

PREA Agency Audit Report: Final

Name of Agency: Indiana Department of Correction

Facility Type: Prison / Jail

Date Interim Report Submitted: NA

Date Final Report Submitted: 03/15/2021

Auditor Certification	
The contents of this report are accurate to the best of my knowledge.	<input checked="" type="checkbox"/>
No conflict of interest exists with respect to my ability to conduct an audit of the agency under review.	<input checked="" type="checkbox"/>
I have not included in the final report any personally identifiable information (PII) about any inmate/resident/detainee or staff member, except where the names of administrative personnel are specifically requested in the report template.	<input checked="" type="checkbox"/>
Auditor Full Name as Signed: `SONYA LOVE	Date of Signature: 03/15/2021

AUDITOR INFORMATION	
Auditor name:	Love, Sonya
Email:	sonya.love57@outlook.com
Start Date of On-Site Audit:	
End Date of On-Site Audit:	

AGENCY INFORMATION	
Name of agency:	Indiana Department of Correction
Governing authority or parent agency (if applicable):	State of Indiana
Physical Address:	302 W Washington St., IGCS, RM E334, Indianapolis, Indiana - 46204
Mailing Address:	
Telephone number:	317-232-5711

Agency Chief Executive Officer Information:	
Name:	Robert Carter
Email Address:	rocarter1@idoc.in.gov
Telephone Number:	317-232-5711

Agency-Wide PREA Coordinator Information			
Name:	Bryan Pearson	Email Address:	bpearson@idoc.in.gov

AUDIT FINDINGS

Narrative:

The auditor's description of the audit methodology should include a detailed description of the following processes during the pre-audit, on-site audit, and post-audit phases: documents and files reviewed, discussions and types of interviews conducted, number of days spent on-site, observations made during the site-review, and a detailed description of any follow-up work conducted during the post-audit phase. The narrative should describe the techniques the auditor used to sample documentation and select interviewees, and the auditor's process for the site review.

Agency Pre-audit Preparation

The Prison Rape Elimination Act (PREA) of 2003, requires that state and local jurisdictions to adhere to the applicable PREA Standards, 28 CFR Part 115, as outlined by the U.S. Department of Justice (U.S.D.O.J) to ensure, that inmates who are confined in correctional settings are protected from sexual or sexual harassment. Each IDOC facility (secure or community) under PREA standards must be audited at least every three (3) years to be considered in compliance.

The standards used for this audit became effective August 20, 2012. An internet search confirmed that PREA audits completed in 2020 were posted on the agency's website. This is the first agency PREA audit for Indiana Department of Corrections (IDOC). During the three-year period starting on August 20, 2013, and during each three-year period thereafter, IDOC conducted PREA audits in compliance with PREA standards. PREA audits included facilities operated by IDOC, or by a private organization on behalf of the agency.

The Auditor determined by examination that during each one-year period starting on August 20, 2013, IDOC ensured that at least one-third of each facility type operated by the agency, or by a private organization on behalf of the agency, was audited. In subsequent years since August 20, 2012, IDOC has assumed the burden of demonstrating compliance with PREA standards. The Auditor reviewed all relevant agency-wide policies, procedures, reports, internal and external audits, contracts, and accreditations.

Minimally, the sample documents and other records and information reviewed included the most recent 12-month period. The Auditor requested and received copies of other relevant documents. The Auditor communicated with local advocacy groups and the Indiana Ombudsman Bureau because to determine if they had insight into relevant conditions in a particular facility or a systemic statewide condition relative to PREA standards.

IDOC is the largest agency in the State of Indiana, the Indiana Department of Correction employs more than 6,400 staff, supervises almost 10,000 parolees in communities across the state and is responsible for the safety and security of more than 25,000 adults and 450 juveniles inside correctional facilities.

IDOC currently operates 18 adult facilities, 5 juvenile facilities and 10 parole districts. The main tenets of the agency's mission remain to increase public safety and reduce recidivism.

An initial meeting was conducted with the PREA Coordinator for IDOC. The Auditor was provided access to policies, procedures, and evidence in support of PREA Standard via Synplicity, an electronic platform. The PREA Coordinator and the Auditor discussed logistics, scheduling, timelines, and milestones for completion of the agency audit process.

The Auditor conducted internet research regarding the agency, DOJ involvement, local advocacy

involvement, national advocacy involvement and media driven information. There were zero confidential letters received by the Auditor. Interviewees were selected based on the applicable standards. The Auditor conducted interviews with the PREA Coordinator, Executive Director of PREA as the designated agency point of contact. An interview was scheduled with the Executive Director of Investigations, and Intelligence but preempted by a serious incident in an IDOC facility. The Auditor found the following PREA related information on the IDOC website:

IDOC SEXUAL ABUSE AND SEXUAL HARASSMENT REPORTS

To report an incident of sexual abuse or sexual harassment on behalf of an inmate please call (877) 385-5877 or email IDOCPREA@idoc.in.gov

IDOC SURVEY of SEXUAL VIOLENCE REPORTS

- Survey of Sexual Victimization Reports, 2011-2019

IDOC AGENCY ANNUAL REPORT

- Annual reports, 2013-2019

Indiana Ombudsman Bureau

The IDOC Indiana Ombudsman Bureau was created by the legislature in the fall of 2003. Per IC 4-13-1.2-1 through 4-13-1.2-12. The Bureau is charged with the responsibility of receiving, investigating, and attempting to resolve complaints from offenders housed in DOC facilities or offenders' family members that the DOC accuses of violating a specific law, rule, department written policy or endangered the health or safety of a person. The director of the bureau was appointed by the Governor in May 2005. The Ombudsman Bureau reviews complaints from inmates across the state and provides recommendations to the IDOC for resolution. The Ombudsman Bureau completes a monthly report of substantiated complaints which includes an overview of monthly activity and any follow-up if necessary. The Auditor interviewed a representative from the Ombudsmans Bureau.

Local and National Victim Advocacy Information

- Just Detention International (email)
- The Indiana Coalition Against Domestic Violence: 800-332-7385
- National Domestic Violence Hotline: 800-799-7233 TTY 800-787-3224

<http://www.thehotline.org/>

- National Suicide Prevention Lifeline: 800-273-8255 TTY 800-799-4889

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- National Sexual Assault Hotline: 800-656-4673

<https://www.rainn.org/> *24/7 Live Chat*

- National Child Abuse Hotline: 800-422-4453

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Post audit phase

The post audit phase included an interview with the PREA Coordinator, the designated head for interview purposes of the audit. The Auditor scheduled an interview with the Director of Intelligence and Investigations. The interview was preempted by violence in a secure detention facility that resulted in a staff death and the injury of a second officer. IDOC re-directed executive resources to investigate the incident. This Auditor will reschedule the interview for a later time. Document reviews included but was not limited to the following:

- PREA Posters
- PREA offender brochures (English/Spanish)
- 2016-2019 Adult SSV Reports
- 2016-2019 SSV Juvenile Reports
- Policy 3.01A Transgender Care
- Policy Transgender Intersex Placement Review
- Policy Sexual Prevention
- Policy Grievance (Adult)
- Policy Grievance (Youth)
- Policy Searches
- Policy Use of Separation (Youth)
- Policy Standards of Conduct
- Adult Offender Handbook (English/Spanish)
- Indiana Coalition Against Violence Contract 2018
- Indian Coalition Against Violence 2019
- Indiana Coalition Against Violence Extension

Discussions:

Numerous discussion took place between the PREA coordinator and the Auditor. The PREA Coordinator served as the intermediary between the Intelligence and Investigation, Executive Director and the Deputy Commissioner of Operations regarding facility cooperation, the authority of the PREA Coordinator to oversee efforts to comply with the PREA standards in all of its facilities. Other discussions included a review of the process for conducting criminal background checks in accordance with PREA standards.

Follow-up Work:

The Auditor will continue to monitor the role and ability of the PREA Coordinator to develop, implement and over see the agency's efforts to comply with the PREA standards throughout IDOC facility-by-facility.

Interviewees

- A representative from the Ombudsmans Bureau (phone)
- Executive Director PREA Coordinator (phone)
- Executive Director, Director of Intelligence and Investigation
- Just Detention Internation (email)
- Indiana Coalition Against Violence (phone)
- Warden, Reception and Diagnostic Center (site review) (number of days spent on-site 3 days)
- Warden, Pendleton Correctional Facility (site review) (number of days spent on-site 3 days)

- Warden, Plainfield Correctional Facility (site review) (number of days spent on-site 3 days)
- Warden, Putnamville Correctional Facility (site review) (number of days spent on-site 3 days)
- Warden, LaPorte Juvenile Facility (site review) (number of days spent on site 3 days)
- Correctional Industries Facility (site review) (number of days spent on site 3 days)
- Intelligence and Investigations, PREA investigators (criminal/administrative)
- PREA investigators (administrative)
- Review of the agency's organization chart
- Interviews with site specific PREA Compliance Managers
- Review of facility staffing plans
- Review of facility Institutional Coordinated Response Plans
- Internet search for any judicial finding of inadequacy
- Internet search for any finding of inadequacy from Federal investigative agencies (Cause No. 1:17-cv-3550-WTL-MPB)

On site reviews

This is the first agency audit for the Indiana Department of Corrections. The techniques the Auditor used to sample documentation and select interviewees, and the auditor's process for the site review. On site reviews were the result of PREA audits conducted in the past 6 months. During each audit the Auditor toured each facility and reviewed pertinent documents while on site. Further, IDOC made available an electronic platform which contained facility specific documents as well as agency memorandums, contractual agreement and written policies mandating zero-tolerance toward all forms of sexual abuse and sexual harassment and outlining the agency's approach to preventing, detecting, and responding to allegations of sexual abuse/sexual harassment. The audit process required interviewing specialized, random and agency staff. Further, inmates were samples based on the facility population on the first day of the audit. Inmates interviewed included a random sample of inmates from general population and vulnerable inmates such as limited English proficient (L.E.P.), inmates with cognitive and physical disabilities, and inmates with a history of victimization or abusiveness.

AUDIT FINDINGS

Summary of Audit Findings:

The OAS will automatically calculate the number of standards exceeded, number of standards met, and the number of standards not met based on the auditor's compliance determinations. If relevant, the auditor should provide the list of standards exceeded and/or the list of standards not met (e.g. Standards Exceeded: 115.xx, 115.xx..., Standards Not Met: 115.yy, 115.yy). Auditor Note: In general, no standards should be found to be "Not Applicable" or "NA." A compliance determination must be made for each standard. In rare instances where an auditor determines that a standard is not applicable, the auditor should select "Meets Standard" and include a comprehensive discussion as to why the standard is not applicable to the facility being audited.

Number of standards exceeded:	0
Number of standards met:	9
Number of standards not met:	0

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Standards

Auditor Overall Determination Definitions

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

Auditor Discussion Instructions

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	Zero tolerance of sexual abuse and sexual harassment; PREA coordinator
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>IDOC Policy 02-02-115 (Sexual Abuse Prevention) established that the agency has a written policy. The written policy mandates zero tolerance toward all forms of sexual abuse and sexual harassment as outlined in Policy 02-01-115. A review of the organization chart identifies that a PREA Coordinator has been designated by the IDOC. The position of PREA Coordinator is a member of IDOC upper level of the agency hierarchy. During his interview, the PREA Coordinator confirmed that he has sufficient time and authority to develop, implement, and oversee agency efforts to comply with the PREA standards in all of its facilities.</p> <p>Policy, Materials, Interviews and Other Evidence Reviewed:</p> <ul style="list-style-type: none"> • Policy 02-01-115 (Sexual Abuse Prevention) • Organizational Chart • Interview with the PREA Coordinator <p>The position of the PREA Coordinator sits in a comprising position. The PREA Coordinator reports to the head of Intelligence and Investigation (I &I). I&I is task with investigating all allegations of sexual abuse for the Indiana Department of Corrections (IDOC). While his direct supervisor supports PREA in that the PREA Coordinator has sufficient time to oversee the agency efforts to comply with the PREA standards in all of its facilities. The Auditor has serious concerns about the PREA Coordinators position in the agency hiarchy and a potential conflict of intrest given his direct report heads the Office of Intelligence and Investigation for IDOC. On its face IDOC meets Standard 115.11 (a-c). IDOC provide the Audtor with a letter of assurance letter in support of the position of PREA Coordinator. The letter issued to the Auditor on 3/12/21 dated Feburary 19, 2021, from the, Indiana Department of Correction, Office of Deputy Commissioner, James Basinger of behalf of the IDOC Commissioner. The letter re-affirms the agency's committment to full compliance with all PREA standards.</p> <p>To: All Wardens</p> <p>From: James Basinger, Deputy Commissioner of Operations</p> <p>Date: February 19, 2021</p> <p>Re: Support for PREA Compliance</p> <p>On behalf of Commissioner Carter, and as the Deputy Commissioner of Operations, I would</p>

like to convey a reminder that the Indiana Department of Correction (IDOC) has a goal to make every effort to meet each standard outlined in the Prison Rape Elimination Act (PREA). It is the policy of the IDOC to provide a safe and secure environment for all staff, volunteers, contractual staff, visitors, official visitors, and offenders and to maintain a program for the prevention of sexual abuse and sexual harassment in any facility operated by the Department or with which the Department contracts. The IDOC is committed to zero (0) tolerance of all forms of sexual abuse and sexual harassment between staff, volunteers, contractors, contractual staff, visitors, or official visitors and offenders whether committed by staff, volunteers, contractual staff, visitors, or other offenders.

The position of PREA Coordinator is a critical role in the prevention of sexual violence in IDOC facilities. To monitor the implementation and sustainability of PREA, the IDOC designated the position of Executive Director of PREA with the responsibility of providing guidance, and overall accountability for PREA standards, facility compliance related issues and corrective actions where applicable. Furthermore, as the agency PREA Coordinator, the Executive Director of PREA has our full support in implementing any necessary changes that establishes and improves our compliance with PREA. PREA compliance dictates full and timely cooperation from all entities in the operations division and in any facility operated by the Department or with which the Department contracts. To accomplish full compliance the PREA Coordinator requires stakeholders involved in the process to include investigations, Wardens, human resources, and field operations to review and monitor PREA standards on a continuous basis. As the Agency participates in PREA audits, the facility must be responsive in providing documents during audit preparation and the corrective action period. This may require you to follow up with your PREA Compliance Manager to verify the facility has responded. Every effort should be made to be timely in the delivery of requested documents and to meet deadlines for corrective actions.

The facility PREA Compliance Manager is an important part of the IDOC PREA program. The PCM has the responsibility of aligning the facility with Agency expectations, including following the PREA standards; following IDOC PREA policy and procedures; and following the instruction and guidance provided by the PREA Coordinator. The role of PCM is an extension of the PREA Coordinator and as such should have your full support to implement changes and corrections at the facility that ensure full PREA compliance. The PCM should have direct access to the Warden either in monthly PREA committee meetings or individual meetings as needed. To ensure success at the facility level, the PCM duties should be assigned to staff that are self-starters, can take initiative, and have a broad knowledge base of the facility and agency operations. The staff person designated to serve in this capacity should be in a supervisory level position who has the general corrections knowledge, skills, and abilities to implement and evaluate the facility's Sexual Assault Prevention Program.

In closing, on behalf of Commissioner Carter, and myself, the Executive Director of PREA has our full support in implementing any necessary changes that establishes and improves our compliance with PREA. It remains IDOC's expectation that every facility operated by the Department, or with which the Department contracts, will make every effort to meet all PREA standards. Distribution of this memorandum will serve as a strong reminder to all to support the agency's continued compliance with the federal PREA standards and the IDOC's PREA policy.

CC: Todd Tappy, Executive Director
Richard Brown, Executive Director
William Wilson, Executive Director
Julie Lanham, Executive Director
Bryan Pearson, Executive Director

115.12	Contracting with other entities for the confinement of inmates
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>The Audited reviewed a sample of agency contracts to verify PREA language was adopted to comply with requirements outlined in this standard. The number of contracts, seven (7) for the confinement of inmates that the agency entered into or renewed with private entities or other government agencies on or after August 20, 2012, or since the last PREA audit, All applicable contractors are required to adopt and comply with PREA standards. The agency met the requirements of standard.</p>

115.17	Hiring and promotion decisions
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>Policy 04-03-102 (Human Resources) and Policy 04-03-103 (Information and Standards of Conduct for Departmental Staff) prohibits the hiring or promotion of anyone who may have contact with inmates, and prohibits enlisting the services of any contractor 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 (as defined in 42 U.S.C. 1997) address the policy requirements of Standard 115.17. IDOC policies require criminal background records checks be conducted at least every five years of current employees and contractors who may have contact with inmates.</p> <p>According to the PREA Coordinator, the agency prohibits the hiring or promotion of anyone who may have contact with inmates who has been convicted of engaging or attempting to engage in sexual activity in the community facilitated by force, overt or implied threats of force, or coercion, or if the victim did not consent or was unable to consent or refuse. The agency considers material omissions regarding such misconduct, or the provision of materially false information, grounds for termination. The PREA Coordinator also confirmed in his interview that the agency asks all applicants and employees who may have contact with inmates directly about previous misconduct described in paragraph (a) of this section in any interviews or written self-evaluations conducted as part of reviews of current employees and provided evidence. Furthermore, the PREA Coordinator acknowledged the agency imposes upon employees a continuing affirmative duty to disclose any such misconduct and he also provided evidence in the form of the employment application form for the Indiana Department of Corrections. The Auditor reviewed employment files from five facilities. The Auditor determined from reviewing background checks that a staff contractor was hired by IDOC with a criminal history of engaging in inappropriate behavior with a minor. Records indicate that the staff contractor was on probation for his crime. The staff contractor resigned from employment and IDOC issued a gate closure. The contractor in question omitted to disclose his criminal conviction for engaging in sexual abuse of a child.</p>

115.66	Preservation of ability to protect inmates from contact with abusers
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	Indiana Department of Correction is not a collective bargaining agency; therefore, this standard is not applicable. Plainfield Correctional Facility met the requirements of Standard 115.66.

115.87	Data collection
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>Indiana Department of Correction uses a standardized instrument with definitions to collect accurate, uniform data for every allegation of sexual assault. The instrument includes the data necessary to answer all questions from the most recent version of the Survey of Sexual violence conducted by the Department of Justice. A review of the annual report revealed it was completed according to this standard. During his interview the PREA Coordinator confirmed that upon request IDOC would provide all data requested from the previous calendar year to the Department of Justice no later than June 30. IDOC met the requirements of this standard.</p>

115.88	Data review for corrective action
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>The PREA Coordinator detailed his responsibility to review the collected and aggregated data from all IDOC facilities to assess and improve the effectiveness of the PREA related efforts and initiatives. The IDOC annual report includes a comparison of the current year’s data and corrective actions with those from prior years and provide an assessment of the agency’s progress in addressing sexual abuse. The review of the agency Sexual Assault Prevention Program Annual Reports confirms this practice. When applicable, the PREA Coordinator indicated during his interview that the agency indicate the nature of the material redacted where it redacts specific material from the reports when publication would present a clear and specific threat to the safety and security of a facility. By examination the Auditor determined that IDOC PREA report is approved by the agency head and made readily available to the public through its website.</p> <p>Policy, Materials, Interviews and Other Evidence Reviewed:</p> <ul style="list-style-type: none"> • Pre-Audit Questionnaire • SIR Data Report • Sexual Assault Prevention Program Annual Report • Interview with the PREA Coordinator

115.89	Data storage, publication, and destruction
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>The standard requires that data is collected and securely retained for 10 years unless applicable laws require otherwise. The aggregated PREA data is reviewed and all personal identifiers are removed. A review of documentation confirmed the practice.</p> <p>Policy, Materials, Interviews and Other Evidence Reviewed:</p> <ul style="list-style-type: none"> • Pre-Audit Questionnaire • Sexual Assault Prevention Program Annual Reports • Interview with the PREA Coordinator

115.401	Frequency and scope of audits
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>All IDOC facilities were audited in compliance with this standard. one (1) audit per facility every three (3) years. The agency ensured that at least two-thirds of each facility type operated by the IDOC or by a private organization on behalf of the agency, were audited during the first two years of the current audit cycle.</p> <p>Policy, Materials, Interviews and Other Evidence Reviewed:</p> <ul style="list-style-type: none"> • Interview with the PREA Coordinator • Internet web search of IDOC website for PREA data and annual reports • Examination of prior PREA facility PREA reports

115.403	Audit contents and findings
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>All Indiana Department of Correction facilities were audited prior to the end of the first audit cycle which ended August 19, 2016. All final audit reports are properly, publicly posted on the agency website. Moreover, the agency has published on its agency website, if it has one, or has otherwise made publicly available, all Final Audit Reports. The review period is for prior audits completed during the past three years PRECEDING THIS AUDIT. The pendency of any agency appeal pursuant to 28 C.F.R. § 115.405 does not excuse noncompliance with this provision.</p> <p>Policy, Materials, Interviews and Other Evidence Reviewed:</p> <ul style="list-style-type: none"> • Agency Website • Interview with the PREA Coordinator • Interview with the Designated Facility Head

Appendix: Provision Findings		
115.11 (b)	Zero tolerance of sexual abuse and sexual harassment; PREA coordinator	
	Has the agency employed or designated an agency-wide PREA Coordinator?	yes
	Is the PREA Coordinator position in the upper-level of the agency hierarchy?	yes
	Does the PREA Coordinator have sufficient time and authority to develop, implement, and oversee agency efforts to comply with the PREA standards in all of its facilities?	yes
115.12 (a)	Contracting with other entities for the confinement of inmates	
	If this agency is public and it contracts for the confinement of its inmates with private agencies or other entities including other government agencies, has the agency included the entity's obligation to comply with the PREA standards in any new contract or contract renewal signed on or after August 20, 2012? (N/A if the agency does not contract with private agencies or other entities for the confinement of inmates.)	yes
115.12 (b)	Contracting with other entities for the confinement of inmates	
	Does any new contract or contract renewal signed on or after August 20, 2012 provide for agency contract monitoring to ensure that the contractor is complying with the PREA standards? (N/A if the agency does not contract with private agencies or other entities for the confinement of inmates.)	yes

115.17 (a)	Hiring and promotion decisions	
	Does the agency prohibit the hiring or promotion of anyone 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 (as defined in 42 U.S.C. 1997)?	yes
	Does the agency prohibit the hiring or promotion of anyone who may have contact with inmates who has been convicted of engaging or attempting to engage in sexual activity in the community facilitated by force, overt or implied threats of force, or coercion, or if the victim did not consent or was unable to consent or refuse?	yes
	Does the agency prohibit the hiring or promotion of anyone who may have contact with inmates who has been civilly or administratively adjudicated to have engaged in the activity described in the two bullets immediately above?	yes
	Does the agency prohibit the enlistment of services of any contractor 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 (as defined in 42 U.S.C. 1997)?	yes
	Does the agency prohibit the enlistment of services of any contractor who may have contact with inmates who has been convicted of engaging or attempting to engage in sexual activity in the community facilitated by force, overt or implied threats of force, or coercion, or if the victim did not consent or was unable to consent or refuse?	yes
	Does the agency prohibit the enlistment of services of any contractor who may have contact with inmates who has been civilly or administratively adjudicated to have engaged in the activity described in the two bullets immediately above?	yes
115.17 (b)	Hiring and promotion decisions	
	Does the agency consider any incidents of sexual harassment in determining whether to hire or promote anyone who may have contact with inmates?	yes
	Does the agency consider any incidents of sexual harassment in determining whether to enlist the services of any contractor who may have contact with inmates?	yes

115.17 (c)	Hiring and promotion decisions	
	Before hiring new employees who may have contact with inmates, does the agency perform a criminal background records check?	yes
	Before hiring new employees who may have contact with inmates, does the agency, consistent with Federal, State, and local law, make its best efforts to contact all prior institutional employers for information on substantiated allegations of sexual abuse or any resignation during a pending investigation of an allegation of sexual abuse?	yes
115.17 (d)	Hiring and promotion decisions	
	Does the agency perform a criminal background records check before enlisting the services of any contractor who may have contact with inmates?	yes
115.17 (e)	Hiring and promotion decisions	
	Does the agency either conduct criminal background records checks at least every five years of current employees and contractors who may have contact with inmates or have in place a system for otherwise capturing such information for current employees?	yes
115.17 (f)	Hiring and promotion decisions	
	Does the agency ask all applicants and employees who may have contact with inmates directly about previous misconduct described in paragraph (a) of this section in written applications or interviews for hiring or promotions?	yes
	Does the agency ask all applicants and employees who may have contact with inmates directly about previous misconduct described in paragraph (a) of this section in any interviews or written self-evaluations conducted as part of reviews of current employees?	yes
	Does the agency impose upon employees a continuing affirmative duty to disclose any such misconduct?	yes
115.17 (g)	Hiring and promotion decisions	
	Does the agency consider material omissions regarding such misconduct, or the provision of materially false information, grounds for termination?	yes

115.17 (h)	Hiring and promotion decisions	
	Does the agency provide information on substantiated allegations of sexual abuse or sexual harassment involving a former employee upon receiving a request from an institutional employer for whom such employee has applied to work? (N/A if providing information on substantiated allegations of sexual abuse or sexual harassment involving a former employee is prohibited by law.)	yes
115.66 (a)	Preservation of ability to protect inmates from contact with abusers	
	Are both the agency and any other governmental entities responsible for collective bargaining on the agency's behalf prohibited from entering into or renewing any collective bargaining agreement or other agreement that limit the agency's ability to remove alleged staff sexual abusers from contact with any inmates pending the outcome of an investigation or of a determination of whether and to what extent discipline is warranted?	yes
115.87 (a)	Data collection	
	Does the agency collect accurate, uniform data for every allegation of sexual abuse at facilities under its direct control using a standardized instrument and set of definitions?	yes
115.87 (b)	Data collection	
	Does the agency aggregate the incident-based sexual abuse data at least annually?	yes
115.87 (c)	Data collection	
	Does the incident-based data include, at a minimum, the data necessary to answer all questions from the most recent version of the Survey of Sexual Violence conducted by the Department of Justice?	yes
115.87 (d)	Data collection	
	Does the agency maintain, review, and collect data as needed from all available incident-based documents, including reports, investigation files, and sexual abuse incident reviews?	yes
115.87 (e)	Data collection	
	Does the agency also obtain incident-based and aggregated data from every private facility with which it contracts for the confinement of its inmates? (N/A if agency does not contract for the confinement of its inmates.)	yes

115.87 (f)	Data collection	
	Does the agency, upon request, provide all such data from the previous calendar year to the Department of Justice no later than June 30? (N/A if DOJ has not requested agency data.)	yes
115.88 (a)	Data review for corrective action	
	Does the agency review data collected and aggregated pursuant to § 115.87 in order to assess and improve the effectiveness of its sexual abuse prevention, detection, and response policies, practices, and training, including by: Identifying problem areas?	yes
	Does the agency review data collected and aggregated pursuant to § 115.87 in order to assess and improve the effectiveness of its sexual abuse prevention, detection, and response policies, practices, and training, including by: Taking corrective action on an ongoing basis?	yes
	Does the agency review data collected and aggregated pursuant to § 115.87 in order to assess and improve the effectiveness of its sexual abuse prevention, detection, and response policies, practices, and training, including by: Preparing an annual report of its findings and corrective actions for each facility, as well as the agency as a whole?	yes
115.88 (b)	Data review for corrective action	
	Does the agency's annual report include a comparison of the current year's data and corrective actions with those from prior years and provide an assessment of the agency's progress in addressing sexual abuse?	yes
115.88 (c)	Data review for corrective action	
	Is the agency's annual report approved by the agency head and made readily available to the public through its website or, if it does not have one, through other means?	yes
115.88 (d)	Data review for corrective action	
	Does the agency indicate the nature of the material redacted where it redacts specific material from the reports when publication would present a clear and specific threat to the safety and security of a facility?	yes
115.89 (a)	Data storage, publication, and destruction	
	Does the agency ensure that data collected pursuant to § 115.87 are securely retained?	yes

115.89 (b)	Data storage, publication, and destruction	
	Does the agency make all aggregated sexual abuse data, from facilities under its direct control and private facilities with which it contracts, readily available to the public at least annually through its website or, if it does not have one, through other means?	yes
115.89 (c)	Data storage, publication, and destruction	
	Does the agency remove all personal identifiers before making aggregated sexual abuse data publicly available?	yes
115.89 (d)	Data storage, publication, and destruction	
	Does the agency maintain sexual abuse data collected pursuant to § 115.87 for at least 10 years after the date of the initial collection, unless Federal, State, or local law requires otherwise?	yes
115.401 (a)	Frequency and scope of audits	
	During the prior three-year audit period, did the agency ensure that each facility operated by the agency, or by a private organization on behalf of the agency, was audited at least once? (Note: The response here is purely informational. A "no" response does not impact overall compliance with this standard.)	yes
115.401 (b)	Frequency and scope of audits	
	Is this the first year of the current audit cycle? (Note: a "no" response does not impact overall compliance with this standard.)	no
	If this is the second year of the current audit cycle, did the agency ensure that at least one-third of each facility type operated by the agency, or by a private organization on behalf of the agency, was audited during the first year of the current audit cycle? (N/A if this is not the second year of the current audit cycle.)	no
	If this is the third year of the current audit cycle, did the agency ensure that at least two-thirds of each facility type operated by the agency, or by a private organization on behalf of the agency, were audited during the first two years of the current audit cycle? (N/A if this is not the third year of the current audit cycle.)	no

115.403 (f)	Audit contents and findings	
	<p>The agency has published on its agency website, if it has one, or has otherwise made publicly available, all Final Audit Reports. The review period is for prior audits completed during the past three years PRECEDING THIS AUDIT. The pendency of any agency appeal pursuant to 28 C.F.R. § 115.405 does not excuse noncompliance with this provision. (N/A if there have been no Final Audit Reports issued in the past three years, or, in the case of single facility agencies, there has never been a Final Audit Report issued.)</p>	yes