

PREA AUDIT REPORT Interim Final
ADULT PRISONS & JAILS

Date of report: September 7, 2016

Auditor(s) Information			
Auditor(s) name: Rodney P. Bivens			
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Telephone number: 865-659-2424			
Date of facility visit: July 28 and 29, 2016			
Facility Information			
Facility name: Johnson City Detention Facility			
Facility physical address: 601 East Main Street, Johnson City, TN 37601			
Facility mailing address: <i>(if different from above)</i> N/A			
Facility telephone number: (423) 434-6142			
The facility is:	<input type="checkbox"/> Federal	<input type="checkbox"/> State	<input type="checkbox"/> County
	<input type="checkbox"/> Military	<input checked="" type="checkbox"/> Municipal	<input type="checkbox"/> Private for profit
	<input type="checkbox"/> Private not for profit		
Facility type:	<input type="checkbox"/> Prison	<input checked="" type="checkbox"/> Jail	
Name of facility's Chief Executive Officer: Chief Mark Sirois			
Number of staff assigned to the facility in the last 12 months: 18			
Designed facility capacity: 88			
Current population of facility: 80			
Facility security levels/inmate custody levels: Minimum			
Age range of the population: 25 to 54			
Name of PREA Compliance Manager: Sandra Bailey		Title: PREA Manager	
Email address: sbailey@johnsoncitytn.org		Telephone number: (423) 434-6142	
Agency Information			
Name of agency: Johnson City Detention Facility			
Governing authority or parent agency: <i>(if applicable)</i> Johnson City Police Department			
Physical address: 601 East Main Street, Johnson City, TN 37601			
Mailing address: <i>(if different from above)</i> N/A			
Telephone number: 423-434-6142			
Agency Chief Executive Officer			
Name: Mark Sirois		Title: Chief	
Email address: msirois@johnsoncitytn.org		Telephone number: (423) 434-6142	
Agency-Wide PREA Coordinator			
Name: Amy Clark		Title: Jail Administrator	
Email address: aclark@johnsoncitytn.org		Telephone number: (423) 434-6142	

AUDIT FINDINGS

NARRATIVE

The Prison Rape Elimination Act on-site PREA audit of the Johnson City Detention Facility in Johnson City, Tennessee was conducted July 28-29, 2016, by Rodney P. Bivens (Lead) and Brian D. Bivens who are United States Department of Justice Certified PREA Auditors for adult facilities. The auditors wish to extend their deepest appreciation to Jail Administrator/PREA Coordinator Amy Clark and her staff for their professionalism, hospitality, and kindness. The auditors also wish to compliment Amy for her outstanding work in organizing the files that were provided to the auditors in advance of the audit. This enabled the audit to move forward very efficiently.

The pre-audit preparations consist of a thorough review of all documentation and materials submitted by the facility which included the "Pre-Audit Questionnaire". The documentation reviewed included agency policies, procedures, forms, posters, pamphlets, brochures, handbooks, education materials, training curriculums, organizational charts and all other PREA related materials the facility provided to demonstrate compliance with each PREA standard. The auditors and the PREA Coordinator had ongoing communication for several weeks prior to the audit to prepare for the on-site visit.

The facility supplied a list of inmate names sorted by housing units, disabilities, and special designations, as well as a list of facility staff names to the auditors. From these lists the auditors selected, at random, a sampling of inmates and staff to be interviewed during the on-site visit. Due to the size of this facility the sampling size for both inmates and staff was selected to ensure consistency in training and implementation of the PREA standards. The sampling size for inmates included at least two inmates from each individualized housing unit. This decision was made to ensure all inmates throughout the facility were receiving the same information and education related to all aspects of the PREA program.

The on-site audit began with an entrance meeting being conducted on Thursday July 28, 2016 at 9:00 a.m. in the office of the Jail Administrator/PREA Coordinator, Amy Clark. Following the entrance meeting, the auditors conducted a comprehensive site review that began at approximately 9:45 a.m. and continued throughout the two days. During the site review the auditors reviewed camera placement, blind spots, staff placement, and documentation to assist in determining standard compliance. While touring the facility the auditors observed the notices of this PREA audit in all the units, as well as posters that called attention to the agency's Zero Tolerance Policy and how to report allegations of sexual abuse and sexual harassment. Random staff and inmate interviews were conducted in a private office provided during the on-site review as well. Jail Administrator/PREA Coordinator Amy Clark led the site review.

All housing units, day rooms, inmate program areas, work areas, and all other inmate accessible areas were toured during the on-site review. While touring several inmates and staff were questioned about their knowledge of PREA standards, procedures for reporting, services available, and their responsibilities. All staff and inmates informally interviewed during the tour acknowledged receiving training and procedures for reporting sexual abuse, sexual harassment, and/or retaliation for reporting.

A total of 19 staff members was interviewed during the course of this audit. Staff interviews consisted of: 9 randomly selected correctional security staff members covering all shifts, 1 volunteer, 2 intermediate or higher level supervisor, and 7 specialized staff members. All staff interviewed were well versed in their respective areas of responsibility regarding PREA and affirmed compliance with the applicable PREA standards. There is no SAFE or SANE staff at the facility they are made available through a Memorandum of Understanding with the East Tennessee Sexual Assault Crisis Center. Staff interviewed was well versed as well in their responsibilities regarding procedures for reporting sexual abuse, sexual harassment, staff negligence, and retaliation for reporting. When questioned about evidence preservation, all staff responses reflected knowledge of agency policies and procedures.

There were 19 random inmate interviews conducted during the on-site visit, 6 of the 19 inmates' selected required a specialized interview due to self-reporting during risk screening as being LGBTI. All of the Inmates interviewed acknowledged receiving PREA training and written materials (posters, pamphlets, and inmate handbooks) outlining the agency's zero tolerance policies towards sexual abuse, sexual harassment, and retaliation for reporting, as well as the procedures for reporting. All inmates interviewed felt if they had to file a PREA complaint the facility would respond appropriately to their complaint and that all PREA complaints were taken very serious by staff at this facility.

The auditors selected and carefully examined 6 personnel files, 7 staff training files, and 2 volunteer\contractor files. The personnel and volunteer\contractor files were very well organized and contained all the necessary background check information and signed statements regarding previous sexual misconduct described in the standards. The training records were also very complete and included written documentation that staff and volunteers received the required training and understood what was being trained.

The auditors also reviewed 5 offender files and saw documentation of offender education, as well as documentation of the initial risk screenings, the 30-day re-screenings, and screenings upon additional information being completed as required by the standard.

In the twelve months preceding the audit, the Johnson City Detention Facility had not received any PREA complaints. However, the Auditors conducted interviews with the Johnson City Police Department detectives responsible for investigating sexual abuse at the Johnson City Detention Facility. Based on the interviews it was determined that all sexual abuse cases warranting a criminal investigation

would be referred to the Johnson City Police Department for investigation.

At the conclusion of the on-site visit an exit meeting was held with the Jail Administrator/PREA Coordinator, Amy Clark to discuss the audit findings. During the exit meeting the auditors explained the process that would follow the on-site visit. The auditors also explained that all areas found to not meet the standards during the on-site visit must be corrected and they would be working closely with the PREA team to accomplish compliance. Finally, the auditors acknowledged the willingness of all staff involved to accomplish PREA compliance and advised the PREA team of their requirements to post the final report on the facility website once compliance with all standards was achieved.

DESCRIPTION OF FACILITY CHARACTERISTICS

The Johnson City Detention Facility is located at 601 East Main Street, Johnson City, Tennessee. The facility was built in 1972 and initially housed inmates for Johnson City. In 2002, the City of Johnson City signed a contract with the Tennessee Department of Corrections to house female state sentenced minimum custody inmates. These inmates provide work services for approximately 23 different city work sites and 2 non-profits. The Johnson City Detention Facility is inspected annually by the Tennessee Corrections Institute.

The facility has a rated bed capacity of 88 and the housing units are broken down as follows:

C unit houses 12 inmates divided into 3 separate multi-occupancy cells containing 4 beds in each cell.

FT unit houses 7 inmates divided into 2 separate cells with FT2 containing 6 beds and FT3 only 1 bed utilized for segregation as needed.

L unit houses 24 inmates in 3 separate multi-occupancy cells containing 8 beds in each cell.

M unit houses 16 inmates divided into 4 separate multi-occupancy cells containing 4 beds in each cell.

Patio unit contains 16 beds in a dorm style housing unit.

R unit houses 12 inmates divided into 3 separate multi-occupancy cells with R1 containing 8 beds and R2 and R3 contains 2 beds in each.

Security Cell Unit contains 1 bed also utilized for segregation as needed.

The Johnson City Detention Facility mission is “to employ sound correctional practice, provide a safe and humane environment for both staff and inmates in which the public safety is emphasized and integrity in words and actions are practiced”. It was evident the staff at the Johnson City Detention Facility were committed to excellence in corrections, by providing a dedicated team of professionals whose focus is on the enhancement of the quality of life through self-improvement opportunities for the inmates entrusted to their care.

SUMMARY OF AUDIT FINDINGS

The results of the Johnson City Detention Facility PREA audit are listed below:

Number of standards exceeded: 3

Number of standards met: 36

Number of standards not met: 0

Number of standards not applicable: 4

Standard 115.11 Zero tolerance of sexual abuse and sexual harassment; PREA Coordinator

- Exceeds Standard (substantially exceeds requirement of standard)
- Meets Standard (substantial compliance; complies in all material ways with the standard for the relevant review period)
- Does Not Meet Standard (requires corrective action)

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.

115.11 (a) The Johnson City Detention Facility staff follows the Johnson City Detention Facility PREA policy Chapter 4 Section 4E which mandates a zero tolerance for all forms of sexual abuse and sexual harassment. This policy outlines the agency's approach to preventing, detecting, and responding to such conduct. Therefore, the facility demonstrated compliance with this part of the standard during this audit.

115.11 (B) and (C) The agency employs an upper-level, agency-wide PREA Coordinator. The Johnson City Detention Facility Post Orders for PREA Coordinator and PREA Manager outlines the responsibilities of the PREA Coordinator and the PREA Compliance Manager. Ms. Amy Clark is the agency-wide PREA Coordinator. Amy was appointed as the agency-wide PREA Coordinator by Chief Mark Sirois and was assisted by PREA Compliance Manager Sandra Bailey during this audit. The facility provided the auditors with the organizational chart showing the PREA Coordinator position as an upper-level, agency-wide position. Amy is very knowledgeable of the PREA standards and actively assists the facility with compliance. Ms. Clark has the authority to develop, implement, and oversee PREA compliance. She is actively updating the facility as new Frequently Ask Questions (FAQ's) results are published on the PREA Resource Center website.

During interviews with the PREA Coordinator and the PREA Compliance Manager, both indicated they had sufficient time and authority to coordinate the facility's efforts to comply with the PREA standards as required. Therefore, the facility demonstrated compliance with this part of the standard during this audit.

Standard 115.12 Contracting with other entities for the confinement of inmates

- Exceeds Standard (substantially exceeds requirement of standard)
- Meets Standard (substantial compliance; complies in all material ways with the standard for the relevant review period)
- Does Not Meet Standard (requires corrective action)
- Not Applicable

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.

Based on the documentation provided as well as staff interviews it was determined the Johnson City Detention Facility does not contract with other facilities to house inmates assigned to their custody. Therefore, this standard was found to be not applicable to this facility during this audit.

Standard 115.13 Supervision and monitoring

- Exceeds Standard (substantially exceeds requirement of standard)
- Meets Standard (substantial compliance; complies in all material ways with the standard for the relevant review period)
- Does Not Meet Standard (requires corrective action)

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.

Based on staff interviews, review of documentation provided and review of Johnson City Detention Facility PREA policy Chapter 4, Section 4E, Sub-section VII, Page 6 and 7, the following delineates the audit findings regarding this standard:

115.13 (a) The facility has documented and made its best efforts to comply on a regular basis with a staffing plan that provides for adequate levels of staffing as described and required by this standard. The established staffing plan uses the criteria found in the standard 115.13 (a) to include the physical layout of the facility, composition of the residents housed, the prevalence of substantiated and unsubstantiated incidents of sexual abuse, and any other relevant factors identified. Video monitoring has been deployed to assist with the protection of offenders against sexual abuse at this facility. The staffing levels are monitored daily by review of shift rosters. Therefore, the facility demonstrated compliance with this part of the standard during this audit.

115.13 (b) The facility has procedures in place to ensure all deviations are covered by overtime or notification must be documented on “Corrections Division Staffing Deviation Notification Form” and submitted to the Jail Administrator outlining the reason(s) for the deviation. There has not been any deviation reported where the staffing plan had not been complied with in the past twelve months, as confirmed by written documentation and during interview with the Jail Administrator. Therefore, the facility demonstrated compliance with this part of the standard during this audit.

115.13 (c) The staffing plan is reviewed annually by the PREA Manager and the PREA Coordinator. It is then forwarded to the Major for signature and approval of any recommendations made which would include changes to policy and procedures, physical plant, video monitoring, or staffing levels. The last Annual Staffing Plan Assessment was completed on July 24, 2016. Therefore, the facility demonstrated compliance with this part of the standard during this audit.

115.13 (d) Based on the Johnson City Detention Facility PREA policy Chapter 4, Section 4E, Sub-section VII, page 7, staff interviews, and documentation provided. Higher-level supervisors are required to conduct and are documenting UNANNOUNCED rounds on all shifts as required. Therefore, the facility demonstrated compliance with this part of the standard during this audit.

Standard 115.14 Youthful inmates

- Exceeds Standard (substantially exceeds requirement of standard)
- Meets Standard (substantial compliance; complies in all material ways with the standard for the relevant review period)
- Does Not Meet Standard (requires corrective action)
- Not Applicable

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.

Based on the Johnson City Detention Facility PREA policy Chapter 4, Section 4E, Sub-section V, page 6, documentation provided, and staff interviews, the Johnson City Detention Facility is an all adult facility and does not house youthful offenders. Therefore, this standard was found to be not applicable to this facility during this audit.

Standard 115.15 Limits to cross-gender viewing and searches

- Exceeds Standard (substantially exceeds requirement of standard)
- Meets Standard (substantial compliance; complies in all material ways with the standard for the relevant review period)
- Does Not Meet Standard (requires corrective action)

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.

Based on the Johnson City Detention Facility PREA policy Chapter 4, Section 4E, Sub-section IV, pages 5 and 6, training curriculums, staff interviews, training file reviews, and documentation provided. The following delineates the audit findings regarding this standard:

115.15 (a) Johnson City Detention Facility PREA policy Chapter 4, Section 4E, Sub-section IV, pages 5 and 6, outlines offender searches including searches of transgender and intersex offenders. The review of training curriculums and staff interviews revealed cross gender strip searches are prohibited except in exigent circumstances and must be documented when conducted. There have been no documented cross-gender visual body cavity or strip searches reported in the past 12 months. Therefore, the facility demonstrated compliance with this part of the standard during this audit.

115.15 (b) Johnson City Detention Facility PREA policy Chapter 4, Section 4E, Sub-section IV, pages 5 and 6, prohibits male employees from frisk/pat searches of female inmates/residents except in exigent circumstances. Therefore, the facility demonstrated compliance with this part of the standard during this audit.

115.15 (c) Johnson City Detention Facility PREA policy Chapter 4, Section 4E, Sub-section IV, pages 5 and 6, prohibits frisk/pat searches of the female inmates by male staff and requires that all cross-gender searches in exigent circumstances be documented. Therefore, the facility demonstrated compliance with this part of the standard during this audit.

115.15 (d) Johnson City Detention Facility PREA policy Chapter 4, Section 4E, Sub-section IV, pages 5 and 6, outlines that inmates shall be permitted to shower, perform bodily functions and change clothing without non-medical staff of the opposite gender viewing their breasts, buttocks or genitalia. The inmates confirmed during interviews they have privacy when showering, using the toilets and while changing their clothes. Johnson City Detention Facility PREA policy Chapter 4, Section 4E, Sub-section IV, pages 5 and 6, also requires staff of the opposite gender to announce their presence prior to entering the housing units. Inmate and staff interviews revealed that opposite gender announcements were common practice at this facility and reminders of this requirement are posted on the entry doors of all housing units exceeding the requirements of this part of the standard during this audit.

115.15 (e) Based on Johnson City Detention Facility PREA policy Chapter 4, Section 4E, Sub-section IV, pages 5 and 6, training curriculum provided, and staff interviews the facility prohibits staff from physically examining transgender or intersex inmates for the sole purpose of determining genital status. If the inmate's genital status is unknown, it is determined during conversations with the inmate, by reviewing medical records, or, if necessary, by learning that information as part of a broader medical examination conducted in private by a medical practitioner. Therefore, the facility demonstrated compliance with this part of the standard during this audit.

115.15 (f) Based on Johnson City Detention Facility PREA policy Chapter 4, Section 4E, Sub-section IV, pages 5 and 6, training curriculum provided, staff training file reviews, and staff interviews the facility trains security staff to conduct cross-gender pat-down searches, and searches of transgender and intersex inmates, in a professional and respectful

manner, and in the least intrusive manner possible, consistent with security needs. Therefore, the facility demonstrated compliance with this part of the standard during this audit.

Standard 115.16 Inmates with disabilities and inmates who are limited English proficient

- Exceeds Standard (substantially exceeds requirement of standard)
- Meets Standard (substantial compliance; complies in all material ways with the standard for the relevant review period)
- Does Not Meet Standard (requires corrective action)
- Not Applicable

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.

Based on Johnson City Detention Facility PREA policy Johnson City Detention Facility PREA policy Chapter 4, Section 4E, Sub-section VI, page 6, the agency does not house Non-English speaking inmates, or inmates who are deaf, hard of hearing, blind, low vision, or those who have intellectual, psychiatric, or speech disabilities. Therefore, this standard was found to be not applicable to this facility during this audit.

Standard 115.17 Hiring and promotion decisions

- Exceeds Standard (substantially exceeds requirement of standard)
- Meets Standard (substantial compliance; complies in all material ways with the standard for the relevant review period)
- Does Not Meet Standard (requires corrective action)

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.

Based upon review of the Johnson City Detention Facility PREA policy Chapter 4, Section 4E, Sub-section IX, pages 8 and 9, Human Resource staff interviews, and personnel file reviews. The following delineates the audit findings regarding this standard:

115.17 (a) The Johnson City Detention Facility does not hire or promote anyone who may have contact with inmates, and does not enlist the services of any contractor or volunteer who may have contact with inmates, who has engaged in sexual abuse in a prison, jail, lockup, community confinement facility, juvenile facility, or other institution, 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; or has been civilly or administratively adjudicated to have engaged in the activity described above. The facility completes a “Self-Declaration of Sexual Abuse/Sexual Harassment” on all applicants as well as a background check is completed on all new applicants confirming compliance. Therefore, the facility demonstrated compliance with this part of the standard during this audit.

115.17 (b) The Johnson City Detention Facility considers any incidents of sexual harassment in determining whether to hire or promote anyone, or to enlist the services of any contractor or volunteer, who may have contact with inmates. Therefore, the facility demonstrated compliance with this part of the standard during this audit.

115.17 (c)-1 The Johnson City Detention Facility requires a criminal background records check be completed before hiring any new employee. Therefore, the facility demonstrated compliance with this part of the standard during this audit.

(c)-2 The Johnson City Detention Facility makes their best efforts to contact all prior institutional employers for information on substantiated allegations of sexual abuse or any pending investigations of allegation of sexual abuse. This request is documented on the "Verification of Prior Employment" form. Therefore, the facility demonstrated compliance with this part of the standard during this audit.

115.17 (d) The Johnson City Detention Facility requires a criminal background records check be completed before enlisting the services of any contractor or volunteer who may have contact with the inmates. Therefore, the facility demonstrated compliance with this part of the standard during this audit.

115.17 (e) The Johnson City Detention Facility requires a criminal background records check be completed on all current employees, volunteers, and contractors at least every three years. Therefore, the facility demonstrated compliance with this part of the standard during this audit.

115.17 (f) The Johnson City Detention Facility instills upon all employees a continuing affirmative duty to disclose any sexual misconduct as required by this standard. A "Self-Declaration of Sexual Abuse/Sexual Harassment" form is completed by all applicants, upon being hired and if being considered for a promotion. Therefore, the facility demonstrated compliance with this part of the standard during this audit.

115.17 (g) The Johnson City Detention Facility PREA policy Chapter 4, Section 4E, Sub-section IX, pages 8 and 9, mandates that material omissions regarding sexual misconduct, and the provision of materially giving false information, are grounds for termination as required by this standard. Therefore, the facility demonstrated compliance with this part of the standard during this audit.

115.17 (h) The Johnson City Detention Facility PREA policy Chapter 4, Section 4E, Sub-section IX, pages 8 and 9, requires that the agency shall provide information on substantiated allegations of sexual abuse or sexual harassment involving a current or former employee upon receiving a request from an institutional employer for whom such employee has applied to work. Therefore, the facility demonstrated compliance with this part of the standard during this audit.

Standard 115.18 Upgrades to facilities and technologies

- Exceeds Standard (substantially exceeds requirement of standard)
- Meets Standard (substantial compliance; complies in all material ways with the standard for the relevant review period)
- Does Not Meet Standard (requires corrective action)

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.

Based upon review of the Johnson City Detention Facility PREA policy Chapter 4, Section 4E, Sub-section VIII, pages 7 and 8, staff interviews, and review of documentation provided. The following delineates the audit findings regarding this standard:

115.18 (a) The Johnson City Detention Facility requires when designing or acquiring any new facility and in planning any substantial expansion or modification of existing facilities, the agency shall consider the effect of the design, acquisition, expansion, or modification upon the agency's ability to protect inmates from sexual abuse. During this audit cycle there have been no expansions or modifications to this facility. Therefore, the facility demonstrated compliance with this part of the standard during this audit.

115.18 (b) The Johnson City Detention Facility requires when installing or updating a video monitoring system, electronic surveillance system, or other monitoring technology, the agency shall consider how such technology may enhance the agency's ability to protect inmates from sexual abuse. During this audit cycle there has been enhancements to the video technology at this facility. All identified blind spots were addressed and staff as well as inmates confirmed during interviews they felt safer with the changes in place. Therefore, the facility demonstrated compliance with this part of the standard during this audit.

Standard 115.21 Evidence protocol and forensic medical examinations

- Exceeds Standard (substantially exceeds requirement of standard)
- Meets Standard (substantial compliance; complies in all material ways with the standard for the relevant review period)
- Does Not Meet Standard (requires corrective action)

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.

Based upon review of the Johnson City Detention Facility PREA policy Chapter 4, Section 4E, Sub-section X, A, pages 9 and 10, investigative staff interviews, and review of documentation provided. The following delineates the audit findings regarding this standard:

115.21 (a) and (b) The Johnson City Detention Facility complies with all elements of this standard. The agency follows a uniform evidence protocol based on the U.S. Department of Justice's Office on Violence against Women publication, "A National Protocol for Sexually Assault Medical Forensic Examination, Adults/Adolescents." The Johnson City Police Department investigates all PREA complaints for potential criminal activity and maintains a close working relationship with the District Attorney on each case. Therefore, the facility demonstrated compliance with this part of the standard during this audit.

115.21 (c) The Johnson City Detention Facility offers all victims of sexual abuse access to forensic medical examinations at the Johnson City Medical Center without financial cost, where evidentiary or medically appropriate. Such examinations are to be performed by Sexual Assault Forensic Examiners (SAFEs) or Sexual Assault Nurse Examiners (SANEs) as required. Therefore, the facility demonstrated compliance with this part of the standard during this audit.

115.21 (d) The Johnson City Detention Facility has entered into a Memorandum of Understanding with the Sexual Assault Crisis Center of East Tennessee which agrees to provide outside victim advocacies services to the inmates. The services of these victim advocates has not been requested or used by the inmates during this audit cycle. Therefore, the facility demonstrated compliance with this part of the standard during this audit.

115.21 (e) The Johnson City Detention Facility has entered into a Memorandum of Understanding with the Sexual Assault Crisis Center of East Tennessee which agrees to provide outside victim advocacy services to the inmates upon request, who will accompany and support the victim through the forensic medical examination process and investigatory interviews and provide emotional support, crisis intervention, information, and referrals as warranted. Therefore, the facility demonstrated compliance with this part of the standard during this audit.

115.21 (f) The Johnson City Detention Facility is affiliated with the Johnson City Police Department who is responsible for both administrative and criminal investigations covering all aspects of this standard. Therefore, this part of the standard is not applicable to this facility.

Standard 115.22 Policies to ensure referrals of allegations for investigations

- Exceeds Standard (substantially exceeds requirement of standard)
- Meets Standard (substantial compliance; complies in all material ways with the standard for the relevant review period)
- Does Not Meet Standard (requires corrective action)

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.

Based upon review of the Johnson City Detention Facility PREA policy Chapter 4, Section 4E, Sub-section X, B, page 10, investigative staff interviews, and review of documentation provided. The following delineates the audit findings regarding this standard:

115.22 (a) The Johnson City Detention Facility is required to investigate ALL PREA complaints received at this facility. All potential criminal activity is referred to the Johnson City Police Department for criminal investigation. Therefore, the facility demonstrated compliance with this part of the standard during this audit.

115.22 (b) All PREA allegations are investigated by the Johnson City Detention Facility for potential criminal activity. If it is determined that the allegation involves potential criminal activity, it is referred to the Johnson City Police Department for criminal investigation and prosecution as warranted. This policy is published on the agency website as required. Therefore, the facility demonstrated compliance with this part of the standard during this audit.

115.22 (c) The Johnson City Detention Facility refers all criminal allegations for investigation to the Johnson City Police Department. The requirements of this part of the standard are outlined in the policy that is posted on the website. Therefore, the facility demonstrated compliance with this part of the standard during this audit.

Standard 115.31 Employee training

- Exceeds Standard (substantially exceeds requirement of standard)
- Meets Standard (substantial compliance; complies in all material ways with the standard for the relevant review period)
- Does Not Meet Standard (requires corrective action)

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.

Based upon review of the Johnson City Detention Facility PREA policy Chapter 4, Section 4E, Sub-section X, C, pages 10 and 11, random staff training file reviews, staff interviews, and review of documentation provided (power points, certificates, sign in sheets, signed acknowledgement forms, training curriculums and employee handouts). The following delineates the audit findings regarding this standard:

- 115.31 (a) The Johnson City Detention Facility train all their employees who have contact with inmates on:
- (1) Its zero-tolerance policy for sexual abuse and sexual harassment;
 - (2) How to fulfill their responsibilities under agency sexual abuse and sexual harassment prevention, detection, reporting, and response policies and procedures;
 - (3) Inmates’ right to be free from sexual abuse and sexual harassment;
 - (4) The right of inmates and employees to be free from retaliation for reporting sexual abuse and sexual harassment;
 - (5) The dynamics of sexual abuse and sexual harassment in confinement;

- (6) The common reactions of sexual abuse and sexual harassment victims;
 - (7) How to detect and respond to signs of threatened and actual sexual abuse;
 - (8) How to avoid inappropriate relationships with inmates;
 - (9) How to communicate effectively and professionally with inmates, including lesbian, gay, bisexual, transgender, intersex, or gender nonconforming inmates; and
 - (10) How to comply with relevant laws related to mandatory reporting of sexual abuse to outside authorities.
- Therefore, the facility demonstrated compliance with this part of the standard during this audit.

115.31 (b) The training is tailored to the gender of the inmates housed at the Johnson City Detention Facility. Therefore, the facility demonstrated compliance with this part of the standard during this audit.

115.31 (c) The Field Training Officer for the agency provided a report containing all staff that had been PREA trained which confirmed the requirements needed to meet the standard and proved that all current staff was trained within one year of the effective date of the PREA standards. All staff receive annual refresher PREA training during in-service which exceeds the requirements of this standard. Therefore, the facility exceeded this part of the standard during this audit.

115.31 (d) The Johnson City Detention Facility documents, through employee signature on an acknowledgement form, that all employees understand the training they have received. Therefore, the facility demonstrated compliance with this part of the standard during this audit.

Standard 115.32 Volunteer and contractor training

- Exceeds Standard (substantially exceeds requirement of standard)
- Meets Standard (substantial compliance; complies in all material ways with the standard for the relevant review period)
- Does Not Meet Standard (requires corrective action)

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.

Based upon review of the Johnson City Detention Facility PREA policy Chapter 4, Section 4E, Sub-section X, D, page 12, volunteer and contractor interviews, random training file review, and review of documentation provided (power points, certificates, sign in sheets, signed acknowledgement forms, training curriculums and handouts). The following delineates the audit findings regarding this standard:

115.32 (a) The Johnson City Detention Facility ensures all volunteers and contractors who have contact with inmates have been trained on their responsibilities under the Johnson City Detention Facility’s sexual abuse and sexual harassment prevention, detection, and response policies and procedures. Therefore, the facility demonstrated compliance with this part of the standard during this audit.

115.32 (b) The level and type of training provided to volunteers and contractors is based on the services they provide and level of contact they have with inmates, but all volunteers and contractors who have contact with inmates are notified of Johnson City Detention Facility’s zero-tolerance policy regarding sexual abuse and sexual harassment and their requirements to report such incidents. Therefore, the facility demonstrated compliance with this part of the standard during this audit.

115.32 (c) The Johnson City Detention Facility documents through signature on an acknowledgement form that volunteers and contractors understand the training they have received. Therefore, the facility demonstrated compliance with this part of the standard during this audit.

Standard 115.33 Inmate education

- Exceeds Standard (substantially exceeds requirement of standard)
- Meets Standard (substantial compliance; complies in all material ways with the standard for the relevant review period)
- Does Not Meet Standard (requires corrective action)

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.

Based on review of the Johnson City Detention Facility PREA policy Chapter 4, Section 4E, Sub-section X, E, pages 12 through 14, the Inmate Handbook, PREA Pamphlets, Facility Orientation, PREA Posters, and the PREA video; as well as interviews with random inmates and staff. The following delineates the audit findings regarding this standard:

115.33 (a) During the intake process, inmates receive information explaining the Johnson City Detention Facility’s zero-tolerance policy regarding sexual abuse and sexual harassment and how to report incidents or suspicions of sexual abuse or sexual harassment. Therefore, the facility demonstrated compliance with this part of the standard during this audit.

115.33 (b) Within 30 days of intake, the Johnson City Detention Facility provides comprehensive education to the inmates, administered by video or in person, regarding their rights to be free from sexual abuse and sexual harassment and to be free from retaliation for reporting such incidents, and regarding agency policies and procedures for responding to such incidents. Therefore, the facility demonstrated compliance with this part of the standard during this audit.

115.33 (c) The Johnson City Detention Facility staff has provided such education within one year of the effective date of the PREA standards to all its inmates, and provides education to inmates upon transfer as required by this standard. Therefore, the facility demonstrated compliance with this part of the standard during this audit.

115.33 (d) The Johnson City Detention Facility provides inmate education in formats accessible to all inmates, including those who have limited reading skills. The facility does not house blind, deaf or limited English inmates. Therefore, the facility demonstrated compliance with this part of the standard during this audit.

115.33 (e) There was documentation provided of inmates participation in PREA educational sessions as required by this part of the standard. Therefore, the facility demonstrated compliance with this part of the standard during this audit.

115.33 (f) The Johnson City Detention Facility does provide the inmates with posters, pamphlets, and an inmate handbook outlining the zero-tolerance policy regarding sexual abuse and sexual harassment and how to report incidents or suspicions of sexual abuse or sexual harassment. Therefore, the facility demonstrated compliance with this part of the standard during this audit.

Standard 115.34 Specialized training: Investigations

- Exceeds Standard (substantially exceeds requirement of standard)
- Meets Standard (substantial compliance; complies in all material ways with the standard for the relevant review period)
- Does Not Meet Standard (requires corrective action)

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.

Based on review of the Johnson City Detention Facility PREA policy Chapter 4, Section 4E, Sub-section XI, A, page 14, as well as the PREA Specialized Investigator Training certificates provided, Investigators training file review, and investigative staff interviews. The following delineates the audit findings regarding this standard:

115.34 (a) In addition to the general training provided to all employees the Johnson City Detention Facility ensures that the investigators have received training in conducting investigations in confinement settings. Therefore, the facility demonstrated compliance with this part of the standard during this audit.

115.34 (b) Specialized training includes techniques for interviewing sexual abuse victims, proper use of Miranda and Garrity warnings, sexual abuse evidence collection in confinement settings, and the criteria and evidence required to substantiate a case for administrative action or prosecution referral. Therefore, the facility demonstrated compliance with this part of the standard during this audit.

115.34 (c) The Johnson City Detention Facility maintains documentation that agency investigators have completed the required specialized training in conducting sexual abuse investigations. Therefore, the facility demonstrated compliance with this part of the standard during this audit.

Standard 115.35 Specialized training: Medical and mental health care

- Exceeds Standard (substantially exceeds requirement of standard)
- Meets Standard (substantial compliance; complies in all material ways with the standard for the relevant review period)
- Does Not Meet Standard (requires corrective action)

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.

Based on review of the Johnson City Detention Facility PREA policy Chapter 4, Section 4E, Sub-section XI, B, page 14, documentation provided, and administrative staff interviews. The following delineates the audit findings regarding this standard:

The Johnson City Detention Facility does not have any full-time or part-time medical staff at the facility. Inmates are transported off-site to the Johnson City Memorial Hospital or Boones Creek Medical facility for all medical treatment at no cost to the inmates. All treatment cost are billed to the Tennessee Department of Corrections. The facility has an agreement with these facilities to provide Medical and Mental health services by qualified medical providers. Therefore, the facility demonstrated compliance with this part of the standard during this audit.

Standard 115.41 Screening for risk of victimization and abusiveness

- Exceeds Standard (substantially exceeds requirement of standard)
- Meets Standard (substantial compliance; complies in all material ways with the standard for the relevant review period)
- Does Not Meet Standard (requires corrective action)

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.

Based on the Johnson City Detention Facility PREA policy Chapter 4, Section 4E, Sub-section XII, pages 14 and 15, inmate and staff interviews, inmate file reviews, and a review of the objective "Sexual Abuse Screening Tool". The following delineates the audit findings regarding this standard:

115.41 (a) The Johnson City Detention Facility ensures that all inmates are assessed during intake and upon transfer to another facility for risk of being sexually abused by other inmates or sexually abusive toward other inmates. Therefore, the facility demonstrated compliance with this part of the standard during this audit.

115.41 (b) The Johnson City Detention Facility provided documentation proving compliance with the standard that all inmates are screened for their risk of being sexually abused by other inmates or being sexually abusive toward other inmates normally upon intake but no later than 72 hours of arrival at the facility. Therefore, the facility demonstrated compliance with this part of the standard during this audit.

115.41 (c) Based on the documentation provided and inmate file reviews the facility utilizes an objective screening instrument that covers all aspects of this standard. Therefore, the facility demonstrated compliance with this part of the standard during this audit.

115.41 (d) The intake screening instrument used considers, at a minimum, the following criteria to assess inmates for risk of sexual victimization:

- (1) Whether the inmate has a mental, physical, or developmental disability;
- (2) The age of the inmate;
- (3) The physical build of the inmate;
- (4) Whether the inmate has previously been incarcerated;
- (5) Whether the inmate's criminal history is exclusively nonviolent;
- (6) Whether the inmate has prior convictions for sex offenses against an adult or child;
- (7) Whether the inmate is or is perceived to be gay, lesbian, bisexual, transgender, intersex, or gender nonconforming;
- (8) Whether the inmate has previously experienced sexual victimization;
- (9) The inmate's own perception of vulnerability; and
- (10) Whether the inmate is detained solely for civil immigration purposes.

Therefore, the facility demonstrated compliance with this part of the standard during this audit.

115.41 (e) The initial screening considers prior acts of sexual abuse, prior convictions for violent offenses, and history of prior institutional violence or sexual abuse, as known to the Johnson City Detention Facility in assessing inmates for risk of being sexually abusive. Therefore, the facility demonstrated compliance with this part of the standard during this audit.

115.41 (f) Within 30 days from the inmate's arrival, the Johnson City Detention Facility will reassess the inmate's risk of victimization or abusiveness based upon any additional, relevant information received by Johnson City Detention Facility since the intake screening. Therefore, the facility demonstrated compliance with this part of the standard during this audit.

115.41 (g) Johnson City Detention Facility will reassess an inmate's risk level when warranted due to a referral, request, incident of sexual abuse, or receipt of additional information that bears on the inmate's risk of sexual victimization or abusiveness. Therefore, the facility demonstrated compliance with this part of the standard during this audit.

115.41 (h) Johnson City Detention Facility does not discipline inmates for refusing to answer screening questions or not disclosing complete information. Therefore, the facility demonstrated compliance with this part of the standard during this audit.

115.41 (i) Johnson City Detention Facility implements appropriate controls on the dissemination of responses to questions asked pursuant to this standard in order to ensure that sensitive information is not exploited to the inmate's detriment by staff or other inmates. Based on policy review, interview with the Jail Administrator, and interviews with the staff responsible for completing the screening, all information gathered on the screening instrument is restricted to staff making housing, work and program assignments. Therefore, the facility demonstrated compliance with this part of the standard during this audit.

Standard 115.42 Use of screening information

- Exceeds Standard (substantially exceeds requirement of standard)
- Meets Standard (substantial compliance; complies in all material ways with the standard for the relevant review period)
- Does Not Meet Standard (requires corrective action)

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.

Based on the Johnson City Detention Facility PREA policy Chapter 4, Section 4E, Sub-section XIII, pages 15 and 16, inmate and staff interviews, file review, and a review of the objective “Sexual Abuse Screening Tool”. The following delineates the audit findings regarding this standard:

115.42 (a) Johnson City Detention Facility uses information from the risk screening to decide housing, bed, work, education, and program assignments with the goal of keeping separate those inmates at high risk of being sexually victimized from those at high risk of being sexually abusive. Therefore, the facility demonstrated compliance with this part of the standard during this audit.

115.42 (b) Johnson City Detention Facility makes individualized determinations about how to ensure the safety of each inmate. Therefore, the facility demonstrated compliance with this part of the standard during this audit.

115.42 (c) Johnson City Detention Facility PREA policy outlines the procedures to be followed in deciding whether to assign a transgender inmate to a facility for male or female inmates, and the process for making housing and programming assignments, on case by case basis as required by this standard. Therefore, the facility demonstrated compliance with this part of the standard during this audit.

115.42 (d) Johnson City Detention Facility PREA policy outlines the procedures for placement and programming assignments of each transgender or intersex inmate being reassessed at least twice per year to review any threats to safety experienced by the inmate as required by this standard. Therefore, the facility demonstrated compliance with this part of the standard during this audit.

115.42 (e) Johnson City Detention Facility requires that a transgender and intersex inmate’s own views regarding their own safety be given serious consideration. Therefore, the facility demonstrated compliance with this part of the standard during this audit.

115.42 (f) Johnson City Detention Facility requires that transgender and intersex inmates be given the opportunity to shower separately from other inmates. Therefore, the facility demonstrated compliance with this part of the standard during this audit.

115.42 (g) Johnson City Detention Facility does not place lesbian, gay, bisexual, transgender, or intersex inmates in dedicated facilities, units, or wings solely on the basis of such identification or status, unless such placement is in a dedicated facility, unit, or wing established in connection with a consent decree, legal settlement, or legal judgment for the purpose of protecting such inmates. Therefore, the facility demonstrated compliance with this part of the standard during this audit.

Standard 115.43 Protective custody

- Exceeds Standard (substantially exceeds requirement of standard)
- Meets Standard (substantial compliance; complies in all material ways with the standard for the

relevant review period)

- Does Not Meet Standard (requires corrective action)

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.

Based on Johnson City Detention Facility PREA policy Chapter 4, Section 4E, Sub-section XIV, pages 16 and 17, staff interviews, inmate interviews, and documentation review. The following delineates the audit findings regarding this standard:

115.43 (a) Inmates at high risk for sexual victimization are not placed in involuntary segregated housing unless an assessment of all available alternatives has been made, and a determination has been made that there is no available alternative means of separation from likely abusers. The Johnson City Detention Facility PREA policy outlines the procedures to ensure compliance with this standard. Staff and inmate interviews revealed no incidents of involuntary segregated housing being used for this purpose during the past 12 months at this facility. Therefore, the facility demonstrated compliance with this part of the standard during this audit.

115.43 (b) Inmates placed in segregated housing for this purpose have access to programs, privileges, education, and work opportunities to the extent possible. If Johnson City Detention Facility restricts access to programs, privileges, education, or work opportunities, Johnson City Detention Facility documents the opportunities that have been limited, the duration of the limitation; and the reasons for such limitations. Therefore, the facility demonstrated compliance with this part of the standard during this audit.

115.43 (c) Johnson City Detention Facility assigns such inmates to involuntary segregated housing only until an alternative means of separation from likely abusers can be arranged, and such an assignment does not ordinarily exceed a period of 30 days. Therefore, the facility demonstrated compliance with this part of the standard during this audit.

115.43 (d) If an involuntary segregated housing assignment is made, Johnson City Detention Facility clearly documents the basis for the facilities' concern for the inmate's safety; and the reason why no alternative means of separation can be arranged. Therefore, the facility demonstrated compliance with this part of the standard during this audit.

115.43 (e) Johnson City Detention Facility requires a 30-day review to determine whether there is a continuing need for separation from the general population. Therefore, the facility demonstrated compliance with this part of the standard during this audit.

Standard 115.51 Inmate reporting

- Exceeds Standard (substantially exceeds requirement of standard)
- Meets Standard (substantial compliance; complies in all material ways with the standard for the relevant review period)
- Does Not Meet Standard (requires corrective action)

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.

Based on Johnson City Detention Facility PREA policy Chapter 4, Section 4E, Sub-section XV, pages 17 and 18, the Inmate Handbook, PREA pamphlets, and posters provided to inmates were utilized to verify compliance with this standard. Staff and inmate interviews verified the inmates have multiple internal ways to report incidents of abuse or harassment. They

can report verbally, in writing, dialing the hotline numbers provided, and/or through report of a third party. The following delineates the audit findings regarding this standard:

115.51 (a) Johnson City Detention Facility PREA policy outlines multiple internal ways for inmates to report incidents of abuse or harassment. They can report verbally, in writing, correspondence mailed to Human Resources, reporting on the kiosk, dialing the hotline provided and/or through report of a third party. Therefore, the facility demonstrated compliance with this part of the standard during this audit.

115.51 (b) Johnson City Detention Facility provides at least one way for inmates to report abuse or harassment to a public or private entity or office that is not part of Johnson City Detention Facility, and that is able to receive and immediately forward inmate reports of sexual abuse and sexual harassment to agency officials, allowing the inmate to remain anonymous upon request. The Johnson City Detention Facility has by Memorandum of Understanding provided the address and phone number for Sexual Assault Center of East Tennessee to the inmates satisfying the requirements of this part of the standard. Therefore, the facility demonstrated compliance with this part of the standard during this audit.

115.51 (c) Johnson City Detention Facility PREA policy requires all staff to accept reports made verbally, in writing, anonymously, and from third parties. All allegations shall be promptly documented in an incident report and reported to the Jail Administrator immediately. Therefore, the facility demonstrated compliance with this part of the standard during this audit.

115.51 (d) Johnson City Detention Facility staff may privately report sexual abuse and sexual harassment to the Jail Administrator and/or the Human Resources Director. Therefore, the facility demonstrated compliance with this part of the standard during this audit.

Standard 115.52 Exhaustion of administrative remedies

- Exceeds Standard (substantially exceeds requirement of standard)
- Meets Standard (substantial compliance; complies in all material ways with the standard for the relevant review period)
- Does Not Meet Standard (requires corrective action)
- Not Applicable (Exempt)

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.

The Johnson City Detention Facility PREA policy Chapter 4, Section 4E, Sub-section XV, B, page 19, does not require an inmate to submit a grievance or allow a PREA incident reported on a grievance to be processed through the facility's grievance process. Should a report be submitted, it is the policy to immediately forward the complaint to the Investigator and/or the Jail Administrator to initiate the investigative process. Therefore, this standard was found not applicable to this facility.

Standard 115.53 Inmate access to outside confidential support services

- Exceeds Standard (substantially exceeds requirement of standard)
- Meets Standard (substantial compliance; complies in all material ways with the standard for the relevant review period)
- Does Not Meet Standard (requires corrective action)

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.

Based on Johnson City Detention Facility PREA policy Chapter 4, Section 4E, Sub-section XV, C, page 19, staff interviews, inmate interviews, and documentation review. The following delineates the audit findings regarding this standard:

115.53 (a) The agency has entered into a Memorandum of Understanding with the Sexual Assault Center of East Tennessee which agrees to provide confidential outside victim advocacies services to the inmates at Johnson City Detention Facility. The mailing address and telephone number for this agency are made available to all inmates at the facility. Johnson City Detention Facility enables reasonable communication between inmates and these organizations and agencies, in as confidential a manner as possible. The services of these victim advocates have not been requested or used by the inmates during this audit cycle, verified by phone call. Therefore, the facility demonstrated compliance with this part of the standard during this audit.

115.53 (b) Johnson City Detention Facility informs inmates, 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. Therefore, the facility demonstrated compliance with this part of the standard during this audit.

115.53 (c) Johnson City Detention Facility maintains a Memorandum of Understanding with the Sexual Assault Center of East Tennessee. Therefore, the facility demonstrated compliance with this part of the standard during this audit.

Standard 115.54 Third-party reporting

- Exceeds Standard (substantially exceeds requirement of standard)
- Meets Standard (substantial compliance; complies in all material ways with the standard for the relevant review period)
- Does Not Meet Standard (requires corrective action)

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.

Based on the review of Johnson City Detention Facility PREA policy Chapter 4, Section 4E, Sub-section XV, D, page 19, as well as a review of the agency website outlining third party reporting. The following delineates the audit findings regarding this standard:

115.54 (a) The agency provides multiple methods for receiving third-party reports of sexual abuse and sexual harassment on the agency website. The information available on the website advises family and friends to call the facility, mail a letter, and/or email the complaint to prea@johnsoncitytn.org. The facility takes all reports seriously no matter how they are received and investigates each reported incident. Therefore, the facility demonstrated compliance with this part of the standard during this audit.

Standard 115.61 Staff and agency reporting duties

- Exceeds Standard (substantially exceeds requirement of standard)
- Meets Standard (substantial compliance; complies in all material ways with the standard for the relevant review period)

- Does Not Meet Standard (requires corrective action)

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.

Based on Johnson City Detention Facility PREA policy Chapter 4, Section 4E, Sub-section XVI, A, page 20, staff interviews, and documentation provided. The following delineates the audit findings regarding this standard:

115.61 (a) Johnson City Detention Facility requires all staff to report immediately and according to agency policy any knowledge, suspicion, or information regarding an incident of sexual abuse or sexual harassment that occurred in a facility, whether or not it is part of Johnson City Detention Facility; retaliation against inmates or staff who reported such an incident; and any staff neglect or violation of responsibilities that may have contributed to an incident or retaliation. Therefore, the facility demonstrated compliance with this part of the standard during this audit.

115.61 (b) Johnson City Detention Facility requires apart from reporting to designated supervisors or officials, staff do not reveal 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. Therefore, the facility demonstrated compliance with this part of the standard during this audit.

115.61 (c) Johnson City Detention Facility requires medical and mental health practitioners to report sexual abuse immediately to the Jail Administrator. Medical and mental health practitioners are required to inform the inmates of their duty to report, and the limitations of confidentiality, at the initiation of services. Therefore, the facility demonstrated compliance with this part of the standard during this audit.

115.61 (d) If the alleged victim is under the age of 18 or considered a vulnerable adult under a State or local vulnerable person’s statute, Johnson City Detention Facility reports the allegation to the designated state or local services agency. Therefore, the facility demonstrated compliance with this part of the standard during this audit.

115.61 (e) Johnson City Detention Facility reports all allegations of sexual abuse and sexual harassment, including third-party and anonymous reports, to the facility investigator as required. Therefore, the facility demonstrated compliance with this part of the standard during this audit.

Standard 115.62 Agency protection duties

- Exceeds Standard (substantially exceeds requirement of standard)
- Meets Standard (substantial compliance; complies in all material ways with the standard for the relevant review period)
- Does Not Meet Standard (requires corrective action)

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.

Based on Johnson City Detention Facility PREA policy Chapter 4, Section 4E, Sub-section XVI, B, page 21, staff interviews, and documentation provided. The following delineates the audit findings regarding this standard:

115.62 (a) Policy and staff training requires all staff to take immediate action and staff acknowledged during their interviews the requirement of all staff to protect inmates when it is learned that an inmate at the Johnson City Detention Facility is subject to a substantial risk of imminent sexual abuse. Therefore, the facility demonstrated compliance with this part of the standard during this audit.

Standard 115.63 Reporting to other confinement facilities

- Exceeds Standard (substantially exceeds requirement of standard)
- Meets Standard (substantial compliance; complies in all material ways with the standard for the relevant review period)
- Does Not Meet Standard (requires corrective action)

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.

Based on Johnson City Detention Facility PREA policy Chapter 4, Section 4E, Sub-section XVI, C, page 21, staff interviews, and documentation provided. The following delineates the audit findings regarding this standard:

115.63 (a) Upon receiving an allegation that an inmate was sexually abused while confined at another facility, the Jail Administrator of the Johnson City Detention Facility that received the allegation notifies the head of the facility or appropriate office where the alleged abuse occurred. Therefore, the facility demonstrated compliance with this part of the standard during this audit.

115.63 (b) and (c) Such notification is provided as soon as possible, but no later than 72 hours after receiving the allegation, and all actions are thoroughly documented. Therefore, the facility demonstrated compliance with this part of the standard during this audit.

115.63 (d) Upon receiving a call from an outside facility that an inmate had been sexually abused while in the custody of the Johnson City Detention Facility, the allegation is referred immediately to the facility investigator to be investigated. Therefore, the facility demonstrated compliance with this part of the standard during this audit.

Standard 115.64 Staff first responder duties

- Exceeds Standard (substantially exceeds requirement of standard)
- Meets Standard (substantial compliance; complies in all material ways with the standard for the relevant review period)
- Does Not Meet Standard (requires corrective action)

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.

Based on Johnson City Detention Facility PREA policy Chapter 4, Section 4E, Sub-section XVI, D, page 21, staff interviews, and documentation provided. The following delineates the audit findings regarding this standard:

115.64 (a) Johnson City Detention Facility PREA policy outlines the responsibilities of all staff members receiving an allegation of sexual abuse to follow these guidelines:

- (1) Separate the alleged victim and abuser;
- (2) Preserve and protect any crime scene until appropriate steps can be taken to collect any evidence;

(3) 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

(4) 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. The auditor(s) confirmed compliance based on interviews with and training records of staff. Therefore, the facility demonstrated compliance with this part of the standard during this audit.

115.64 (b) Johnson City Detention Facility PREA policy mandates when the first staff responder is not a security staff member, they shall advise the alleged victim not to take any actions that could destroy physical evidence, and then notify security staff immediately. The auditor(s) confirmed compliance based on interviews with and training records of non-security staff. Therefore, the facility demonstrated compliance with this part of the standard during this audit.

Standard 115.65 Coordinated response

- Exceeds Standard (substantially exceeds requirement of standard)
- Meets Standard (substantial compliance; complies in all material ways with the standard for the relevant review period)
- Does Not Meet Standard (requires corrective action)

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.

Based on Johnson City Detention Facility PREA policy Chapter 4, Section 4E, Sub-section XVI, E, pages 22 and 23, staff interviews, and documentation provided. The following delineates the audit findings regarding this standard:

115.65 (a) Johnson City Detention Facility has a very comprehensive written plan to coordinate actions taken in response to an incident of sexual abuse, among staff first responders, off-site medical and mental health practitioners, investigators, and facility leadership. The plan clearly defines the roles and responsibilities of each person involved and the procedures to be followed in detail. Interviews with SART members confirmed their knowledge of the response plan.

Part of the response plan is the “Johnson City Detention Facility PREA Incident Checklist” which is initiated upon receiving a PREA allegation and ensures all steps in the plan are carried out in a timely manner exceeding the requirements of this standard.

Standard 115.66 Preservation of ability to protect inmates from contact with abusers

- Exceeds Standard (substantially exceeds requirement of standard)
- Meets Standard (substantial compliance; complies in all material ways with the standard for the relevant review period)
- Does Not Meet Standard (requires corrective action)

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.

Based on Johnson City Detention Facility PREA policy Chapter 4, Section 4E, Sub-section XVI, E, D, 1, page 23, interviews with agency head, the PREA Coordinator, and documentation provided. The following delineates the audit findings regarding this standard:

115.66 (a) Employees are subject to disciplinary sanctions up to termination for violating Corrections Johnson City Detention Facility policies on sexual abuse and sexual harassment. The Johnson City Detention Facility has not entered into any collective bargaining agreements during this audit cycle. Therefore, the facility demonstrated compliance with this part of the standard during this audit.

Standard 115.67 Agency protection against retaliation

- Exceeds Standard (substantially exceeds requirement of standard)
- Meets Standard (substantial compliance; complies in all material ways with the standard for the relevant review period)
- Does Not Meet Standard (requires corrective action)

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.

Based on Johnson City Detention Facility PREA policy Chapter 4, Section 4E, Sub-section XVI, F, pages 23 and 24, staff interviews, inmate interviews, and documentation provided. The following delineates the audit findings regarding this standard:

115.67 (a) Johnson City Detention Facility has a policy to protect all inmates and staff who report sexual abuse or sexual harassment or cooperate with sexual abuse or sexual harassment investigations from retaliation by other inmates or staff, and designates which staff members or departments are charged with monitoring retaliation. Therefore, the facility demonstrated compliance with this part of the standard during this audit.

115.67 (b) Johnson City Detention Facility has multiple protection measures, such as housing changes or transfers for inmates, victims or abusers, removal of alleged staff or inmate abusers from contact with victims, and emotional support services for inmates or staff that fear retaliation for reporting sexual abuse or sexual harassment or for cooperating with investigations. Therefore, the facility demonstrated compliance with this part of the standard during this audit.

115.67 (c) For at least 90 days following a report of sexual abuse, Johnson City Detention Facility monitors the conduct and treatment of inmates or staff who reported the sexual abuse and of inmates who were reported to have suffered sexual abuse to see if there are changes that may suggest possible retaliation by inmates or staff, and act promptly to remedy any such retaliation. There is periodic status checks performed and documented. Johnson City Detention Facility's monitoring includes any inmate disciplinary reports, housing, or program changes, or negative performance reviews or reassignments of staff. Such monitoring continues beyond 90 days if the initial monitoring indicates a continuing need. Therefore, the facility demonstrated compliance with this part of the standard during this audit.

115.67 (d) If any other individual who cooperates with an investigation expresses a fear of retaliation, Johnson City Detention Facility takes appropriate measures to protect that individual against retaliation. Therefore, the facility demonstrated compliance with this part of the standard during this audit.

Standard 115.68 Post-allegation protective custody

- Exceeds Standard (substantially exceeds requirement of standard)
- Meets Standard (substantial compliance; complies in all material ways with the standard for the relevant review period)

- Does Not Meet Standard (requires corrective action)

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.

Based on Johnson City Detention Facility PREA policy Chapter 4, Section 4E, Sub-section XVI, G, page 24, staff interviews, inmate interviews, and documentation provided. The following delineates the audit findings regarding this standard:

115.68 (a) Johnson City Detention Facility prohibits offenders who have alleged sexual abuse to be placed in involuntary segregated housing. Interviews with the Jail Administrator and segregation staff revealed that involuntary segregation has not been used for this purpose in the past 12 months. The Jail Administrator stated that if separation was required to protect the offender, they would be placed in segregation for no longer than 72 hours. Therefore, the facility demonstrated compliance with this part of the standard during this audit.

Standard 115.71 Criminal and administrative agency investigations

- Exceeds Standard (substantially exceeds requirement of standard)
- Meets Standard (substantial compliance; complies in all material ways with the standard for the relevant review period)
- Does Not Meet Standard (requires corrective action)

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.

Based upon review of the Johnson City Detention Facility PREA policy Chapter 4, Section 4E, Sub-section XVII, A, pages 24 through 26, staff interviews, inmate interviews, training certificates, and documentation provided. The following delineates the audit findings regarding this standard:

115.71 (a) Johnson City Police Department investigators conduct an investigation immediately when notified of an allegation of sexual abuse and sexual harassment. During the 12 months prior to the on-site visit there have been no PREA allegations file by inmates at this facility. Therefore, the facility demonstrated compliance with this part of the standard during this audit.

115.71 (b) Based on training curriculums provided, Investigators training file review, and investigative staff interviews, it was evident the facility provided, in addition to the general training received by all employees, specialized training to all its investigators. This training included techniques for interviewing sexual abuse victims, proper use of Miranda and Garrity warnings, sexual abuse evidence collection in confinement settings and the criteria and evidence required to substantiate a case for administrative action or prosecution referral. Therefore, the facility demonstrated compliance with this part of the standard during this audit.

115.71 (c) Johnson City Police Department Investigators gather and preserve direct and circumstantial evidence, including any available physical and DNA evidence and any available electronic monitoring data; interview alleged victims, suspected perpetrators, and witnesses; and review prior complaints and reports of sexual abuse involving the suspected perpetrator. Therefore, the facility demonstrated compliance with this part of the standard during this audit.

115.71 (d) When the quality of evidence appears to support criminal prosecution, Johnson City Police Department refers the case to the District Attorney’s Office. Therefore, the facility demonstrated compliance with this part of the standard during this audit.

115.71 (e) The credibility of an alleged victim, suspect, or witness is assessed on an individual basis and is not determined by the person's status as inmate or staff. The inmate who alleges sexual abuse is not required to submit to a polygraph examination or other truth-telling device as a condition for proceeding with the investigation of such an allegation. Therefore, the facility demonstrated compliance with this part of the standard during this audit.

115.71 (f) Johnson City Detention Facility administrative investigations include efforts to determine whether staff actions or failures to act contributed to the abuse; and are documented in written reports that include a description of the physical and testimonial evidence, the reasoning behind credibility assessments, and investigative facts and findings. Therefore, the facility demonstrated compliance with this part of the standard during this audit.

115.71 (g) Johnson City Detention Facility criminal investigations are documented by the Johnson City Police Department in a written report that contains a thorough description of physical, testimonial, and documentary evidence and attaches copies of all documentary evidence where feasible. Therefore, the facility demonstrated compliance with this part of the standard during this audit.

115.71 (h) Johnson City Police Department refers all allegations to the District Attorney's Office for investigation and prosecution when warranted. Therefore, the facility demonstrated compliance with this part of the standard during this audit.

115.71 (i) Johnson City Detention Facility retains all written reports for as long as the alleged abuser is incarcerated or employed by Johnson City Detention Facility, plus five years. Therefore, the facility demonstrated compliance with this part of the standard during this audit.

115.71 (j) The departure of the alleged abuser or victim from employment or control of the Johnson City Detention Facility or agency does not provide a basis for terminating an investigation. Therefore, the facility demonstrated compliance with this part of the standard during this audit.

115.71 (k) The Johnson City Police Department conducts criminal sexual abuse investigations pursuant to the requirements of this standard. Johnson City Detention Facility PREA policy outlines the requirements of the criminal investigation and complies with all aspects of this standard. Therefore, the facility demonstrated compliance with this part of the standard during this audit.

115.71 (l) Johnson City Detention Facility refers all criminal cases to the Johnson City Police Department and cooperates with their investigators during the entire investigation. The facility remains informed of the progress of the investigation through communication between the Jail Administrator and the Johnson City Police Department investigator handling the case. Therefore, the facility demonstrated compliance with this part of the standard during this audit.

Standard 115.72 Evidentiary standard for administrative investigations

- Exceeds Standard (substantially exceeds requirement of standard)
- Meets Standard (substantial compliance; complies in all material ways with the standard for the relevant review period)
- Does Not Meet Standard (requires corrective action)

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.

Based upon review of Johnson City Detention Facility PREA policy Chapter 4, Section 4E, Sub-section XVII, B, page 26, staff interviews, and documentation provided. The following delineates the audit findings regarding this standard:

Johnson City Detention Facility imposes no standard higher than a preponderance of the evidence in determining whether allegations of sexual abuse or sexual harassment are substantiated. Therefore, the facility demonstrated compliance with this part of the standard during this audit.

Standard 115.73 Reporting to inmates

- Exceeds Standard (substantially exceeds requirement of standard)
- Meets Standard (substantial compliance; complies in all material ways with the standard for the relevant review period)
- Does Not Meet Standard (requires corrective action)

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.

Based upon review of Johnson City Detention Facility PREA policy Chapter 4, Section 4E, Sub-section XVII, C, pages 26 and 27, documentation provided, and staff interviews. The following delineates the audit findings regarding this standard:

115.73 (a) Johnson City Detention Facility PREA policy confirmed that following an investigation into an inmate's allegation he/she suffered sexual abuse in the facility, the inmate was to be informed whether the allegation had been determined to be substantiated, unsubstantiated, or unfounded. The documentation provided confirmed the inmates would be provided this notification on the "Inmate PREA Allegation Status Notification" form. The inmates are required to sign the form documenting acknowledgement of this notification as required. Therefore, the facility demonstrated compliance with this part of the standard during this audit.

115.73 (b) The agency does request all relevant information from the criminal investigation conducted by the Johnson City Police Department in order to inform the inmate as required by this standard. Therefore, the facility demonstrated compliance with this part of the standard during this audit.

115.73 (c) Based on Johnson City Detention Facility PREA policy and documentation provided, it was confirmed that following an inmate's allegation that a staff member has committed sexual abuse against the inmate, the agency shall subsequently inform the inmate (unless the agency has determined that the allegation is unfounded) whenever:

- (1) The staff member is no longer posted within the inmate's unit;
- (2) The staff member is no longer employed at the facility;
- (3) The agency learns that the staff member has been indicted on a charge related to sexual abuse within the Johnson City Detention Facility; or
- (4) The agency learns that the staff member has been convicted on a charge related to sexual abuse within the Johnson City Detention Facility

The documentation provided confirmed that inmates would be provided this notification on the "Inmate PREA Allegation Status Notification". The inmates are required to sign the form documenting acknowledgement of this notification as required. Therefore, the facility demonstrated compliance with this part of the standard during this audit.

115.73 (d) Following an inmate's allegation they had been sexually abused by another inmate, Johnson City Detention Facility subsequently informs the alleged victim whenever the facility learns that the alleged abuser has been indicted on a charge related to sexual abuse within the facility; or when Johnson City Detention Facility learns that the alleged abuser has been convicted on a charge related to sexual abuse within the facility. The documentation provided confirmed the inmates would be provided this notification on the "Inmate PREA Allegation Status Notification" form. The inmates are required to sign the form documenting acknowledgement of this notification as required. Therefore, the facility demonstrated compliance with this part of the standard during this audit.

115.73 (e) All such notifications or attempted notifications are documented on the "Inmate PREA Allegation Status Notification" form. Therefore, the facility demonstrated compliance with this part of the standard during this audit.

115.73 (f) Policy outlines the agency's obligation to report under this standard terminates if the inmate is released from Johnson City Detention Facility's custody. Therefore, the facility demonstrated compliance with this part of the standard during this audit.

Standard 115.76 Disciplinary sanctions for staff

- Exceeds Standard (substantially exceeds requirement of standard)
- Meets Standard (substantial compliance; complies in all material ways with the standard for the relevant review period)
- Does Not Meet Standard (requires corrective action)

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.

Based upon review of Johnson City Detention Facility PREA policy Chapter 4, Section 4E, Sub-section XVIII, A, pages 27 and 28, documentation provided, agency head and PREA Coordinator interviews. The following delineates the audit findings regarding this standard:

115.76 (a) and (b) Staff are subject to disciplinary sanctions up to and including termination for violating agency sexual abuse or sexual harassment policies. Termination is the presumptive disciplinary sanction for staff who has engaged in sexual abuse. Therefore, the facility demonstrated compliance with this part of the standard during this audit.

115.76 (c) Disciplinary sanctions for violations of agency policies relating to sexual abuse or sexual harassment (other than actually engaging in sexual abuse) are 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. Therefore, the facility demonstrated compliance with this part of the standard during this audit.

115.76 (d) 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, are reported to law enforcement, unless the activity was clearly not criminal, and to any relevant licensing bodies. Therefore, the facility demonstrated compliance with this part of the standard during this audit.

Standard 115.77 Corrective action for contractors and volunteers

- Exceeds Standard (substantially exceeds requirement of standard)
- Meets Standard (substantial compliance; complies in all material ways with the standard for the relevant review period)
- Does Not Meet Standard (requires corrective action)

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.

Based upon review of Johnson City Detention Facility PREA policy Chapter 4, Section 4E, Sub-section XVIII, B, page 28, documentation provided, and staff interviews. The following delineates the audit findings regarding this standard:

115.77 (a) Any contractor or volunteer who engages in sexual abuse is prohibited from contact with inmates and are reported to law enforcement, unless the activity was clearly not criminal, and to relevant licensing bodies. Therefore, the facility demonstrated compliance with this part of the standard during this audit.

115.77 (b) Johnson City Detention Facility takes appropriate remedial measures, and considers whether to prohibit further contact with inmates, in the case of any other violation of agency sexual abuse or sexual harassment policies by a contractor or volunteer. Therefore, the facility demonstrated compliance with this part of the standard during this audit.

Standard 115.78 Disciplinary sanctions for inmates

- Exceeds Standard (substantially exceeds requirement of standard)
- Meets Standard (substantial compliance; complies in all material ways with the standard for the relevant review period)
- Does Not Meet Standard (requires corrective action)

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.

Based upon review of Johnson City Detention Facility PREA policy Chapter 4, Section 4E, Sub-section XVIII, C, page 28, documentation provided, and staff interviews. The following delineates the audit findings regarding this standard:

115.78 (a) Inmates are subject to disciplinary sanctions pursuant to a formal disciplinary process following an administrative finding that the inmate engaged in inmate-on-inmate sexual abuse or following a criminal finding of guilt for inmate-on-inmate sexual abuse. Therefore, the facility demonstrated compliance with this part of the standard during this audit.

115.78 (b) Sanctions are commensurate with the nature and circumstances of the abuse committed, the inmate's disciplinary history, and the sanctions imposed for comparable offenses by other inmates with similar histories. Therefore, the facility demonstrated compliance with this part of the standard during this audit.

115.78 (c) The disciplinary process considers whether an inmate's mental disabilities or mental illness contributed to her behavior when determining what type of sanction, if any, should be imposed. Therefore, the facility demonstrated compliance with this part of the standard during this audit.

115.78 (d) The Johnson City Detention Facility does not offer therapy, counseling, or other interventions designed to address and correct underlying reasons or motivations for the abuse, Johnson City Detention Facility does not require the offending inmate to participate in such interventions as a condition of access to programming or other benefits. Therefore, this part of the standard was found not applicable to this facility.

115.78 (e) Johnson City Detention Facility only disciplines an inmate for sexual contact with staff upon a finding that the staff member did not consent to such contact. Therefore, the facility demonstrated compliance with this part of the standard during this audit.

115.78 (f) Policy states a report of sexual abuse made in good faith based upon a reasonable belief that the alleged conduct occurred does not constitute falsely reporting an incident or lying, even if an investigation does not establish evidence sufficient to substantiate the allegation. Therefore, the facility demonstrated compliance with this part of the standard during this audit.

115.78 (f) Johnson City Detention Facility prohibits all sexual activity between inmates and may discipline inmates for such activity. Therefore, the facility demonstrated compliance with this part of the standard during this audit.

Standard 115.81 Medical and mental health screenings; history of sexual abuse

- Exceeds Standard (substantially exceeds requirement of standard)
- Meets Standard (substantial compliance; complies in all material ways with the standard for the relevant review period)
- Does Not Meet Standard (requires corrective action)

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.

Based on a review of Johnson City Detention Facility PREA policy Chapter 4, Section 4E, Sub-section XIX, A, page 29, documentation provided, and staff interviews. The following delineates the audit findings regarding this standard:

115.81 (a) and (c) If the screening indicates the inmate has experienced prior sexual victimization, whether it occurred in an institutional setting or in the community, the screening staff at the Johnson City Detention Facility ensures the inmate is offered a follow-up meeting with Boones Creek medical and/or mental health with staff within 14 days of the intake screening as required by this part of the standard. Therefore, the facility demonstrated compliance with this part of the standard during this audit.

115.81 (b) If the screening indicates an inmate has previously perpetrated sexual abuse, whether it occurred in an institutional setting or in the community, the screening staff at the Johnson City Detention Facility ensures the inmate is offered a follow-up meeting with Boones Creek Medical within 14 days of the intake screening as required by this part of the standard. Therefore, the facility demonstrated compliance with this part of the standard during this audit.

115.81 (d) Johnson City Detention Facility requires that any information related to sexual victimization or abusiveness that occurred in the facility is strictly limited to medical and mental health practitioners and other staff, as necessary, to inform treatment plans and security and management decisions, including housing, bed, work, education, and program assignments, or as otherwise required by Federal, State, or local law. Therefore, the facility demonstrated compliance with this part of the standard during this audit.

115.81 (e) Johnson City Detention Facility requires medical and mental health practitioners to obtain informed consent from inmates before reporting information about prior sexual victimization that did not occur in the facility, and the facility does not house inmates under the age of 18. Therefore, the facility demonstrated compliance with this part of the standard during this audit.

Standard 115.82 Access to emergency medical and mental health services

- Exceeds Standard (substantially exceeds requirement of standard)
- Meets Standard (substantial compliance; complies in all material ways with the standard for the relevant review period)
- Does Not Meet Standard (requires corrective action)

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.

Based on review of documentation provided as well as a review of the Johnson City Detention Facility PREA policy Chapter 4, Section 4E, Sub-section XIX, B, page 30, and staff interviews. The following delineates the audit findings regarding this standard:

115.82 (a) Johnson City Detention Facility has an agreement with the Boones Creek Medical Center to treat inmate victims of sexual abuse ensuring inmates 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. Therefore, the facility demonstrated compliance with this part of the standard during this audit.

115.82 (b) Johnson City Detention Facility policy requires all security staff first responders to take preliminary steps to protect the victim and immediately notify the appropriate medical and mental health practitioners. Therefore, the facility demonstrated compliance with this part of the standard during this audit.

115.82 (c) Johnson City Detention Facility ensures inmate victims of sexual abuse while incarcerated are 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. Therefore, the facility demonstrated compliance with this part of the standard during this audit.

115.82 (d) Johnson City Detention Facility requires that all treatment services provided to the victim are without financial cost and regardless of whether the victim names the abuser or cooperates with any investigation arising out of the incident. Therefore, the facility demonstrated compliance with this part of the standard during this audit.

Standard 115.83 Ongoing medical and mental health care for sexual abuse victims and abusers

- Exceeds Standard (substantially exceeds requirement of standard)
- Meets Standard (substantial compliance; complies in all material ways with the standard for the relevant review period)
- Does Not Meet Standard (requires corrective action)

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.

Based on review of documentation provided as well as a review of the Johnson City Detention Facility PREA policy Chapter 4, Section 4E, Sub-section XIX, C, pages 30 and 31, and staff interviews. The following delineates the audit findings regarding this standard:

115.83 (a) Johnson City Detention Facility offers medical and mental health evaluations and, as appropriate, treatment to all inmates who have been victimized by sexual abuse in any facility. Therefore, the facility demonstrated compliance with this part of the standard during this audit.

115.83 (b) Johnson City Detention Facility mandates that the evaluations 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. Therefore, the facility demonstrated compliance with this part of the standard during this audit.

115.83 (c) Johnson City Detention Facility requires that medical and mental health staff provide all victims with medical and mental health services consistent with the community level of care. Therefore, the facility demonstrated compliance with this part of the standard during this audit.

115.83 (d and e) Based on Johnson City Detention Facility's policy requires inmate victims of sexually abusive vaginal penetration, while incarcerated, be offered pregnancy tests and timely information about, and access to, all pregnancy-related medical services that are lawful in the community as required by this standard. Therefore, the facility demonstrated compliance with this part of the standard during this audit.

115.83 (f) Johnson City Detention Facility requires that medical and mental health staff provide inmate victims of sexual abuse while incarcerated tests for sexually transmitted infections as medically appropriate. Therefore, the facility demonstrated compliance with this part of the standard during this audit.

115.83 (g) Johnson City Detention Facility requires that medical and mental health staff provide treatment services 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. Therefore, the facility demonstrated compliance with this part of the standard during this audit.

115.83 (h) Johnson City Detention Facility is a jail and therefore this part of the standard was found not applicable during this audit.

Standard 115.86 Sexual abuse incident reviews

- Exceeds Standard (substantially exceeds requirement of standard)
- Meets Standard (substantial compliance; complies in all material ways with the standard for the relevant review period)
- Does Not Meet Standard (requires corrective action)

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.

Based on interviews with the PREA Coordinator, the PREA Manager, and documentation provided as well as a review of the Johnson City Detention Facility PREA policy Chapter 4, Section 4E, Sub-section XX, A, pages 31 and 32, and staff interviews. The following delineates the audit findings regarding this standard:

115.86 (a) Johnson City Detention Facility conducts 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. Therefore, the facility demonstrated compliance with this part of the standard during this audit.

115.86 (b) Johnson City Detention Facility ensures that these reviews occur within 30 days of the conclusion of the investigation and documents the review on the "Sexual Abuse Incident Review Report" form. Therefore, the facility demonstrated compliance with this part of the standard during this audit.

115.86 (c) The review team consist of upper-level management officials, with input from line supervisors, investigators, and members of the Sexual Assault Center of East Tennessee. Therefore, the facility demonstrated compliance with this part of the standard during this audit.

115.86 (d) The review team considers whether the allegation or investigation indicates a need to change policy or practice to better prevent, detect, or respond to sexual abuse; whether the incident or allegation was motivated by race; ethnicity; gender identity; lesbian, gay, bisexual, transgender, or intersex identification, status, or perceived status; or gang affiliation; or was motivated or otherwise caused by other group dynamics at the facility; and they examine the area in Johnson City Detention Facility where the incident allegedly occurred to assess whether physical barriers in the area may enable abuse; assess the adequacy of staffing levels in that area during different shifts; assess whether monitoring technology should be deployed or augmented to supplement supervision by staff. The agency has deployed a PREA after action review form which addresses all elements of the standard. Therefore, the facility demonstrated compliance with this part of the standard during this audit.

115.86 (e) Johnson City Detention Facility PREA policy mandates that staff implement the recommendations for improvement, or shall document the reasons for not doing so. Therefore, the facility demonstrated compliance with this part of the standard during this audit.

Standard 115.87 Data collection

- Exceeds Standard (substantially exceeds requirement of standard)
- Meets Standard (substantial compliance; complies in all material ways with the standard for the relevant review period)
- Does Not Meet Standard (requires corrective action)

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.

Based on interviews with the PREA Coordinator, the PREA Manager, and documentation provided as well as a review of the Johnson City Detention Facility PREA policy Chapter 4, Section 4E, Sub-section XX, B, page 33, and staff interviews. The following delineates the audit findings regarding this standard:

115.87 (a), (b) and (c) Johnson City Detention Facility collects accurate, uniform data for every allegation of sexual abuse at facilities under its direct control using a standardized instrument and set of definitions, and aggregates the incident-based sexual abuse data at least annually. Therefore, the facility demonstrated compliance with this part of the standard during this audit.

The incident-based data collected is based on the most recent version of the Survey of Sexual Violence conducted by the Department of Justice. Therefore, the facility demonstrated compliance with this part of the standard during this audit.

115.87 (d) Johnson City Detention Facility maintains, reviews, and collects data as needed from all available incident-based documents, including reports, investigation files, and sexual abuse incident reviews. Therefore, the facility demonstrated compliance with this part of the standard during this audit.

115.87 (e) Johnson City Detention Facility does not contract its inmates to other facilities. Therefore, the facility demonstrated compliance with this part of the standard during this audit.

115.87 (f) Upon request, Johnson City Detention Facility provides all such data from the previous calendar year to the Department of Justice no later than June 30 when required. Therefore, the facility demonstrated compliance with this part of the standard during this audit.

Standard 115.88 Data review for corrective action

- Exceeds Standard (substantially exceeds requirement of standard)
- Meets Standard (substantial compliance; complies in all material ways with the standard for the relevant review period)
- Does Not Meet Standard (requires corrective action)

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.

Based on interviews with the PREA Coordinator, the PREA Manager, and documentation provided as well as a review of the Johnson City Detention Facility PREA policy Chapter 4, Section 4E, Sub-section XX, C, page 33, and staff interviews. The following delineates the audit findings regarding this standard:

115.88 (a) Johnson City Detention Facility reviews data collected to assess and improve the effectiveness of its sexual abuse prevention, detection, and response policies, practices, and training, including identifying problem areas; taking corrective action on an ongoing basis; and preparing an annual report of its findings and corrective actions as required. Therefore, the facility demonstrated compliance with this part of the standard during this audit.

115.88 (b) Such reports includes a comparison of the current year's data and corrective actions with those from prior years and provide an assessment of Johnson City Detention Facility's progress in addressing sexual abuse. Therefore, the facility demonstrated compliance with this part of the standard during this audit.

115.88 (c) Johnson City Detention Facility's annual reports are approved by the Chief and made readily available to the public through its website. Therefore, the facility demonstrated compliance with this part of the standard during this audit.

115.88 (d) Johnson City Detention Facility redacts specific material from their reports when publication would present a clear and specific threat to the safety and security of the facility, but must indicate the nature of the material redacted. Therefore, the facility demonstrated compliance with this part of the standard during this audit.

Standard 115.89 Data storage, publication, and destruction

- Exceeds Standard (substantially exceeds requirement of standard)
- Meets Standard (substantial compliance; complies in all material ways with the standard for the relevant review period)
- Does Not Meet Standard (requires corrective action)

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.

Based on interviews with the PREA Coordinator, the PREA Manager, and documentation provided as well as a review of the Johnson City Detention Facility PREA policy Chapter 4, Section 4E, Sub-section XX, D, page 34. The following delineates the audit findings regarding this standard:

115.89 (a) through (d) Johnson City Detention Facility PREA Coordinator makes all aggregated sexual abuse data available to the public at least annually through the agency website. All reports are securely retained and maintained for at least 10 years after the date of the initial collection unless Federal, State, or Local law requires otherwise. Therefore, the facility demonstrated compliance with this part of the standard during this audit.

AUDITOR(S) CERTIFICATION

I certify that:

- The contents of this report are accurate to the best of my knowledge.
- No conflict of interest exists with respect to my ability to conduct an audit of the agency under review, and
- I have not included in the final report any personally identifiable information (PII) about any inmate or staff member, except where the names of administrative personnel are specifically

requested in the report template.

Rodney P. Bivens
Auditor(s) Signature

September 7, 2016
Date