



TEXAS
JUVENILE JUSTICE
DEPARTMENT

Memorandum

To: Lisa Capers, Senior Director of Training and Organizational Development

From: Jerome K. Williams, Director, PREA Compliance Department

Subject: 2014 PREA in Review

Date: September 14, 2015

Ms. Capers,

The content of this memorandum is a review of the sexual abuse and sexual harassment allegations made in 2014, a plan of action agency wide and then facility specific.

It was reported that there were 264 (or a 17% increase) in sexual victimization allegations reported in all of our facilities and contract programs for 2014.

These numbers will be reported to the Bureau of Justice Statistics (BJS) in accordance to the PREA definitions and categories as follow:

- There was 30 Youth on Youth Non-Consensual Sexual Act allegations with 3 being Substantiated, 22 being Unsubstantiated, and 5 being Unfounded
- There was 21 Abusive Sexual Contacts allegations with 0 being Substantiated, 20 being Unsubstantiated and 1 being Unfounded
- There was 173 Youth on Youth Sexual Harassments allegations (new reporting category) with 6 being Substantiated, 160 being Unsubstantiated, and 7 being Unfounded
- There was 39 Staff Sexual Misconduct allegations being made with 0 being Substantiated, 22 being Unsubstantiated and 17 being Unfounded
- There was 1 Staff Sexual Harassment allegation being made with it being Unfounded

From these statistics those affected facility and halfway house Superintendents and non-affected facility and halfway house Superintendents will enhance their previous plan of action to further state how they will continue to detect, prevent and respond to incidence of sexual victimization in their facilities and halfway houses.

TJJD understands that because the agency wide plan of action has universal applicability below are the continued progressive and preventative steps that TJJD will continue to take to eliminate



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sexual abuse and sexual harassment victimization in our facilities, halfway houses and contract programs. They are:

- Installed additional cameras in “blind spot” areas as funding becomes available
- Assigned seating in the van during security program and outing transport
- Shower facility and halfway house youth one at a time and or two at a time depending on physical plant and layout i.e. individual showers verses group shower areas
- Conduct Unannounced facility visits by the facility administrators on all shifts monthly
- Ensure that the Zero Tolerance and Break the Silence posters are consistently visible throughout the facility
- Conduct a Safe Housing Assessment on each youth upon Intake and Orientation taking into account their age, stature, history, LGBT status, etc. to ensure appropriate facility placement
- Ensure that the Safe Housing Re-assessments are update per policy within 90 days thereafter or sooner if policy criteria i.e. sexual or physical misbehavior requires it
- Monitor the surveillance video (live and archival) weekly
- Ensure that the 1 to 12 ratio is maintained at all times
- Ensure that the Face to Name headcounts are conducted consistently during every major movement
- Ensure the JCO staff maintains a line of sight supervision of the youth at all times
- Ensure that each youth is in their appropriate assigned room
- Ensure that facility and halfway house staff are trained in PREA annually
- Ensure that the “knock and announce” protocol is maintained when an opposite gender staff enters a dorm or sleeping area of a youth of the opposite gender
- Ensure that there is no cross gender supervision happening when a youth showers, changes clothing or during restroom routines.
- Ensure that every youth in TJJD views the “Safeguarding your Sexual Safety” DVD, have the PREA Script read to them and is informed of how to report any sexual misconduct allegation via the hotline, staff, volunteers, grievance, parent, third party, etc.
- Installed additional lighting outside the facilities and halfway houses where need as identified on the Vulnerability Assessment Report.
- Continue to conduct Criminal Records Check and Child Abuse Registry checks on new employees, volunteers and contractors.
- Installed windows into the office doors in all of the halfway houses
- Place vulnerable and or predatory youth on “safety plan” and monitor their behavior



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- Continue to discuss PREA-related topics during Town Hall and staff meetings as a standing agenda item
- Any victims who allege any sexual misconduct allegation will continue to be monitored for 90 days to ensure that retaliation does not occur
- All victims of sexual abuse will be offered and or provided trauma counseling service by the facility's mental health professional
- Continue to conduct quarterly and annual facility Vulnerability Assessments of the facility and implement recommendations
- Continue to conduct Sexual Abuse Review Boards (SARB) on all unsubstantiated, substantiated incidence of sexual abuse and sexual harassment monthly or as applicable. All recommendations made to the facility leadership from this Board will be taken into consideration to further prevent these incidents from reoccurring.

Note: Our contract providers are required to comply with the PREA Standards and many of the above preventative action steps may not be applicable to them because of their organizational structure, physical plant, funding constraints, etc. but all of the "best practices" have been shared with them for adoption considerations annually during the Contract Provider's meeting.

A comparison was made between the 2013 and 2014 statistics in each reporting categories to ascertain what progression and or regression TJJD and its contractors have made towards the prevention and eventual elimination of sexual abuse and sexual harassment in these facilities. The trend continues to be a reduction in abusive sexual contact, staff sexual misconduct and staff sexual harassment. There has been a slight increase in non-consensual sexual acts and in youth on youth sexual harassment category. Note: This is the first reporting period that the category of youth on youth sexual harassment is required by DOJ which was not previously required.

This information will be shared with the Institution, Halfway House and Contract facility's Superintendents and Administrators for their review and a local plan of action will be required of them regarding their ongoing PREA efforts.

Respectfully submitted,

Jerome K. Williams, Director
PREA Compliance Department