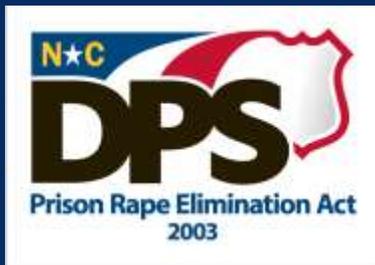


NORTH  
CAROLINA  
DEPARTMENT  
OF  
PUBLIC SAFETY



# Prison Rape Elimination Act (PREA)

## Sexual Abuse Annual Report 2019



## Introduction

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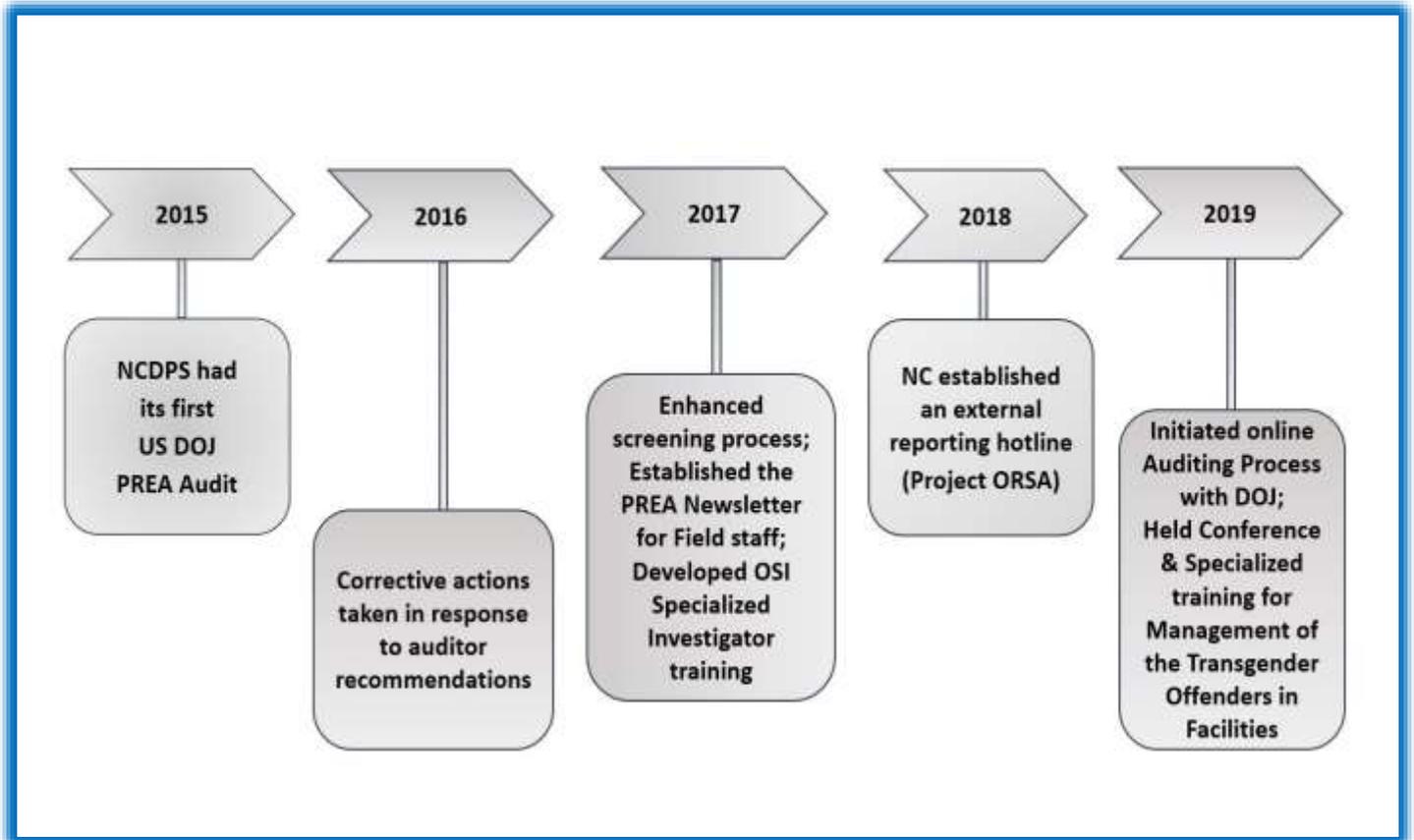
The overall mission of the Department of Public Safety (DPS) is to improve the quality of life for North Carolinians by reducing crime and enhancing public safety.

NCDPS employees supervise offenders in prison, in juvenile detention centers and in community supervision. The Prison Rape Elimination Act of 2003 (PREA) was enacted by Congress to address the problem of sexual abuse and sexual harassment of persons in the custody of U.S. correctional agencies. The Act applies to all public and private institutions that house adult or juvenile offenders and is also relevant to community-based agencies. The PREA national standards were promulgated in August 2012. These standards established nationwide consistency in practices covering the areas of detection, prevention, reduction, and punishment of prison rape in confinement facilities.

NCDPS is committed to a standard of zero-tolerance of any undue familiarity or personal misconduct between employees and offenders or juveniles. We are committed to providing professional and appropriate services to our offender population and supporting staff in accomplishing these responsibilities. PREA's mission is to promote public safety by the administration of a fair and humane system which provides reasonable opportunities for adjudicated offenders to develop progressively responsible behavior. PREA fits perfectly with that mission. Each employee is vital to the prevention and detection of undue familiarity and offender/juvenile sexual abuse in order to protect offenders and safeguard our communities.

Pursuant to PREA national standards §115.88, §115.288 and §115.388 data review for corrective action, the agency prepares an annual report of its findings and corrective actions for each facility. This report summarizes and compares the agency's accomplishments during the calendar years 2018-2019.

## PREA History in Review





## Message from the Secretary

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Sexual abuse and sexual harassment in the correctional environment have a significant impact for both the criminal justice system and general public. The Prison Rape Elimination Act (PREA) of 2003 was enacted in recognition of the strong evidence victims of sexual abuse suffer severe physical and psychological effects that may hinder their ability to reintegrate into the community upon their release.

The North Carolina Department of Public Safety (NCDPS) is committed to a zero-tolerance standard by maintaining a program of prevention, detection, response, investigation, prosecution, and tracking. As required by PREA national standards §115.88, §115.288, and §115.388, this annual report presents a summary of substantiated incidents of sexual abuse in confinement for the calendar years 2018-2019, the corrective actions taken in response to an incident, an assessment of the Department's progress in addressing sexual abuse prevention. Our focus continues to be achieving sexual safety and approaching corrective action as a positive opportunity to achieve long-term, meaningful change within facilities under our operational control.

The NCDPS prides itself on being proactive and focused on prevention in order to maintain the highest standards of correctional and rehabilitative treatment. The Department relies on stakeholders to assist in achieving its zero-tolerance goal and welcomes community partnerships to further its efforts.

Sincerely,

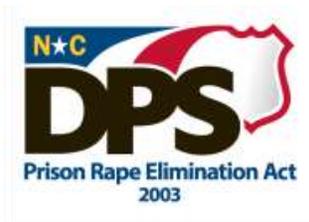
Erik A. Hooks  
Secretary



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## Overview: North Carolina Department of Public Safety

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The overall mission of the Department of Public Safety is to safeguard and preserve the lives and property of the people of NC through prevention, protection and preparation with integrity and honor.

The Department's scope includes the State's law enforcement, corrections, and emergency management.

### Division of Adult Correction and Juvenile Justice (DACJJ)

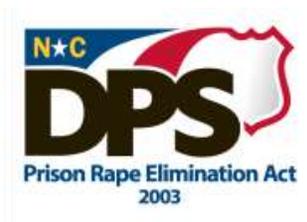
The DACJJ is responsible for the care, custody, and supervision of all adults and juveniles sentenced after conviction for violations or adjudicated for delinquent acts under the North Carolina law.

#### Adult Correction

Adult offenders, to include youthful offenders, face sentences ranging from probation served in the community to active prison sentences served in one of the state's prison facilities. After prison, there is a period of post-release supervision for offenders to help them transition more successfully back to the community. For those who commit technical violations of probation, there are Confinement in Response to Violation (CRV) facilities.

#### Juvenile Justice

Juvenile dispositions can include supervision by a juvenile court counselor in the community, short-term commitments at a residential facility or detention center, or longer-term commitments in a youth development center for serious and/or violent or chronic offenders. Delinquent, non-adjudicated, and at-risk juveniles may all receive services from programs in their communities.



## Departmental Accomplishments

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### PROGRAM ADMINISTRATION

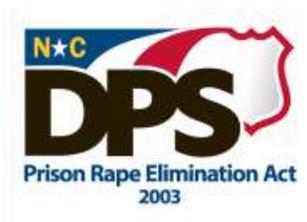
1. Collaborated with Prison Operations to host a two-day conference entitled “Managing the Transgender Offender”. This conference provided staff with a wealth of information on best practices for LGBTI, Gender Non-conforming (GNC), understanding SOGIE (Sexual Orientation, Gender Identity and Gender Expression), communication and the medical/mental health needs of the LGBTI and GNC prison population.
2. Implemented quarterly meetings with Region Directors to discuss program status by facility, review statistical data by region, and enhance program management and continued compliance with agency policy and PREA national standards.
3. Continued to conduct internal assessments (mock audits) across all DACJJ facilities to evaluate implementation of the Department’s PREA program.
4. Completed U.S. Department of Justice federal PREA audits at thirty-three (33) DACJJ facilities during this reporting period.
5. Completed Survey of Sexual Victimization for USDOJ Bureau of Justice Statistics for 2018.

### PREVENTION

1. Designed new, more sturdy, “Ways to Report” adhesive placards to be placed in housing units near offender telephones. These placards display reporting information for allegations of sexual abuse and sexual harassment, and are readily accessible in close proximity to phones located in housing areas.
2. Enhanced existing screening protocols to identify potential high-risk victims, reporting and review protocols to assist facility management determining housing, bed, work, education, and program assignments.
3. Conducted sexual safety assessments at select locations with the intent of reducing risk of sexual victimization, when necessary.
4. Revised Staff and Offender Instructor course which targets preventing sexual abuse and sexual harassment.
5. Completed staffing plan analysis in accordance with NCGS §143B-709 and national PREA standards.

### RESPONSE

1. Provided facility management with critical updates and corrective action plans during regional meetings. Participants included Region Directors, Region Security Coordinators, Wardens and Assistant Wardens.



2. Conducted PREA Office meetings with facilities to address any identified concerns. Participants included facility management, Investigators, PREA Compliance Managers, support staff, and region staff.
3. Conducted compliance management meetings with facility PREA Compliance Managers to discuss corrective action plans for consistency statewide.
4. Continued to manage reported allegations of sexual abuse and sexual harassment external to the agency made by offenders, project Offender Reporting Sexual Abuse (O.R.S.A).

### **TRAINING AND EDUCATION**

1. Transitioned to a learning management system certification training program for PREA Compliance Managers and PREA Support Persons.
2. Conducted Web-ex meetings for diagnostic staff on screening.
3. Established quarterly Web-ex meetings with PREA Compliance Managers, PREA Support staff and PREA Investigators to provide on-going support.
4. Conducted training workshop for the Office of Special Investigations (OSI) and Alcohol and Chemical Dependency Programs (ACDP) which provided training objectives that complied with national PREA standards.
5. Implemented PREA-Understanding the LGBTI Offender training for Adult Correction staff.
6. Collaborated with Sheriff departments in various counties to enhance or supplement their PREA programs.
7. Collaboration with Division of Health and Human Services to enhance current ADA and PREA education practices.
8. Developed of a continuing education program for stakeholders.
9. Developed and distributed education material on external reporting for the offender population.
10. Developed and distributed education material on Rape Crisis Center services for the offender population.
11. Conducted training for Correctional Case Analysts in diagnostic centers on screening practices.
12. Conducted training with Office of Special Investigations (OSI) and Community Corrections' staff in accordance with national PREA standards.
13. Implemented a monitoring process for compliance with PREA national standards for contracted housing locations.



# Definitions Related to Sexual Abuse and Sexual Harassment

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## SEXUAL ABUSE

For purposes of this report and statistical data, sexual abuse includes:

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

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

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

*Sexual abuse of an offender, detainee, or resident by a staff member, contractor, or volunteer (NOTE: previously staff sexual misconduct) includes any of the following acts, with or without consent of the offender, detainee, or resident:*

1. Contact between the penis and the vulva or the penis and the anus, including penetration, however slight;
2. Contact between the mouth and the penis, vulva, or anus;
3. Contact between the mouth and any body part where the staff member, contractor, or volunteer has the intent to abuse, arouse, or gratify sexual desire;



4. Penetration of the anal or genital opening, however slight, by a hand, finger, object, or other instrument, that is unrelated to official duties or where the staff member, contractor, or volunteer has the intent to abuse, arouse, or gratify sexual desire;
5. Any other intentional contact, either directly or through the clothing, of or with the genitalia, anus, groin, breast, inner thigh, or the buttocks, that is unrelated to official duties or where the staff member, contractor, or volunteer has the intent to abuse, arouse, or gratify sexual desire;
6. Any attempt, threat, or request by a staff member, contractor, or volunteer to engage in the activities described in items (1)-(5) of this section;
7. Any display by a staff member, contractor, or volunteer of his or her uncovered genitalia, buttocks, or breast in the presence of an offender, detainee, or resident, and
8. Voyeurism by a staff member, contractor, or volunteer. Voyeurism by a staff member, contractor, or volunteer means an invasion of privacy of an offender, detainee, or resident by staff for reasons unrelated to official duties, such as peering at an offender who is using a toilet in his or her cell to perform bodily functions; requiring an offender to expose his or her buttocks, genitals, or breasts; or taking images of all or part of an offender's naked body or of an offender performing bodily functions.

## SEXUAL HARASSMENT

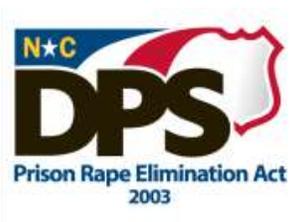
1. Repeated and unwelcome sexual advances, requests for sexual favors, or verbal comments, gestures, or actions of a derogatory or offensive sexual nature by one offender, detainee, or resident directed toward another; and
2. Repeated verbal comments or gestures of a sexual nature to an offender, detainee,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

## Comparative Data

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### 2019: The Department's Year in Review

During the 2019 calendar year, the NCDPS received a total of **817** offender and juvenile sexual abuse and sexual harassment allegations. The following outlines the total number of incidents reported and the outcome of investigations in 2019.



2019					
Incident Type	Substantiated	Unsubstantiated	Unfounded	Ongoing	Total
Offender on Offender <b>Abusive</b> Sexual Contact	9	103	37	0	150
Offender on Offender Nonconsensual Sexual Acts	3	16	6	0	25
Offender on Offender Sexual Harassment	9	103	38	0	150
Staff on Offender Sexual Abuse	14	197	120	1	332
Staff on Offender Sexual Harassment	1	71	76	0	148
Juvenile on Juvenile Sexual Abuse	1	0	0	0	1
Juvenile on Juvenile Sexual Harassment	2	1	2	1	6
Staff on Juvenile Sexual Misconduct	0	4	0	0	4
Staff on Juvenile Sexual Harassment	0	1	0	0	1
<b>Total Allegations Received</b>	<b>39</b>	<b>496</b>	<b>279</b>	<b>3</b>	<b>817</b>

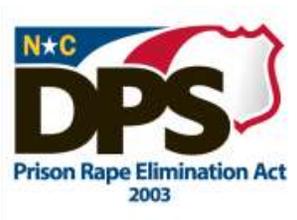
Table 1: 2019 Incident Reports and Outcomes thru December 31, 2019. New reports received from allegations in previous years may affect data collection.

## 2019 Adult Correction Facilities: Substantiated Sexual Abuse Cases with Corrective Actions

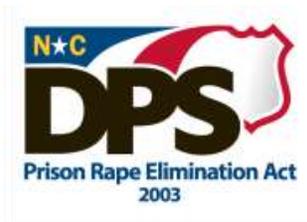
Facility	Corrective Action(s)
<b>CALEDONIA CI</b>	<ol style="list-style-type: none"> <li>1. Implemented additional routine or unannounced rounds in an effort to prevent future incidents.</li> <li>2. Made upgrades to technology (such as mirrors, motion lights, or cameras) in the area in which the incident occurred.</li> </ol>



	<ol style="list-style-type: none"> <li>3. Required all facility staff to complete Staff and Offender Relationship and/or Sexual Abuse and Sexual Harassment training.</li> <li>4. Distributed PREA posters throughout the facility.</li> <li>5. Distributed information on ways to report for population.</li> <li>6. Discussed PREA related topics in shift line-ups.</li> <li>7. Held a facility management meeting to discuss ways to improve general sexual safety in the facility.</li> </ol>
<b>DAVIDSON CC</b>	<ol style="list-style-type: none"> <li>1. Implemented additional routine or unannounced rounds in an effort to prevent future incidents.</li> <li>2. Required all facility staff to complete Staff and Offender Relationship and/or Sexual Abuse and Sexual Harassment training.</li> <li>3. Distributed PREA posters throughout the facility.</li> <li>4. Distributed information on ways to report for population.</li> <li>5. Distributed first responder cards to all staff.</li> <li>6. Discussed PREA related topics in shift line-ups.</li> <li>7. Conducted a sexual safety assessment.</li> </ol>
<b>NASH CI</b>	<ol style="list-style-type: none"> <li>1. Abuser was placed in Restrictive Housing.</li> </ol>
<b>NORTH PIED CCW</b>	<ol style="list-style-type: none"> <li>1. Implemented additional routine or unannounced rounds in an effort to prevent future incidents.</li> <li>2. Reassess the appropriateness of certain staff in PREA-related roles.</li> <li>3. Required all facility staff to complete Staff and Offender Relationship and/or Sexual Abuse and Sexual Harassment training.</li> <li>4. Distributed information on ways to report for population.</li> <li>5. Distributed first responder cards to all staff.</li> <li>6. Abuser placed in Time Limited Housing.</li> </ol>
<b>PAMLICO CI</b>	<ol style="list-style-type: none"> <li>1. Discussed PREA related topics in shift line-ups.</li> <li>2. Held a facility management meeting to discuss ways to improve general sexual safety in the facility.</li> <li>3. Staff reassigned and criminally convicted.</li> </ol>



<p><b>PENDER CI</b></p>	<ol style="list-style-type: none"> <li>1. Required all facility staff to complete Staff and Offender Relationship and/or Sexual Abuse and Sexual Harassment training.</li> <li>2. Discussed PREA related topics in shift line-ups.</li> <li>3. Held a facility management meeting to discuss ways to improve general sexual safety in the facility.</li> <li>4. Abuser demoted to close custody and transferred to another facility.</li> </ol>
<p><b>RANDOLPH CC</b></p>	<ol style="list-style-type: none"> <li>1. Distributed PREA posters throughout the facility.</li> <li>2. Distributed information on ways to report for population.</li> <li>3. Distributed first responder cards to all staff.</li> <li>4. Discussed PREA related topics in shift line-ups.</li> <li>5. Held a facility management meeting to discuss ways to improve general sexual safety in the facility.</li> </ol>
<p><b>SWANNANOA CCW</b></p>	<ol style="list-style-type: none"> <li>1. Made upgrades to technology (such as mirrors, motion lights, or cameras) in the area in which the incident occurred.</li> <li>2. Made changes to bed, job, and/or program assignments protocols.</li> <li>3. Distributed information on ways to report for population.</li> <li>4. Discussed PREA related topics in shift line-ups.</li> <li>5. Held a facility management meeting to discuss ways to improve general sexual safety in the facility.</li> <li>6. Referred to local law enforcement.</li> <li>7. Abuser charged.</li> <li>8. Abuser transferred.</li> </ol>
<p><b>TABOR CI</b></p>	<ol style="list-style-type: none"> <li>1. Discussed PREA related topics in shift line-ups.</li> <li>2. Transferred to another facility.</li> <li>3. Placed in restrictive housing confinement or disciplinary segregation.</li> </ol>



## 2019 Juvenile Justice Facilities: Substantiated Sexual Abuse Cases with Corrective Actions

Juvenile Justice facilities had 1 substantiated sexual abuse cases requiring corrective action.

Facility	Corrective Action(s)
<b>Cabarrus JDC</b>	<ol style="list-style-type: none"> <li>Made changes to the number and placement of supervisory staff in which the incident occurred.</li> <li>Juvenile discharged shortly thereafter.</li> </ol>

Table above reflects the 2019 Juvenile Justice Facilities with Substantiated Cases and Corrective Actions.

## 2018: The Department's Year in Review

During the 2018 calendar year, the NCDPS received a total of **682** offender and juvenile sexual abuse and sexual harassment allegations. The following outlines the total number of incidents reported and the outcome of investigations in 2018.

2018					
Incident Type	Substantiated	Unsubstantiated	Unfounded	Ongoing	Total
Offender on Offender <b>Abusive</b> Sexual Contact	<b>14</b>	110	23	0	<b>147</b>
Offender on Offender Nonconsensual Sexual Act	<b>1</b>	21	4	0	<b>26</b>
Offender on Offender Sexual Harassment	<b>14</b>	81	11	0	<b>107</b>
Staff on Offender Sexual Abuse	<b>25</b>	174	124	0	<b>323</b>
Staff on Offender Sexual Harassment	<b>1</b>	29	46	0	<b>76</b>

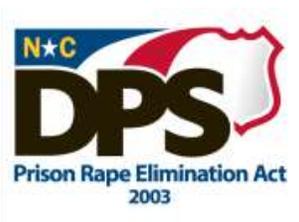


Juvenile on Juvenile Abusive Sexual Contact	1	1	0	0	2
Juvenile on Juvenile Nonconsensual Sexual Act	0	0	0	0	0
Juvenile on Juvenile Sexual Harassment	2	3	0	0	5
Staff on Juvenile Sexual Misconduct	0	0	0	0	0
Staff on Juvenile Sexual Harassment	0	1	0	0	1
<b>Total Allegations Received</b>	<b>58</b>	<b>420</b>	<b>207</b>	<b>0</b>	<b>682</b>

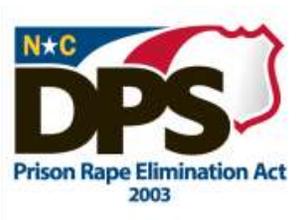
Table 2: 2018 Incident Reports and Outcomes thru December 31, 2018. New reports received from allegations in previous years may affect data collection.

## 2018 Adult Correction Facilities: Substantiated Sexual Abuse Cases with Corrective Actions

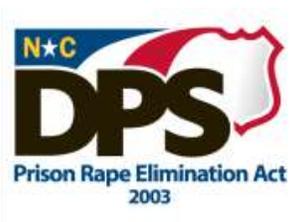
Facility	Corrective Action(s)
<b>Alexander CI</b>	<ol style="list-style-type: none"> <li>Held a facility management meeting to discuss ways to improve general sexual safety in the facility.</li> <li>Discussed PREA related topics in shift line-ups.</li> </ol>
<b>Avery Mitchell CI</b>	<ol style="list-style-type: none"> <li>Made changes to bed, job, and/or program assignments protocols.</li> <li>Held a facility management meeting to discuss ways to improve general sexual safety in the facility.</li> <li>Discussed reviewing bed assignments for New arrivals during the Operational Management Team meeting.</li> </ol>
<b>Bertie CI</b>	<ol style="list-style-type: none"> <li>Distributed PREA posters throughout the facility.</li> <li>Distributed first responder cards to all staff.</li> <li>Discussed PREA related topics in shift line-ups.</li> <li>Held a facility management meeting to discuss ways to improve general sexual safety in the facility.</li> </ol>
<b>Caldwell CC</b>	<ol style="list-style-type: none"> <li>Made changes to the number and placement of supervisory staff in the area in which the incident occurred.</li> </ol>



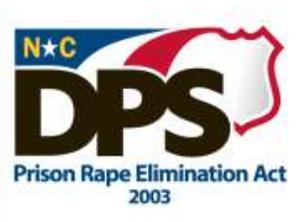
	<ol style="list-style-type: none"> <li>2. Required all facility staff to complete <i>Staff and Offender Relationship and/or Sexual Abuse and Sexual Harassment</i> training.</li> <li>3. Discussed PREA related topics in shift line-ups.</li> <li>4. Transferred to another facility.</li> <li>5. Staff resigned prior to completion of investigation.</li> <li>6. Moved an officer to that area to provide additional supervision.</li> </ol>
<b>Carteret CC</b>	<ol style="list-style-type: none"> <li>1. Implemented additional routine or unannounced rounds in an effort to prevent future incidents.</li> <li>2. Reassess the appropriateness of certain staff in PREA-related roles.</li> <li>3. Required all facility staff to complete <i>Staff and Offender Relationship and/or Sexual Abuse and Sexual Harassment</i> training.</li> <li>4. Distributed information on ways to report for population.</li> <li>5. Discussed PREA related topics in shift line-ups.</li> <li>6. Held a facility management meeting to discuss ways to improve general sexual safety in the facility.</li> <li>7. Transferred to another facility.</li> </ol>
<b>Central Prison</b>	<ol style="list-style-type: none"> <li>1. Implemented additional routine or unannounced rounds in an effort to prevent future incidents.</li> <li>2. Made upgrades to technology (such as mirrors, motion lights, or cameras) in the area in which the incident occurred.</li> <li>3. Made changes to the number and placement of supervisory staff in the area in which the incident occurred.</li> <li>4. Reassess the appropriateness of certain staff in PREA-related roles.</li> <li>5. Made changes to bed, job, and/or program assignments protocols.</li> <li>6. Required all facility staff to complete <i>Staff and Offender Relationship and/or Sexual Abuse and Sexual Harassment</i> training.</li> <li>7. Distributed PREA posters throughout the facility.</li> <li>8. Distributed information on ways to report for population.</li> <li>9. Distributed first responder cards to all staff.</li> <li>10. Discussed PREA related topics in shift line-ups.</li> <li>11. Conducted town hall meetings with population to discuss prevention.</li> <li>12. Held a facility management meeting to discuss ways to improve general sexual safety in the facility.</li> <li>13. Conducted a sexual safety assessment.</li> </ol>
<b>Craggy CC</b>	<ol style="list-style-type: none"> <li>1. Implemented additional routine or unannounced rounds in an effort to prevent future incidents.</li> <li>2. Distributed PREA posters throughout the facility.</li> <li>3. Requested upgrades to technology (such as mirrors, motion lights, or cameras) in the area in which the incident occurred.</li> </ol>
<b>Craven CI</b>	<ol style="list-style-type: none"> <li>1. Implemented additional routine or unannounced rounds in an effort to prevent future incidents.</li> </ol>



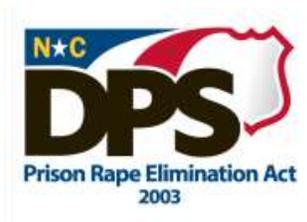
	<ol style="list-style-type: none"> <li>2. Reassess the appropriateness of certain staff in PREA-related roles.</li> <li>3. Distributed PREA posters throughout the facility.</li> <li>4. Made changes to bed, job, and/or program assignments protocols.</li> <li>5. Distributed information on ways to report for population.</li> <li>6. Distributed first responder cards to all staff.</li> <li>7. Required all facility staff to complete <i>Staff and Offender Relationship</i> and/or <i>Sexual Abuse and Sexual Harassment</i> training.</li> <li>8. Discussed PREA related topics in shift line-ups.</li> <li>9. Held a facility management meeting to discuss ways to improve general sexual safety in the facility.</li> <li>10. Placed in restrictive housing confinement or disciplinary segregation.</li> <li>11. Transferred to another facility.</li> <li>12. Staff resigned prior to completion of investigation.</li> </ol>
<b>Dan River PWF</b>	<ol style="list-style-type: none"> <li>1. Implemented additional routine or unannounced rounds in an effort to prevent future incidents.</li> <li>2. Made upgrades to technology (such as mirrors, motion lights, or cameras) in the area in which the incident occurred.</li> <li>3. Reassess the appropriateness of certain staff in PREA-related roles.</li> <li>4. Distributed PREA posters throughout the facility.</li> <li>5. Discussed PREA related topics in shift line-ups.</li> <li>6. Held a facility management meeting to discuss ways to improve general sexual safety in the facility.</li> <li>7. Staff removed from work location and assigned to Admin with no offender contact.</li> <li>8. Staff resigned prior to completion of investigation.</li> </ol>
<b>Eastern CI</b>	<ol style="list-style-type: none"> <li>1. Implemented additional routine or unannounced rounds in an effort to prevent future incidents.</li> <li>2. Discussed PREA related topics in shift line-ups.</li> <li>3. Held a facility management meeting to discuss ways to improve general sexual safety in the facility.</li> <li>4. Staff resigned prior to completion of investigation.</li> </ol>
<b>Foothills CI</b>	<ol style="list-style-type: none"> <li>1. Implemented additional routine or unannounced rounds in an effort to prevent future incidents.</li> <li>2. Distributed PREA posters throughout the facility.</li> <li>3. Discussed PREA related topics in shift line-ups.</li> <li>4. Held a facility management meeting to discuss ways to improve general sexual safety in the facility.</li> </ol>
<b>Johnston CI</b>	<ol style="list-style-type: none"> <li>1. Implemented additional routine or unannounced rounds in an effort to prevent future incidents.</li> <li>2. Reassess the appropriateness of certain staff in PREA-related roles.</li> <li>3. Required all facility staff to complete <i>Staff and Offender Relationship</i> and/or <i>Sexual Abuse and Sexual Harassment</i> training.</li> </ol>



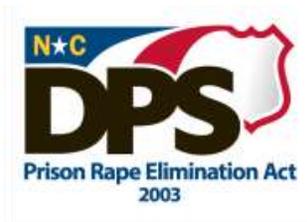
	<ol style="list-style-type: none"> <li>4. Made changes to bed, job, and/or program assignments protocols.</li> <li>5. Distributed information on ways to report for population.</li> <li>6. Distributed first responder cards to all staff.</li> <li>7. Discussed PREA related topics in shift line-ups.</li> <li>8. Held a facility management meeting to discuss ways to improve general sexual safety in the facility.</li> </ol>
<b>Lumberton CI</b>	<ol style="list-style-type: none"> <li>1. Made upgrades to technology (such as mirrors, motion lights, or cameras) in the area in which the incident occurred.</li> <li>2. Reassess the appropriateness of certain staff in PREA-related roles.</li> <li>3. Required all facility staff to complete <i>Staff and Offender Relationship and/or Sexual Abuse and Sexual Harassment</i> training.</li> <li>4. Made changes to bed, job, and/or program assignments protocols.</li> <li>5. Distributed information on ways to report for population.</li> <li>6. Distributed first responder cards to all staff.</li> <li>7. Discussed PREA related topics in shift line-ups.</li> <li>8. Held a facility management meeting to discuss ways to improve general sexual safety in the facility.</li> </ol>
<b>Maury CI</b>	<ol style="list-style-type: none"> <li>1. Implemented additional routine or unannounced rounds in an effort to prevent future incidents.</li> <li>2. Made changes to bed, job, and/or program assignments protocols.</li> <li>3. Placed in restrictive housing confinement or disciplinary segregation.</li> <li>4. Distributed PREA posters throughout the facility.</li> <li>5. Discussed PREA related topics in shift line-ups.</li> </ol>
<b>Neuse CI</b>	<ol style="list-style-type: none"> <li>1. Implemented additional routine or unannounced rounds in an effort to prevent future incidents.</li> <li>2. Reassess the appropriateness of certain staff in PREA-related roles.</li> <li>3. Made changes to bed, job, and/or program assignments protocols.</li> <li>4. Placed in restrictive housing confinement or disciplinary segregation.</li> <li>5. Distributed information on ways to report for population.</li> <li>6. Discussed PREA related topics in shift line-ups.</li> <li>7. Conducted a sexual safety assessment.</li> </ol>
<b>NC Correctional Institution for Women</b>	<ol style="list-style-type: none"> <li>1. Made changes to bed, job, and/or program assignments protocols.</li> <li>2. Transferred to other unit/cell or separated from victim.</li> <li>3. Loss of “good/gain” time, increase in “bad” time or delayed release.</li> <li>4. Loss of privileges, disciplinary report or conduct violation, or other reprimand.</li> <li>5. Staff transferred to another facility or unit.</li> <li>6. Arrested or referred to law enforcement agency.</li> <li>7. Staff resigned prior to the completion of investigation.</li> </ol>
<b>Odom CI</b>	<ol style="list-style-type: none"> <li>1. Implemented additional routine or unannounced rounds in an effort to prevent future incidents.</li> </ol>



	<ol style="list-style-type: none"> <li>2. Made upgrades to technology (such as mirrors, motion lights, or cameras) in the area in which the incident occurred.</li> <li>3. Required all facility staff to complete <i>Staff and Offender Relationship</i> and/or <i>Sexual Abuse and Sexual Harassment</i> training.</li> <li>4. Distributed PREA posters throughout the facility.</li> <li>5. Distributed information on ways to report for population.</li> <li>6. Discussed PREA related topics in shift line-ups.</li> <li>7. Distributed first responder cards to all staff.</li> <li>8. Arrested or referred to law enforcement agency.</li> <li>9. Staff resigned prior to the completion of investigation.</li> </ol>
<b>Orange CC</b>	<ol style="list-style-type: none"> <li>1. Implemented additional routine or unannounced rounds in an effort to prevent future incidents.</li> <li>2. Reassess the appropriateness of certain staff in PREA-related roles.</li> <li>3. Distributed PREA posters throughout the facility.</li> <li>4. Distributed information on ways to report for population.</li> <li>5. Discussed PREA related topics in shift line-ups.</li> <li>6. Distributed first responder cards to all staff.</li> <li>7. Held a facility management meeting to discuss ways to improve general sexual safety in the facility.</li> <li>8. Transferred to another facility.</li> </ol>
<b>Pamlico CI</b>	<ol style="list-style-type: none"> <li>1. Reassess the appropriateness of certain staff in PREA-related roles.</li> <li>2. Distributed PREA posters throughout the facility.</li> <li>3. Distributed information on ways to report for population.</li> <li>4. Discussed PREA related topics in shift line-ups.</li> <li>5. Held a facility management meeting to discuss ways to improve general sexual safety in the facility.</li> <li>6. Staff transferred to another facility or unit.</li> <li>7. Arrested or referred to law enforcement agency.</li> <li>8. Staff resigned prior to the completion of investigation.</li> </ol>
<b>Pasquotank CI</b>	<ol style="list-style-type: none"> <li>1. Discussed PREA related topics in shift line-ups.</li> <li>2. Held a facility management meeting to discuss ways to improve general sexual safety in the facility.</li> </ol>
<b>Pender CI</b>	<ol style="list-style-type: none"> <li>1. Placed in restrictive housing confinement or disciplinary segregation.</li> <li>2. Transferred to other unit/cell or separated from victim.</li> <li>3. Transferred to another facility.</li> <li>4. Loss of privileges, disciplinary report or conduct violation, or other reprimand.</li> <li>5. Made change to Abuser job/program assignment.</li> </ol>
<b>Piedmont CI</b>	<ol style="list-style-type: none"> <li>1. Distributed PREA posters throughout the facility.</li> <li>2. Made changes to bed, job, and/or program assignments protocols.</li> <li>3. Discussed PREA related topics in shift line-ups.</li> </ol>



<b>Sampson CI</b>	<ol style="list-style-type: none"> <li>1. Implemented additional routine or unannounced rounds in an effort to prevent future incidents.</li> <li>2. Discussed PREA related topics in shift line-ups.</li> <li>3. Held a facility management meeting to discuss ways to improve general sexual safety in the facility.</li> <li>4. In addition to increased unannounced rounds, facility cameras are routinely reviewed by supervisory staff to ensure compliance with facility post orders, SOPs and PREA guidelines. Any concerns viewed are immediately forwarded to the Associate Warden of Custody and Operations for further review and actions. Undue familiarity and Offender Supervision are being stressed during New Hire Orientation training in hopes to prevent future incidents..</li> </ol>
<b>Scotland CI</b>	<ol style="list-style-type: none"> <li>1. Staff resigned prior to completion of investigation.</li> </ol>
<b>Southern CI</b>	<ol style="list-style-type: none"> <li>1. Implemented additional routine or unannounced rounds in an effort to prevent future incidents.</li> <li>2. Made upgrades to the physical structure of the area in which the incident occurred.</li> <li>3. Made upgrades to technology (such as mirrors, motion lights, or cameras) in the area in which the incident occurred.</li> <li>4. Made changes to the number and placement of supervisory staff in the area in which the incident occurred.</li> </ol>
	<ol style="list-style-type: none"> <li>1. Reassess the appropriateness of certain staff in PREA-related roles.</li> <li>2. Required all facility staff to complete Staff and Offender Relationship and/or Sexual Abuse and Sexual Harassment training.</li> <li>3. Required population to complete additional education.</li> <li>4. Distributed PREA posters throughout the facility.</li> <li>5. Discussed PREA related topics in shift line-ups.</li> <li>6. Conducted town hall meetings with population to discuss prevention.</li> <li>7. Made revisions to facility policies or procedures.</li> <li>8. Held a facility management meeting to discuss ways to improve general sexual safety in the facility.</li> <li>9. Referred to local law enforcement.</li> <li>10. Abuser charged and criminally convicted.</li> </ol>
<b>Swannanoa</b>	<ol style="list-style-type: none"> <li>1. Transferred to other unit/cell or separated from victim.</li> <li>2. Placed in restrictive housing confinement or disciplinary segregation.</li> </ol>
<b>Tabor CI</b>	<ol style="list-style-type: none"> <li>1. Discussed PREA related topics in shift line-ups.</li> <li>2. Transferred to another facility.</li> <li>3. Placed in restrictive housing confinement or disciplinary segregation.</li> </ol>
<b>Tyrrell PWF</b>	<ol style="list-style-type: none"> <li>1. Implemented additional routine or unannounced rounds in an effort to prevent future incidents.</li> <li>2. Made changes to the number and placement of supervisory staff in the area in which the incident occurred.</li> <li>3. Reassess the appropriateness of certain staff in PREA-related roles.</li> <li>4. Required all facility staff to complete <i>Staff and Offender Relationship and/or Sexual Abuse and Sexual Harassment</i> training.</li> </ol>

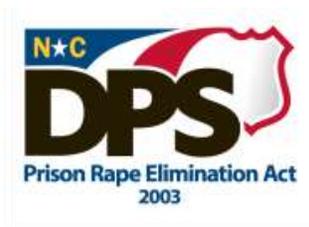


	<ol style="list-style-type: none"> <li>5. Required population to complete additional education.</li> <li>6. Distributed PREA posters throughout the facility.</li> <li>7. Discussed PREA related topics in shift line-ups.</li> <li>8. Conducted town hall meetings with population to discuss prevention.</li> <li>9. Held a facility management meeting to discuss ways to improve general sexual safety in the facility.</li> <li>10. Staff resigned prior to completion of investigation.</li> <li>11. Made upgrades to technology (such as mirrors, motion lights, or cameras) in the area in which the incident occurred.</li> <li>12. Transferred to another facility.</li> </ol>
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## 2018 Juvenile Justice Facilities: Substantiated Sexual Abuse Cases with Corrective Actions

Juvenile Justice facilities had 1 substantiated sexual abuse cases requiring corrective actions.

Facility	Corrective Action(s)
<b>Chatham YDC</b>	<ol style="list-style-type: none"> <li>1. Made changes to the number and placement of supervisory staff in which the incident occurred.</li> <li>2. Sent to counseling or treatment team.</li> </ol>



## Comparison Charts for Years 2018-2019

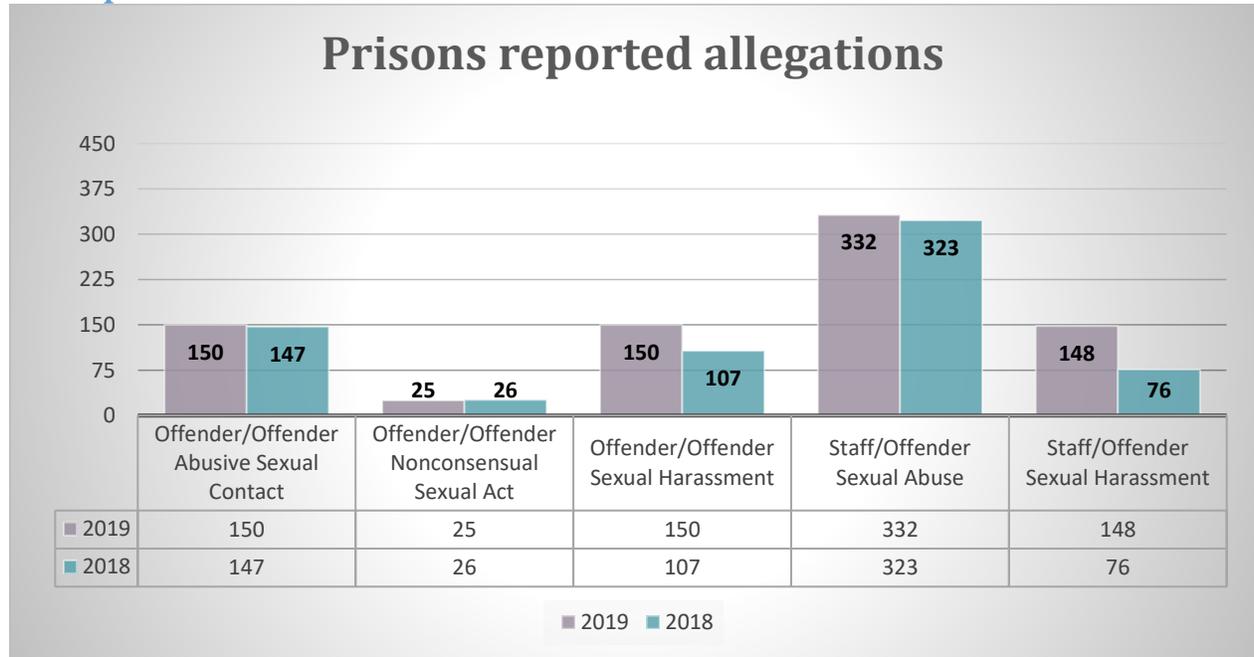


Figure 1: Prisons reported allegations for years 2018-2019

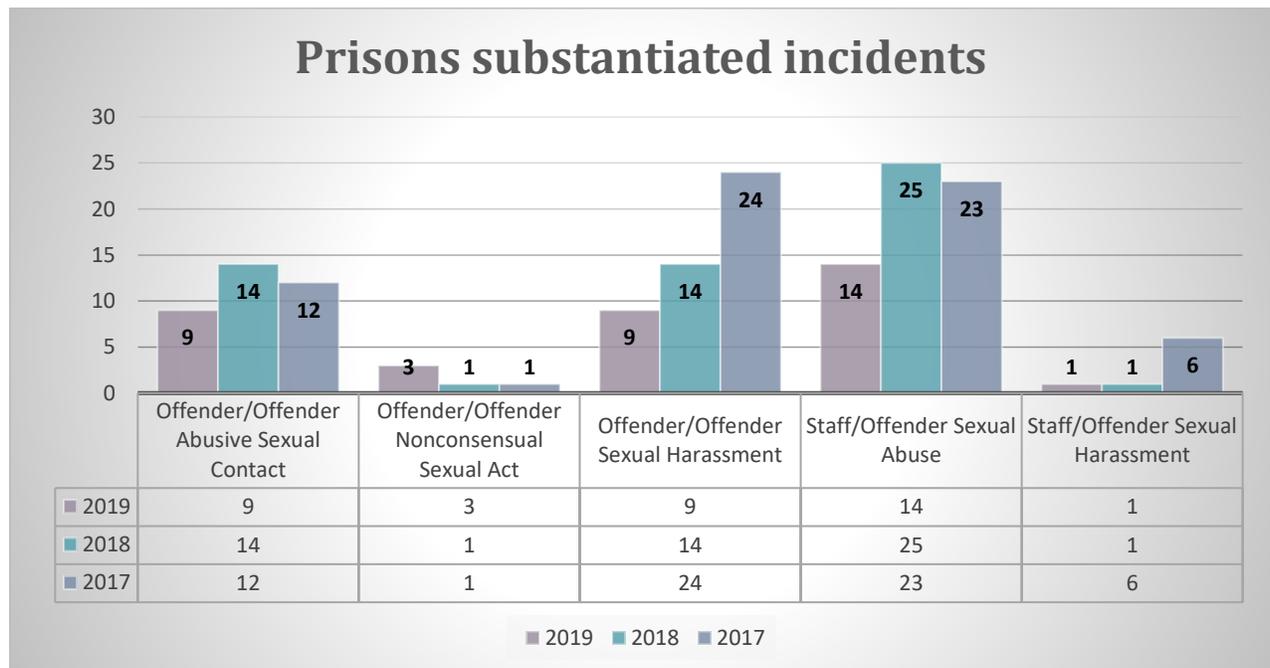


Figure 2: Prisons substantiated incidents for years 2017-2019

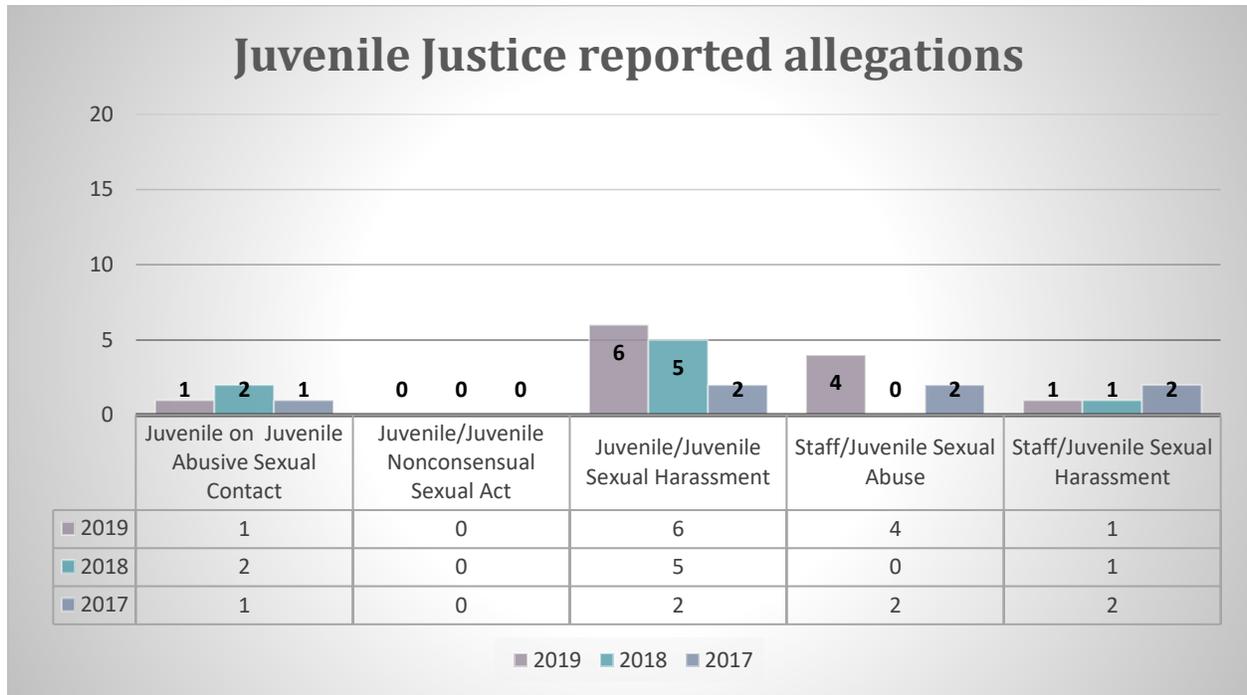
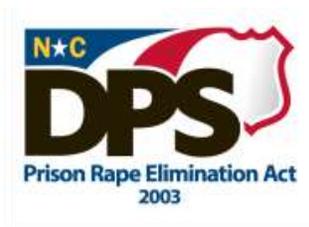


Figure 3: Juvenile Justice reported allegations for years 2017-2019

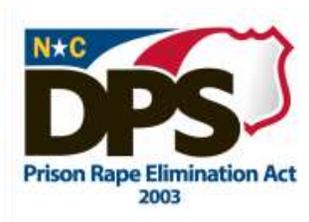
## Audit Findings

The North Carolina Department of Public Safety conducted federal compliance audits during audit Cycle II. Findings from these audits and previous audits for audit Cycle I are available on the agency’s website.

## Conclusion

The 2018-2019 annual report speaks to the culture of reporting and zero-tolerance fostered by the North Carolina Department of Public Safety. The Department remains committed to eliminating sexual abuse and sexual harassment through a program of prevention, detection, response, investigation, and data collection and analysis.

The NCDPS is committed to thoroughly, objectively, and promptly investigating every allegation reported. As a result of a comprehensive education and awareness program, bolstered by consistent response and investigative plans, the resident and offender populations are



increasingly comfortable reporting allegations and incidents of sexual abuse and sexual harassment. Additionally, a strong training program for staff has resulted in a demonstrated improvement in the zero-tolerance culture and investment in prevention, detection, and response protocols.

The Department attributes the increase in allegations received to these improvements within confinement facilities. The NCDPS is proud of its improvements in culture, of its policies and procedures, and of its dedication to the elimination of sexual abuse and sexual harassment in confinement. The next report will be released August 2021.

For more information on this annual report, contact the PREA Office at:

## Agency Information

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