAYSI or Suicidal screening tools, to help determine emotional and cognitive development and the juvenile history of trauma. The staff

member also assesses age and size compared to the existing population. Residents spoke of different people in the environment with whom they might be comfortable speaking if they had any concerns at Chatham YDC.

Indicator (d) The Chatham Youth Development Center uses regular treatment meetings once a client is admitted, they will assess the client's needs and interactions continually. The Health Service Coordinator is key to ensuring that information from those who interact with the youth in various settings in the facility administration, custody, medical, mental health, and education is shared. It is through this process initial assessment information is reviewed, and if additional information comes to light in medical, mental health or educational assessments or records review, the scoring can be adjusted appropriately. Medical and mental health staff, custody, and education look at the resident's development. As described in Indicator (c), information used in determining the client score includes information provided directly to the medical and mental health staff or information from standardized assessment tools used at the facility. The education staff can also help identify cognitive concerns or language barriers. Both the Medical staff and the mental health staff confirmed they are aware of the PREA Screening and will communicate if additional information about the client's past could affect their scoring. Similarly, random custody staff offered that they would go to the Director, PCM, mental health, or medical staff if they had a concern about a juvenile's change in behaviors. As noted in the previous indicator, the intake staff used a variety of sources to complete the screening instrument, including direct interviews with the client, information from NCDJJ and juvenile court, and medical and mental health providers. The tool includes supportive language that the staff members are to use before asking them questions. "I am going to ask you a few questions that we ask everyone. Some of them may be personal, but our goal is to understand you and ensure you are safe here and treated fairly. Asking you about yourself is the best way for us to make sure that we understand who you are and how you would like to be treated. If you don't understand a question, we can talk about it before you answer. If you don't want to answer a question, that's ok. We'll just move on to the next one. If you want to talk about any questions at a later time, staff and clinicians are available to listen."

Indicator (e). The North Carolina Department of Public Safety completes the screening information is done on paper, and the score is uploaded to the electronic case management system (NC-Join). The electronic case management system limits who may have access to sensitive screening information. Disclosures made in the Medical or Mental Health records are completely siloed from the custody staff in the medical records. Staff are only provided enough information as necessary to keep them safe. Information on an individual's past abuse, from records to treatment disclosures, would not be available to custody staff. The resident's support information is kept confidential unless someone is getting hurt. The nurse's office has locked cabinets with client records where the PREA paper tool is stored, and the

facility further limits who has access to these files. The Auditor reviewed files of current residents and of residents released in the prior 6 months.

**Compliance Determination**

The Chatham Youth Development Center ensures all residents are screened for sexual victimization and abusiveness using an objective tool. Agency policy requires that all residents be screened initially within 24 hours and all juveniles are seen by mental health in the first week in the facility. The Agency also requires rescreening by using the PREA assessment instrument every six months the juvenile is in the facility. This is also done when warranted due to a referral, request, incident of sexual misconduct, or receipt of additional information that bears on the juvenile’s risk of sexual vulnerability or sexual violence. The North Carolina healthcare record system protects residents’ sensitive information from disclosure. The objective tool screening tool of North Carolina NCDJDP has clear guidelines for its use. The tool accounts for all factors required in indicators (c). They have also implemented a system to ensure that after the initial screening, the residents are asked about sexuality, victimization history, and perceived safety. Team members were aware of resident screening and the importance of using the information. Medical staff will also ask PREA-related information at the initial assessment and pass any new information back to the intake staff to ensure the screening encompasses all information obtained at intake.

Compliance was determined based on the random screens provided that were consistent with time requirements in the standard. The auditor worked with the facility to pick a random sample of files to ensure the screening process was completed and consistent with standard expectations. Interviews with staff and residents further support the idea that the appropriate questions are being asked.

<b>115.342</b>	<b>Placement of residents</b>
	<b>Auditor Overall Determination:</b> Meets Standard
	<b>Auditor Discussion</b>
	<p>Policies and written/electronic documentation reviewed.</p> <p>Chatham Youth Development Center Pre-Audit questionnaire</p> <p>MS-7 Juvenile Justice Facilities Sexual Abuse and Harassment Policy and Procedures</p> <p>Juvenile Justice Facilities Requirements and Procedures</p> <p>YDC Admissions and Assessment</p> <p>Juvenile Justice Detention Services Policy and Requirements</p>

Memo on Use of screening

Training documents for staff on intake

YD 011 Admission Screening and Placement (PREA)

Observation of Population Board

Individuals interviewed/ observations made.

Interview with Facility PREA Compliance Manager

Interview with Shift Supervisors

Interview with Screening staff

Interview with Teacher

Interview with Random Staff

Interview with Mental Health Provider

Interview with Random Residents

Population report

Observation on tour

Summary Determination

Indicator (a) Juvenile Justice Facilities Sexual Abuse and Harassment (PREA) Policy states, "Center management shall use information obtained to make housing, bed, program, education, and work assignments for residents with the goal of keeping all residents safe and free from sexual abuse.". The PREA screen used at Chatham YDC provides immediate assistance in determining the appropriate housing for any new resident. The facility ensures those with a high score for the perpetration of sexual violence are placed near an individual with a known victim history. All cells in the facility are singles. Chatham Juvenile Detention has four units in two buildings with good lines of sight and the ability for staff passing by to see into the units for support. The physical plant allows them to assess the best placement for those with sexually aggressive scoring, keeping them away from those who may have victim histories. The facility houses male and females on different units. The facility does not have any work assignments for juveniles. Juveniles move by unit ensuring individual identified as high risk on either side of the screening tool are never together. On the day of the audit CYDC was a combination of male and female population. Juveniles have assigned seating for school and programming. The auditor saw the population move into separate groups during the time on site, which is another way they can separate juveniles. The Board in the staff office has

coding that tells staff who need to be a part. There is a document called a staff alert form that also informs critical information about residents.

Individuals with victimization history or perpetrating histories are provided counseling onsite by Mental Health staff or through the local rape crisis agency if requested. Agency policy requires all residents to be under the direct supervision of staff when out of their bedrooms. This allows staff to easily identify changes in behaviors or routines, individuals who may be isolating, and individuals who may be grooming or showing aggression. The Shift Supervisor described to me how everyone is screened before assigning a room or putting them in a particular group or seat assignment. At Chatham YDC youth go to school with the same youth that they would do other programming or recreation with. Staff and residents confirmed that juveniles are always supervised. The PREA Compliance Manager confirms that staff is provided enough information to keep the client safe. The Auditor was able to observe staff interactions with the juveniles on the floor during programming and at school. Staff communicated with residents directly and kept the population in front of them to ensure good visual supervision. The Out-of-room area of both housing units is wide open, allowing staff to see clearly across the unit without obstructions. The control center and Supervisor offices are adjacent to a large common area. These spaces provide additional flexibility while also allowing enhanced supervision. The facility does not use isolation to protect a victim from an aggressor.

Indicator (b) Chatham Youth Development Center has not isolated any residents in the past 2 years to keep them safe from sexual assault. The Chatham YDC was not designed to have disciplinary holding units or special management units. NCDPS policy does not prohibit resident isolation but states it should only be used as a last resort to maintain safety. Policy states, "Residents may be isolated from others only as a last resort when less restrictive measures are inadequate to keep them and other residents safe, and then only when alternative means of keeping residents safe cannot be arranged. Any resident isolated for the purpose of sexual abuse prevention will receive daily visits from medical or mental health staff, have access to required educational programming, and have access to other programs to the extent possible." The facility Director confirmed that would not isolate to protect a juvenile from aggression. It would be more likely that the potential aggressor would be removed to the cells close to the control center. If needed, the regional management team would discuss the possibility of moving a resident to alleviate the situation. Staff and administration support there are no instances where juveniles were isolated to keep them safe from the sexual advances of others. The facility will keep kids on the same unit who are in conflict apart by using separate out of room times until the situation can be mediated.

Indicator (c). The indicator element is suspended from consideration in determining compliance with this standard.

Indicator (d). The indicator element is suspended from consideration in determining compliance with this standard.

Indicator (e) The indicator element is suspended from consideration in determining compliance with this standard.

Indicator (f) The indicator element is suspended from consideration in determining compliance with this standard.

Indicator (g) The indicator element is suspended from consideration in determining compliance with this standard.

Indicator (h) Chatham Youth Development Center has not isolated any residents to protect them from general public. The facility does not have special management units

Indicator (i) Chatham Youth Development Center has not isolated any residents The facility does not have isolation units and all residents are in general population pods. The facility will have residents with conflicts out of their rooms at separate times but will come out with other peers . The Director confirms that all behavioral management plans are reviewed constantly and individuals are provided with regular access to supports if they have any fear in the environment.

#### Compliance Determination

As discussed, the North Carolina Department of Public Safety has policies that describe the requirements of the various indicators in this standard. The facility has in place a plan to manage the population and keep potential or known aggressors away from individuals who are known potential or known victims. All residents are asked how they feel about their safety, which helps guide the placement process for housing and, eventually, programming. During the tour and subsequent movement, the Auditor was able to that residents are housed in separate units and there is no mixing of the population from the general population or denied programming. Line staff also understand the need to protect potential victims from potential aggressors, and they discussed during their informal and formal interviews how they

	<p>get to know the residents and observe and address any behaviors. Facility leadership reports that known aggressors and known victims would not be housed in the same unit and that they move by the unit in school and for most programming. Unit staff have access to safety plans that can provide pertinent information without disclosing sensitive information.</p> <p>The standard is determined to be compliant based on policy, supporting documents, and interviews with residents and staff. Interviews with facility and state leadership support youth are closely monitored, and plans are made on a case-by-case basis to ensure emotional support. The Auditor finds that practices are in place to use screening information, and there is good communication about those at risk.</p>
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<b>115.351</b>	<b>Resident reporting</b>
	<p><b>Auditor Overall Determination:</b> Exceeds Standard</p> <hr/> <p><b>Auditor Discussion</b></p> <p>Policies and written/electronic documentation reviewed.</p> <p>Chatham Youth Développent Center Pre-Audit questionnaire</p> <p>MS-7 Juvenile Justice Facilities Sexual Abuse and Harassment Policy and Procedures</p> <p>DPS PREA 200 Policy</p> <p>DJJ PREA Brochure</p> <p>Photos of grievance box</p> <p>Black Box and envelopes</p> <p>PREA Poster (English Spanish)</p> <p>Resident PREA educational outline</p> <p>NCDPS PREA Hotline</p> <p>Director’s Memo on resident and staff reporting options</p> <p>Photos Supporting Black box is emptied routinely</p> <p>Individuals interviewed/ observations made.</p> <p>Interview with Random Staff</p> <p>Interview with Juveniles</p>

Interview with PREA Support Persons

Observation on tour of posted signage

Interpretive contract information in 115.316

#### Summary Determination

Indicator (a) The agency PREA policy (page 9) covers reporting and ensures each facility administrator has multiple ways for residents to report a concern related to sexual abuse, sexual harassment, retaliation, or staff neglect that contributed to abuse. The Policy MS-7 states, "A juvenile may report sexual abuse or sexual harassment to any employee. An employee that receives an allegation of sexual abuse or sexual harassment or possible sexual abuse or sexual harassment from any source, whether verbally or in writing, shall immediately notify the senior person-in-charge on campus or Chief Court Counselor, promptly complete a written statement for an incident report, and initiate a Sexual Abuse Incident Response Checklist." The Auditor reviewed the intake packet and all signage in the facility related to PREA and how to report a concern. The Auditor was able to see posting up throughout the facility. The information was available at the appropriate reading level for the population served. The teacher spoke with reports that they can provide direct assistance once they identify the child with reading or language barriers. In addition to the signage on reporting the Auditor found the Audit notices posted in common space available to residents' staff and visitors.

Random residents' interviews confirmed that there are multiple ways to report a concern within the facility or to the Department of Juvenile Justice's central office. Residents knew of the postings on the walls of the units and information on how to report a concern in the PREA Brochure for residents. Residents described options to report a concern directly to a staff member they trust, or a teacher or medical or mental health staff, or by writing the Facility Director. The facility also provides pre-addressed envelopes for internal or external agencies to mail about PREA concerns that the residents pointed out to the auditor in our discussions. Residents report that they can have access to a pencil to write a letter to any other individuals listed on the mailboxes. The envelopes are pre-addressed and have a form inside to use to write on if they want to report a concern or make a request. Envelopes include the Director, the PREA Office, the Deputy Secretary of Juvenile Justice, and the local DSS office.

Residents can also make calls, including to the PREA Office. The facility leadership confirmed no claims were filed through the PREA Hotline for Chatham YDC or by mail. Residents understood the meaning of zero tolerance and that in addition to sexual abuse or harassment, they could also report retaliation if they file a claim. No residents in the current population expressed in the interviews that they had reported a concern related to sexual abuse. Resident who reported sexual harassment stated they told staff about their concerns. The residents spoken with did feel if something was happening and they went to staff they would be protected.

Residents are provided with information at intake and periodically as new residents arrive.

Juveniles who report abuse of themselves or other or who cooperate in the investigation of sexual abuse are assigned a PREA Support Person (PSP). PSP becomes go-to-staff to support the juvenile after an allegation. These individuals will meet with the juvenile and will monitor their emotional state and review logs for signs of retaliation. The Auditor was able to ask residents about the information found on the walls of the units, in the expect Respect brochure and the videos to confirm that the population comprehended the material presented. Resident report there are people they can go to in the facility if they didn't understand what was written or discussed. Residents also knew in addition to state or county officials they can notify their families. Residents reported that they believe that if their families did call the facility that the allegation would be taken seriously and investigated. The Auditor tested the posted phone numbers posted to ensure that the identified numbers were correct. Juvenile phone calls in North Carolina are not recorded but the staff must dial the phone to prevent misuse or calls to individuals prohibited by the court.

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Indicator (b) The North Carolina Department of Public Safety has set up a way in which residents can report a PREA concern to an outside agency. The phone numbers for the local DSS are on the PREA poster, and the residents have pre-addressed envelopes to DSS in each housing unit. Residents were aware of these options and stated they could call attorneys or family members to report a concern. Chatham YDC does not house juveniles for civil immigration violations. Residents also understood the complaint could be made anonymously or they could report on behalf of another juvenile if they were too afraid. The juveniles explained to the auditor what the 'black box' was for and the mail process. Their descriptions were consistent with what was explained on the tour. The Juvenile reported that they can ask for a writing implement and use the envelopes to ask to speak with the Director or other individuals inside or outside the building. The resident believes only the PCM or Director can open the box. The Director reports that information from the box is kept confidential, and if there was a PREA-related allegation, it would become part of the investigative file, which would be limited to him and trained investigators in the facility. The Auditor reached out and spoke with the local Department of Social Services, who confirmed that they could receive calls related to juvenile maltreatment at a detention center including sexual misconduct. All phone calls are required to be dialed by staff to ensure they are only communicating with approved individuals. The NCDJJ detention policy directs staff not to listen to the specific conversations of juveniles. "A staff member shall place all calls for the juvenile and supervise, but not monitor, conversations." Resident interviews confirmed that if they wanted to make a call from a more private space they can ask and Supervisors approve call from the space used for the Auditor's interviews.

Indicator (c) NCDPS policy addresses the indicator when it states, "Employees, volunteers, contractors, and custodial agents shall immediately report:

1. Any knowledge, suspicion, or information regarding an incident of sexual abuse or sexual harassment involving a juvenile;
2. Any allegation that a juvenile is having a sexual relationship with another juvenile, or with an employee, volunteer, contractor, or custodial agent;
3. Any retaliation against juveniles, or employees, volunteers, contractors, and custodial agents who reported such an incident; and any employee neglect or violation of responsibilities that may have contributed to an incident or retaliation;
4. Any allegations involving an alleged victim that is under the age of 18 or considered a vulnerable adult; and
5. To local law enforcement if there is evidence or suspicion that criminal conduct may have occurred." Random staff knew they had to report the claim regardless of the source of information, including anonymous notes. The staff reported that any claim, even if they thought it did not occur, it needs to be reported. The staff also confirmed that they were required to file a written report on the claim after giving notice to a supervisor. Finally, the staff also confirmed they had to report the actions or failure to act of a fellow employee that led to a sexual assault. Staff reported verbal notification to a supervisor was required as soon as possible and that an incident report must be filed before the end of the shift. The random staff statements were consistent with the language in DJJDP policy and this standard indicator. The Auditor also tested that the outside reporting number was consistent with the local DSS reporting and sent an Email to the state abuse and fraud line and received confirmation from the PREA Office of DJJ.

Indicator (d) The Auditor confirmed with residents how they could file a written complaint on PREA through the grievance system or in-house mail to a staff person they trust. They were also aware that they could write to outside agencies, and most understood the meaning of privileged correspondence. As noted above, the Auditor saw the mailbox system on the housing unit used to send internal or external mail. Below the black box were pre-labeled envelopes to internal and external reporting options, including the Director, the State PREA Coordinator, and the Local DSS office. Chatham YDC leadership confirmed the various ways in which a client reports a concern and how the administration would be notified of any claims. Residents report they can ask for a pencil to write letters and that they can put the envelope in the Black box. The Auditor confirmed that this was explained to them on the first day. The agency policy reviewed by the Auditor also confirms the juvenile right to contact outside government officials. Juveniles may also report sexual abuse or sexual harassment by:

1. Notifying any DPS employee;
2. Administrative remedy (grievance) process;
3. PREA/Grievance locked box located at each juvenile confinement facility;
4. Contacting the JJDP PREA Office by email at JJDP\_PREA@ncdps.gov;
5. Contacting the external organization at (919) 825-2754;
6. Contacting the anonymous DPS Fraud, Waste, Abuse and Misconduct Hotline at (844) 208- 4018;
7. Contacting their local Department of Social Services; and
8. Contacting a community-based organization that provides services to victims of sexual abuse or sexual harassment.”

The Facility Director confirmed that Rape Crisis Centers would be treated the same under this policy. Interviews with residents confirmed they knew of internal and external ways of reporting concerns including written or telephone communication. They confirmed they are allowed access to paper and pencils and mail outside the facility is free. They knew that any of the preaddressed envelopes could be sent out. The facility also provided photos showing the black box being emptied by the chaplain.

Indicator (e) The staff of Chatham Youth Development Center has multiple options to report a concern of sexual assault or sexual harassment. Beyond reporting an incident to their immediate supervisor, if the staff had a concern about the supervisor or another staff being involved with a client, they report to another supervisor or to a higher-ranking individual. They can make a report using either the posted phone numbers, The North Carolina DJJDP PREA office or DSS. Staff interviews confirmed they were aware of multiple avenues to report a concern. The staff knew they could report out of the chain of command without consequences. The Auditor was also provided with a PREA informational brochure that describes how staff and volunteers can report a concern. Staff interviews support the idea that the PREA training instructs them to use any of the same ways a juvenile could, internally or externally. Internally, they knew they could go to the director or the regional director in addition to using the hotlines. They reported they could notify DSS or the local police if they believed a staff person was engaged in sexual misconduct with a juvenile. In addition, PREA training staff on how to report it concerns is also covered in NCDPS New Employee Orientation reportedly.

#### Compliance Determination

North Carolina Department of Public Safety and Chatham YDC Juvenile Justice facility's Sexual Abuse and Harassment Policy and Procedures outline the

	<p>requirements of this standard. The facility’s admission packet provides information on how to report a concern, and posters throughout the facility all give direction on the importance and methods of reporting sexual abuse and sexual harassment. The signage was in English and Spanish, the most common languages spoken by the families of the juveniles. Interviews with staff were consistent in their understanding of their duties of accepting and responding to all reports of sexual assault or sexual harassment, whether it was done verbally, in writing, anonymously, or by a third party. Staff were aware that failure to report an incident is grounds for termination, and the law considers them mandated reporters who require notification to DSS.</p> <p>Residents interviewed were aware of multiple ways in which they could report, including telling staff, calling the hotline to one of two numbers, mail administration, or the Department of Social Services, completing a grievance form, or calling or writing the local rape crisis agency. Residents spoken to formally and on tour reported comfort in speaking with staff, including the unit staff, if they had concerns. Custody staff reported knowing how to privately report PREA concerns to the administration and that there is no problem reporting out of the chain of command. The Auditor tested the critical reporting functions and found that the numbers listed were accurate and the systems in place to receive third-party allegations were operational. The Auditor finds compliance with standard provisions based on the policy, documentation provided and viewed on the tour, the testing of reporting methods, the interviews with random staff and residents understanding of the resident education program on PREA. The auditor also considered interviews with the Facility Director, and PREA Coordinator and observations of the unit's functioning. The Auditor Finds that the Director of Chatham has a hands-on approach as a director and the long time PREA Compliance manager for the facility. Resident interviews supported a strong understanding of how to report and they all were aware of the Director as the person in charge of PREA and confirm that she is available to them if needed. Because of these reasons the Auditor has determined the standard has been exceeded.</p>
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<b>115.352</b>	<b>Exhaustion of administrative remedies</b>
	<b>Auditor Overall Determination:</b> Meets Standard
	<p><b>Auditor Discussion</b></p> <p>Policies and written/electronic documentation reviewed.</p> <p>Chatham Youth Development Center Pre-Audit questionnaire</p> <p>MS-7 Juvenile Justice Facilities Sexual Abuse and Harassment Policy and Procedures</p> <p>2.1 NCDPS Juvenile Justice Right responsibility and Grievance Policy</p> <p>Grievance process flow chart</p>

Resident orientation pamphlet

Non-disciplinary Grievance form

Photos of grievance box

Rack with information on using the Black box

Emergency Grievance chart

Individuals interviewed/ observations made.

Interview with PREA Compliance Manager

Interview with Facility Director

Interview with Random Residents

Observation on tour

Summary Determination

Indicator (a) The Chatham Youth Development Center is not exempt from the standard; Residents can file a grievance on conditions that violate their rights or prison rules. Sexual misconduct is a reason for which a resident can file grievance. In the 12 months before the site visit, there were zero sexual assault or sexual harassment claims filed through the grievance process. Discussions support there are request form and formal grievance that juveniles can use to submit a confidential report. Residents understood complaints, grievances or requests to speak with individuals can be placed in the Black Boxes on the housing unit's including concerns about sexual abuse, harassment or retaliation. The agency has a grievance policy but all allegations of sexual abuse or sexual harassment will be handled through the investigation process. Agency Grievance Policy states, "A resident who alleges sexual abuse may submit a grievance without submitting it to a staff member who is the subject of the complaint. Such grievance is not referred to a staff member who is the subject of the complaint." The policy goes on to inform resident they can go directly to the facility Director if it is more comfortable. "Juveniles may initiate grievance procedures if they feel that these rights have been violated. B. There are numerous mechanisms for a juvenile to convey a concern. The informal process involves the juvenile voicing a complaint through in-person or telephone conversations, the service planning process (YDC only), or written letters. The formal grievance process is initiated when a juvenile completes the Non-Disciplinary Grievance Report form (Form YD 6 002)."

Indicator (b) Agency Grievance and PREA policies support the resident can file a

grievance to a person who is not the subject of the grievance, and there is no time requirement for filing a PREA Grievance. There is also no requirement to resolve the situation through an informal process. Agency PREA Policy sets forth that all grievances will immediately become a investigation. "If an allegation of sexual abuse or sexual harassment is received from a juvenile via grievance, that allegation shall be responded to and investigated in accordance with protocols outlined within this policy. Time frames and requirements for non-disciplinary grievances are not applicable to sexual abuse and sexual harassment allegations."

Indicator (c) The facility has several steps to help juveniles make grievances. Each housing unit has a secure black box in which grievances or in-house mail to administration can be entered. The facility limits access to this box to administration and provides envelopes so residents can send sealed mail. If the person who handles grievances is the subject of the complaint, consistent with agency policy, the residents can send the grievance directly to the facility administrator. The Facility Director, the PREA Compliance Manager and a PREA Support Person did not report receiving any PREA-related grievances. NCDJJ grievance policy states, "In the event a juvenile does not feel comfortable in addressing the issues through the chain of command within the center, the juvenile may request that the Center Director receive the complaint directly. If a juvenile wishes to grieve a Center Director's actions/failure to act, the juvenile may complete a JJ Grievance Form."

Indicator (d) Chapter 6 of the agency policy manual addressed the agency's internal grievance process. The policy sets forth the requirements for response and appeals consistent with the standard, including 90 days from submission and requirements for notification on extensions. At North Carolina facilities, all PREA-related notifications would be completed by the assigned PREA Support Person. The Director believes that grievance responses will generally be done much quicker than 90 days. Once an allegation is investigated the outcome by policy should occur within 30 days. Language supporting this is in the investigation section of policy MS-7. "A PREA investigation shall be completed and closed within 30 days of the initial PREA allegation. An extension of an additional 30 days maximum may be granted by the Director of Juvenile Court Services, or Director of Juvenile Facility Operations, as applicable, in consultation with the JJDP PREA Manager. Such extension should be granted only in cases where the investigation requires additional time for the collection of evidence or determination of validity."

Indicator (e) NCDJJ grievance policy addresses the concerns of this indicator. "Third parties, including fellow residents, staff members, family members, attorneys, and outside advocates, and parents/legal guardians shall be permitted to file a grievance on behalf of or assist residents in filing grievances relating to allegations of sexual abuse." Residents spoken to by the Auditor confirmed that there is no prohibition on assisting or filing a grievance for another resident. Most residents did

not pick grievances as an option for reporting a PREA concern without prompting. Most residents identified direct communication with staff and administrators or calling the PREA Hotline. Staff were also aware they needed to accept all complaints or grievances from third-party individuals.

Indicator (f) As noted in indicator (b), any grievance where there is an imminent risk for sexual misconduct requires immediate notification to the facility's chief administrative officer and it will be handled as an emergency grievance. The policy states, "Emergency grievance: If a grievance alleges that a juvenile is at substantial risk of imminent sexual abuse, the director shall take immediate corrective action and provide an initial response to the juvenile within 48 hours of receiving the grievance. The Center Director/designee shall provide a final determination of whether the juvenile is at substantial risk of imminent sexual abuse and the action taken in response to the emergency grievance within 5 calendar days." There were no incidents in which an emergency grievance was filed in the last 12 months. Discussions with both the Facility Director and the PREA Compliance Manager support an expectation of an immediate response to any and all claims of sexual misconduct, including grievances focusing on providing the victim safety without the use of isolation.

Indicator (g) Residents can only be disciplined if, through an investigative process, it is substantiated that the grievance was filed in bad faith. This is the same standard for all PREA complaints filed, even if not through the formal grievance process. Agency policy (PREA pg 13) states, "A report of sexual abuse made in good faith based upon a reasonable belief that the alleged conduct occurred shall not constitute falsely reporting an incident or lying, even if an investigation does not establish evidence sufficient to substantiate the allegation." There were no instances in which grievances were filed in bad faith. Juveniles spoken with were able to describe the discipline process at the facility for lying and recognize that false allegations related to PREA would be taken seriously.

#### Compliance Determination

Chatham Youth Development Center is not exempt from the exhaustion of administrative remedies. The North Carolina Division of Juvenile Justice and Delinquency Prevention has created a policy that promotes the use of a grievance process. The policy states,

- "Complaints and grievances are confidential.
- Only those persons necessary to resolve a complaint or grievance, or group of complaints or group of grievances (trend), should be informed of the content.
- In resolving the issues, parties necessary to the communication and resolution

	<p>of the issue are notified.</p> <ul style="list-style-type: none"> <li>· Complaint Process (conversation, written letters) Formal Grievance Process (Grievance submitted on a DJJ Grievance Form).</li> <li>· The complaint and grievance processes shall be administered in such a manner as to promote a dialog between staff and juveniles, where the juvenile will not fear reprisal (revenge/punishment) for conveying a complaint or making a grievance. Confidentiality serves this end.”</li> </ul> <p>With no PREA Grievance to review, compliance determination relied on the policy and interviews with the Facility Director, a PREA Support Person, and the residents who were aware the grievance process was a possible avenue to report a sexual misconduct concern.</p>
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<b>115.353</b>	<b>Resident access to outside confidential support services and legal representation</b>
	<p><b>Auditor Overall Determination:</b> Meets Standard</p> <hr/> <p><b>Auditor Discussion</b></p> <p>Policies and written/electronic documentation reviewed.</p> <p>Chatham Youth Development Center Pre-Audit questionnaire</p> <p>MS-7 Juvenile Justice Facilities Sexual Abuse and Harassment Policy and Procedures</p> <p>PREA Brochure</p> <p>MOU with Second Bloom</p> <p>NCDPS - Detention Services Policy and Procedure</p> <p>Director’s memo on access</p> <p>Expect/Respect Curriculum</p> <p>Photo of signage up on the units</p> <p>Individuals interviewed/ observations made.</p> <p>Interview with Agency PREA Coordinator</p> <p>Interview with Facility Director</p> <p>Rape crisis representative</p>

Second Bloom website

UNC Nash General Hospital

Observation on tour

Signage in the facility

Posting of phone numbers throughout the facility

#### Summary Determination

Indicator (a) The Chatham YDC provides access to the local rape crisis agency Second Bloom. The auditor the services of Second Bloom and review the agency website which confirmed, that they could support the population. The umbrella rape crisis agency in North Carolina Coalition Against Sexual Assault. (NCCASA) can also provide access to services in the facility and a network of resources for young people leaving custody to other parts of North Carolina. The local RCC agency's employees are granted professional visitor status, allowing for confidential communication. This means that calls are not recorded, the mail is not read, and visitation can be private. The Chatham YDC does not hold juveniles for civil immigration violations. The facility has postings to inform residents how to access legal assistance. Second Bloom can provide all the required services, including accompaniment for hospital and legal interviews and supportive counseling and referral but Juvenile would go to a hospital out of region that would use a similar agency in their catchment area. The Auditor used the space that is provided for professional visits during the Audit. The facility, as noted in the prior standard, has several postings with information on accessing the local rape crisis agency. The Director and PCM confirmed that communication would be treated like any other professional communication and not be monitored. The phone system does not record calls from juveniles, and the residents report that after the phone is dialed by staff, they give them some space to allow for privacy. The mail is also considered confidential, requiring it to just be opened in front of staff, and the contents are shaken out to ensure there is no contraband but that staff does not read the mail.

The Auditor reviewed the mailing address and phone numbers listed to ensure they matched the local agency information from their website. Youth in the facility all have clinical therapist working with them which would be a more likely option for support for services on site.

Indicator (b). All residents are informed at the inception of services that confidentiality is limited when an individual has been victimized in the institution. All Chatham Youth Development Center residents sign acknowledgment forms on confidentiality limitations. Healthcare staff report that residents are educated on confidentiality as part of their service introduction for medical and mental health services. Juvenile calls are not recorded but are completed in an area near the office

desk or they can request to make the call with the Health Services Coordinator. Juvenile understand the limitation of communication with mental Health Staff and the local rape crisis agency. They can use the phone on the housing floor, but if they wanted to speak to the a rape crisis agency or DSS, they would be able to make the call from a more private setting. As noted previously, the agency policy directs staff to supervise but not monitor the content of the communication. The Director reports professional calls do not have time limits.

Indicator (c) The Chatham YDC has a Memorandum of Understanding with the Second Bloom, which covers providing victim services, including emotional support to victims of sexual abuse. A review of the MOU shows the document outlines what each party agrees to provide as part of the agreement. The agreement is current, and an interview with the New Horizons representative confirmed the relationship and what services are provided to victims of sexual abuse. The NCDJJ PREA Office has a relationship with the state-wide rape crisis agency North Carolina Coalition Against Sexual Assault (NCCASA). There have been no cases in which a resident of Chatham Juvenile Detention has engaged in services with the Local RCC as a result of abuse in the facility or elsewhere in their lives. Residents knew they could ask to speak to the mental health clinical staff, who would be called if not on site.

Indicator (d). Chatham YDC provides the residents with an understanding of the levels of confidentiality in their communication with legal representatives or their parents. In interviews with the Mental Health Consultant, he reported they regularly remind residents about the limits of confidentiality related to any individual at risk of harm. The residents understand these restrictions and that even during the phone call, staff can only hear their side of the question. Residents support the idea that the staff does not hover while they are on calls or when visits occur. The detainees are not limited to the mail they can send. Resident phone calls are made at no financial cost to the youth or their families. As noted, many reporting options have pre-addressed envelopes for the juveniles to use. New Horizons staff also confirmed the crisis counseling they provided individuals would not prevent reporting any ongoing abuse. Residents report they can also confidently talk with their court services worker or attorney.

#### Compliance Determination

Resident victims at Chatham YDC can access victim advocates for emotional support. Most admitted their first option when in crisis is the agency's mental health contractors who come on site, complete virtual meeting and are on call for emergency emotional crisis. The agency has entered into a Memorandum of Understanding with the Second Bloom to provide support to victims (Indicator (c)). The PREA Brochure and signage throughout Chatham YDC had a toll-free number for residents to access from the unit phone in the facility or with their case manager. The posting and expect-respect brochure, which has a national hotline number,

	<p>informs residents that they can call or write to outside agencies who could come to the facility to provide services as a professional visit. Residents could identify how confidential the communication is within the facility, including mail and telephone contacts. Residents also knew that outside counseling staff could be spoken to in a professional visiting setting. The Auditor could see posters for the local Rape Crisis Agency, NCCASA, and Department of Social Services for those detained. All indicators of this standard were covered in policy that supported compliance and the documentation visible on the tour and through interviews with residents and outside organizations. The Auditor made recommendations on increasing the facility connection to the local provider.</p>
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<b>115.354</b>	<b>Third-party reporting</b>
	<b>Auditor Overall Determination:</b> Meets Standard
	<b>Auditor Discussion</b>
	<p>Policies and written/electronic documentation reviewed.</p> <p>Chatham Youth Development Center Pre-Audit questionnaire</p> <p>MS-7 Juvenile Justice Facilities Sexual Abuse and Harassment Policy and Procedures</p> <p>North Carolina DPS Website</p> <p>PREA Posters on Housing units and lobby area</p> <p>Individuals interviewed/ observations made.</p> <p>Interview with Agency PREA Coordinator</p> <p>Observation on tour of reporting information</p> <p>Summary Determination</p> <p>Indicator (a) NCDJJ PREA Policy MS-7 policy addresses the requirement of this standard. "Employees, volunteers, contractors, custodial agents, and third parties may report sexual abuse or sexual harassment allegations via the following methods:</p> <ol style="list-style-type: none"> <li>1. To the JJDP PREA Office by email at JJDP_PREA@ncdps.gov, or by telephone at (919) 825-2754;</li> <li>2. Anonymously by contacting the DPS Fraud, Waste, Abuse and Misconduct Hotline at (844) 208-4018; and</li> </ol>

3. To their local law enforcement agency.”

North Carolina Department of Public Safety has developed a mechanism for individuals who want to report PREA concerns as a third party, be they fellow residents, family, or friends. Information can be given in person, by phone, by mail, or by contacting the agency’s PREA Coordinator through the agency website North Carolina.Gov. Information directing residents is in the PREA brochure, PREA poster, and on the website noted above. The residents are provided with information on how to send complaints to the Department of Social Services by phone or mail. Staff was aware that they must take all reported concerns about potential PREA violations, including those from third parties. The facility phones allow residents to dial out to the advocates or the North Carolina DJJ PREA Coordinator with the help of staff. The North Carolina Division of Juvenile Justice and Delinquency Prevention policy addresses the requirements of this standard. The Auditor called and tested the third-party reporting system listed on the agency poster, and the PREA Coordinator received the message. The Auditor observed information posted in the entrance area through which all visitors must enter and in the main unit room where visits occur. There were no visitors on site, but the information was provided to me on the first day, where I was briefed on PREA, the resident’s rights to be free from sexual assault, and ways to report as a third party. The auditor also confirmed that the information on the agency website was accurate and tested the reporting mechanism.

Compliance Determination

North Carolina Department of Public Safety has put in place multiple resources for residents and families to report a PREA-related concern. Absent a PREA complaint, compliance was based on policy and the systems North Carolina DJJDP has put in place to support residents and that residents were aware they could make a complaint on behalf of another resident.

115.361	Staff and agency reporting duties
	<b>Auditor Overall Determination:</b> Meets Standard
	<b>Auditor Discussion</b>
	Policies and written/electronic documentation reviewed.  Chatham Youth Development Center Pre-Audit questionnaire  MS-7 Juvenile Justice Facilities: Sexual Abuse and Harassment Policy and Procedures  DPS PREA 200 Policy  DPS PREA 300 Policy

First Responder Checklist

Senior Person Checklist

Incident Report Tracking form

Retaliation monitoring staff and Juvenile

Safe Child Act – Mandated reporting guidelines

NC Statute 14-43 (child abuse reporting requirements- reviewed online)

PREA Acknowledgement form

Individuals interviewed/ observations made.

Interview with Agency PREA Coordinator

Interview with random staff

Interview with facility Investigator

Interviews with Medical and Mental Health staff

Interview with DSS representative

Summary Determination

Indicator (a) In several parts of the Agency's PREA policy, and North Carolina Statutes direct staff to report all knowledge or suspicion related to sexual misconduct against a resident. The agency's policy on abuse and neglect states it has "Employees, volunteers, contractors, and custodial agents shall immediately report:

1. Any knowledge, suspicion, or information regarding an incident of sexual abuse or sexual harassment involving a juvenile;
2. Any allegation that a juvenile is having a sexual relationship with another juvenile, or with an employee, volunteer, contractor, or custodial agent;
3. Any retaliation against juveniles, or employees, volunteers, contractors, and custodial agents who reported such an incident; and any employee neglect or violation of responsibilities that may have contributed to an incident or retaliation;
4. Any allegations involving an alleged victim that is under the age of 18 or considered a vulnerable adult; and
5. To local law enforcement if there is evidence or suspicion that criminal conduct may have occurred."

The agency PREA policy also defines further steps to be taken, including mandating the use of checklist/tracking forms and notifications to be made to the state's Department of Social Services, which receives and investigates all abuse incidents of children. The Policy also notifies staff that failure to report can lead to termination. The policy states, "The first responding staff member shall inform the appropriate local department of social services within 24 hours (in the county where the facility is located) regarding all knowledge, suspicion and/or information pertaining to sexual abuse, involving a juvenile of a center and JJDP staff, contractors, and/or volunteers" All employees and contractors who are hired to work with juvenile in Department of Juvenile Justice and Delinquency Prevention facilities sign a PREA Acknowledgement form which has them certify their responsibility to report. It states above the employee's signature line, "I also acknowledge that I must report and knowledge, suspicion or information regarding an incident of sexual abuse or sexual harassment immediately" The staff interviewed were clear that any knowledge of staff misconduct through actions or inactions that lead to abuse must be reported. All the staff understood their responsibilities under North Carolina law as mandated abuse and neglect reporters. The Auditor reviewed state laws on abuse reporting requirements including the Safe Child Act and made contact with the local Department of Social Services who would receive any complaints.

Indicator (b) NCDJJ policy Juvenile Justice Facilities Sexual Abuse and Harassment (PREA) Policy states that all reports of abuse will include reporting the incident to the Department of Social Services (DSS). As noted in Indicator (a), the agency's policy also sets forth this requirement. Random staff interviewed were aware of the requirement, and the Auditor was provided with examples of the NCDJJ PREA Incident Checklists, which remind staff to notify DSS and local police on all allegations of sexual abuse and any allegation of sexual harassment if a staff person is an alleged perpetrator. The Auditor found DSS and Police notification requirements on all checklists for first responders and supervisors, reviewed state statutes online, and confirmed the expectations with DSS representatives.

Indicator (c) Random staff were aware of the importance of keeping information disclosed by a resident to only those who need to know, such as the Supervisor on duty and appropriate medical or Mental Health staff who may respond. The NCDPS PREA Incident Checklist (item 5) reminds staff that all allegations are reported to the senior person in charge. "Notify the senior person in charge. All information is confidential and kept on a need-to-know basis. All involved staff remain present until released by the senior person in charge. The information about the incident is confidential and should only be shared on a need-to-know basis." All line staff and supervisory staff interviewed confirmed that confidentiality must be maintained. The PREA policy MS-7 further addresses confidentiality in the investigation. "The PREA Investigator and all others involved in the PREA process, to the extent possible, shall ensure the confidentiality of PREA complaints as well as all data collected through the investigation of those complaints except as required in the

following circumstances:

1. To cooperate with law enforcement in any investigation and prosecution of the incidents alleged in such complaints;
2. To take and enforce disciplinary action against any staff member as a result of the incidents alleged in the complaints;
3. To defend against claims brought by the juvenile for violation of the juvenile's rights for having been subjected to sexual abuse; and
4. To otherwise comply with the law."

Indicator (d) As noted in previous standards, the medical and mental health staff ensure client confidentiality unless there is a risk that another could impact the safety of individuals. Staff report residents are informed that they understand the limits of confidentiality with medical and mental health upon initiation of services. As noted in indicator (b), North Carolina state law requires notification of the Department of Social Services for any abuse of juvenile residents. Medical and mental health staff were able to discuss the requirements for informed consent and how they notify all residents at the initiation of services of the limitations of their confidentiality. Interviews with residents also confirmed they understood that the nurse or the clinical staff would have to report any time someone was a victim or at risk of being abused.

Indicator (e) The agency PREA Policy sets forth the obligation of staff on reporting to multiple persons including notification to the parent or legal guardians of any allegation of sexual assault. It states, "In response to allegations of recent (within 72 hours) sexual abuse, staff shall:

1. Physically separate the alleged victim and aggressor, if applicable;
2. Call 911 if there is evidence of physical or mental trauma requiring immediate assistance;
3. Contact law enforcement immediately if there is evidence or suspicion that criminal sexual conduct may have occurred;
4. If the abuse occurred within a time period that still allows for the collection of physical evidence, request that the alleged victim not take any actions that could destroy physical evidence, including, as appropriate, washing, brushing teeth, changing clothes, urinating, defecating, smoking, drinking, or eating; and If the abuse occurred within a time period that still allows for the collection of physical evidence, ensure that the alleged abuser does not take any actions that could destroy physical evidence, including, as appropriate, washing, brushing teeth, changing clothes, urinating, defecating, smoking, drinking, or eating;

5. Notify the appropriate Department of Social Services within 24 hours regarding all knowledge, suspicion and/or information pertaining to sexual abuse involving a juvenile;

6. Notify the Chief Court Counselor immediately, who shall in turn notify the Area Administrator; and

7. Inform the alleged victim's parents and/or legal guardians within 24 hours unless parent/guardian is named as the assailant.

Note: If Juvenile Court retains jurisdiction over the alleged victim, the Area Administrator shall also report the allegation to the juvenile's attorney within fourteen (14) days of receiving the allegation." A review of the incident tracking form show where staff are to document when DSS, Parent/Guardians, Court Counselor, and their Social Worker. Discussions with staff and DSS representatives confirmed there are youth with a variety of guardianship situations, including those under DSS care but that that the significant adults in the youth's life would be notified. The Investigative files had completed checklist and documentation of an investigation completed by the local DSS office.

Indicator (f) Agency Policy ensures that all allegations including third-party and anonymous reports are taken seriously and referred for investigations. "All third-party reports of juvenile sexual abuse or sexual harassment, including those made anonymously, shall be responded to and investigated. All parents/legal guardians are provided multiple methods to report. Additionally, there is a reporting

link on the NC DPS public website. Juveniles are permitted to make reports of sexual abuse or sexual harassment on behalf of other juveniles." The Policy goes on to state, "Employees, volunteers, contractors, custodial agents, and third parties may report sexual abuse or sexual harassment allegations via the following methods:

1. To the JJDP PREA Office by email at JJDP\_PREA@ncdps.gov, or by telephone at (919) 825-2754;

2. Anonymously by contacting the DPS Fraud, Waste, Abuse and Misconduct Hotline at (844) 208-4018; and

3. To their local law enforcement agency."

Staff and Juvenile interviews support that third party reports can be made. Staff knew all allegations, no matter the source or their personal belief in the validity of the allegation, must be reported. Residents confirmed they can report an allegation on behalf of another peer. The agency has information for families and other interested parties on how to report a concern. The Auditor tested the phone numbers and addresses associated with third part reporting.

	<p><b>Compliance Determination</b></p> <p>NCDJJ has multiple policies and statutes that direct staff in the handling of a report of Sexual Assault or Sexual Harassment. Random staff interviews confirmed that staff are aware of the immediate need to report all accusations of sexual assault or sexual harassment. They knew this included a third party and anonymous complaints and accusations that may not be true. The staff interviewed knew they also had to report on a coworker whose actions or inactions led to a sexual assault. Staff were aware of the importance of timely reporting and the need to provide confidential information. Staff were aware that exceptions are when reporting to supervisory staff, investigative staff, or other information needed to secure treatment or provide for the safety/security of others. The Auditor's review of investigative files support practices described in policy are put into action when a report occurs including documentation of staff actions at each step after the notification is made including external agencies with statutory responsibility like the Department of Social Services.</p> <p>The facility's Medical and Mental Health staff were aware of the timely reporting concerns. Supervisors also know how to contact the resident's parent/guardian, facility and agency Administration, local law enforcement, and the Department of Social Services. The juveniles spoke with understood the limitations of confidentiality on information about ongoing or past abuse. The above-stated facts support compliance, and the staff clearly understood the responsibility to report a concern related to PREA. The Auditor also considered, absent a PREA allegation, the various checklists that would guide staff response and ensure the indicators of this standard are met.</p>
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<b>115.362</b>	<b>Agency protection duties</b>
	<b>Auditor Overall Determination:</b> Meets Standard
	<b>Auditor Discussion</b>
	<p>Policies and written/electronic documentation reviewed.</p> <p>Chatham Youth Development Center Pre-Audit questionnaire</p> <p>Juvenile Justice Facilities Sexual Abuse and Harassment (PREA) Policy</p> <p>DJJ PREA 200 Policy</p> <p>PREA Tracking forms</p> <p>Population Report for Chatham Youth Development Center</p> <p>2025 PREA Investigation</p>

Individuals interviewed/ observations made.

Interview with the Deputy Secretary of the Division of Juvenile Justice

Facility Director

Random Staff

PREA Coordinator

Random Resident

#### Summary Determination

Indicator (a) The Chatham Youth Development Center has had no incident in which they enacted steps to protect a resident in imminent risk of sexual abuse. Interviews with the Facility Director and the Deputy Secretary support a commitment to the safety of all juveniles served in DJJ facilities. The Chatham Youth Development Center operates four units, with juvenile housed in single cells. The facility can place young people at risk on a safety plan to allow him to move separately from any individual or group of aggressors. If the facility believes a resident might be at risk, it can place them on what is described as almost a one-to-one for extra support. The agency will consider the movement of an individual if safety risks cannot be alleviated to one of several other DJJ facilities in the state. A review of the investigation file supports that juveniles were moved apart from each other after an allegation of inappropriate contact. The Director confirms there was no imminent risk, and the resident who filed the complaint confirmed they are on separate units and have no real contact. The Juvenile was managed using a safety plan without isolation from the entire population. DJJ PREA Policy MS-7 sets forth staff obligations to act to protect residents. "When an employee, volunteer, contractor, or custodial agent learns that an offender, resident, or safekeeper is subject to a substantial risk of imminent sexual abuse, immediate action shall be taken to protect the offender, resident, or safekeeper." Random staff knew the expectation was to respond immediately, protect the residents, and notify appropriate supervisors to ensure the concerns can be investigated.

#### Compliance Determination

The Chatham Youth Development Center administration and the North Carolina Division of Juvenile Justice and Delinquency Prevention administration report their commitment to resident safety. They both support the idea that they have options to protect a resident from potential abuse. Interviews with facility and agency administration supported the ability to be responsive to individuals who were at risk of abuse in addition to those who may have been the victims of abuse. Random

	<p>staff interviewed identified what to do in situations of imminent risk, including immediate separation of parties, increased contact, support to the residents, notification up the chain of command, and documentation of the incident. Compliance was determined based on the interviews with the Agency and facility Administration, staff, and the PREA Coordinator, which confirmed the agency's commitment to respond quickly to all allegations and ensure that it uses all agency resources to keep individuals safe. A 2025 incident reviewed supported steps were taken to separate youth as it was determined substantiated for sexual harassment. The Auditor also took into consideration that residents expressed that the staff was approachable and believed that the staff would take a complaint seriously and maintain their safety.</p>
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<b>115.363 Reporting to other confinement facilities</b>	
	<p><b>Auditor Overall Determination:</b> Meets Standard</p> <p><b>Auditor Discussion</b></p> <p>Policies and written/electronic documentation reviewed.</p> <p>Chatham Youth Development Center Pre-Audit questionnaire</p> <p>Policy MS-7 Juvenile Justice Facilities Sexual Abuse and Harassment (PREA)</p> <p>PREA Incident tracking form</p> <p>Coordinated Response plan</p> <p>Investigative File</p> <p>Individuals interviewed/ observations made.</p> <p>Interview with Agency PREA Coordinator</p> <p>Interview with PREA Compliance Manager</p> <p>Interview with Facility Director</p> <p>Discussions with OSI Supervisor</p> <p>Summary Determination</p>

Indicator (a) The North Carolina Division of Juvenile Justice and Delinquency Prevention Policy outlines the requirements if an individual discloses at one facility that they were previously victimized at a prior juvenile correctional facility. The policy requires the notification is made to the state PREA Coordinator and the facility administrator or designee. According to the Pre-Audit Questionnaire, there was no reported incident of sexual abuse allegations made by a resident claiming the abuse occurred while they were living at another facility. Interview with the PREA Compliance Manager and the Facility Director support that has the culture in place to ensure all allegations, including ones that occurred in another setting, are reported promptly. The Facility Director knew that residents who disclose abuse at another facility must be reported the facility Head of that other facility. Agency PREA MS-7 policy states, "G. Procedures for Reporting Allegations of Sexual Abuse and/or Sexual Harassment that Occurred at a Prior Adult Correctional or Juvenile Confinement Facility:

1. Upon receiving an allegation that a juvenile was sexually abused and/or sexually harassed while confined at a prior adult correctional or juvenile confinement facility, the Facility Head/Chief Court Counselor that received the allegation shall notify the JJDP PREA Office and the Facility Head or

appropriate office of the agency where the alleged abuse occurred.

2. Such notification shall be provided as soon as possible, but no later than 72 hours after receiving the allegation.

3. The Facility Head/Chief Court Counselor shall document such notification by completing a memorandum to file sharing with the JJDP PREA Office, along with entering a case note in NC-JOIN documenting that a memo was shared with the JJDP PREA Office.

4. Upon receiving notification from another facility or agency that an allegation of sexual abuse and/or sexual harassment has been reported, the Facility Head/Chief Court Counselor shall ensure the allegation is investigated."

The facility's Coordinated Response Plan sets forth the same expectation as noted in a review of incident checklist.

Indicator (b) The PREA Coordinator, PREA Compliance Manager, and Facility Director were all aware in their formal interviews that notifications to outside facilities should be made as soon as possible but no later than 24 hours, which exceeds the standard requirement of 72 hours. There were no such reported incidents for the Auditor to review. The PREA Coordinator confirmed that their office would also be following up to ensure an investigation occurred at any state or county facility. Abuse allegations would also require notifications to the Department of Social Services.

Indicator (c) Agency policy, as stated in indicator (a), requires notifications to be documented. Since there were no incidents, the Auditor relied on policy and the knowledge of the individuals interviewed. The Department of Juvenile Justice has developed a PREA Incident tracking form to record all allegations. The form has check boxes for documentation of notifications. The bottom of the form has space for outside contacts can be added. The Auditor discussed with the Director the practice of calling the facility and following up with an email to get time stamped proof of notifications.

Indicator (d) Documentation was provided that there was one outside report of sexual assault of a former resident from another facility. The facility Director confirmed, consistent with the policy, that all outside allegations will result in an investigation. The allegation which reportedly occurred in 2024 but was reported to the other facility in 2025 resulted in an investigation by the Office of Special Investigations. The checklist completed by the Director support notification was made to the local Police and DSS.

**Compliance Determination**

North Carolina Division of Juvenile Justice and Delinquency Prevention policy addresses the requirements of reporting to other confinement facilities of incidents of sexual assault that had occurred in those facilities. The policy requires that at all facilities, notification is done in writing and within 72 hours. Interviews with the facility Director and PREA Coordinator confirmed they were aware of their responsibilities, including the documentation of notifications. Compliance with this standard was based on the agency policy, the Facility Director, and the PREA Compliance Manager’s knowledge of their responsibilities and documentation found in the investigation file in a case received from another institution.

<b>115.364</b>	<b>Staff first responder duties</b>
	<b>Auditor Overall Determination:</b> Meets Standard
	<b>Auditor Discussion</b>
	<p>Policies and written/electronic documentation reviewed.</p> <p>Chatham Youth Development Center Pre-Audit questionnaire</p> <p>MS-7 Juvenile Justice Facilities Sexual Abuse and Harassment (PREA) Policy</p> <p>Chatham PREA response plan</p> <p>NCDJJ PREA Incident Checklist (first responder, Supervisor, Incident Checklist)</p>

NCDJJ PREA Training Outlines (first responder duties)

Individuals interviewed/ observations made.

Interview with Agency PREA Coordinator

Interview with investigative staff

Random staff

Summary Determination

Indicator (a) There has been no staff member at Chatham Youth Development Center who has acted as a first responder to a sexual abuse allegation in the past year. MS-7 Juvenile Justice Facilities Sexual Abuse and Harassment (PREA ) policy covers the requirements of the first responder duties, including 1) separating victim and alleged abuser 2) preserving and protecting the crime scene 3) directing the alleged victim on protecting evidence until they can be transported for forensic examination 4) ensure the alleged abuser also does not take actions to destroy evidence. The Policy states,

“ Upon learning of a concern for sexual abuse, involving a resident(s) within a center, the first responding staff member shall be required immediately to:

A. Alert local Emergency Medical Services (911) if the alleged victim(s) is exhibiting signs of obvious life-threatening injury and/or significantly altered mental state;

B. Separate the alleged victim(s) and the alleged aggressors(s);

C. Use the Sexual Abuse Incident Response Checklist to guide all subsequent actions; REFERENCE: Sexual Abuse Incident Response Checklist (Form YD 001 for first responders, and Form YD 002 for senior person in charge)

D. Immediately inform the senior person in charge of all knowledge, suspicion, and/or information pertaining to:

1. Sexual abuse, involving a resident(s) within the center,

2. Retaliation against resident(s) or staff who reported concerns of sexual abuse, sexual harassment, and/or voyeurism involving a resident(s) within the center, and/or

3. Staff neglect/violation of responsibilities that may have contributed to an incident and/or retaliation; and

4. Preserve and protect the potential crime scene(s) until the formal investigation is initiated.

E. Request that the alleged victim (resident) avoid actions that could destroy (potential) physical evidence, including:

1. Washing (including hands and face),
2. Bathing (including body and anogenital areas),
3. Brushing teeth/flossing teeth/gargling,
4. Changing/removing clothing,
5. Urinating/defecating,
6. Removing a tampon and/or sanitary pad,
7. Cutting/trimming/cleaning fingernails,
8. Smoking/chewing tobacco, and
9. Drinking/eating/chewing gum.

F. Request that the alleged aggressor avoid actions that could destroy (potential) physical evidence, including:

1. Washing (including hands and face),
2. Bathing (Including body and anogenital areas),
3. Brushing teeth/flossing teeth/gargling,
4. Changing/removing clothing,
5. Urinating/defecating,
6. Removing a tampon and/or sanitary pad,
7. Cutting/trimming/cleaning fingernails,
8. Smoking/chewing tobacco, and
9. Drinking/eating/chewing gum.

Note: First responders (senior person in charge and staff) are prohibited from revealing any information regarding the alleged sexual abuse, of a resident of a center unless expressly required to secure the immediate safety of a resident, and/or to meet mandated investigation, evaluation, intervention, and/or treatment requirements as established by state, local, and/or NC law and/or policy.

G. Inform the center nurse or human services coordinator regarding all knowledge, suspicion, and/or information pertaining to sexual abuse involving a resident(s) of that center during regular business hours (If the initial concern is reported after regular business hours, the senior person in charge, or his/her designee, shall report all concerns by the next business day).

H. Inform the Health Services Manager regarding all knowledge, suspicion, and/or information pertaining to sexual abuse involving a resident(s) of a center during regular business hours (If the initial concern is reported after regular business hours, the senior person in charge, or his/her designee, shall report all concerns by the next business day).

I. Inform the center clinical lead or designee or Director of Behavioral Health regarding all knowledge, suspicion and/or information pertaining to sexual abuse, involving a resident(s) in that center, during regular business hours (If the initial concern is reported after regular business hours, the senior person in charge, or his/her designee, shall report all concerns by the next business day).

J. Inform the appropriate local department of social services (in the county associated with the center of concern) regarding all knowledge, suspicion and/or information pertaining to sexual abuse, involving a resident(s) of a center, and JJ staff, contractors, and/or volunteers.

K. Inform the alleged victim's parents and/or legal guardians of all concerns pertaining to possible sexual abuse, involving a resident(s) within a center, and the timing/location of all evaluation referrals.

Note: If the alleged victim is under the guardianship of the North Carolina child welfare system, the report shall be made to the alleged victim's caseworker instead of the parents and/or legal guardians.

Note: The senior person in charge and staff are prohibited from revealing any information regarding the alleged sexual abuse of a resident of a center unless expressly required to secure the immediate safety of a resident, and/or to meet mandated investigation, evaluation, intervention, and/or treatment requirements as established by state or local law or policy, or by NC DPS policy.”

The Auditor reviewed the corresponding first responder’s checklist, which provided brief reminders on the steps to be taken.

“1. Record all information about the incident to be provided to the PREA investigator (e.g. date & time the incident was reported, name of the person making report, If known: date/time of alleged incident, location, name of victim, name of assailant, names of witnesses.) Do not ask questions that can impede the investigation.

2 Follow PREA Medical Protocol ( if applicable) a. Notify center nurse, human services coordinator, center director or supervisor (based on availability at center) Name of person notified \_\_\_\_\_ b. Provide medical attention per PREA Medical Protocol “supplies as part of the incident scene (refer to PREA training manual regarding preserving evidence).

3 Separate alleged victim and assailant. If needed, move whichever is deemed appropriate to ensure there is no contact. Separate known witnesses (if applicable).

4 Secure the scene (if applicable) until senior person in charge assumes control of the scene. a. Start Incident SceneTracking Log (OPA-I20) and limit number of people

entering or leaving the scene. Turn log over to senior person in charge.

b. If presented items with possible forensic evidence, use latex gloves and designated evidence bags. If collected, each item must be placed in a separate evidence bag with juveniles name, date, time, description of item and total number of bags. Additionally, the Chain of Custody form must be used.

5 Notify the senior person in charge. All information is confidential and kept on a need to know basis. All involved staff remain present until released by the senior person in charge.

6 Make notification to DSS and Law Enforcement (as locally agreed upon) for all sexual abuse cases and all staff/juvenile sexual harassment cases.”

The auditor asked all random staff members about their awareness of the first responder's duties. Random staff also were able to provide examples of how they would respond consistently to the policy. Chatham YDC provides staff with access to PREA manuals, which reinforce the duties of a first responder. The manuals also include the policy, the First Responder Checklist, and the PREA Incident checklist, further supporting first responder duties are fulfilled.

Indicator (b) All staff and contractors in the Department of Public Safety are trained on how to protect evidence in the event of a sexual assault. The random custody and non-custody staff interviewed recognized the importance of closing off the crime scene, separating individuals, and instructing the individuals not to eat, drink, wash, or use the bathroom. They also know not to have them change clothing. The local law enforcement will complete a crime scene analysis, and the victim will be sent out to the local hospital with a Sexual Assault Nurse Examiner. As noted in indicator (a), there is specific information staff are trained on in protecting evidence. The Auditor also reviewed the training materials that all staff are trained on the expectations of the first responder to an allegation of sexual abuse.

#### Compliance Determination

The North Carolina Department of Public Safety trains all Juvenile Justice employees and contractors in the duties of a first responder. North Carolina DPS has developed a coordinated response plan that gives first responders directions and information to support them through the crisis. Compliance determination relied on the interviews with staff who could identify steps 1-4 in (Indicator a) and that they were to tell the alleged victim and perpetrator not to do anything that could affect the evidence collection. Medical staff and educational staff were also aware of the steps to preserve evidence. (Indicator B). Facility staff are prepared to respond as evidenced in their answers that support an understanding of first responder duties. Staff interviewed confirmed steps taken to protect the resident, the evidence, and the crime scene. Compliance is based on policy, systems in place to ensure first responder expectations are met, and absent a first responder incident, the

	interviews with random staff who knew what to do to protect the resident, and the steps taken to preserve evidence.
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<b>115.365</b>	<b>Coordinated response</b>
	<p><b>Auditor Overall Determination:</b> Meets Standard</p> <p><b>Auditor Discussion</b></p> <p>Policies and written/electronic documentation reviewed.</p> <p>Chatham Youth Development Center Pre-Audit questionnaire</p> <p>Juvenile Justice Facilities Sexual Abuse and Harassment (PREA )Policy</p> <p>NCDJj PREA Incident Checklist</p> <p>Chatham Youth Development Center Sexual Assault Response Plan</p> <p>Individuals interviewed/ observations made.</p> <p>Interview with Deputy Secretary of the Division of Juvenile Justice and Delinquency Prevention</p> <p>Interview with Regional Director</p> <p>Interview with Agency PREA Coordinator</p> <p>Interview with Facility Director</p> <p>Interview with Medical Staff</p> <p>Interview with Supervisory staff</p> <p>Facility's PREA Binder</p> <p>Interview with PREA Support Person</p> <p>Summary Determination</p> <p>Indicator (a) The North Carolina Division of Juvenile Justice and Delinquency Prevention has ensured each Juvenile Justice facility has a preparedness plan for sexual assault incidents. The agency's PREA policy states, "The PCM shall ensure the center has a written, institutional plan for a coordinated response to juvenile sexual abuse and sexual harassment issues." In the Auditor's review of the documents, he found the plan directs staff in their duties, so a coordinated response</p>

	<p>is done the same way each time. The plan is individualized at the facility level to increase staff response time and accuracy of information needed, including specific staff who will be responsive to different roles. The plan provides a description of how staff in different roles respond to allegations of sexual misconduct. There is information on first responder and medical staff responsibilities to protect evidence and defines a plan to ensure notification within the agency and to external authorities with the ability to investigate including law enforcement and DSS. The Plan also provides support for the victim in healthcare services and the use of a position NCDJDP creates call a PREA Support Person (PSP). The PSP is a individual trained by the agency to work the youth, be a go to person and monitor their behaviors while ensuring no retaliation occurs. The facility Director / PREA Compliance Manager confirmed that the plan is reviewed annually and updated as needed. Supervisory staff knew about the plan and confirmed they will use checklist form which are part of the plan to ensure a consistent process for responding to allegations of sexual abuse. In North Carolina</p> <p>Compliance Determination</p> <p>Chatham Youth Development Center is compliant because it has developed a coordinated response plan that directs staff in their duties. The plan has a process for reviewed and updates and is continually available to staff. The checklist, PREA binder, and random staff interviews further support compliance. The facility plan describes the duties of first responders, supervisory staff, investigative staff, and medical and mental health staff duties. Interviews with the facility director/PREA compliance manager, supervisory staff, and medical staff all confirmed knowledge of their roles in the plan. The facility has a PREA emergency binder to ensure a consistent response to sexual assault incidents. The binder is in the supervisor's office. Interview with the agency head, PREA Coordinator and regional director further support that the plan ensures good communication so appropriate resources can be put into action.</p>
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<b>115.366</b>	<b>Preservation of ability to protect residents from contact with abusers</b>
	<b>Auditor Overall Determination:</b> Meets Standard
	<b>Auditor Discussion</b>
	<p>Policies and written/electronic documentation reviewed.</p> <p>Chatham Youth Development Center Pre-Audit questionnaire</p> <p>MS-7 Juvenile Justice Facilities Sexual Abuse and Harassment (PREA) Policy</p> <p>NCDPS Human Resource New Employee Manual</p>

Individuals interviewed/ observations made.

Interview with Agency PREA Coordinator

Interview with Facility Director

#### Summary Determination

Indicator (a) The North Carolina Department of Public Safety does not have unionized employees in its juvenile justice facilities. The Auditor Confirmed with the Agency PREA Coordinator and the facility director that the employees are not unionized in NCDJJ. The Director also confirmed that he could place staff out on leave during PREA Sexual Abuse or Sexual harassment investigations into staff's actions. The PREA policy (MS-7) defines in employment section the agency's response to allegations consistent with standard expectations. "In the event an employee is alleged to have engaged in any of the activities described in 1.-4. in A., above, they shall be reassigned from all juvenile contact and management shall consult with the JJDP PREA Office, DPS Central Human Resources, and the DPS Office of the General Counsel to determine whether an internal investigation is required in accordance with the DPS-SI-100, OSI Authority to Conduct Investigations policy."

The Auditor also reviewed the NCDPS employee manual (page 73), which confirms this ability. "An employee may be placed on Investigatory Leave with Pay (ILWP) per approval from the Human Resources Director or designee(s), or in appropriate circumstances, without prior approval, but with notification to the OSHR Director or designee the following business day. Investigatory leave shall be with pay (i.e. no charge to the employees' accrued leave) and may be used to temporarily remove an employee from work status. Investigatory leave does not constitute disciplinary action, and therefore, may not be appealed. An employee may be placed on ILWP only:

- To investigate allegations of performance or conduct deficiencies that would constitute just cause for disciplinary action;
- To provide time within which to schedule and conduct a pre-disciplinary conference; or
- To avoid disruption of the workplace and/or to protect the safety of persons or property "

During the current investigation the auditor was able to see staff in non-contact positions

Indicator (b) The Auditor is not required to review this indicator

	<p>Compliance Determination</p> <p>The Department of Public Safety has no contracts with bargaining units at its Juvenile Justice facilities. The Auditor requested and was provided information from state human resources policy, which defines the grounds for putting an individual out on administrative leave after an allegation of sexual misconduct. This standard is compliant based on the information provided in policy and agency manuals and the interviews with facility and agency administrators.</p>
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<b>115.367</b>	<b>Agency protection against retaliation</b>
	<b>Auditor Overall Determination:</b> Meets Standard
	<b>Auditor Discussion</b>
	<p>Policies and written/electronic documentation reviewed.</p> <p>Chatham Youth Development Center Pre-Audit questionnaire</p> <p>MS-7 Juvenile Justice Facilities Sexual Abuse and Harassment (PREA) Policy</p> <p>Retaliation monitoring forms for Residents and staff</p> <p>Chatham PREA Support Person (PSP) Designation Forms</p> <p>PSP training lesson plan</p> <p>PSP PowerPoint</p> <p>Individuals interviewed/ observations made.</p> <p>Interview with the Deputy Secretary of the Division of Juvenile Justice</p> <p>Interview with Agency PREA Coordinator</p> <p>Interview with PREA Compliance Manager</p> <p>Interview with Facility Director</p> <p>Interview with PREA Support Person</p> <p>Interview with random staff</p> <p>Summary Determination</p>

Indicator (a) The North Carolina Division of Juvenile Justice and Delinquency Prevention has information on the expectation to monitor individuals after any PREA claims. The Agency PREA policy aims to protect all residents and staff who report sexual abuse or sexual harassment or cooperate with sexual abuse or sexual harassment investigations from retaliation by other residents or staff. Protecting individuals from retaliation is mentioned over two dozen times in the agency policy. The policy language also goes on to define the individuals who would monitor residents and who would monitor staff. The agency PREA policy (MS-7) states, "Retaliation against staff or residents alleging resident sexual abuse or sexual harassment is prohibited. Unless the allegation is determined to be unfounded, management is responsible for monitoring the conduct and treatment of residents and staff who reported the sexual abuse and the residents who were reported to have suffered sexual abuse for at least 90 days following the report. The PREA Support Person is responsible for monitoring residents according to policy who report or have suffered sexual abuse. The PSP will document retaliation monitoring on the OPA-I24 (Offender/Juvenile Retaliation Report). The PREA Compliance Manager is responsible for monitoring staff who report sexual abuse incidents for indications and/or signs of retaliation (e.g., disciplinary actions, behavioral changes, etc.). Monitoring shall continue beyond 90 days if the initial monitoring indicates a continuing need. The PCM will document staff retaliation monitoring on the OPA-I22 (Staff Retaliation Report). Any staff who have knowledge, suspicion, or information regarding retaliation against residents or staff who report sexual abuse or harassment must immediately report that knowledge, suspicion, or information to the PREA Office by telephone or email: PREA@ncdps.gov."

The North Carolina Division of Juvenile Justice and Delinquency Prevention has created voluntary positions for facility staff who want to serve as PREA Support Persons (PSP). The facility Director approves the individuals and receives additional training annually. The PSPs serve as go-to persons for victims or other residents who cooperate in an investigation of sexual misconduct. The Policy defines their roles in monitoring for retaliation of residents. "Each facility and short-term residential facility shall have at least one (1) trained PREA Support Person (PSP), who will coordinate services for and provide support to alleged victims of sexual abuse and sexual harassment. The PSP shall:

1. Explain investigative procedures to the victim and be present during interviews and medical exams unless assistance is declined by the victim;
2. The PSP shall consult with the investigator on the case and based on their own training, offer the appropriate training;
3. The PSP may accompany the juvenile in investigatory interviews and visits with medical professionals. The PREA Support Person shall not however, in any manner, obstruct or interfere in the course of the investigation;
4. Consult with the Program Manager/Facility Director prior to meeting with the victim weekly for the initial three (3) weeks following the report. The PSP shall update the victim on progress of the investigation using the PREA Support Services -

Status Notification form (Form OPA-I30A) and answer questions;

5. After the initial three (3) weeks, through conclusion of the investigation, meet with the victim after consultation with the Program Manager/Facility Director and investigator;

6. Participate on Incident Review Team, if requested;

7. Monitor victims and any juveniles who report sexual abuse for indications and/or signs of retaliation (e.g., disciplinary actions, behavioral changes, etc.) for at least 90 days following the report (monitoring shall continue beyond 90 days if the initial monitoring indicates a need). The PSP shall complete the Juvenile Retaliation Monitoring form (Form OPA-I24); and

8. Provide victim with a completed Support Services form (Form OPA-I30) to inform him/her of the results (status and outcome) of the investigation. Unless the incident is determined as unfounded, the PSP shall inform the victim of the law enforcement outcome and the status of the staff member (assailant).

The policy also requires the PREA Compliance Manager to serve as the individual responsible for monitoring staff for retaliation. The PREA Compliance Manager will ensure the monitoring process is documented. The form documents the types of monitoring in the given week, from the review of incidents and discipline to follow-up with mental health or direct conversation with the resident by the person completing the monitoring. There have been two incidents requiring the monitoring of staff. The Auditor spoke with the PSP and Director, who were aware of the requirements and a PSP was assigned a youth in the current sexual harassment allegation.

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Indicator (b) The facility Director supported the facility's staff enough with sufficient housing units to ensure individuals who have been separated post a PREA Incident can be safely managed to ensure no retaliation. Residents would routinely be offered counseling services. The PREA Support Services would provide routine check-ins to ensure the client is feeling safe. Staff who may have concerns would work with the operational supervisor to mitigate the concern. The Director supports that the alleged victim would be kept apart from the alleged aggressors. The agency as noted in 115.67, has the ability to remove alleged staff from contact with alleged victims. The Director reports any retaliation or ongoing concerns that could result in one of the residents moving to other facilities as deemed necessary.

Indicator (c) As noted in Indicator (a), the North Carolina Division of Juvenile Justice and Delinquency Prevention policy supports all individuals (Residents and Staff) who report a PREA Incident are monitored for changes in behaviors that might be a symptom of their being retaliated against. The form developed also addresses the nine elements of this indicator. In the OAS, the facility reported that there have been

incidents where retaliation monitoring was required The Auditor reviewed the documentation of the closed case and spoke with the PSP was assigned in the new allegation.

The individual completing the form, a designated and trained PREA Support person, must document if they reviewed discipline, if housing moves occur or are requested, programmatic or overall behavioral changes, and document if face-to-face communication has occurred or if a mental health follow-up was requested from any of the monitoring concerns. The agency's PREA policy states that monitoring will last for at least 90 days. The Auditor interviewed a PREA Support Person about their role and what they consider in the monitoring process. Including the frequency they would have with the resident directly. The PSP is required to provide documentation of their efforts to the PCM and notify the Director immediately if they have any concerns of possible retaliation. Agency PREA Policy describes the duties of the PSP and required documentation (OPA-124). All monitoring is filed with the Director, who will approve it when it is complete or if it should be extended beyond 90 days. The Director confirmed that they and the Assistant Director would monitor staff who cooperated in an investigation. NCDPS has a form for monitoring staff (OPA122). Like the juvenile form, the PCM will document its findings for monitoring staff. Interviews completed by the Auditor with the PSP and PCM both supported they understood their roles and the information they should be aware of in determining if an individual appears to be being retaliated against even if they do not report it themselves.

Indicator (d) Status checks can be documented through the form developed by the North Carolina Department of Juvenile Justice and Delinquency Prevention. The PSP can obtain information through discussions with supervisors, medical or mental health, line staff, or the juvenile. The PSP can review logs, discipline records, and room assignments to determine if actions appear to be retaliatory. The NC Division of Juvenile Justice and Delinquency Prevention PREA policy indicates that the resident is expected to complete direct conversations weekly during the first three weeks and periodically thereafter (but no longer than 30 days). The PSP is also required to speak with the facility director and the agency investigators about the status checks and if there is any concern about retaliation. The PSP will also do notifications on investigation outcomes. A review of the monitoring forms support these practices are followed as did conversations with juveniles who were the subjects of the monitoring.

Indicator (e) As noted in indicator (b), the facility has sufficient means to protect a resident. Chatham Youth Development Center is one of thirteen Juvenile facilities for housing juveniles ordered into custody by the court. The facility has four (4) housing units. All residents are housed in individual cells and closely monitored when out of their rooms. Juveniles are never unsupervised in the facility, and units do not interact. Interviews with the Director, the PCM, and the PSP all support the idea that

	<p>planning should be assessed frequently to ensure the juvenile’s feeling of safety.</p> <p>Indicator (f) The Auditor is not required to review this indicator.</p> <p>Compliance Determination</p> <p>The North Carolina Department of Public Safety has a policy to address this standard's elements. Documentation supports the facility has in place sufficiently trained staff in PSPs and a form that ensures consistent documentation of the person being monitored. Random staff knew who the facility PCM and PSP were and that all individuals who are involved in a PREA incident would be monitored.</p> <p>The agency has developed a cadre of staff in the PREA Support Persons at each facility to ensure residents have an individual they could feel comfortable discussing their ongoing safety after making an allegation of sexual misconduct. The PREA Compliance Manager and Facility Director were aware that retaliation monitoring should be done with all individuals who cooperate with the investigation. The standard is compliant based on completed interviews, forms in place to document monitoring, the training provided to PSP, Interviews with PSPs and residents who were monitored, as well as the policy. Further supporting compliance was interviews with the Deputy Secretary and the PREA Coordinator who are committed to ensuring individuals who come forward are supported and there is no tolerance for retaliation against staff or residents who cooperate in an investigation.</p>
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<b>115.368</b>	<b>Post-allegation protective custody</b>
	<b>Auditor Overall Determination:</b> Meets Standard
	<b>Auditor Discussion</b>
	<p>Policies and written/electronic documentation reviewed.</p> <p>Chatham Youth Development Center Pre-Audit questionnaire</p> <p>MS-7 Juvenile Justice Facilities Sexual Abuse and Harassment (PREA) Policy</p> <p>Individuals interviewed/ observations made.</p> <p>Interview with Facility Director</p> <p>Interview with Deputy Secretary</p>

	<p>Summary Determination</p> <p>Indicator (a) The North Carolina Department of Public Safety Policy does not have special management units in juvenile facilities. The residents are not allowed to be isolated in cells for long periods of time. Agency policy MS-7 states, “When the alleged juvenile-victim returns from the emergency room, they shall be assigned to a single room for protective housing. Caution shall be exercised to ensure the juvenile is protected during movement and daily activities from retaliatory action or further victimization. Care must be taken by staff not to penalize the juvenile-victim because of the allegations.” The Director confirmed that it is not their practice to isolate individuals, and if there is a concern, the individual with greater restrictions would be the aggressor, not the victim. Chatham Director reports no instance in which special management practices were required to be used for a victim of sexual assault. The NCDPS facility was not built with an isolation unit, and all residents were housed in single person rooms.</p> <p>Compliance Determination</p> <p>In the interview with the facility Director, the Auditor confirmed documentation from the audit file stating they have not used segregation of any victims of a sexual assault in the past year. In one unsubstantiated investigation the juveniles were separated into separate units which by practice significantly limits them ever seeing each other as all movement is by unit in the facility. The Facility Director confirmed the practice is to ensure limited impact on the victim, and movement restrictions would occur, preferably in the management of the alleged aggressor. Since there was no use of special management, the Auditor could not interview a resident or staff person who had supervised them. The standard is determined to be compliant based on policy, the documentation provided, and the physical plant observations and interviews completed.</p>
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<b>115.371</b>	<b>Criminal and administrative agency investigations</b>
	<b>Auditor Overall Determination:</b> Meets Standard
	<b>Auditor Discussion</b>
	<p>Policies and written/electronic documentation reviewed.</p> <p>Chatham Youth Development Center Pre-Audit questionnaire</p> <p>Policy MS-7 Juvenile Justice Facilities Sexual Abuse and Harassment (PREA )</p> <p>NCDJJ PREA 300 policy</p> <p>NCDPS Coordinated Response flowchart for PREA Allegations</p>

Training materials for Sexual Assault Investigations

Chatham County Sheriff's Office Website

Memo on PREA Investigation from DJJ agency head

Individuals interviewed/ observations made.

Interview with the DJJ Deputy Secretary

Interview with Agency PREA Coordinator

Interview with Facility Director

Interview with PREA Compliance Manger

Interview with trained Investigators

Summary Determination

Indicator (a) Chatham Youth Development Center had one allegation of sexual abuse and two sexual harassment allegations in the past year before the audit. The facility would only investigate administratively as local law enforcement would complete criminal investigations, which would reportedly be the local police department County Sheriff's Office. The North Carolina Department of Juvenile Justice's PREA policy MS-7 on pages 18 to 20 set forth the responsibilities of the facility and the agency investigator, including the need for a prompt, thorough investigation of the facts, a complete report outlining the processes undertaken, and the reasoning behind the findings. The policy and the coordinated response plan define duties, and agency policy requires the investigation of all allegations, including those from a third party or anonymous sources. The policy language states that the Office of Special Investigations will assign an investigator for each case involving staff allegations. The Department supports the objective investigatory process through its Office of Special Investigations. If the allegation involves a staff member, it was explained to the Auditor that an investigator not associated with the facility will lead the investigation. The investigator will work with the local law enforcement agency to ensure the administrative investigation does not impinge on the criminal investigation. In discussions with the YDC Investigator, they confirmed they would coordinate with agency leadership and local law enforcement in the event of a sexual abuse allegation to avoid conflict in the investigation process. The Auditor was able to see documentation of these contacts in the investigative file. The Office of Special Investigation also confirm their investigation will work with criminal investigators if there are concurrent investigations. DJJ PREA Policy 300 also covers the indicator's language when it states, "If an alleged act of sexual abuse or sexual harassment is reported or discovered, an immediate preliminary review shall be conducted by a SAH

investigator to determine if the incident meets the standards of PREA.” Interviews with random staff confirmed that they must report all allegations of sexual misconduct for investigation no matter who the source is (third party), if the allegation is anonymous, or their own beliefs about the validity of the allegation.

The facility Director confirmed they would be called into the facility to take immediate steps and coordinate with local law enforcement if needed. They reinforced that all allegations, no matter the source, are investigated. NCDPS Director has previously sent notification to the state's law enforcement leaders outlying their responsibility to investigate sexual abuse allegations in state facilities in compliance with the Prison Rape Elimination Act. Criminal case are referred to the Chatham Sheriff's Office or Silar City Police. These agencies websites to determine experience with sexual abuse investigations..

Indicator (b) As noted in 115.334, the North Carolina Division of Juvenile Justice and Delinquency Prevention has multiple staff statewide who have completed a course on administrative investigations of sexual assaults in a correctional institution. The certificate for one current individual who work at Chatham YDC have completed the training. NCDPS could also assign a trained investigator for resident-on-resident allegations from another regional detention center. The Division also the Office of Special Investigation whose supervisor confirmed the staff have all completed training on sexual assault in correctional setting including juvenile facilities.

Chatham YDC will rely on local law enforcement (Chatham County Sheriffs Silar City Police) to conduct crime scene investigations, including any DNA or other evidence collection. The auditor confirmed through staff interviews that they know how to protect evidence. The Director would also ensure that written reports and electronic surveillance evidence would be made available to the criminal investigators. The Auditor reviewed policies on how to handle sexual abuse cases, which included language on client center approach and ensured trauma-informed communication with victims.

Indicator (c) The Chatham County Youth Development Center has facility-based Investigators. The Auditor interviewed the facility investigator. . In the investigator interview, they described the steps taken to preserve evidence but said that the local sheriff’s investigators would complete actual evidence collection at the crime scene. The facility staff knew how to ensure the preservation of evidence, including DNA, by closing off the crime scene and asking the individuals not to do anything to destroy evidence on their persons. The investigator spoke about how evidence collected by the SAFE/SANE at the local hospital would become part of the criminal investigative file, not the administrative one. The investigator describes information learned in training to support a thorough inquiry. They described how the interview process and prior records may be used to assess the case's factors. The facility staff interviewed were all able to explain how to protect evidence until the law enforcement authorities arrived. Agency policy addresses the retention of evidence; “When a video is available that is associated with an alleged sexual abuse or

harassment incident, a copy of the video will be maintained with the full investigative package in accordance with DPS retention policy.” The Policy further states, “In order to preserve the integrity of the investigation and if law enforcement is not involved, then one person or a specific team shall be designated to investigate an incident, and only that person (or team) shall be involved in the collection of evidence and interviewing of potential witnesses. A thorough investigation is necessary to ensure the potential for prosecution/legal action. “In the event of a criminal investigation, DPS staff are directed not to move forward on administrative investigation steps, including interviews, until approved by the criminal investigator. The NCDPS has trained all staff on how to preserve evidence, including closing off crime scenes and encouraging the alleged victim and aggressor not to do anything that would destroy or degrade evidence. The Auditor also reviewed the NCDPS Investigator course for DJJ investigators. The training covers expectations on evidence collection, including direct and circumstantial evidence, videotapes, and written statements by staff. The training materials and interviews with the Investigator described who needs to be interviewed (victims, perpetrators, and witnesses) as well as how to use historical information.

Indicator (d) The Investigator confirms they will not terminate an investigation if a resident recants their allegation. Agency PREA policy (page 18) states, “The Department of Public Safety shall not terminate an investigation solely because the source of the allegation recants the allegation.” Neither the Police nor the facility Investigator will halt their respective investigations if the victim or perpetrator is no longer at the facility. The facility Investigator’s interview and the training materials also confirm this expectation.

Indicator (e) The criminal investigator and the local prosecutor would make the determination on compelled interviews. NCDJJ investigators would not be completing compelled interviews. A review of the criminal investigator's report included documentation of communication with the local prosecutor, who did not believe there was sufficient evidence to move forward on the case.

Indicator (f) The Investigator interviewed confirmed that a victim is not required to undergo any polygraph or other truth-telling process to proceed with an investigation. The Investigator confirmed in the discussions with the Auditor what the policy requires (PREA policy -page 18). “A resident that alleges sexual abuse shall not be required to submit to a polygraph examination or other truth-telling device as a condition for proceeding with the investigation of such an allegation.” The NCDPS training has the investigating staff person assess the credibility of everyone involved in the case without biases toward their position as a staff member or resident. The Auditor confirmed this with the trained investigator during

the interview. The OSI Supervisor also answered questions on how he would like his staff to approach credibility of witnesses, victim, and the accused.

Indicator (g). All criminal investigations potentially can include a referral to the NCDPS Special Investigations Unit if the evidence supports that a staff person's actions or inactions led to a resident-on-resident sexual assault. Administrative investigations into sexual harassment claims or other staff actions in sexual misconduct investigations can result in discipline outside of termination. All completed administrative investigations must have a related investigation file, which includes written or oral statements, video or other physical evidence, and the reasoning behind the conclusions reached. The facility investigator interviewed confirmed that even in resident-on-resident allegations, the administrative investigation will include an assessment of staff actions or inactions that may have contributed to the incident. The Auditor confirmed with all random staff the expectation that they must report all staff actions or inactions that lead to a sexual abuse incident. Records are kept by the Director, the PREA Office, and the Special Investigations Unit when staff are the alleged abuser.

Indicator (h). All criminal investigations would be completed by the Chatham County Sheriff's Office or the Silar City Police Department.

Indicator (i) The sexual abuse investigation completed by the local police has led to the former staff being charged. Agency policy requires all criminal acts to be referred for a criminal prosecution and interviews with facility leadership support they would encourage prosecution in the event of a sexual assault incident. The Auditor confirmed with the facility investigator and the facility Director that they would stay informed about any required steps toward prosecution requiring resident notification. As the state's law enforcement agency, the NCDPS, the parent agency of NCDJJ, expects that criminal conduct is referred for prosecution.

Indicator (j). The North Carolina Department of Public Safety requires record retention for a period of 5 years beyond the resident's involvement with DJJ. Policy language covers the standard indicator. The Auditor reviewed other agency documentation on the website supporting this and addressed the issue with the trained investigator.

Indicator (k) Agency policy mirrors the standard language, and the Investigators interviewed confirmed that the individual's departure from the institution would not result in the case being closed. "The departure of the alleged aggressor or victim from the employment or control of the Department of Public Safety shall not provide

a basis for terminating an investigation.” In the criminal investigation the resident had already left the facility. The facility investigator and the OSI Supervisor confirmed that all investigations are completed to the best of the ability with attempts to reach out to parties involved or witnesses who are no longer at the facility.

Indicator (l) Auditor is not required to audit this provision.

Indicator (m) As noted in the above indicators, both facility leadership and the investigator interviewed confirm they would remain informed on criminal investigations completed by the local law enforcement staff. The facility leadership and the PREA Support persons were aware of the need to inform the victim if they were still in the custody of the outcome of the investigation, if it was referred for prosecution, and if the individual was indicted. If the resident is no longer be the Chatham Youth Development Center, but at another DJJ facility notification would reportedly be made.

#### Compliance Determination

The North Carolina Division of Juvenile Justice and Delinquency Prevention has policy language that supports this standard. In determining compliance, the Auditor took into consideration many factors. The North Carolina Division of Juvenile Justice and Delinquency Prevention has sufficient and appropriately trained individuals who can complete sexual assault administrative investigations and have developed relationships with local law enforcement agencies to complete criminal investigations. North Carolina DPS Juvenile Justice investigates all potential sexual-related incidents as possible PREA events, even if the residents report the actions were consensual. In doing so, they ensure all incidents are investigated and evidence is collected, which provides an opportunity for a reluctant victim to come forward later. To ensure issues are handled impartially, the NCDPS Office of Special Investigations would lead the administrative investigation if the incident involved a staff member.

During the Auditor’s interview, the NCDPS-trained investigator was able to identify the steps taken to gather evidence and how the credibility of the various persons involved is determined on an individual basis, and a polygraph exam would not be required for the initiation of an investigation. Consistent with policy, it was stated that investigative reports would be completed on all administrative and criminal investigations. The facility leadership is aware it must remain informed on the criminal cases handled by the local law enforcement agency, which was documented in the case file. Compliance is based on policy, documentation of the process that is in place, investigation report files and the trained investigator’s ability to describe the expectations of his training.

115.372	Evidentiary standard for administrative investigations
	<p><b>Auditor Overall Determination:</b> Meets Standard</p> <hr/> <p><b>Auditor Discussion</b></p> <p>Policies and written/electronic documentation reviewed.</p> <p>Chatham Youth Development Center Pre-Audit questionnaire</p> <p>Juvenile Justice Facilities Sexual Abuse and Harassment (PREA) Policy</p> <p>DJJ PREA 300 policy</p> <p>Individuals interviewed/ observations made.</p> <p>Interview with trained NCDJDP Investigator</p> <p>Interview with the OSI Supervisor</p> <p>Summary Determination</p> <p>Indicator (a) North Carolina Division of Juvenile Justice and Delinquency Prevention PREA Policies both address the requirements of this indicator when they state, “Juvenile Facilities shall impose no standard higher than a preponderance of the evidence in determining whether allegations of sexual abuse or sexual harassment are substantiated.” The PREA 300 policy defines preponderance of evidence as follows: “The standard of proof used in most civil cases that requires the party bearing the burden of proof to present evidence that is more credible and convincing than the evidence presented by the other party. This standard is satisfied if the evidence shows that it is more probable than not that an event occurred. The preponderance of the evidence is a lesser standard of proof than “beyond a reasonable doubt,” which is required to convict in a criminal trial.” The Auditor’s Interview with the trained investigator confirmed that no greater standard is used in determining outcomes. The administrative investigator outlined how the information/evidence supporting an allegation must be greater than the information/ evidence against to substantiate an allegation has occurred. The Office of Special Investigation’s Supervisor also confirmed that preponderance of evidence is the standard they use in making determination on administrative investigations of sexual assault. Both facility and OSI Investigators confirm the written report will include a comprehensive discussion of the facts and a description of how they came to the conclusion of if the claim is substantiated, unsubstantiated, or unfounded. Of the 3 administrative investigations 2 were referred to OSI and one was completed by the facility. Two of the investigations were complete and one ongoing. The Auditor could see finding and a description of the information used in coming to the</p>

	<p>conclusion they did.</p> <p>Compliance Determination</p> <p>Compliance was based on the policy language, investigative file reviews, and the interview with the trained facility investigator and the OSI Supervisor.</p>
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<b>115.373</b>	<b>Reporting to residents</b>
	<p><b>Auditor Overall Determination:</b> Meets Standard</p> <p><b>Auditor Discussion</b></p> <p>Policies and written/electronic documentation reviewed.,</p> <p>Chatham Youth Development Center Pre-Audit questionnaire</p> <p>MS-7Juvenile Justice Facilities Sexual Abuse and Harassment (PREA) Policy</p> <p>DJJ PREA 300 policy</p> <p>DJJ PREA Notification forms (OPA-130, OPA-130A) in English and Spanish</p> <p>Memo from PREA Coordinator on Active case</p> <p>Closed investigative file with monitoring documentation</p> <p>Individuals interviewed/ observations made.</p> <p>Investigative Staff</p> <p>OSI Supervisor</p> <p>PREA Compliance Manager</p> <p>PREA Support Persons</p> <p>Summary Determination</p> <p>Indicator (a) The North Carolina Division of Juvenile Justice and Delinquency Prevention informs all residents of the outcome of their investigations into sexual misconduct. The PREA 300 policy states, "Following an investigation into an offender, resident, or safekeeper's allegation they suffered sexual abuse or sexual</p>

harassment in a facility, the PSP shall inform the offender, resident, or safekeeper as to whether the allegation has been determined to be substantiated, unsubstantiated, or unfounded. The notification shall be documented on Form OPA-130 Support Services.” The agency’s PREA policy also requires residents to be notified if the allegation was substantiated, unsubstantiated, or determined to be unfounded. The policy also states, “Following an allegation that a resident has been sexually abused by a staff member (unless unfounded), the alleged victim shall be informed by the PSP whenever

(1) the staff member is no longer posted in the resident’s unit,

(2) the staff member is no longer employed at the center,

(3) the agency learns the staff member has been indicted on a charge related to sexual abuse within the center, or

(4) the agency learns the staff member has been convicted of a charge related to sexual abuse within the center.

Following an allegation that a resident has been sexually abuse by another resident, the alleged victim shall be informed by the PSP whenever:

(1) the agency learns the alleged abuser has been indicted on a charge related to sexual abuse within the center, or

(2) the alleged abuser has been convicted on a charge of sexual abuse within the center. The obligation to provide the results of the investigation is terminated if the resident is released from the agency’s custody.” The investigation’s outcome notifications are to be documented on a department-approved form and kept as part of the investigative file. The Auditor received a copy of the OPA 130A form in English and Spanish. Discussions with the Investigator and the Director both supported that communication with the Police and Courts would be ongoing to ensure timely notifications are made. There were one cases of sexual abuse reported in the past 12 months, according to the PAQ and the auditor found corresponding notification in the investigation file

Indicator (b) As noted in the previous indicator, the Chatham YDC administration and the assigned investigator will keep abreast of the criminal case to update the victim as required. If the Office of Special Investigations is involved the same process will occur. The one case referred for criminal investigation was for a resident no longer in custody at Chatham YDC, as such there is no corresponding documentation in the facility file.

Indicators (c & d). The PREA policy MS-7 addresses the notification process for resident victims of sexual abuse. “Disposition of a PREA Investigation

A. Following an investigation into an allegation that a juvenile suffered sexual abuse or sexual harassment in a facility, the PSP shall inform the juvenile as to whether the allegation has been determined to be substantiated, unsubstantiated, or unfounded. Notification shall be documented on the Support Services form (Form OPA-130). Note: if the juvenile is under the age of 18, the parent or legal guardian shall also be informed/notified.

B. If DPS did not conduct the investigation, the PSP shall request through their chain of command the relevant information from the investigative agency in order to inform the juvenile.

C. Following the investigation of allegations and a finding of substantiated or unsubstantiated, the PSP shall inform juvenile whenever:

1. The employee is no longer posted within the juvenile's housing unit;
2. The employee is no longer employed at the facility; or
3. JJDP learns the employee has been indicted or convicted on a charge related to sexual abuse within the facility. The NCDPS policy requires the PREA Support Person to notify the victim if the accused perpetrator is a staff person, contractor, or volunteer."

As noted in indicator (a), the policy states the various points in which notifications are to be made. The PSP will also notify the victim when the individual has been removed from areas where they would come in contact or if they have been removed from access to the facility. "The alleged victim shall be provided a completed OPA-130 (PREA Support Services form) by the PSP with the results of the investigation." The policy also requires notifications to be made to any resident regarding any indictment or conviction of a perpetrator if the victim is still in custody. The agency notification form uses language directly from the standard as part of the notification process. The PREA Support person interviewed confirmed they are required to provide such notifications as described in this standard.

Indicator (e) NCDPS has form OPA-130 that is used to document notifications. The PSP will complete the form and document the notifications, which will become part of the full investigation file. There was documentation of the notification to the juvenile in the closed case file.

Indicator (f) The Auditor is not required to audit this provision.

#### Compliance Determination

The Auditor determined compliance based on policy and interviews with various staff members who would be involved in ensuring proper notifications occurred,

	<p>including the facility Director, the PREA Compliance Manager, a facility Investigator, the OSI Supervisor and a PREA Support Person. The facility provided notification forms to be used in cases of sexual abuse in both English and Spanish. The auditor found an example in the closed case file.</p>
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<b>115.376</b>	<b>Disciplinary sanctions for staff</b>
	<b>Auditor Overall Determination:</b> Meets Standard
	<b>Auditor Discussion</b>
	<p>Policies and written/electronic documentation reviewed.</p> <p>Chatham Youth Development Center Pre-Audit questionnaire</p> <p>Policy MS-7Juvenile Justice Facilities Sexual Abuse and Harassment (PREA )</p> <p>NCDPS New Employee Orientation Manual.</p> <p>Employee PREA acknowledgment form (OPA-T10)</p> <p>PREA Training Materials</p> <p>NCDPS Coordinated Response Overview</p> <p>Individuals interviewed/ observations made.</p> <p>Investigative Officer</p> <p>Deputy Secretary of the Division of Juvenile Justice</p> <p>Facility Director</p> <p>IPREA Coordinator</p> <p>Summary Determination</p> <p>Indicator (a) North Carolina Division of Juvenile Justice and Delinquency Prevention provides notification to all employees in policies, employee handbooks, and training on the obligation to report any sexual abuse or sexual harassment of a resident at any juvenile facility. The Policy states, "Employees: Staff shall be subject to disciplinary action up to and including termination for violation of Department of Public Safety or JJDP sexual abuse or sexual harassment policies. Staff who engage in sexual abuse shall immediately be prohibited from contact with juveniles and shall be reported to relevant licensing bodies</p>

or law enforcement agencies unless the activity was clearly not criminal. Consequences shall be commensurate with the nature and circumstances of the sexual abuse or sexual harassment committed.” The New Employee Orientation Manual sets forth the obligation to report all activities that are violations of the law. It states. “If the violation is that a Department employee engaged in, attempted, threatened, or requested an act constituting sexual misconduct, termination of the employment of the employee shall be the presumptive disciplinary sanction.” All new NCDPS employees, including those not working at DJJDP facilities, are educated about PREA and the NCDPS zero-tolerance policy toward sexual misconduct during orientation. There was one sexual abuse allegation against staff at Chatham Youth Development Center that would have resulted in discipline but the individual resigned. Interview with the DJJ Deputy Secretary confirmed the agency will terminate employees for sexual misconduct on first offence.

Indicator (b) The NCDJJ policy requires that staff who engage in sexual misconduct be referred for investigation by local law enforcement agencies, which will refer individuals for potential prosecution. The Agency policy and training notify employees that those staff who engage in sexual misconduct have violated North Carolina laws at a felony level. Staff interviewed by the Auditor understood that termination is the expected outcome for those who engage in sexual misconduct with youth at the YDC. The facility Director and the agency PREA Coordinator confirmed this. The Deputy Secretary representative also confirmed the fact that termination is the presumptive discipline for sexual abuse. As indicator (a) noted, there was one case at Chatham YDC. In the case which was referred for criminal investigation the corresponding OSI administrative investigation confirmed the employee quit during the investigation. The OSI investigation reviewed would have supported discipline for several violations of policy including elements of the Prison Rape Elimination Act. In addition to termination for engaging in sexual contact with a juvenile, the PREA Policy goes on to state that staff who are aware of sexual misconduct between staff and residents or between residents will also be subjected to discipline. Page 10 of the PREA Policy says, “Failure to report alleged incidents of sexual abuse and/or sexual harassment may result in disciplinary action up to and including dismissal or termination of contract.” Staff interviews support they must not only report PREA allegations but must also report on a peer whose actions or inaction led to a sexual abuse occurring.

Indicator (c) North Carolina Department of Public Safety policy allows for other sanctions to occur besides termination if the incident is a non-criminal act. As noted in indicator (a), “Consequences will be commensurate with the nature and circumstances of the sexual abuse or harassment committed.” The Facility Director and HR representative confirmed discipline can occur for other behaviors related to PREA, such as inappropriate comments/language. In these cases, the DJJ policy dictates that it reviews the individual’s history and makes suitable sanctions consistent with laws. There have been zero cases of staff discipline at any level in

the past 12 months for a concern related to sexual misconduct. The Auditor reviewed the new employee handbook to understand disciplinary actions that could be imposed for non-criminal acts besides terminations. The employee handbook states staff can also receive a letter of discipline, be suspended, or be demoted. PREA policy MS-7 language (p2) also reinforces this expectation, "All employees, volunteers, contractors, and custodial agents of JJDP have an affirmative and ongoing duty to report any knowledge or suspicion of sexual abuse or sexual harassment of a juvenile immediately. Material omissions regarding such misconduct, or the provision of materially false information, shall be grounds for termination."

Indicator (d) The Auditor was able to confirm with the facility Director and the OSI Supervisor that any termination or resignation would not stop the case from being referred for prosecution. They confirmed the termination of employment for a violation of a departmental sexual misconduct policy or the resignation by a department employee who would have been terminated if not for his or her resignation would be reported to the appropriate criminal prosecuting authority or relevant licensing bodies. The review of the closed investigation file completed by OSI shows the report was completed after the employee had quit the agency.

**Compliance Determination:**

The North Carolina Department of Public Safety policies address the standard's expectation toward the discipline of staff persons who sexually assault or harass an individual in custody. The NCDPS has created an Office of Special Investigations to ensure transparency in the investigative process. Though there has been no staff discipline at Chatham Youth Development Center this past year but one individual quit during an investigation which would have reportedly resulted in a referral for formal discipline. The agency has provided documentation and education to employees to support compliance. Disciplinary actions of staff include a variety of sanctions, including termination, which will be presumed for a substantiated finding of sexual abuse. The policies also require, consistent with the standard, criminal acts to be referred for prosecution and sexual misconduct to be reported to appropriate licensing bodies. Compliance is based on policy, interviews, the NCDPS Employment Handbook, and mechanisms in place to hold staff accountable.

<b>115.377</b>	<b>Corrective action for contractors and volunteers</b>
	<b>Auditor Overall Determination:</b> Meets Standard
	<b>Auditor Discussion</b>
	Policies and written/electronic documentation reviewed.

Chatham Youth Development Center Pre-Audit questionnaire

MS-7 Juvenile Justice Facilities Sexual Abuse and Harassment (PREA)

PREA Volunteer and Contractor Acknowledgment form

Individuals interviewed/ observations made.

Interview with Director

Interview with PREA Coordinator

#### Summary Determination

Indicator (a) The North Carolina Division of Juvenile Justice and Delinquency Prevention provides notification to all contractors and volunteers about the agency's zero tolerance for sexual misconduct with residents. This is done through an orientation program for volunteers and contractors, as noted in 115.332 and 115.334. Any violation of agency policies can lead to an immediate cessation of privileges. This is covered in the PREA Policy as well as in the orientation training for all new volunteers. Contracted employees who provide direct service receive the full training on PREA that all Division of Juvenile Justice and Delinquency Prevention staff receive. Both contracted staff and volunteers sign acknowledgment forms stating they understand an act of sexual misconduct or failure to report such actions could result in termination of access to the facility and can lead to felony charges under North Carolina Law. If the investigative process reveals that the actions were criminal in nature, the case would be referred for prosecution. In the case of licensed professionals such as contracted nursing staff or mental health clinicians working in state facilities, the appropriate state licensing body would be informed. The auditor spoke with a contracted staff member who confirmed they understood the training and potential consequences for staff violating undue to familiarity rules. Agency PREA policy MS-7 (page 22) covers the requirements of the standard. "Any contractor or volunteer who engages in sexual abuse shall immediately be prohibited from contact with residents and shall be reported to relevant licensing bodies or law enforcement agencies unless the activity was clearly not criminal. Consequences will be commensurate with the nature and circumstances of the sexual abuse or harassment committed." There were no volunteers on site during the audit to interview.

Indicator (b) Interviews with the Director and the Agency PREA Coordinator supported that violations other than actual sexual assault by a contractor or volunteer would be reviewed to determine if it were appropriate to continue

	<p>services. Absent any previous allegations, the Auditor relied on interviews with the facility Director and the Agency PREA Coordinator.</p> <p>Compliance Determination:</p> <p>North Carolina Division of Juvenile Justice and Delinquency Prevention has contractors and volunteers at its facilities sign an acknowledgment form that notifies them that any sexual misconduct can result in the termination of privileges and that they may be subjected to civil or criminal prosecution. NCDPS PREA policy allows the facility Director to bar entry to any contractor or volunteer to prevent contact with potential victims of sexual abuse or harassment incidents. The policy requires the agency to refer incidents involving these individuals for investigation by law enforcement agencies. There were no incidents requiring the removal of a contractor or volunteer for sexual assault or sexual harassment, according to the Director and the PREA Compliance Manager. Contracted staff were aware that they could be barred for violation of YDC rules related to PREA. Compliance, absent allegations, is based on policy, supporting documentation, and interviews.</p>
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<b>115.378</b>	<b>Interventions and disciplinary sanctions for residents</b>
	<b>Auditor Overall Determination:</b> Meets Standard
	<b>Auditor Discussion</b>
	<p>Policies and written/electronic documentation reviewed.</p> <p>Chatham Youth Development Center Pre-Audit questionnaire</p> <p>Policy MS-7 Juvenile Justice Facilities Sexual Abuse and Harassment (PREA)</p> <p>Discipline chart</p> <p>Resident Intake Packets</p> <p>Investigative file</p> <p>Individuals interviewed/ observations made.</p> <p>Interview with Resident</p> <p>Interview with Director</p> <p>Interview with PREA Coordinator</p>

## Summary Determination

Indicator (a) Residents at Chatham Youth Development Center who have been found to have engaged in a criminal offense, including sexual assault, are not only subject to criminal prosecution but are also held accountable through the facility's treatment program. Residents are aware they can be placed on special conditions that limit movement and contact with peers and a potential loss of their current treatment status. There were no allegations or substantiated cases of resident-on-resident sexual assault in the past 12 months. The PREA Policy states, "Juveniles are subject to consequences for sexual misconduct/offense pursuant to FO 3.1, the Juvenile Conduct and Consequences policy following the established due process." A review of the detention service policy and the admission packet further informs the reader of the potential consequences for sexual misconduct or sexual abuse, which are both listed as major rule violations. The discipline chart provides the definition of sexual abuse and sexual offense and the range of consequences for such actions.

Indicator (b) Residents can be sanctioned for engaging in sexual misconduct even if it is consensual. The discipline code defined in the policy prohibits physical sexual contact between residents. The Policy outlines the definitions and ranges of consequences for both major and minor misconduct. Through this process, consistent application of discipline appears to be supported. The resident will continue to receive education, programming, and treatment services even on the disciplinary status. The Policy defines two major infractions related to PREA: sexual misconduct and sexual offense. There was one case of resident on resident unwanted contact which was investigated and determined to be a violation of facility rules resulting in a brief room confinement and a unit move to separate the residents. The Director reports that discipline of this nature does not isolate them from the population and will not cause a loss of large muscle activities, or clinical programming or school. The facility does not have work opportunities.

Indicator (c) The facility Director confirmed that they would assess the resident's mental health state and cognitive abilities before determining the youth restorative action plan and considering any disciplinary conditions. NCDJJ provides juveniles with comprehensive mental health services, and a youth's treatment progress is an important aspect of all programming decisions. Discussions with the facility's mental health providers support the idea that they would be asked for input on the residents' ability to understand the action and its consequences. The PREA policy confirmed the Director's statements, "Consequences will be commensurate with the nature and circumstances of the sexual abuse or harassment committed the resident's disciplinary history and consequences imposed for comparable offenses committed by other residents with similar histories. Whether a resident's mental disabilities or mental illness contributed to the behavior will be considered when determining what disciplinary sanctions, if any, will be imposed." The Director confirmed that she took into consideration the residents mental health and

cognitive abilities before applying a consequence. The Individual who reported the contact confirmed her peer was addressed about the contact and felt the situation was addressed.

Indicator (d) All residents of the YDC are under clinical treatment by licensed mental health professionals. Aggressors in addition to victims would receive follow up mental health services. The mental health professional confirm their ability to support individuals after an incident of sexual abuse.

Indicator (e) The Director and Assistant Director confirmed that residents who engage in sexual misconduct with staff will not be disciplined unless it is proven the staff did not consent.

Indicator (f) Residents Interviewed supported they cannot get in trouble for making a PREA complaint unless they have been proven to have purposefully lied. Agency Policy also states this expectation. "A report of sexual abuse and/or sexual harassment made in good faith based upon a reasonable belief that the alleged conduct occurred shall not constitute falsely reporting an incident or lying, even if an investigation does not establish evidence sufficient to substantiate the allegation."

Indicator (g) Residents who engage in consensual sexual misconduct can be subjected to discipline as defined in the handbook. "Sexual activity not by force or under duress is considered sexual misconduct even if it is not a criminal violation." There have been no cases of discipline of juveniles at Chatham Youth Development Center for sexual misconduct.

#### Compliance Determination

North Carolina Division of Juvenile Justice and Delinquency Prevention addresses the requirements of this standard in multiple policies and documents provided to the Juvenile at admission. The documents cover the disciplinary process, the consideration of the resident's mental health in determining consequences, and the fact that sanctions in the facility will be proportional to the offense. The North Carolina Division of Juvenile Justice and Delinquency Prevention prohibits consensual relationships between residents and between residents and staff.

Residents who engage in sexual misconduct with staff cannot be disciplined unless it is determined the staff did not consent to the act. Residents understand sexual activity of any type is prohibited. Residents understood they can be disciplined for making an intentionally false report related to PREA. Compliance was based on

	policy reviews and interviews with staff and residents and a review of the investigative file.
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<b>115.381</b>	<b>Medical and mental health screenings; history of sexual abuse</b>
	<b>Auditor Overall Determination:</b> Meets Standard
	<b>Auditor Discussion</b>
	<p>Policies and written/electronic documentation reviewed.</p> <p>Chatham Youth Development Center Pre-Audit questionnaire</p> <p>MS-7 Juvenile Justice Facilities Sexual Abuse and Harassment Policy and Procedures</p> <p>Medical and Mental Health Referral Forms</p> <p>Resident records</p> <p>Juvenile screening and corresponding MH assessment.</p> <p>Individuals interviewed/ observations made.</p> <p>Interview with Intake staff</p> <p>Interviews with Medical Staff</p> <p>Interviews with Mental Health Staff</p> <p>Interview with residents</p> <p>Observation of Medical and Mental Health record storage</p> <p>Observation of medical/MH charts</p> <p>Summary Determination</p> <p>Indicator (a) The North Carolina Division of Juvenile Justice and Delinquency Prevention has implemented several tools specifically designed to identify individuals with traumatic histories, including sexual assault. During both the medical and custody intakes, which occur in the first hours after admission, residents are asked several questions which could identify prior sexual abuse history. Residents who are identified through the screening process or who admit a history of sexual trauma can be referred to either mental health services or to the local rape crisis agency. The Auditor confirmed this practice by reviewing documented cases in client files and through interviews with residents, mental</p>

health, and medical staff. Juvenile Justice Facilities Detention Services Policy and Procedure (page 10) states, " If this screening indicates that a resident has experienced prior sexual victimization or has previously perpetrated sexual abuse, whether it occurred in an institutional setting or in the community, staff shall ensure that the resident is offered a follow-up meeting with an LMHC within 14 calendar days of the screening."

The medical and mental health records are separate from custody files to protect information from general staff access. Intake-trained staff knew that specific information about past abuse should not be put in the client's custody file but should be relayed to medical and mental health staff. The Youth Development Center has on-call nursing coverage and on-call mental health services when a nurse is not on site. Interviews with the facility Nurse and contracted Mental Health professional confirmed that residents who report recent abuse are provided services immediately. Mental health staff complete the intake process at NCDJDP YDS facilities. As a Treatment Center, an individual whose PREA screening tool for past Abuse will be followed up within 14 days. The Mental Health staff confirmed that it would routinely occur in the first few days. Three Mental Health Consultants service the Chatham Youth Development Center. All Youth Development Center residents are provided supportive mental health services. The record shows that all 20 residents who were admitted in 2025 were seen within the 48-hour window, even if they did not disclose prior sexual abuse histories. Juvenile had disclosed prior abuse in the past year, mental health records were provided to confirm the follow-up. The clinician described the steps youth will go through in the treatment process where they may be more open to discussing these past traumas. Youth at the YDC are averaging about 16 months in the program. Youth interviewed knew that clinical services were available to address past trauma including sexual abuse. The Auditor made recommendations on how to improve documentation in the initial notes.

Indicator (b) Residents who engage in sexual assault or have a history of sexual offenses are automatically referred to mental health for an assessment. The facility has licensed clinical staff (QMHP) who can treat individuals with sexually aggressive histories. The policy requires all residents to be seen by mental health within 14 days of admission or after an incident of sexual aggression in the facility. Policy MS 7: Sexual Abuse and Sexual Harassment (PREA) states, "Juveniles shall also be offered a follow-up meeting with a licensed mental health clinician (LMHC) within 14 days of the admission screening to review any safety concerns or concerns about vulnerability. If the results of the PREA Admission and Placement Screening indicate a concern for potential sexual victimization or abusiveness, this concern shall be communicated to Center management." The facility provided documentation of the follow-up, and the Auditor reviewed records on-site.

Indicator (c) Information disclosed by a resident about prior abuse history other than in screening tool information is part of the medical and mental health chart. Only information pertinent to the resident's treatment is disclosed to ensure safe placement in housing, education, programming, treatment, and work assignments. The healthcare staff report information in NC Join will not include the sensitive information that would be found in the EMR or clinical notes. The Auditor confirmed

through interviews with intake staff, medical staff, mental health staff, facility leadership, and the PREA Coordinator that sensitive information is protected. Intake staff, as noted in indicator (a), would not put specific information in the custody file that the resident discloses about the abuse but would instead inform the administration, medical, and mental health. Residents interviewed supported the idea that information given to counseling staff is kept confidential. Agency administration ensures residents who are identified as at risk of being victimized are not housed near those with perpetuating behaviors. The Mental Health Consultant confirmed that all residents are informed of confidentiality limitations. The work described by MHCs is to assess and stabilize individuals emotionally and that longer-term therapeutic treatment of past abuse will occur over time at the YDC.

Indicator (d). All residents are informed during their intakes with medical and mental health staff an understanding of the limits of confidentiality related to criminal behaviors. The Medical and Mental health staff interviewed confirmed that this is reviewed frequently throughout their stay. Residents interviewed confirmed they understood why a medical or mental health staff must disclose actual sexual abuse or imminent risk situations. Mental health staff were able to explain the circumstance in which a resident who discloses prior abuse must be reported to the state child welfare agency. The facility population is sentenced to the environment is normally under 18. State laws would prevail on disclosure requirements based for those over 18.

**Compliance Determination**

The Auditor finds the facility in compliance based on policy, practice, documentation and interviews with healthcare professionals and juveniles. The North Carolina Division of Juvenile Justice and Delinquency Prevention has appropriate mental health support for youth in a treatment setting. Discussion support a thoughtful approach to dealing with youth trauma during their stay. Youth were aware of services and confirmed that they believed that issues they discuss in these settings are not disclosed unless someone is at risk. The Auditor made suggestions on ways to improve documentation of their current efforts.

<b>115.382</b>	<b>Access to emergency medical and mental health services</b>
	<b>Auditor Overall Determination:</b> Meets Standard
	<b>Auditor Discussion</b>
	<p>Policies and written/electronic documentation reviewed.</p> <p>Chatham Youth Development Center Pre-Audit questionnaire</p> <p>MS-7 Juvenile Justice Facilities Sexual Abuse and Harassment Policy and Procedures</p> <p>State law 143B-480.1 Assistance Program for Victims of Rape and Sexual Offenses</p>

NCDPS Response flowchart

Chatham PREA Response Plan

Medical forms for documenting incidents

UNC Chapel Hill Hospital

Resident records

Website on NC Rape Victims Assistance Fund

Individuals interviewed/ observations made.

Interview with hospital staff

Interviews with Medical Staff

Interviews with Mental Health Staff

Interview with Residents

Observation of the medical office

Summary Determination

Indicator (a) The Chatham Youth Development Center has an on-call medical staff who can respond or require the juvenile to go to the hospital, depending on the need and urgency of the response. Nurses are on-site daily for 8 hours, and medical practitioners are on site 5 days per week. The facility has the added availability of on-call medical and mental health practitioners. The services are diverse and consistent with community health clinics. Residents report access to these services if they are in crisis. Medical staff report having medical autonomy if the resident must leave the building for emergency services to facilitate that trip. The medical staff states the facility administration is supportive of their work, and they work to resolve issues when they arise. Resident records support quick access to health services, which would be critical in response to PREA allegations. The medical staff reported they would refer a victim to a local hospital for forensic services. PREA Policy ensures that alleged victims of sexual misconduct receive immediate, unimpeded access to medical and mental health services, the nature and scope of which are determined by medical and mental health practitioners according to their professional judgment.

Medical staff confirmed their autonomy in making sure residents' needs are addressed. Agency PREA policy MS-7 covers medical and mental health responses to sexual abuse incidents. The policy ensures immediate referrals if the incident has occurred in the past 72 hours. "When there is knowledge, suspicion, and/or

information pertaining to acute or nonacute sexual abuse (< 72 hours up to 5 days after the time of alleged sexual abuse and notification to Juvenile Justice) of a resident by another resident and/or by staff, contractor(s), and/or volunteer(s), the alleged victim may be provided access to an acute medical evaluation at a designated center, supported by a Memorandum of Agreement, to include the following mandatory standards and components. The policy also states the forensic exam should be completed in a manner consistent with the DOJ guidelines: "The acute medical evaluations shall be in full compliance with standards established through the "National Protocol for Sexual Assault Medical Forensic Examinations, Adults/Adolescents." [U.S. Department of Justice; Office on Violence Against Women (September 2004)]. Per this standard, the alleged sexual abuse victim(s) shall be granted access to a Sexual Assault Nurse Examiner (SANE) at the designated acute medical evaluation center;

D. The acute medical evaluation shall be in full compliance with professionally accepted standards of care, and shall include the following components:

1. Telephone-based referral/intake prior to presentation to the designated medical center,
2. Complete medical history obtained from staff, the alleged victim, and/or from caregiver or legal guardian,
3. Detailed sexual abuse history obtained from staff and from the alleged victim,
4. Comprehensive physical examination,
5. Complete sexual assault evidence-collection kit, and possible photo documentation, while maintaining the chain of evidence,
6. Testing for sexually-transmitted infections and/or pregnancy, as appropriate,
7. Prophylaxis against sexually-transmitted infections and/or pregnancy, as appropriate,
8. Treatment for sexually-transmitted infections, as appropriate,
9. Information and access to all lawful medical pregnancy-related services and interventions,
10. Mental health screening, if indicated per center-specific protocol,
11. Written documentation of: assessment; key findings, intervention; recommendations; and/or referrals,
12. Mandatory reporting to state and/or local agencies, if indicated,
13. Medical evaluator participation in the official Sexual Abuse Incident Review, if requested, and
14. Provision of expert testimony, if required"

No juveniles have needed to be sent for a forensic exam from the facility in the past year.

Indicator (b) Random staff knew as part of their first responder duties that immediate notification to medical was required. This is also stated in the facility's Sexual Assault Response plan available to staff. Residents who need a forensic exam will be sent to the UNC Chapel Hill Hospital. The Hospital's Emergency Room is about 32 miles away. The staff interviewed understood their role in encouraging a detainee to go to the hospital and not do anything that would destroy or degrade the physical evidence. All staff knew to call the nurse if she was not on site. The Auditor saw a checklist for first responders and supervisors informing the staff about notifying medical and mental health staff. The nurse reports that all ED nurses are trained to complete forensic exams. Discussions with the hospital staff confirm that emergency nursing staff have received training on completing forensic exams and that they do have NC SANE Certified Nurses on staff.

Indicator (c) Discussions with hospital staff and facility medical staff confirm that sexual assault victims would be offered STD testing, prophylaxis medications, and emergency contraception. The Auditor confirmed the same medications would be offered to the resident again upon return from a forensic exam even if they initially denied it. Medical staff confirmed they would educate the resident on the importance of such medications for continued health. Medical staff at the hospital confirmed that emergency contraception and pregnancy testing is available to victims for individuals with reproductive organs.

Indicator (d) The Auditor confirmed that medical services related to sexual assault victims are provided without cost in North Carolina. Payment for the medical forensic examination is made through the Rape Victim Assistance Program (RVAP), a state of NC-funded entity through the NC Dept of Public Safety. "Payment is made directly to the medical facility or medical professional. An itemized copy of the bill must specify the categories of expenses under which the services fall and be submitted with the RVAP Form-2019." The Auditor also confirmed that victims of sexual assault are provided initial and follow-up services at a local hospital through funding from the state. This is done to encourage all victims to come forward for help. The Medical team at Chatham YDC would function similarly by providing follow-up care. The Auditor was also provided with state law that confirms victims are provided services without cost to them or their parents. Mental health staff also reported that they would report immediately following an allegation to support the victim.

Compliance Determination

	<p>Chatham Youth Development Center can quickly respond to emergencies and provide emergency care and referrals to a local hospital for forensic services. The facility response plan for PREA incidents outlines the steps taken to ensure access to care. The facility has on-site medical nursing daily plus on-call services that appear to support there is sufficient resources for the population. The facility also has on-call providers that can help facilitate referrals to outside medical hospitals. The Auditor reviewed state websites and spoke to a local hospital representative. Absent a PREA incident requiring a forensic exam, compliance is based on policy, staff understanding of expectations, the availability of onsite medical and mental health resources, and access to forensic nursing services at local hospitals. The Auditor also considered the agency's PREA policy, which outlines expectations consistent with this standard and the organized response plan.</p>
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<p><b>115.383</b></p>	<p><b>Ongoing medical and mental health care for sexual abuse victims and abusers</b></p>
	<p><b>Auditor Overall Determination:</b> Meets Standard</p> <hr/> <p><b>Auditor Discussion</b></p> <p>Policies and written/electronic documentation reviewed.</p> <p>Chatham Youth Development Center Pre-Audit questionnaire</p> <p>MS-7 Juvenile Justice Facilities Sexual Abuse and Harassment Policy and Procedures</p> <p>Medical Notes</p> <p>Coordinated Response Plan</p> <p>Medical and Mental Health Assessments</p> <p>Mental Health Services Information</p> <p>UNC Chapel Hill Hospital website</p> <p>Screening tools</p> <p>NCDPS - Website Rape Victims Assistance Program</p> <p>NC Statute 14.27.2</p> <p>Individuals interviewed/ observations made.</p> <p>Interview with Medical Staff</p> <p>Interview with Resident</p>

Interview with Rape Crisis Agency

Interview with PREA Coordinator

Interview with Hospital staff

Observation of the medical unit

#### Summary Determination

Indicator (a) The Chatham Youth Development Center ensures that all residents are provided with the appropriate level of medical and mental health services for any issues of sexual abuse. Medical staff will provide the appropriate level of care depending on how long ago the abuse occurred. If the incident has occurred recently, the resident will be offered a forensic exam at a local hospital. If the incident is a prior life event in another institution or the community, the medical and mental health teams will complete a health assessment and mental health referral for services. If the resident is more comfortable discussing the abuse with a rape crisis agency, advocate that the Mental Health Clinician or the PREA Support Person would arrange. Medical staff confirmed that juveniles in crisis could be moved within minutes to outside hospitals for critical care and that there was no conflict with custody staff during this process. NCDPS PREA Policy provides clear instructions on following up with the victim after they have returned from the forensic exam. "The post-incident evaluation shall be in full compliance with professionally accepted standards of care, and shall minimally include the following components:

1. Follow-up evaluation of all injuries sustained during alleged sexual abuse, sexual harassment and/or voyeurism incidents;
2. Testing for sexually transmitted infections per published Centers for Disease Control and Prevention (CDC) guidelines, as clinically indicated;
3. Treatment for all sexually transmitted infections identified, as clinically indicated; and
4. Written documentation of assessment; key findings, intervention recommendations, and/or referrals."

The facility's PREA Response plan also sets forth expected action consistent with getting juveniles access to care as soon as possible and duties of medical and mental health professionals upon return. Interviews with the facility nurse confirmed there would be an initial assessment in the medical office but that if there is a concern that the individual was a victim of sexual assault, they would be transferred to UNC Chapel Hill Hospital for a forensic exam.

Indicator (b) Residents who are victims of sexual assault in an NCDPS Juvenile Justice facility are immediately referred to mental health services as well as medical

services. Services such as a forensic exam are initially provided in a hospital setting, and the Chatham Youth Development Center medical staff provides the appropriate follow-up services. The Chatham Youth Development Center Medical and Mental Health staff member confirmed, as did the Second Bloom representative, that they would make referrals to ensure continuity of care if the resident was released home or transferred to another facility. Medical staff confirmed that if a resident has been transported to the hospital, the facility medical staff will thoroughly review the discharge instructions, carry out orders as appropriate, and develop treatment plans for alleged victims upon returning to the facility. Facility medical staff report the steps will all be documented in the resident's electronic health care record. There was no incident, so the Auditor could not review any related medical charts for this indicator. Medical and Mental Health staff also confirmed that residents who report past abuse at other facilities or other moments in their lives will be provided the same services as deemed appropriate.

Indicator (c) NCDPS offers residents of Chatham YDC a full array of medical and mental health services. The medical clinic addresses the needs associated with the adolescent population. The medical team can address any issue related to post-sexual assault, including prophylactic treatments for STDs and pregnancy testing and counseling. The facility has nursing services daily and on-call medical providers when nurses are not on site. The Nurse also confirmed that residents needing specialized care can be brought to a specialist in the community if needed. The medical staff also supports they have medical autonomy and do not feel that custody would impede the juvenile from going out for a forensic exam. Mental Health services include counseling, medication management, and when needed, extra support. As a sentenced facility, mental health focus is initially on assessing stability and managing juvenile concerns. Long-term treatment planning is developed over the length of stay allowing for the juvenile to develop a therapeutic relationship where more sensitive topics such as past abuse/ trauma can be explored as trust is developed.

Indicator (d) Chatham Youth Development Center and the representative of UNC Chapel Hill Hospital confirmed that a female victim could be offered pregnancy testing. Current population was all male at the time of the audit but can receive female referrals

Indicator (e) Chatham Youth Development Center and the representative of UNC Chapel Hill Hospital confirmed that a female victim can be offered pregnancy-related education. The Policy states, "The alleged sexual abuse victim(s) shall be offered timely information about and/or access to: testing for sexually transmitted infections; prophylaxis for sexually-transmitted infections, treatment for sexually-transmitted infections; pregnancy testing; emergency contraception; and all lawful pregnancy-related medical services in accordance with professionally accepted

standards of care.” Current population was all female at the time of the audit.

Indicator (f) The Auditor confirmed with both the medical staff at Chatham Youth Development Center and the representative of UNC Chapel Hill Hospital that victims of sexual assault are offered testing for sexually transmitted diseases. This testing is provided free of charge and is consistent with agency policy and state law. Policy language, as noted in indicator (e) supports this expectation. The nurse also confirmed that if the juvenile refuses these suggested services at the hospital, they will be educated on why the hospital made the recommendations for testing and how the service could be offered at the facility.

Indicator (g) Treatment services are provided without cost to the resident, including if the resident must go out for a forensic exam. Juveniles do not pay for medical services in NCDJJD facilities. State law 14.27.2 put NCDPS (the parent organization of NCDJJD) in charge of the funds to be paid to hospitals for the treatment of victims of sexual abuse. The Nurse confirmed that the juvenile will be sent for the exam no matter if they have named the abuser or not. Hospital staff also confirmed there is no requirement to name an abuser to receive services.

Indicator (h) All individuals involved in a sexual assault, both the victim and perpetrator, are referred for mental health assessments. The Auditor was able to confirm with mental health staff that they can complete a full array of services for both the victim and perpetrator of sexual abuse. Though there have been no incidents at Chatham Youth Development Center, mental health staff are experienced in working with individuals with prior perpetrating behaviors in the community. Agency policy states, “A comprehensive forensic mental health evaluation may be conducted at the center (The forensic mental health evaluation shall be scheduled based on review by the senior person in charge and if recommended. The evaluation should be initiated within days of concerns coming to the attention of Juvenile Justice).”

#### Compliance Determination

The NCDPS Juvenile Justice services ensure residents have ongoing access to services that address the healthcare needs of resident victims of sexual abuse. The Auditor confirmed the capacity to support victims of sexual violence. The Chatham Youth Development Center health services staff would provide follow-up medical and mental health services for victims of sexual assault or perpetrators of sexual offenses. Healthcare staff would ensure that all medical needs and follow-up treatment were provided after an initial referral to the local hospital for a forensic exam. Medical staff confirms that they could educate residents about the importance of STD testing, and prophylactic treatments if they initially refused

	<p>these treatments at the hospital. Compliance is based on the resources available on-site and community-based services, the interviews with medical and mental health staff, and interviews with representatives of the rape crisis agency. There were no incidents of staff having to respond to sexual abuse of a juvenile at Chatham Youth Development Center.</p>
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<b>115.386</b>	<b>Sexual abuse incident reviews</b>
	<p><b>Auditor Overall Determination:</b> Meets Standard</p>
	<p><b>Auditor Discussion</b></p> <p>Policies and written/electronic documentation reviewed.</p> <p>Chatham Youth Development Center Pre-Audit questionnaire</p> <p>MS-7 Juvenile Justice Facilities Sexual Abuse and Harassment Policy and Procedures</p> <p>Post Incident Review Form (OPA-I10)</p> <p>Individuals interviewed/ observations made.</p> <p>Interview with the facility Director</p> <p>Interview with PREA Coordinator</p> <p>Interview with PREA Compliance Manager</p> <p>Interview with Medical Staff</p> <p>Interview with Mental Health staff</p> <p>Interview with PREA Support Persons</p> <p>Summary Determination</p> <p>Indicator (a) The North Carolina Division of Juvenile Justice and Delinquency Prevention has a policy in place that addresses this indicator. Juvenile Justice Facilities Sexual Abuse and Harassment (PREA ) Policy sets forth the requirement of an incident review on all cases of sexual abuse unless the investigation has determined the allegation was unfounded. The policy states, " The PCM shall conduct a Post Incident Review (PIR) after every sexual abuse investigation unless the investigation determines the allegation is unfounded. The Post Incident Review (PIR) form (Form OPA-I10) shall occur within 30 days of the conclusion of the investigation and a copy of the final PIR shall be submitted to the PREA Office within</p>

30 days of completion. The PCM shall convene a PIR with the Sexual Abuse Review Team (SART) to:

1. Consider if there is a need to change policy or practice;
2. Consider if the incident was motivated by race, ethnicity, status, gang affiliation, or was motivated by group dynamics at the center;
3. Assess if physical barriers enabled abuse;
4. Assess adequacy of staffing levels;
5. Assess if monitoring technology should be deployed or supplemented; and
6. Prepare a report of findings, determinations, and improvement recommendations. If the center does not implement recommendations, reasons must be documented.”

The Auditor was provided with examples of the review form completed by Chatham YDC in the past year.

Indicator (b) The NCDJJD PREA policy, consistent with standard expectations, states that the review should occur within 30 days of the conclusion of the investigation. The Policy lists the review under duties described for the facility’s PREA Compliance Manager. “The PIR (OPA-I10) will occur within 30 days of the conclusion of the investigation, and a copy of the final PIR will be submitted to the PREA Office within 30 days of completion.” Interviews with the facility Director and the Assistant Director both supported knowledge of the importance and timeliness of the reviews. A review of the investigation file support a timely review. The Auditor confirmed with the Agency PREA Office that they would be actively involved in the review process.

Indicator (c) As noted in indicator (a), the policy language addresses the multi-discipline nature of the team. In a review of the documentation provided and various staff interviewed, the multi-disciplinary nature of the team was confirmed. The facility confirmed they have mock audits reviewed the incident in a multi-disciplinary team. The Director believes they would include the PCM, line Supervisor, a PREA Support Person, and Medical and mental health staff. Information requires that all reviews be forwarded to the NCDJJD PREA Office and the Regional Director for further review. The agency PREA Coordinator confirmed their review would also look at systemwide complaints to further identify consistencies that may need to be addressed through policy or training needs.

Indicator (d) The elements described in this indicator are all covered in policy as noted in indicator (a). The Post-Incident Review form (OPA-I10) uses an agency-

	<p>approved form to document the review panel’s considerations, including the required information. The PIR form considers if the policy needs to be reviewed and the underlying motivation for the incident, including if the victim was targeted due to their perceived membership of a particular group. It goes on to look at staffing, physical plant issues, and surveillance needs. Interviews with the DJJ Deputy Secretary, the PREA Coordinator, the Facility Director, and the PREA Compliance Manager all support they would be assessing how policy, training, and operational practice might need to change to prevent any further incident.</p> <p>Indicator (e) The Post Incident Review form used in all NCDJJD facilities documents the findings of the questions asked in this standard indicator. It provides the reader with information if the team has determined the cause of the abuse related to the six sub-indicators described in (d) and any recommended actions. The Director and Assistant Director were both aware of the form and the importance of good documentation of the information determined through the investigation and the subsequent review. In the review forms viewed by the auditor there was information on staff positioning to review with staff to limit the likeliness of similar incidents occurring.</p> <p>Compliance Determination</p> <p>The North Carolina Division of Juvenile Justice and Delinquency Prevention policy requires the completion of the steps outlined in this standard. The interviews support knowledge of the aspect of a critical incident review in PREA sexual assault cases. The policy requires what information needs to be part of the incident review. The language comes directly from the standard. Compliance was determined based on policy language, the documentation provided, the incident review member’s understanding of the requirements, and the incident review form.</p>
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<b>115.387</b>	<b>Data collection</b>
	<b>Auditor Overall Determination:</b> Meets Standard
	<b>Auditor Discussion</b>
	<p>Policies and written/electronic documentation reviewed.</p> <p>Chatham Youth Development Center Pre-Audit questionnaire</p> <p>MS-7 Juvenile Justice Facilities Sexual Abuse and Harassment Policy and Procedures</p> <p>Data Collection memo</p> <p>Agency annual report</p>

Agency Website

NCDJJD Data tracking document

Memo from NCDJJD PREA Office on incident and data collection.

Individuals interviewed/ observations made.

Interview with the DJJ Deputy Secretary

Interview with PREA Coordinator

#### Summary Determination

Indicator (a) The North Carolina Division of Juvenile Justice and Delinquency Prevention collects data that is consistent with the policy definitions developed to be consistent with the standard. The PREA Coordinator states each facility's PREA Compliance Manager will collect incident-based sexual misconduct data and forward that data to the Department's PREA Coordinator. All information is also forwarded in TORI, the NCDJJD incident report site, allowing for administrative review by agency leadership. The agency policy and annual reports define sexual abuse and sexual harassment as consistent with federal definitions. The Agency has statewide case management systems that can capture age, gender, and the outcomes of all investigations. The state PREA Office has direct access to information from the state critical incident tracking system (TROI). The PREA Coordinator confirmed that they are made aware of all incidents and will be supplied information on 16 different elements of each incident, including the tracking of how long the investigation took and the outcome determination. The PREA Coordinator confirmed that they are made aware of all allegations that potentially could be viewed as PREA. This tracking allows them to review incidents determined not to be PREA to ensure they were thoroughly investigated. In this role the PREA Office is able to look both at facility and agency wide trends to help inform training, policy or procedural changes when needed including potential investments in monitoring technology investments.

Indicator (b) The agency completes an annual report with aggregate data from the Chatham Youth Development Center Youth Development Center. There were limited incidents to review but the agency PREA Coordinator was familiar with the various elements required for the SSV and the agency's annual report. The agency completes an annual report with information collected system wide. The agency has information dating back to 2015 available for public review without identification of any victims. The Auditor also reviewed the agency's annual report, which did not include any identifiers. As noted, the element collected in TROI system and recorded on the Excell spreadsheet would be sufficient to complete a SSV report.

Indicator (c) The Auditor was able to confirm the various elements of the Survey of Sexual Violence are maintained and could be used to complete the report if requested by the Department of Justice. There has not been a request by the Department of Justice for a Survey of Sexual Violence reports for the Chatham Youth Development Center Youth Development Center. Interviews with both the Facility PREA Compliance Manager and the State PREA Coordinator confirmed the elements would be tracked.

Indicator (d) The agency has rules on the retention of records at all NCDJDP facilities. Copies of criminal files involving resident-on-resident contact will be retained locally, and a copy will be sent to the agency PREA Coordinator. The PREA Coordinator would receive all incident outcomes and ensure data accuracy.

Indicator (e) The NCDJDP had a short contract during the audit cycle with the NC DOC for youth awaiting adult sentencing to aid in overcrowding. That contract was closed in 2023. The standard is now N/A.

Indicator (f) The Department of Justice has not requested PREA-related information from the NCDPS for CYDC in the past year. The agency provides the Auditor with both SSV completed forms, SSV-5 agency summary report and the SSV substantiated incident form for all facilities including information from Chatham.

#### Compliance Determination

The Auditor has found the standard to be compliant. The NCDJDP has a system for collecting uniform data that could be used to complete the Survey of Sexual Violence. The North Carolina Department of Public Safety Prison Rape Elimination Act (PREA) Sexual Abuse Annual Report 2024 outlines the efforts, including data for each of NCDPS's adult and juvenile facilities. The agency has not been required to complete the Survey of Sexual Violence by the DOJ for this year for this facility or at the statewide level. The State PREA Coordinator reports she has all the information available to complete the report and provided the previous year's report to support their compliance further. The Auditor also considered the tracking system NCDJDP has in place to allow facility and systemwide analysis.

**115.388**

**Data review for corrective action**

**Auditor Overall Determination:** Meets Standard

**Auditor Discussion**

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Policies and written/electronic documentation reviewed.

Chatham Youth Development Center Pre-Audit questionnaire

MS-7 Juvenile Justice Facilities Sexual Abuse and Harassment Policy and Procedures

Policy PREA 300 Investigations

Annual Report on the agency's website

Individuals interviewed/ observations made.

Interview with the DJJ Deputy Secretary

Interview with the Facility Director

Interview with Agency PREA Coordinator

Summary Determination

Indicator (a) The North Carolina Division of Juvenile Justice and Delinquency Prevention utilizes data related to PREA incidents and other critical safety incidents to determine program improvements. The department's central office staff and the facility's administrative team review critical incidents with an eye toward improving safety. Interviews with the Facility Director, the Agency PREA Coordinator, and the Regional Director who was on-site during the audit support critical analysis occur not only at the facility level but also at a system level. Both the Director and the PREA Coordinator also confirmed trends are used to further guide policy/ procedural practices or the disbursement of resources.

Indicator (b) The NCDJJD annual report has a comparison by each facility on the number of sexual assault and sexual harassment claims. Each facility's data compares the current year to the prior year's data. The report shows if the accused was a staff or a resident and provides the outcome as determined by an investigator.

Indicator (c) The DJJ Deputy Secretary confirms that the Secretary of NCDJJD approves the PREA report developed by the agency PREA Coordinator before placing it on the agency's website. A review of the state website confirms public access to reports from 2015-2024. The Auditor has been told by the PREA Coordinator the

report is usually published in the second quarter to ensure any pending investigations from the end of the prior year are complete.

Indicator (d) The Division of Juvenile Justice and Delinquency Prevention removes all identifiers from summary reports. The Auditor was able to review several documented reports on PREA that show cumulative data without utilizing identifiers.

#### Compliance Determination

North Carolina Department of Public Safety meets the requirements of this standard. The data elements are required to be reviewed by the agency PREA Coordinator to ensure consistent data. Interviews with the Agency Head, Regional Director, PREA Coordinator, and facility Director supported the utilization of data to make informed decisions on programmatic and policy needs. This is consistent with the standard expectation to critically review data to identify problem areas and enact corrective actions. Since the PREA Coordinator works in the Analysis, Research, and External Affairs unit of NCDJJD, trends can be reviewed, and changes supported either from the facility level, such as supporting the need for additional staff or electronic surveillance equipment or from a central administrative level such as policy/procedural modifications. The agency also showed compliance with PREA standards through the annual report that combines data, graphs, and narrative information on NCDJJD's efforts since 2015 are posted on the agency website. The report highlights each facility and tracks trends of incidents without identifying information as the agency attempts to provide an environment free of sexual abuse or harassment.

115.389	<b>Data storage, publication, and destruction</b>
	<b>Auditor Overall Determination:</b> Meets Standard
	<b>Auditor Discussion</b>
	Policies and written/electronic documentation reviewed.  Chatham Youth Development Center Pre-Audit questionnaire  MS-7 Juvenile Justice Facilities Sexual Abuse and Harassment Policy and Procedures  Individuals interviewed/ observations made.  Interview with Agency PREA Coordinator  Intake staff persons

Medical and Mental health staff

File Security

Summary Determination

Indicator (a) The North Carolina Department of Public Safety has policies that protect information security. The Agency PREA policy MS-7 states, "All case records associated with allegations of juvenile sexual abuse and harassment, including incident reports, investigation reports, information, case disposition, medical and counseling evaluation findings, and recommendations for post-release treatment and/or counseling shall be retained as long as the alleged abuser is in the custody of or employed by the JJDP plus five (5) years. Data submitted for the Survey of Sexual Violence shall be maintained for at least 10 years after the initial collection." The auditor spoke with facility leadership and medical and mental health staff about the confidentiality of records. In discussions with the PREA Coordinator and medical and mental health staff, they described the layers of controls to ensure no unnecessary disclosure. The Administrative Investigative files have similar protections to ensure only those individuals who need access to the information discovered. Criminal Investigation files will be maintained in accordance with state law. NCDJDP will keep copies of their documentation and the final criminal investigative report. The PREA Coordinator confirmed they track all allegations and use information in the development of the annual report.

Indicator (b) The North Carolina Division of Juvenile Justice and Delinquency Prevention ensures the information related to PREA incidents and the agency's efforts to support a zero-tolerance culture are published in an annual report available on the agency website. The Website provides information on the department's efforts to create and maintain environments free of sexual abuse and sexual harassment.

Indicator (c) The Auditor's review of the NCDPS PREA annual report located on the state's website does not include any identifiers.

Indicator (d) Agency policy states the Juvenile record will be destroyed 5 years after the juvenile's involvement with the agency ends. The agency's PREA Coordinator is aware that all PREA-related data should be maintained for a period of no less than 10 years.

Compliance Determination:

	<p>The standard is compliant. North Carolina Department of Public Safety policies ensure that records are maintained securely. Since much of the documentation lies within the TORI information system, it is secure and only accessible by approved individuals. Aggregate data for all DPS juvenile facilities are available annually. The Auditor reviewed the agency website to ensure the report was posted without any identifying information.</p>
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115.401	Frequency and scope of audits
	<p><b>Auditor Overall Determination:</b> Meets Standard</p> <p><b>Auditor Discussion</b></p> <p>Policies and written/electronic documentation reviewed.</p> <p>Chatham Youth Development Center Pre-Audit questionnaire</p> <p>MS-7 Juvenile Justice Facilities Sexual Abuse and Harassment Policy and Procedures</p> <p>North Carolina Department of Public Safety website</p> <p>Individuals interviewed/ observations made.</p> <p>Interview with Agency PREA Coordinator</p> <p>Observations made throughout the audit process</p> <p>Summary Determination</p> <p>Indicator (a) The North Carolina Department of Public Safety website shows that all its current and former facilities have been audited for PREA Compliance since 2014. The website includes the Division of Juvenile Justice, and Delinquency Prevention supports that the audits are ongoing every three years since the initial audits. The Auditor’s review of the website confirmed that Chatham Juvenile Detention has been audited on a routine basis.</p> <p>Indicator (b) The NCDJJD has no less than one-third of Juvenile facilities audited in a year. The review confirmed that all facilities have or are scheduled to be completed in the cycle. The agency has PREA audits scheduled out with this Auditor across all</p>

three audit cycle years. There are five Audits scheduled in this first year of the cycle out of the current 13 open facilities.

Indicator (h) The Auditor did have open access to all parts of the facility. The Auditor was able to move freely about the housing units on tour to be able to speak informally with juveniles to ensure they were aware of the Audit, the agency's efforts to educate juveniles, and how to seek assistance if the need arises. The Auditor was able to return to areas at request without obstruction. The workspace used for interviews also allowed the Auditor to observe daily operations to confirm that stated practices were performed.

Indicator (i) The North Carolina Division of Juvenile Justice and Delinquency Prevention provided the required access to information. The Auditor also got copies of other documentation as requested on-site or during the post-audit period. The Auditor requested a random sample of information using the information on the identified population and the housing unit population list to ensure a diverse population sampling. The Auditor tested critical functions, including the phone system, outside calling access, and the interpreter line. The Facility provided all documentation in a well-organized manner.

Indicator (m) The Auditor was able to interview juveniles in private spaces. The space provided was appropriate to allow the Auditor and the juvenile to speak freely without others being able to hear our conversations. The juveniles appeared to be open to speaking with the Auditor and were not hesitant to answer questions. The Auditor confirmed their willingness to participate in the Audit. The residents interviewed supported the idea that they understood PREA, the zero-tolerance expectation, and how to report a concern. The Auditor also found that residents supported that the environment was a safe place from sexual abuse and that staff were approachable and would address any negative behaviors, including sexualized verbal comments.

Indicator (n) The Auditor did not receive confidential correspondence from the posting of the Audit notice. The Auditor's information was viewed onsite and verified by the PREA Office before the site visit and during the tour and resident interviews. During the audit, the facility PREA Compliance Manager was informed that the posting should remain until the final report is issued. The juveniles were aware of the audit and the posting on the wall, as were the staff members I spoke with during my time on site. Residents spoken with formally and informally confirmed the notice was up for several weeks. The Notice was posted in the dayroom and in the entrance alcove.

	<p>Compliance Determination</p> <p>The North Carolina Department of Public Safety has had PREA audits of each of its facilities since 2014-15. The NCDJDP has spread its facility audits over the three-year PREA cycle. The Auditor was given full access to the site and was not prohibited from returning to areas of the facility if requested. The Auditor was provided with ample space and privacy to conduct confidential interviews with staff and residents. The facility posted the audit notice; it was visible on the tour, and residents were aware of the posting and the audit. Compliance is based on the above-mentioned facts, which support a culture in which PREA is monitored daily.</p>
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<b>115.403</b>	<b>Audit contents and findings</b>
	<b>Auditor Overall Determination:</b> Meets Standard
	<b>Auditor Discussion</b>
	<p>Policies and written/electronic documentation reviewed.</p> <p>Chatham Youth Development Center Pre-Audit questionnaire</p> <p>MS-7 Juvenile Justice Facilities Sexual Abuse and Harassment Policy and Procedures</p> <p>North Carolina Department of Public Safety website</p> <p>Individuals interviewed/ observations made.</p> <p>Interview with Agency PREA Coordinator</p> <p>Summary Determination</p> <p>Indicator: (f) The North Carolina Department of Public Safety website has posted all the previous PREA Audits since it began having audits of juvenile facilities in 2015. The Auditor reviewed of the state’s NCDPS website. The Auditor was able to see the previous Audit reports from the agency website as part of the Audit preparation.</p> <p>Compliance Determination</p> <p>The North Carolina Department of Public Safety website has all previous facility PREA Audits posted under its PREA information link. The Auditor was able to see the timely posting of other audits that occurred during this audit cycle. The Auditor also took into consideration that the Agency PREA Coordinator was also aware of the</p>

	timing requirement for the posting of the audit report.
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<b>Appendix: Provision Findings</b>		
<b>115.311 (a)</b>	<b>Zero tolerance of sexual abuse and sexual harassment; PREA coordinator</b>	
	Does the agency have a written policy mandating zero tolerance toward all forms of sexual abuse and sexual harassment?	yes
	Does the written policy outline the agency's approach to preventing, detecting, and responding to sexual abuse and sexual harassment?	yes
<b>115.311 (b)</b>	<b>Zero tolerance of sexual abuse and sexual harassment; PREA coordinator</b>	
	Has the agency employed or designated an agency-wide PREA Coordinator?	yes
	Is the PREA Coordinator position in the upper-level of the agency hierarchy?	yes
	Does the PREA Coordinator have sufficient time and authority to develop, implement, and oversee agency efforts to comply with the PREA standards in all of its facilities?	yes
<b>115.311 (c)</b>	<b>Zero tolerance of sexual abuse and sexual harassment; PREA coordinator</b>	
	If this agency operates more than one facility, has each facility designated a PREA compliance manager? (N/A if agency operates only one facility.)	yes
	Does the PREA compliance manager have sufficient time and authority to coordinate the facility's efforts to comply with the PREA standards? (N/A if agency operates only one facility.)	yes
<b>115.312 (a)</b>	<b>Contracting with other entities for the confinement of residents</b>	
	If this agency is public and it contracts for the confinement of its residents with private agencies or other entities including other government agencies, has the agency included the entity's obligation to adopt and comply with the PREA standards in any new contract or contract renewal signed on or after August 20, 2012? (N/A if the agency does not contract with private agencies or other entities for the confinement of residents.)	na
<b>115.312 (b)</b>	<b>Contracting with other entities for the confinement of residents</b>	

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

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

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

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

	This provision is no longer applicable to your compliance finding, please select N/A.	na
<b>115.316 (a)</b>	<b>Residents with disabilities and residents who are limited English proficient</b>	
	Does the agency take appropriate steps to ensure that residents with disabilities have an equal opportunity to participate in or benefit from all aspects of the agency's efforts to prevent, detect, and respond to sexual abuse and sexual harassment, including: Residents who are deaf or hard of hearing?	yes
	Does the agency take appropriate steps to ensure that residents with disabilities have an equal opportunity to participate in or benefit from all aspects of the agency's efforts to prevent, detect, and respond to sexual abuse and sexual harassment, including: Residents who are blind or have low vision?	yes
	Does the agency take appropriate steps to ensure that residents with disabilities have an equal opportunity to participate in or benefit from all aspects of the agency's efforts to prevent, detect, and respond to sexual abuse and sexual harassment, including: Residents who have intellectual disabilities?	yes
	Does the agency take appropriate steps to ensure that residents with disabilities have an equal opportunity to participate in or benefit from all aspects of the agency's efforts to prevent, detect, and respond to sexual abuse and sexual harassment, including: Residents who have psychiatric disabilities?	yes
	Does the agency take appropriate steps to ensure that residents with disabilities have an equal opportunity to participate in or benefit from all aspects of the agency's efforts to prevent, detect, and respond to sexual abuse and sexual harassment, including: Residents who have speech disabilities?	yes
	Does the agency take appropriate steps to ensure that residents with disabilities have an equal opportunity to participate in or benefit from all aspects of the agency's efforts to prevent, detect, and respond to sexual abuse and sexual harassment, including: Other? (if "other," please explain in overall determination notes.)	yes
	Do such steps include, when necessary, ensuring effective communication with residents who are deaf or hard of hearing?	yes
	Do such steps include, when necessary, providing access to interpreters who can interpret effectively, accurately, and impartially, both receptively and expressively, using any necessary specialized vocabulary?	yes

	Does the agency ensure that written materials are provided in formats or through methods that ensure effective communication with residents with disabilities including residents who: Have intellectual disabilities?	yes
	Does the agency ensure that written materials are provided in formats or through methods that ensure effective communication with residents with disabilities including residents who: Have limited reading skills?	yes
	Does the agency ensure that written materials are provided in formats or through methods that ensure effective communication with residents with disabilities including residents who: Who are blind or have low vision?	yes
<b>115.316 (b)</b>	<b>Residents with disabilities and residents who are limited English proficient</b>	
	Does the agency take reasonable steps to ensure meaningful access to all aspects of the agency's efforts to prevent, detect, and respond to sexual abuse and sexual harassment to residents who are limited English proficient?	yes
	Do these steps include providing interpreters who can interpret effectively, accurately, and impartially, both receptively and expressively, using any necessary specialized vocabulary?	yes
<b>115.316 (c)</b>	<b>Residents with disabilities and residents who are limited English proficient</b>	
	Does the agency always refrain from relying on resident interpreters, resident readers, or other types of resident assistants except in limited circumstances where an extended delay in obtaining an effective interpreter could compromise the resident's safety, the performance of first-response duties under §115.364, or the investigation of the resident's allegations?	yes
<b>115.317 (a)</b>	<b>Hiring and promotion decisions</b>	
	Does the agency prohibit the hiring or promotion of anyone who may have contact with residents who: Has engaged in sexual abuse in a prison, jail, lockup, community confinement facility, juvenile facility, or other institution (as defined in 42 U.S.C. 1997)?	yes
	Does the agency prohibit the hiring or promotion of anyone who may have contact with residents who: Has been convicted of engaging or attempting to engage in sexual activity in the community facilitated by force, overt or implied threats of force, or	yes

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

	abuse or any resignation during a pending investigation of an allegation of sexual abuse?	
<b>115.317 (d)</b>	<b>Hiring and promotion decisions</b>	
	Does the agency perform a criminal background records check before enlisting the services of any contractor who may have contact with residents?	yes
	Does the agency consult applicable child abuse registries before enlisting the services of any contractor who may have contact with residents?	yes
<b>115.317 (e)</b>	<b>Hiring and promotion decisions</b>	
	Does the agency either conduct criminal background records checks at least every five years of current employees and contractors who may have contact with residents or have in place a system for otherwise capturing such information for current employees?	yes
<b>115.317 (f)</b>	<b>Hiring and promotion decisions</b>	
	Does the agency ask all applicants and employees who may have contact with residents directly about previous misconduct described in paragraph (a) of this section in written applications or interviews for hiring or promotions?	yes
	Does the agency ask all applicants and employees who may have contact with residents directly about previous misconduct described in paragraph (a) of this section in any interviews or written self-evaluations conducted as part of reviews of current employees?	yes
	Does the agency impose upon employees a continuing affirmative duty to disclose any such misconduct?	yes
<b>115.317 (g)</b>	<b>Hiring and promotion decisions</b>	
	Does the agency consider material omissions regarding such misconduct, or the provision of materially false information, grounds for termination?	yes
<b>115.317 (h)</b>	<b>Hiring and promotion decisions</b>	

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

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

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

<b>(c)</b>		
	If a separate entity is responsible for conducting criminal investigations, does such publication describe the responsibilities of both the agency and the investigating entity? (N/A if the agency/facility is responsible for criminal investigations. See 115.321(a))	yes
<b>115.331 (a)</b>	<b>Employee training</b>	
	Does the agency train all employees who may have contact with residents on: Its zero-tolerance policy for sexual abuse and sexual harassment?	yes
	Does the agency train all employees who may have contact with residents on: How to fulfill their responsibilities under agency sexual abuse and sexual harassment prevention, detection, reporting, and response policies and procedures?	yes
	Does the agency train all employees who may have contact with residents on: Residents' right to be free from sexual abuse and sexual harassment	yes
	Does the agency train all employees who may have contact with residents on: The right of residents and employees to be free from retaliation for reporting sexual abuse and sexual harassment?	yes
	Does the agency train all employees who may have contact with residents on: The dynamics of sexual abuse and sexual harassment in juvenile facilities?	yes
	Does the agency train all employees who may have contact with residents on: The common reactions of juvenile victims of sexual abuse and sexual harassment?	yes
	Does the agency train all employees who may have contact with residents on: How to detect and respond to signs of threatened and actual sexual abuse and how to distinguish between consensual sexual contact and sexual abuse between residents?	yes
	Does the agency train all employees who may have contact with residents on: How to avoid inappropriate relationships with residents?	yes
	The subsection of this provision is no longer applicable to your compliance finding, please select N/A.	na
	Does the agency train all employees who may have contact with residents on: How to comply with relevant laws related to	yes

	mandatory reporting of sexual abuse to outside authorities?	
	Does the agency train all employees who may have contact with residents on: Relevant laws regarding the applicable age of consent?	yes
<b>115.331 (b)</b>	<b>Employee training</b>	
	Is such training tailored to the unique needs and attributes of residents of juvenile facilities?	yes
	Is such training tailored to the gender of the residents at the employee's facility?	yes
	Have employees received additional training if reassigned from a facility that houses only male residents to a facility that houses only female residents, or vice versa?	yes
<b>115.331 (c)</b>	<b>Employee training</b>	
	Have all current employees who may have contact with residents received such training?	yes
	Does the agency provide each employee with refresher training every two years to ensure that all employees know the agency's current sexual abuse and sexual harassment policies and procedures?	yes
	In years in which an employee does not receive refresher training, does the agency provide refresher information on current sexual abuse and sexual harassment policies?	yes
<b>115.331 (d)</b>	<b>Employee training</b>	
	Does the agency document, through employee signature or electronic verification, that employees understand the training they have received?	yes
<b>115.332 (a)</b>	<b>Volunteer and contractor training</b>	
	Has the agency ensured that all volunteers and contractors who have contact with residents have been trained on their responsibilities under the agency's sexual abuse and sexual harassment prevention, detection, and response policies and procedures?	yes

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

	Have all residents received such education?	yes
	Do residents receive education upon transfer to a different facility to the extent that the policies and procedures of the resident's new facility differ from those of the previous facility?	yes
<b>115.333 (d)</b>	<b>Resident education</b>	
	Does the agency provide resident education in formats accessible to all residents including those who: Are limited English proficient?	yes
	Does the agency provide resident education in formats accessible to all residents including those who: Are deaf?	yes
	Does the agency provide resident education in formats accessible to all residents including those who: Are visually impaired?	yes
	Does the agency provide resident education in formats accessible to all residents including those who: Are otherwise disabled?	yes
	Does the agency provide resident education in formats accessible to all residents including those who: Have limited reading skills?	yes
<b>115.333 (e)</b>	<b>Resident education</b>	
	Does the agency maintain documentation of resident participation in these education sessions?	yes
<b>115.333 (f)</b>	<b>Resident education</b>	
	In addition to providing such education, does the agency ensure that key information is continuously and readily available or visible to residents through posters, resident handbooks, or other written formats?	yes
<b>115.334 (a)</b>	<b>Specialized training: Investigations</b>	
	In addition to the general training provided to all employees pursuant to §115.331, does the agency ensure that, to the extent the agency itself conducts sexual abuse investigations, its investigators have received training in conducting such investigations in confinement settings? (N/A if the agency does not conduct any form of administrative or criminal sexual abuse investigations. See 115.321(a).)	yes
<b>115.334</b>	<b>Specialized training: Investigations</b>	

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

	Does the agency ensure that all full- and part-time medical and mental health care practitioners who work regularly in its facilities have been trained in: How to respond effectively and professionally to juvenile victims of sexual abuse and sexual harassment? (N/A if the agency does not have any full- or part-time medical or mental health care practitioners who work regularly in its facilities.)	yes
	Does the agency ensure that all full- and part-time medical and mental health care practitioners who work regularly in its facilities have been trained in: How and to whom to report allegations or suspicions of sexual abuse and sexual harassment? (N/A if the agency does not have any full- or part-time medical or mental health care practitioners who work regularly in its facilities.)	yes
<b>115.335 (b)</b>	<b>Specialized training: Medical and mental health care</b>	
	If medical staff employed by the agency conduct forensic examinations, do such medical staff receive appropriate training to conduct such examinations? (N/A if agency medical staff at the facility do not conduct forensic exams or the agency does not employ medical staff.)	yes
<b>115.335 (c)</b>	<b>Specialized training: Medical and mental health care</b>	
	Does the agency maintain documentation that medical and mental health practitioners have received the training referenced in this standard either from the agency or elsewhere? (N/A if the agency does not have any full- or part-time medical or mental health care practitioners who work regularly in its facilities.)	yes
<b>115.335 (d)</b>	<b>Specialized training: Medical and mental health care</b>	
	Do medical and mental health care practitioners employed by the agency also receive training mandated for employees by §115.331? (N/A if the agency does not have any full- or part-time medical or mental health care practitioners who work regularly in its facilities.)	yes
	Do medical and mental health care practitioners contracted by and volunteering for the agency also receive training mandated for contractors and volunteers by §115.332? (N/A if the agency does not have any full- or part-time medical or mental health care practitioners contracted by or volunteering for the agency.)	yes
<b>115.341</b>	<b>Obtaining information from residents</b>	

<b>(a)</b>		
	Within 72 hours of the resident's arrival at the facility, does the agency obtain and use information about each resident's personal history and behavior to reduce risk of sexual abuse by or upon a resident?	yes
	Does the agency also obtain this information periodically throughout a resident's confinement?	yes
<b>115.341 (b)</b>	<b>Obtaining information from residents</b>	
	Are all PREA screening assessments conducted using an objective screening instrument?	yes
<b>115.341 (c)</b>	<b>Obtaining information from residents</b>	
	During these PREA screening assessments, at a minimum, does the agency attempt to ascertain information about: Prior sexual victimization or abusiveness?	yes
	The subsection of this provision is no longer applicable to your compliance finding, please select N/A.	na
	During these PREA screening assessments, at a minimum, does the agency attempt to ascertain information about: Current charges and offense history?	yes
	During these PREA screening assessments, at a minimum, does the agency attempt to ascertain information about: Age?	yes
	During these PREA screening assessments, at a minimum, does the agency attempt to ascertain information about: Level of emotional and cognitive development?	yes
	During these PREA screening assessments, at a minimum, does the agency attempt to ascertain information about: Physical size and stature?	yes
	During these PREA screening assessments, at a minimum, does the agency attempt to ascertain information about: Mental illness or mental disabilities?	yes
	During these PREA screening assessments, at a minimum, does the agency attempt to ascertain information about: Intellectual or developmental disabilities?	yes
	During these PREA screening assessments, at a minimum, does	yes

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

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

<b>(f)</b>		
	This provision is no longer applicable to your compliance finding, please select N/A.	na
<b>115.342 (g)</b>	<b>Placement of residents</b>	
	This provision is no longer applicable to your compliance finding, please select N/A.	na
<b>115.342 (h)</b>	<b>Placement of residents</b>	
	If a resident is isolated pursuant to paragraph (b) of this section, does the facility clearly document: The basis for the facility's concern for the resident's safety? (N/A for h and i if facility doesn't use isolation?)	na
	If a resident is isolated pursuant to paragraph (b) of this section, does the facility clearly document: The reason why no alternative means of separation can be arranged? (N/A for h and i if facility doesn't use isolation?)	na
<b>115.342 (i)</b>	<b>Placement of residents</b>	
	In the case of each resident who is isolated as a last resort when less restrictive measures are inadequate to keep them and other residents safe, does the facility afford a review to determine whether there is a continuing need for separation from the general population EVERY 30 DAYS?	yes
<b>115.351 (a)</b>	<b>Resident reporting</b>	
	Does the agency provide multiple internal ways for residents to privately report: Sexual abuse and sexual harassment?	yes
	Does the agency provide multiple internal ways for residents to privately report: 2. Retaliation by other residents or staff for reporting sexual abuse and sexual harassment?	yes
	Does the agency provide multiple internal ways for residents to privately report: Staff neglect or violation of responsibilities that may have contributed to such incidents?	yes
<b>115.351 (b)</b>	<b>Resident reporting</b>	

	Does the agency also provide at least one way for residents to report sexual abuse or sexual harassment to a public or private entity or office that is not part of the agency?	yes
	Is that private entity or office able to receive and immediately forward resident reports of sexual abuse and sexual harassment to agency officials?	yes
	Does that private entity or office allow the resident to remain anonymous upon request?	yes
	Are residents detained solely for civil immigration purposes provided information on how to contact relevant consular officials and relevant officials at the Department of Homeland Security to report sexual abuse or harassment?	yes
<b>115.351 (c)</b>	<b>Resident reporting</b>	
	Do staff members accept reports of sexual abuse and sexual harassment made verbally, in writing, anonymously, and from third parties?	yes
	Do staff members promptly document any verbal reports of sexual abuse and sexual harassment?	yes
<b>115.351 (d)</b>	<b>Resident reporting</b>	
	Does the facility provide residents with access to tools necessary to make a written report?	yes
<b>115.351 (e)</b>	<b>Resident reporting</b>	
	Does the agency provide a method for staff to privately report sexual abuse and sexual harassment of residents?	yes
<b>115.352 (a)</b>	<b>Exhaustion of administrative remedies</b>	
	Is the agency exempt from this standard? NOTE: The agency is exempt ONLY if it does not have administrative procedures to address resident grievances regarding sexual abuse. This does not mean the agency is exempt simply because a resident does not have to or is not ordinarily expected to submit a grievance to report sexual abuse. This means that as a matter of explicit policy, the agency does not have an administrative remedies process to address sexual abuse.	yes

<b>115.352 (b)</b>	<b>Exhaustion of administrative remedies</b>	
	Does the agency permit residents to submit a grievance regarding an allegation of sexual abuse without any type of time limits? (The agency may apply otherwise-applicable time limits to any portion of a grievance that does not allege an incident of sexual abuse.) (N/A if agency is exempt from this standard.)	yes
	Does the agency always refrain from requiring a resident to use any informal grievance process, or to otherwise attempt to resolve with staff, an alleged incident of sexual abuse? (N/A if agency is exempt from this standard.)	yes
<b>115.352 (c)</b>	<b>Exhaustion of administrative remedies</b>	
	Does the agency ensure that: A resident who alleges sexual abuse may submit a grievance without submitting it to a staff member who is the subject of the complaint? (N/A if agency is exempt from this standard.)	yes
	Does the agency ensure that: Such grievance is not referred to a staff member who is the subject of the complaint? (N/A if agency is exempt from this standard.)	yes
<b>115.352 (d)</b>	<b>Exhaustion of administrative remedies</b>	
	Does the agency issue a final agency decision on the merits of any portion of a grievance alleging sexual abuse within 90 days of the initial filing of the grievance? (Computation of the 90-day time period does not include time consumed by residents in preparing any administrative appeal.) (N/A if agency is exempt from this standard.)	yes
	If the agency determines that the 90 day timeframe is insufficient to make an appropriate decision and claims an extension of time (the maximum allowable extension of time to respond is 70 days per 115.352(d)(3)) , does the agency notify the resident in writing of any such extension and provide a date by which a decision will be made? (N/A if agency is exempt from this standard.)	yes
	At any level of the administrative process, including the final level, if the resident does not receive a response within the time allotted for reply, including any properly noticed extension, may a resident consider the absence of a response to be a denial at that level? (N/A if agency is exempt from this standard.)	yes

<b>115.352 (e)</b>	<b>Exhaustion of administrative remedies</b>	
	Are third parties, including fellow residents, staff members, family members, attorneys, and outside advocates, permitted to assist residents in filing requests for administrative remedies relating to allegations of sexual abuse? (N/A if agency is exempt from this standard.)	yes
	Are those third parties also permitted to file such requests on behalf of residents? (If a third party, other than a parent or legal guardian, files such a request on behalf of a resident, the facility may require as a condition of processing the request that the alleged victim agree to have the request filed on his or her behalf, and may also require the alleged victim to personally pursue any subsequent steps in the administrative remedy process.) (N/A if agency is exempt from this standard.)	yes
	If the resident declines to have the request processed on his or her behalf, does the agency document the resident's decision? (N/A if agency is exempt from this standard.)	yes
	Is a parent or legal guardian of a juvenile allowed to file a grievance regarding allegations of sexual abuse, including appeals, on behalf of such juvenile? (N/A if agency is exempt from this standard.)	yes
	If a parent or legal guardian of a juvenile files a grievance (or an appeal) on behalf of a juvenile regarding allegations of sexual abuse, is it the case that those grievances are not conditioned upon the juvenile agreeing to have the request filed on his or her behalf? (N/A if agency is exempt from this standard.)	yes
<b>115.352 (f)</b>	<b>Exhaustion of administrative remedies</b>	
	Has the agency established procedures for the filing of an emergency grievance alleging that a resident is subject to a substantial risk of imminent sexual abuse? (N/A if agency is exempt from this standard.)	yes
	After receiving an emergency grievance alleging a resident is subject to a substantial risk of imminent sexual abuse, does the agency immediately forward the grievance (or any portion thereof that alleges the substantial risk of imminent sexual abuse) to a level of review at which immediate corrective action may be taken? (N/A if agency is exempt from this standard.)	yes
	After receiving an emergency grievance described above, does	yes

	the agency provide an initial response within 48 hours? (N/A if agency is exempt from this standard.)	
	After receiving an emergency grievance described above, does the agency issue a final agency decision within 5 calendar days? (N/A if agency is exempt from this standard.)	yes
	Does the initial response and final agency decision document the agency's determination whether the resident is in substantial risk of imminent sexual abuse? (N/A if agency is exempt from this standard.)	yes
	Does the initial response document the agency's action(s) taken in response to the emergency grievance? (N/A if agency is exempt from this standard.)	yes
	Does the agency's final decision document the agency's action(s) taken in response to the emergency grievance? (N/A if agency is exempt from this standard.)	yes
<b>115.352 (g)</b>	<b>Exhaustion of administrative remedies</b>	
	If the agency disciplines a resident for filing a grievance related to alleged sexual abuse, does it do so ONLY where the agency demonstrates that the resident filed the grievance in bad faith? (N/A if agency is exempt from this standard.)	yes
<b>115.353 (a)</b>	<b>Resident access to outside confidential support services and legal representation</b>	
	Does the facility provide residents with access to outside victim advocates for emotional support services related to sexual abuse by providing, posting, or otherwise making accessible mailing addresses and telephone numbers, including toll-free hotline numbers where available, of local, State, or national victim advocacy or rape crisis organizations?	yes
	Does the facility provide persons detained solely for civil immigration purposes mailing addresses and telephone numbers, including toll-free hotline numbers where available of local, State, or national immigrant services agencies?	yes
	Does the facility enable reasonable communication between residents and these organizations and agencies, in as confidential a manner as possible?	yes
<b>115.353 (b)</b>	<b>Resident access to outside confidential support services and legal representation</b>	

	Does the facility inform residents, prior to giving them access, of the extent to which such communications will be monitored and the extent to which reports of abuse will be forwarded to authorities in accordance with mandatory reporting laws?	yes
<b>115.353 (c)</b>	<b>Resident access to outside confidential support services and legal representation</b>	
	Does the agency maintain or attempt to enter into memoranda of understanding or other agreements with community service providers that are able to provide residents with confidential emotional support services related to sexual abuse?	yes
	Does the agency maintain copies of agreements or documentation showing attempts to enter into such agreements?	yes
<b>115.353 (d)</b>	<b>Resident access to outside confidential support services and legal representation</b>	
	Does the facility provide residents with reasonable and confidential access to their attorneys or other legal representation?	yes
	Does the facility provide residents with reasonable access to parents or legal guardians?	yes
<b>115.354 (a)</b>	<b>Third-party reporting</b>	
	Has the agency established a method to receive third-party reports of sexual abuse and sexual harassment?	yes
	Has the agency distributed publicly information on how to report sexual abuse and sexual harassment on behalf of a resident?	yes
<b>115.361 (a)</b>	<b>Staff and agency reporting duties</b>	
	Does the agency require all staff to report immediately and according to agency policy any knowledge, suspicion, or information they receive regarding an incident of sexual abuse or sexual harassment that occurred in a facility, whether or not it is part of the agency?	yes
	Does the agency require all staff to report immediately and according to agency policy any knowledge, suspicion, or information they receive regarding retaliation against residents or staff who reported an incident of sexual abuse or sexual harassment?	yes

	Does the agency require all staff to report immediately and according to agency policy any knowledge, suspicion, or information they receive regarding any staff neglect or violation of responsibilities that may have contributed to an incident of sexual abuse or sexual harassment or retaliation?	yes
<b>115.361 (b)</b>	<b>Staff and agency reporting duties</b>	
	Does the agency require all staff to comply with any applicable mandatory child abuse reporting laws?	yes
<b>115.361 (c)</b>	<b>Staff and agency reporting duties</b>	
	Apart from reporting to designated supervisors or officials and designated State or local services agencies, are staff prohibited from revealing any information related to a sexual abuse report to anyone other than to the extent necessary, as specified in agency policy, to make treatment, investigation, and other security and management decisions?	yes
<b>115.361 (d)</b>	<b>Staff and agency reporting duties</b>	
	Are medical and mental health practitioners required to report sexual abuse to designated supervisors and officials pursuant to paragraph (a) of this section as well as to the designated State or local services agency where required by mandatory reporting laws?	yes
	Are medical and mental health practitioners required to inform residents of their duty to report, and the limitations of confidentiality, at the initiation of services?	yes
<b>115.361 (e)</b>	<b>Staff and agency reporting duties</b>	
	Upon receiving any allegation of sexual abuse, does the facility head or his or her designee promptly report the allegation to the appropriate office?	yes
	Upon receiving any allegation of sexual abuse, does the facility head or his or her designee promptly report the allegation to the alleged victim's parents or legal guardians unless the facility has official documentation showing the parents or legal guardians should not be notified?	yes
	If the alleged victim is under the guardianship of the child welfare	yes

	system, does the facility head or his or her designee promptly report the allegation to the alleged victim's caseworker instead of the parents or legal guardians? (N/A if the alleged victim is not under the guardianship of the child welfare system.)	
	If a juvenile court retains jurisdiction over the alleged victim, does the facility head or designee also report the allegation to the juvenile's attorney or other legal representative of record within 14 days of receiving the allegation?	yes
<b>115.361 (f)</b>	<b>Staff and agency reporting duties</b>	
	Does the facility report all allegations of sexual abuse and sexual harassment, including third-party and anonymous reports, to the facility's designated investigators?	yes
<b>115.362 (a)</b>	<b>Agency protection duties</b>	
	When the agency learns that a resident is subject to a substantial risk of imminent sexual abuse, does it take immediate action to protect the resident?	yes
<b>115.363 (a)</b>	<b>Reporting to other confinement facilities</b>	
	Upon receiving an allegation that a resident was sexually abused while confined at another facility, does the head of the facility that received the allegation notify the head of the facility or appropriate office of the agency where the alleged abuse occurred?	yes
	Does the head of the facility that received the allegation also notify the appropriate investigative agency?	yes
<b>115.363 (b)</b>	<b>Reporting to other confinement facilities</b>	
	Is such notification provided as soon as possible, but no later than 72 hours after receiving the allegation?	yes
<b>115.363 (c)</b>	<b>Reporting to other confinement facilities</b>	
	Does the agency document that it has provided such notification?	yes
<b>115.363 (d)</b>	<b>Reporting to other confinement facilities</b>	

	Does the facility head or agency office that receives such notification ensure that the allegation is investigated in accordance with these standards?	yes
<b>115.364 (a)</b>	<b>Staff first responder duties</b>	
	Upon learning of an allegation that a resident was sexually abused, is the first security staff member to respond to the report required to: Separate the alleged victim and abuser?	yes
	Upon learning of an allegation that a resident was sexually abused, is the first security staff member to respond to the report required to: Preserve and protect any crime scene until appropriate steps can be taken to collect any evidence?	yes
	Upon learning of an allegation that a resident was sexually abused, is the first security staff member to respond to the report required to: Request that the alleged victim not take any actions that could destroy physical evidence, including, as appropriate, washing, brushing teeth, changing clothes, urinating, defecating, smoking, drinking, or eating, if the abuse occurred within a time period that still allows for the collection of physical evidence?	yes
	Upon learning of an allegation that a resident was sexually abused, is the first security staff member to respond to the report required to: Ensure that the alleged abuser does not take any actions that could destroy physical evidence, including, as appropriate, washing, brushing teeth, changing clothes, urinating, defecating, smoking, drinking, or eating, if the abuse occurred within a time period that still allows for the collection of physical evidence?	yes
<b>115.364 (b)</b>	<b>Staff first responder duties</b>	
	If the first staff responder is not a security staff member, is the responder required to request that the alleged victim not take any actions that could destroy physical evidence, and then notify security staff?	yes
<b>115.365 (a)</b>	<b>Coordinated response</b>	
	Has the facility developed a written institutional plan to coordinate actions among staff first responders, medical and mental health practitioners, investigators, and facility leadership taken in response to an incident of sexual abuse?	yes

<b>115.366 (a)</b>	<b>Preservation of ability to protect residents from contact with abusers</b>	
	Are both the agency and any other governmental entities responsible for collective bargaining on the agency's behalf prohibited from entering into or renewing any collective bargaining agreement or other agreement that limits the agency's ability to remove alleged staff sexual abusers from contact with any residents pending the outcome of an investigation or of a determination of whether and to what extent discipline is warranted?	yes
<b>115.367 (a)</b>	<b>Agency protection against retaliation</b>	
	Has the agency established a policy to protect all residents and staff who report sexual abuse or sexual harassment or cooperate with sexual abuse or sexual harassment investigations from retaliation by other residents or staff?	yes
	Has the agency designated which staff members or departments are charged with monitoring retaliation?	yes
<b>115.367 (b)</b>	<b>Agency protection against retaliation</b>	
	Does the agency employ multiple protection measures for residents or staff who fear retaliation for reporting sexual abuse or sexual harassment or for cooperating with investigations, such as housing changes or transfers for resident victims or abusers, removal of alleged staff or resident abusers from contact with victims, and emotional support services?	yes
<b>115.367 (c)</b>	<b>Agency protection against retaliation</b>	
	Except in instances where the agency determines that a report of sexual abuse is unfounded, for at least 90 days following a report of sexual abuse, does the agency: Monitor the conduct and treatment of residents or staff who reported the sexual abuse to see if there are changes that may suggest possible retaliation by residents or staff?	yes
	Except in instances where the agency determines that a report of sexual abuse is unfounded, for at least 90 days following a report of sexual abuse, does the agency: Monitor the conduct and treatment of residents who were reported to have suffered sexual abuse to see if there are changes that may suggest possible retaliation by residents or staff?	yes

	Except in instances where the agency determines that a report of sexual abuse is unfounded, for at least 90 days following a report of sexual abuse, does the agency: Act promptly to remedy any such retaliation?	yes
	Except in instances where the agency determines that a report of sexual abuse is unfounded, for at least 90 days following a report of sexual abuse, does the agency: Monitor: Any resident disciplinary reports?	yes
	Except in instances where the agency determines that a report of sexual abuse is unfounded, for at least 90 days following a report of sexual abuse, does the agency: Monitor: Resident housing changes?	yes
	Except in instances where the agency determines that a report of sexual abuse is unfounded, for at least 90 days following a report of sexual abuse, does the agency: Monitor: Resident program changes?	yes
	Except in instances where the agency determines that a report of sexual abuse is unfounded, for at least 90 days following a report of sexual abuse, does the agency: Monitor: Negative performance reviews of staff?	yes
	Except in instances where the agency determines that a report of sexual abuse is unfounded, for at least 90 days following a report of sexual abuse, does the agency: Monitor: Reassignments of staff?	yes
	Does the agency continue such monitoring beyond 90 days if the initial monitoring indicates a continuing need?	yes
<b>115.367 (d)</b>	<b>Agency protection against retaliation</b>	
	In the case of residents, does such monitoring also include periodic status checks?	yes
<b>115.367 (e)</b>	<b>Agency protection against retaliation</b>	
	If any other individual who cooperates with an investigation expresses a fear of retaliation, does the agency take appropriate measures to protect that individual against retaliation?	yes
<b>115.368 (a)</b>	<b>Post-allegation protective custody</b>	
	Is any and all use of segregated housing to protect a resident who	yes

	is alleged to have suffered sexual abuse subject to the requirements of § 115.342?	
<b>115.371 (a)</b>	<b>Criminal and administrative agency investigations</b>	
	When the agency conducts its own investigations into allegations of sexual abuse and sexual harassment, does it do so promptly, thoroughly, and objectively? (N/A if the agency does not conduct any form of administrative or criminal investigations of sexual abuse or harassment. See 115.321(a).)	yes
	Does the agency conduct such investigations for all allegations, including third party and anonymous reports? (N/A if the agency does not conduct any form of administrative or criminal investigations of sexual abuse or harassment. See 115.321(a).)	yes
<b>115.371 (b)</b>	<b>Criminal and administrative agency investigations</b>	
	Where sexual abuse is alleged, does the agency use investigators who have received specialized training in sexual abuse investigations involving juvenile victims as required by 115.334?	yes
<b>115.371 (c)</b>	<b>Criminal and administrative agency investigations</b>	
	Do investigators gather and preserve direct and circumstantial evidence, including any available physical and DNA evidence and any available electronic monitoring data?	yes
	Do investigators interview alleged victims, suspected perpetrators, and witnesses?	yes
	Do investigators review prior reports and complaints of sexual abuse involving the suspected perpetrator?	yes
<b>115.371 (d)</b>	<b>Criminal and administrative agency investigations</b>	
	Does the agency always refrain from terminating an investigation solely because the source of the allegation recants the allegation?	yes
<b>115.371 (e)</b>	<b>Criminal and administrative agency investigations</b>	
	When the quality of evidence appears to support criminal prosecution, does the agency conduct compelled interviews only after consulting with prosecutors as to whether compelled interviews may be an obstacle for subsequent criminal	yes

	prosecution?	
<b>115.371 (f)</b>	<b>Criminal and administrative agency investigations</b>	
	Do agency investigators assess the credibility of an alleged victim, suspect, or witness on an individual basis and not on the basis of that individual's status as resident or staff?	yes
	Does the agency investigate allegations of sexual abuse without requiring a resident who alleges sexual abuse to submit to a polygraph examination or other truth-telling device as a condition for proceeding?	yes
<b>115.371 (g)</b>	<b>Criminal and administrative agency investigations</b>	
	Do administrative investigations include an effort to determine whether staff actions or failures to act contributed to the abuse?	yes
	Are administrative investigations documented in written reports that include a description of the physical evidence and testimonial evidence, the reasoning behind credibility assessments, and investigative facts and findings?	yes
<b>115.371 (h)</b>	<b>Criminal and administrative agency investigations</b>	
	Are criminal investigations documented in a written report that contains a thorough description of the physical, testimonial, and documentary evidence and attaches copies of all documentary evidence where feasible?	yes
<b>115.371 (i)</b>	<b>Criminal and administrative agency investigations</b>	
	Are all substantiated allegations of conduct that appears to be criminal referred for prosecution?	yes
<b>115.371 (j)</b>	<b>Criminal and administrative agency investigations</b>	
	Does the agency retain all written reports referenced in 115.371(g) and (h) for as long as the alleged abuser is incarcerated or employed by the agency, plus five years unless the abuse was committed by a juvenile resident and applicable law requires a shorter period of retention?	yes
<b>115.371 (k)</b>	<b>Criminal and administrative agency investigations</b>	

	Does the agency ensure that the departure of an alleged abuser or victim from the employment or control of the facility or agency does not provide a basis for terminating an investigation?	yes
<b>115.371 (m)</b>	<b>Criminal and administrative agency investigations</b>	
	When an outside entity investigates sexual abuse, does the facility cooperate with outside investigators and endeavor to remain informed about the progress of the investigation? (N/A if an outside agency does not conduct administrative or criminal sexual abuse investigations. See 115.321(a).)	yes
<b>115.372 (a)</b>	<b>Evidentiary standard for administrative investigations</b>	
	Is it true that the agency does not impose a standard higher than a preponderance of the evidence in determining whether allegations of sexual abuse or sexual harassment are substantiated?	yes
<b>115.373 (a)</b>	<b>Reporting to residents</b>	
	Following an investigation into a resident's allegation of sexual abuse suffered in the facility, does the agency inform the resident as to whether the allegation has been determined to be substantiated, unsubstantiated, or unfounded?	yes
<b>115.373 (b)</b>	<b>Reporting to residents</b>	
	If the agency did not conduct the investigation into a resident's allegation of sexual abuse in an agency facility, does the agency request the relevant information from the investigative agency in order to inform the resident? (N/A if the agency/facility is responsible for conducting administrative and criminal investigations.)	yes
<b>115.373 (c)</b>	<b>Reporting to residents</b>	
	Following a resident's allegation that a staff member has committed sexual abuse against the resident, unless the agency has determined that the allegation is unfounded or unless the resident has been released from custody, does the agency subsequently inform the resident whenever: The staff member is no longer posted within the resident's unit?	yes

	Following a resident’s allegation that a staff member has committed sexual abuse against the resident, unless the agency has determined that the allegation is unfounded or unless the resident has been released from custody, does the agency subsequently inform the resident whenever: The staff member is no longer employed at the facility?	yes
	Following a resident’s allegation that a staff member has committed sexual abuse against the resident, unless the agency has determined that the allegation is unfounded or unless the resident has been released from custody, does the agency subsequently inform the resident whenever: The agency learns that the staff member has been indicted on a charge related to sexual abuse in the facility?	yes
	Following a resident’s allegation that a staff member has committed sexual abuse against the resident, unless the agency has determined that the allegation is unfounded or unless the resident has been released from custody, does the agency subsequently inform the resident whenever: The agency learns that the staff member has been convicted on a charge related to sexual abuse within the facility?	yes
<b>115.373 (d)</b>	<b>Reporting to residents</b>	
	Following a resident’s allegation that he or she has been sexually abused by another resident, does the agency subsequently inform the alleged victim whenever: The agency learns that the alleged abuser has been indicted on a charge related to sexual abuse within the facility?	yes
	Following a resident’s allegation that he or she has been sexually abused by another resident, does the agency subsequently inform the alleged victim whenever: The agency learns that the alleged abuser has been convicted on a charge related to sexual abuse within the facility?	yes
<b>115.373 (e)</b>	<b>Reporting to residents</b>	
	Does the agency document all such notifications or attempted notifications?	yes
<b>115.376 (a)</b>	<b>Disciplinary sanctions for staff</b>	
	Are staff subject to disciplinary sanctions up to and including termination for violating agency sexual abuse or sexual	yes

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

	take appropriate remedial measures, and consider whether to prohibit further contact with residents?	
<b>115.378 (a)</b>	<b>Interventions and disciplinary sanctions for residents</b>	
	Following an administrative finding that a resident engaged in resident-on-resident sexual abuse, or following a criminal finding of guilt for resident-on-resident sexual abuse, may residents be subject to disciplinary sanctions only pursuant to a formal disciplinary process?	yes
<b>115.378 (b)</b>	<b>Interventions and disciplinary sanctions for residents</b>	
	Are disciplinary sanctions commensurate with the nature and circumstances of the abuse committed, the resident's disciplinary history, and the sanctions imposed for comparable offenses by other residents with similar histories?	yes
	In the event a disciplinary sanction results in the isolation of a resident, does the agency ensure the resident is not denied daily large-muscle exercise?	yes
	In the event a disciplinary sanction results in the isolation of a resident, does the agency ensure the resident is not denied access to any legally required educational programming or special education services?	yes
	In the event a disciplinary sanction results in the isolation of a resident, does the agency ensure the resident receives daily visits from a medical or mental health care clinician?	yes
	In the event a disciplinary sanction results in the isolation of a resident, does the resident also have access to other programs and work opportunities to the extent possible?	yes
<b>115.378 (c)</b>	<b>Interventions and disciplinary sanctions for residents</b>	
	When determining what types of sanction, if any, should be imposed, does the disciplinary process consider whether a resident's mental disabilities or mental illness contributed to his or her behavior?	yes
<b>115.378 (d)</b>	<b>Interventions and disciplinary sanctions for residents</b>	
	If the facility offers therapy, counseling, or other interventions designed to address and correct underlying reasons or motivations	yes

	for the abuse, does the facility consider whether to offer the offending resident participation in such interventions?	
	If the agency requires participation in such interventions as a condition of access to any rewards-based behavior management system or other behavior-based incentives, does it always refrain from requiring such participation as a condition to accessing general programming or education?	yes
<b>115.378 (e)</b>	<b>Interventions and disciplinary sanctions for residents</b>	
	Does the agency discipline a resident for sexual contact with staff only upon a finding that the staff member did not consent to such contact?	yes
<b>115.378 (f)</b>	<b>Interventions and disciplinary sanctions for residents</b>	
	For the purpose of disciplinary action, does a report of sexual abuse made in good faith based upon a reasonable belief that the alleged conduct occurred NOT constitute falsely reporting an incident or lying, even if an investigation does not establish evidence sufficient to substantiate the allegation?	yes
<b>115.378 (g)</b>	<b>Interventions and disciplinary sanctions for residents</b>	
	Does the agency always refrain from considering non-coercive sexual activity between residents to be sexual abuse? (N/A if the agency does not prohibit all sexual activity between residents.)	yes
<b>115.381 (a)</b>	<b>Medical and mental health screenings; history of sexual abuse</b>	
	If the screening pursuant to § 115.341 indicates that a resident has experienced prior sexual victimization, whether it occurred in an institutional setting or in the community, do staff ensure that the resident is offered a follow-up meeting with a medical or mental health practitioner within 14 days of the intake screening?	yes
<b>115.381 (b)</b>	<b>Medical and mental health screenings; history of sexual abuse</b>	
	If the screening pursuant to § 115.341 indicates that a resident has previously perpetrated sexual abuse, whether it occurred in an institutional setting or in the community, do staff ensure that the resident is offered a follow-up meeting with a mental health practitioner within 14 days of the intake screening?	yes

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

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

	Are treatment services provided to the victim without financial cost and regardless of whether the victim names the abuser or cooperates with any investigation arising out of the incident?	yes
<b>115.383 (h)</b>	<b>Ongoing medical and mental health care for sexual abuse victims and abusers</b>	
	Does the facility attempt to conduct a mental health evaluation of all known resident-on-resident abusers within 60 days of learning of such abuse history and offer treatment when deemed appropriate by mental health practitioners?	yes
<b>115.386 (a)</b>	<b>Sexual abuse incident reviews</b>	
	Does the facility conduct a sexual abuse incident review at the conclusion of every sexual abuse investigation, including where the allegation has not been substantiated, unless the allegation has been determined to be unfounded?	yes
<b>115.386 (b)</b>	<b>Sexual abuse incident reviews</b>	
	Does such review ordinarily occur within 30 days of the conclusion of the investigation?	yes
<b>115.386 (c)</b>	<b>Sexual abuse incident reviews</b>	
	Does the review team include upper-level management officials, with input from line supervisors, investigators, and medical or mental health practitioners?	yes
<b>115.386 (d)</b>	<b>Sexual abuse incident reviews</b>	
	Does the review team: Consider whether the allegation or investigation indicates a need to change policy or practice to better prevent, detect, or respond to sexual abuse?	yes
	The subsection of this provision is no longer applicable to your compliance finding, please select N/A.	na
	Does the review team: Examine the area in the facility where the incident allegedly occurred to assess whether physical barriers in the area may enable abuse?	yes
	Does the review team: Assess the adequacy of staffing levels in that area during different shifts?	yes

	Does the review team: Assess whether monitoring technology should be deployed or augmented to supplement supervision by staff?	yes
	Does the review team: Prepare a report of its findings, including but not necessarily limited to determinations made pursuant to §§ 115.386(d)(1)-(d)(5), and any recommendations for improvement and submit such report to the facility head and PREA compliance manager?	yes
<b>115.386 (e)</b>	<b>Sexual abuse incident reviews</b>	
	Does the facility implement the recommendations for improvement, or document its reasons for not doing so?	yes
<b>115.387 (a)</b>	<b>Data collection</b>	
	Does the agency collect accurate, uniform data for every allegation of sexual abuse at facilities under its direct control using a standardized instrument and set of definitions?	yes
<b>115.387 (b)</b>	<b>Data collection</b>	
	Does the agency aggregate the incident-based sexual abuse data at least annually?	yes
<b>115.387 (c)</b>	<b>Data collection</b>	
	Does the incident-based data include, at a minimum, the data necessary to answer all questions from the most recent version of the Survey of Sexual Violence conducted by the Department of Justice?	yes
<b>115.387 (d)</b>	<b>Data collection</b>	
	Does the agency maintain, review, and collect data as needed from all available incident-based documents, including reports, investigation files, and sexual abuse incident reviews?	yes
<b>115.387 (e)</b>	<b>Data collection</b>	
	Does the agency also obtain incident-based and aggregated data from every private facility with which it contracts for the confinement of its residents? (N/A if agency does not contract for	na

	the confinement of its residents.)	
<b>115.387 (f)</b>	<b>Data collection</b>	
	Does the agency, upon request, provide all such data from the previous calendar year to the Department of Justice no later than June 30? (N/A if DOJ has not requested agency data.)	na
<b>115.388 (a)</b>	<b>Data review for corrective action</b>	
	Does the agency review data collected and aggregated pursuant to § 115.387 in order to assess and improve the effectiveness of its sexual abuse prevention, detection, and response policies, practices, and training, including by: Identifying problem areas?	yes
	Does the agency review data collected and aggregated pursuant to § 115.387 in order to assess and improve the effectiveness of its sexual abuse prevention, detection, and response policies, practices, and training, including by: Taking corrective action on an ongoing basis?	yes
	Does the agency review data collected and aggregated pursuant to § 115.387 in order to assess and improve the effectiveness of its sexual abuse prevention, detection, and response policies, practices, and training, including by: Preparing an annual report of its findings and corrective actions for each facility, as well as the agency as a whole?	yes
<b>115.388 (b)</b>	<b>Data review for corrective action</b>	
	Does the agency's annual report include a comparison of the current year's data and corrective actions with those from prior years and provide an assessment of the agency's progress in addressing sexual abuse?	yes
<b>115.388 (c)</b>	<b>Data review for corrective action</b>	
	Is the agency's annual report approved by the agency head and made readily available to the public through its website or, if it does not have one, through other means?	yes
<b>115.388 (d)</b>	<b>Data review for corrective action</b>	
	Does the agency indicate the nature of the material redacted where it redacts specific material from the reports when	yes

	publication would present a clear and specific threat to the safety and security of a facility?	
<b>115.389 (a)</b>	<b>Data storage, publication, and destruction</b>	
	Does the agency ensure that data collected pursuant to § 115.387 are securely retained?	yes
<b>115.389 (b)</b>	<b>Data storage, publication, and destruction</b>	
	Does the agency make all aggregated sexual abuse data, from facilities under its direct control and private facilities with which it contracts, readily available to the public at least annually through its website or, if it does not have one, through other means?	yes
<b>115.389 (c)</b>	<b>Data storage, publication, and destruction</b>	
	Does the agency remove all personal identifiers before making aggregated sexual abuse data publicly available?	yes
<b>115.389 (d)</b>	<b>Data storage, publication, and destruction</b>	
	Does the agency maintain sexual abuse data collected pursuant to § 115.387 for at least 10 years after the date of the initial collection, unless Federal, State, or local law requires otherwise?	yes
<b>115.401 (a)</b>	<b>Frequency and scope of audits</b>	
	During the prior three-year audit period, did the agency ensure that each facility operated by the agency, or by a private organization on behalf of the agency, was audited at least once? (Note: The response here is purely informational. A "no" response does not impact overall compliance with this standard.)	yes
<b>115.401 (b)</b>	<b>Frequency and scope of audits</b>	
	Is this the first year of the current audit cycle? (Note: a "no" response does not impact overall compliance with this standard.)	yes
	If this is the second year of the current audit cycle, did the agency ensure that at least one-third of each facility type operated by the agency, or by a private organization on behalf of the agency, was audited during the first year of the current audit cycle? (N/A if this is not the second year of the current audit cycle.)	na

	If this is the third year of the current audit cycle, did the agency ensure that at least two-thirds of each facility type operated by the agency, or by a private organization on behalf of the agency, were audited during the first two years of the current audit cycle? (N/A if this is not the third year of the current audit cycle.)	na
<b>115.401 (h)</b>	<b>Frequency and scope of audits</b>	
	Did the auditor have access to, and the ability to observe, all areas of the audited facility?	yes
<b>115.401 (i)</b>	<b>Frequency and scope of audits</b>	
	Was the auditor permitted to request and receive copies of any relevant documents (including electronically stored information)?	yes
<b>115.401 (m)</b>	<b>Frequency and scope of audits</b>	
	Was the auditor permitted to conduct private interviews with inmates, residents, and detainees?	yes
<b>115.401 (n)</b>	<b>Frequency and scope of audits</b>	
	Were inmates, residents, and detainees permitted to send confidential information or correspondence to the auditor in the same manner as if they were communicating with legal counsel?	yes
<b>115.403 (f)</b>	<b>Audit contents and findings</b>	
	The agency has published on its agency website, if it has one, or has otherwise made publicly available, all Final Audit Reports. The review period is for prior audits completed during the past three years PRECEDING THIS AUDIT. The pendency of any agency appeal pursuant to 28 C.F.R. § 115.405 does not excuse noncompliance with this provision. (N/A if there have been no Final Audit Reports issued in the past three years, or, in the case of single facility agencies, there has never been a Final Audit Report issued.)	yes