

PREA AUDIT: AUDITOR'S SUMMARY REPORT

ADULT PRISONS & JAILS

NATIONAL
PREA
RESOURCE
CENTER



BJA
Bureau of Justice Assistance
U.S. Department of Justice

Name of facility:	Rivers Correctional Institution		
Physical address:	145 Parker's Fishery Road, PO Box 840, Winston, North Carolina 27986		
Date report submitted:	Final Report 17 January, 2015		
Auditor Information			
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Date of facility visit:	4 – 6 August 2014		
Facility Information			
Facility mailing address: (if different from above)			
Telephone number:	252-358-5200		
The facility is:	<input type="checkbox"/> Military	<input type="checkbox"/> County	<input type="checkbox"/> Federal
	<input checked="" type="checkbox"/> Private for profit	<input type="checkbox"/> Municipal	<input type="checkbox"/> State
	<input type="checkbox"/> Private not for profit		
Facility Type:	<input type="checkbox"/> Jail	<input checked="" type="checkbox"/> Prison	
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Agency Information			
Name of agency:	The GEO Group Inc		
Governing authority or parent agency: (if applicable)			

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AUDIT FINDINGS

NARRATIVE:

The PREA audit of the Rivers Correctional Institution was conducted August 4 - 6, 2014. Approximately three weeks prior to the audit, the auditor received the PREA questionnaire with attached documents. The disk was organized, highlighted and tabbed, allowing the auditor to easily find required documentation. This along with providing the disk three weeks in advance of the audit enabled the audit to move forward very efficiently. The auditor contacted Just Detention International (JDI); reviewed copies of recent PREA audit interviews of the agency head representative (GEO), Contract Manager, and PREA Coordinator; and reviewed the GEO website prior to the audit. The auditor and PREA Coordinator discussed additional documents required, recommended policy changes, and a tentative schedule. Throughout the pre-audit phase GEO and Rivers Correctional Institution was proactive in working with the auditor. The night before the audit the facility provided an alpha listing of all inmates housed at the facility; lists of inmates for specific categories to be interviewed; and a lists of all staff by duty position and shifts that were used to identify inmates and staff to be interviewed (random and specific category).

Following the entrance meeting with staff, the auditor toured the entire facility. Following the tour, the auditor began the interviews, review of investigations, checking of cameras, and random checks of personnel and training files. All required facility staff and inmates interviews were conducted on-site. Interviews included 12 random staff, two volunteers/contractors, 19 specialized staff, 19 random inmates (minimum of one inmate from every housing area selected, by the auditors from a list of all the inmates and staff in the facility), and 10 specific inmates who were identified as being in a designated group (i.e., disabled, limited English speaking ability, LGBTI, or who had reported a sexual abuse, etc.). Total interviews conducted were 33 staff and

contractors/volunteers, and 29 inmates. Additionally following the audit, the auditor re-interviewed the PREA Coordinator. The auditor found the staff and inmates to be knowledgeable of PREA.

Nineteen of 24 investigations of allegations were reviewed. The other five were pending (four staff harassment and one staff abuse). Of the 19 allegations: 11 was staff harassment (two unsubstantiated, seven unfounded, two inmate recanted); three were staff sexual abuse (three unfounded); one staff voyeurism (unfounded); three inmate harassment (one unsubstantiated, two unfounded) and one inmate on inmate sexual abuse (unfounded).

When the on-site audit was completed, the auditor conducted an exit meeting. The exit interview included executives GEO Eastern Region and GEO Headquarters. While the auditor could not give the facility a final finding, the auditor did provide a preliminary status of his findings. The auditor thanked GEO and Rivers Correctional Institution staff for their hard work and commitment to the Prison Rape Elimination Act.

During the interim report writing period, the auditor reviewed modified policies; additional documents; and conducted phone interviews with staff and outside agencies. Warden Brick Tripp, PREA Compliance Manager/Chief Psychologist Kimberly Gamble, and PREA Coordinator Phebia Moreland were very helpful in coordinating all the phone interviews and additional documentation. The correction action plan period centered on standards 115.88 and 115.89 and whether GEO had to complete and publish an annual report. Once guidance was provided from PRC through an FAQ, GEO published an annual report and posted the report on their website.

DESCRIPTION OF FACILITY CHARACTERISTICS:

Rivers Correctional Institution is located in a rural area west of Winton, North Carolina, Hertford County. The facility contains 257 acres. The facility was constructed in 2001. This institution has a campus style design. Beyond the administration areas, buildings are situated in a square with an interior recreation area and covered walkway to each area. There are four housing buildings which contain five pods. Each cell has double occupancy. Sixty-five percent of the inmates come from the District of Columbia. Rivers Correctional Institution is 226 miles from Washington, D.C. Approximately one third of the inmates are designated illegal aliens. The facility has an interpreter on staff for Spanish speaking inmates. In addition, they use The Language Line, when needed.

On March 7, 2001, the Federal Bureau of Prisons signed a contract with GEO to provide and operate a 1,450-bed, low security, adult male facility in Winton, North Carolina. This contract was renewed effective April 1, 2011 for ten years. The Federal Bureau of Prisons monitors contract performance by having two full time staff on sight. Inmate count on the first day of the audit was 1,423.

The mission of the GEO Group Inc. and the River Correctional Institution is to ensure that the Federal Bureau of Prisons receives quality, cost effective and comprehensive privately managed prison services. The working philosophy of River Correctional Institution is built on the foundation of a sound correctional charter, preservation of public safety, provisions of a healthful environment, balanced nutritional diet, and

productive activities including educational, vocational, and work opportunities to the inmate population incarcerated at River Correctional Institution.

SUMMARY OF AUDIT FINDINGS:

On August 4 - 6, 2014, the on site visit was completed. Within a week of the audit being completed, the auditor provided a list of not met standards, and standards requiring additional information. During the 30 day interim report writing period, six standards requiring minor modification to become compliant were updated. During the corrective action period two standards had to be corrected. The final results of River Correctional Institution PREA audit is listed below:

Number of standards exceeded:	5
Number of standards met:	35
Number of standards not met:	0
Non-applicable:	3

§115.11 - Zero tolerance of sexual abuse and sexual harassment; PREA coordinator

X 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)

GEO has a written policy mandating zero tolerance towards all forms of sexual abuse and sexual harassment. The main PREA policy 5.1.2 outlines the agency's approach to preventing, detecting, and responding to sexual abuse and sexual harassment, other agency policies supplement the main PREA policies. Rivers Correctional Institution policy 10.003 Sexual Abuse/Assault Prevention and Intervention Program is the facility supplement to implement PREA. Agency and facility policies and procedures were very well organized. It is clear to the auditor that the Prison Rape Elimination Act is part of the GEO fabric.

Ms. Phebia L. Moreland is the PREA Coordinator. She is very knowledgeable of PREA standards and is actively involved in assisting the facilities. Ms. Moreland has the authority to develop, implement, and oversee PREA compliance. She claimed to have enough time to perform her PREA duties, and is very active in coordinating PREA. She is one of the top PREA Coordinators I have audited and worked with.

Ms. Kimberly Gamble is the Rivers Correctional Institution PREA Compliance Manager. She was very knowledgeable of PREA standards and was actively involved in PREA activities. Ms. Gamble claimed to have enough time to perform her PREA duties by delegating more of her Psychology position. She believes PREA requirements will slow down over time as PREA procedures become further engrained in the culture. She coordinates and conducts training, provides info to staff at staff calls, contacts PREA Coordinator for clarification and coordinates with facility leadership.

Warden Tripp was very knowledgeable of PREA and his PREA implementation and the standards.

§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)

X NA

GEO does not contract with other facilities.

§115.13 – Supervision and Monitoring

Exceeds Standard (substantially exceeds requirement of standard)

X Meets Standard (substantial compliance; complies in all material ways with the standard for the relevant review period)

Does Not Meet Standard (requires corrective action)

GEO ensures all facilities develop and document a staffing plan that is supplemented by video monitoring to protect inmates against sexual abuse. GEO policy establishes procedures to develop and monitor staffing plans which included all the requirements in PREA standard 115.13(a). GEO has established a good form to conduct the annual assessment to ensure all eleven criteria are properly reviewed and addressed. The staffing plan is reviewed annually by the facility, GEO Corrections Division, and PREA Coordinator. All findings and corrective action is documented by the PREA Coordinator. The facility documents all deviations to the plan. Unannounced rounds are documented in logs, and are done randomly on all shifts. They have a good form that supervisors conducting the rounds must document their checks and any findings. The agency has a policy that prohibits staff from alerting other staff members that supervisory staff rounds are occurring, interviews verified the policy was being followed. Staff and inmate interviews confirmed the unannounced rounds by supervisors.

§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)

X NA

Rivers Correctional Institution is not contracted to house youthful offenders. GEO policy 5.1.2.A does cover all parts of the standards for GEO facilities that do confine juveniles.

§115.15 – Limits to Cross-Gender Viewing and Searches

Exceeds Standard (substantially exceeds requirement of standard)

X Meets Standard (substantial compliance; complies in all material ways with the standard for the relevant review period)

Does Not Meet Standard (requires corrective action)

Based on review of GEO and Rivers Correctional Institution policies, review of training, interview of staff and inmates, and observation it was determined the facility limits cross-gender viewing and searches. Rivers Correctional Institution does not conduct cross-gender strip searches or cross-gender visual body cavity searches, and staff are prohibited and do not frisk transgender or intersex inmates to determine inmates' genital status.

Policy and procedures are implemented to enable inmates to shower, perform bodily functions, and change clothes without non-medical staff observing their genitalia or buttocks, except in exigent circumstances or when such viewing is incidental to routine cell checks. Cameras captured genitals in showers of one pod in each building; cameras in non-suicide cells and rooms in medical unit observed inmates on toilet. Both were fixed before the on-site audit was completed.

GEO policies and procedure require staff of the opposite gender to announce their presence when entering an inmate housing unit. Rivers Correctional Institution policy and practice is for control officer to announce only the first time a female correctional officer enters a pod during that shift; other female staff announce every time. The correctional officer is not assigned to a specific pod, but rather correctional officers rove between pods, and males could enter the pod when not present, thus changing the staff gender in the pod. Rivers Correctional Institution policy was modified and female staff started to announce each time they entered the pod before the auditor completed the on-site audit. The auditor called back to verify the policy had continued through interviews of staff members. It should be noted they were previously announcing as they entered each pod, but changed the policy based on interpretation of the 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)

GEO policies ensure inmates with disabilities and who are limited English proficient have access to PREA information and programs. Rivers Correctional Institution has taken appropriate steps to ensure that inmates with disabilities and inmates who are limited English proficient, have an equal opportunity to participate in or benefit from all aspects of the agency's efforts to prevent, detect, and respond to sexual abuse and sexual harassment. GEO has a contract for Language Line to provide foreign language translation. Rivers Correctional Institution has a staff position for a Spanish translator. She was used as a translator during the audit and inmates seemed very comfortable with her. Observed she was very busy translating throughout the day throughout the facility. Additionally, there was staff who also spoke Spanish. All inmate handbooks and posted information was provided in English and Spanish. Staff and inmate

interviews confirmed inmate interpreters are not used. The auditor used the staff interpreter to do the limited English proficient interviews.

§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)

Through review of policies, personnel records and interviews it was determined GEO and Rivers Correctional Institution has established a system of conducting criminal background checks for new employees and contractors who may have contact with inmates to ensure they do not hire or promote anyone who had engaged in sexual abuse in a prison or other confinement setting; been convicted of engaging or attempting to engage in sexual activity in the community facilitated by force, coercion, or if the victim did not consent or was unable to consent or refuse; or had civilly or administratively adjudicated to have engaged in sexual activity in the community facilitated by force, coercion, or if the victim did not consent. A tracking system is in place to ensure background checks are completed every five years. The facility has been doing every five year background checks since 2005. Policy and interviews verified that the agency considers incidents of sexual harassment in hiring and promotion of staff and contractors as applicable. GEO and Rivers Correctional Institution requests previous employers to provide information. GEO and Rivers Correctional Institution provides 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.

Policy required staff to disclose any sexual abuse in prison or other institution; convicted of or civilly or administratively adjudicated for engaging in sexual activity in the community by force or coercion or victim did not consent. This was confirmed during interviews.

§115.18 – Upgrades to Facilities and Technology

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)

Through review of GEO policy and interviews of the Agency Head representative, PREA Coordinator, PREA Compliance Manager, and Warden it was determined that the GEO considers the effect of the design, acquisition, expansion, or modification upon the

agency's ability to protect inmates from sexual abuse. GEO has had no modification or expansion during the audit cycle. Rivers Correctional Institution has made minor updates to monitoring technology during the rating cycle.

§115.21 – Evidence Protocol and Forensic Medical Examinations

Exceeds Standard (substantially exceeds requirement of standard)

X Meets Standard (substantial compliance; complies in all material ways with the standard for the relevant review period)

Does Not Meet Standard (requires corrective action)

Policy and procedures outline evidence protocols for administrative proceedings and criminal prosecutions; and requirements for forensic medical exams. The Hertford County Sherriff Department conducts all criminal investigations. Rivers Correctional Institution requested the Hertford County Sherriff Department to follow all PREA investigation and training requirements. Rivers Correctional Institution investigators or FBOP Office of Internal Affairs conduct administrative investigations. Rivers Correctional Institution investigators have done all the completed investigations during this audit cycle. GEO and Rivers Correctional Institution protocols were reviewed and found to be in line with DoJ's National Protocol for Sexual Assault Medical Forensic Examinations. Hospitals with SANE/SAFE are utilized (South Hampton Hospital) and services are provided at no costs to the inmate when requested. No inmate has requested a forensic medical examination during the audit period. Rivers Correctional Institution has an agreement with the Hertford County Roanoke-Chowan Rape Crisis Center to provide a victim advocate to accompany and support the victim through the forensic medical examination process and investigatory interviews; and provide emotional support, crisis intervention, information, and referrals. The Hertford County Roanoke-Chowan Rape Crisis Center provided Rivers Correctional Institution a phone number and address to write which is clearly posted in each housing area.

§115.22 – Policies to Ensure Referrals of Allegations for Investigations

Exceeds Standard (substantially exceeds requirement of standard)

X Meets Standard (substantial compliance; complies in all material ways with the standard for the relevant review period)

Does Not Meet Standard (requires corrective action)

GEO and Rivers Correctional Institution policies requires an administrative or criminal investigation is completed for all allegations of sexual abuse and sexual harassment, that all allegations of sexual abuse or sexual harassment are referred for investigation by the appropriate authority. All cases were referred for investigation.

Following the audit, the Rivers Correctional Institution policy was updated to clearly describe the responsibilities of both Rivers Correctional Institution and applicable outside investigative agency.

§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)

Rivers Correctional Institution provides all employees the required training by the standard. All employees acknowledge in writing they understood the PREA training. Training records were reviewed to ensure all required areas were covered in the training and that staff completed the training and documented understood the training. Review of the lesson plan demonstrates all the required areas are covered. All staff has been trained. Training documents were outstanding,

In 2013, all staff had at least four hours of training, 2014 there was two hours of refresher training. On line training included scenarios that kept the training interesting. Training included a test. Training also done during roll call and through staff fliers posted throughout the facility. Training information in the posters included zero tolerance policy; how to report; and employee reporting options.

Interviews of staff demonstrated they understand the zero tolerance policy; the agency policy and procedures for prevention, reporting and response to a sexual assault or sexual harassment incident, and the dynamics of sexual abuse and harassment in a confinement setting.

§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)

All contractors and volunteers who have contact with inmates have been trained on their responsibilities under the agency's sexual abuse and sexual harassment prevention, detection, and response policies and procedures. Interviews of contractors and volunteers demonstrated their knowledge of PREA, their responsibilities and the agency zero tolerance policy. The auditor reviewed contractor and volunteer training records, each have signed they understand the PREA training they received. The lesson

plan for volunteers and contractor training was very good. Training included on-line and classroom training.

§115.33 – Inmate Education

Exceeds Standard (substantially exceeds requirement of standard)

X Meets Standard (substantial compliance; complies in all material ways with the standard for the relevant review period)

Does Not Meet Standard (requires corrective action)

During intake inmates are provided information through a PREA pamphlet and inmate rule book (both available in English and Spanish) that explains the agencies zero tolerance policy regarding sexual abuse and sexual harassment; and how to report such incidents. The pamphlet is an eight (8) page document that includes definitions, how to report, medical help, investigations and how to avoid sexual assaults. During facility orientation they receive additional training which expands on the previous information provided in the pamphlet and handbook to include use of a video. Inmates acknowledge receiving the PREA information in writing. Posters and inmate handbooks are provided to inmates or posted in the housing units in formats accessible to all inmates. Information provided included: inmate rights; how to report; what to expect after you report; and how to protect yourself against sexual assault.

During the tour and interviews most inmates acknowledged the information being provided upon arrival and orientation. They definitely knew the agency zero tolerance policy; the difference between sexual abuse and sexual harassment; and that they have the right to be free from retaliation for reporting such incidents.

Rivers Correctional Institution updated posters provided by the FBOP on how to report sexual assaults and harassment; and facility fliers on whom to call for emotional support. Existing FBOP posters only discussed reporting sexual assaults; facility fliers only provided the mailing address for victim advocates to provide emotional support. Rivers Correctional Institution created new posters in English and Spanish with all the above information and posted them immediately following the audit.

§115.34 – Specialized Training: Investigations

Exceeds Standard (substantially exceeds requirement of standard)

X Meets Standard (substantial compliance; complies in all material ways with the standard for the relevant review period)

Does Not Meet Standard (requires corrective action)

All Rivers Correctional Institution investigators attended the PREA Investigation training and acknowledge in writing they understood the training. Rivers Correctional Institution

investigators also attend the general PREA training required of all employees. The lesson plans, slides and sign in sheets were reviewed and interview of Rivers Correctional Institution investigators demonstrated they understood the how to conduct a sexual abuse investigation in a confinement setting and what their roles were. The 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. Interviews of investigators from Rivers Correctional Institution verified their knowledge of conducting investigations.

§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)

Training records for medical and mental health care staff (employees and contractors) demonstrated specialized and general PREA training was conducted. Interviews of medical and mental health staff demonstrated they understood: how to detect and assess signs of sexual abuse and sexual harassment; how to preserve physical evidence of sexual abuse; how to respond effectively and professionally to victims of sexual abuse and sexual harassment; and how and to whom to report allegations or suspicions of sexual abuse and sexual harassment.

Medical staff does not conduct forensic medical examinations.

§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)

All inmates are assessed during intake screening for their risks of being sexually abused by other inmates or sexually abusive towards other inmates. The screening is completed within 72 hours of arrival by policy, observation of screening and check of inmate records. The auditor had the staff that performs the screen to conduct a screen of the auditor to demonstrate the process of filling out the screening form. The process was done very professional. All the criteria referenced in the standard are in the form and questions required to be asked to the inmate is asked. The screening instrument is objective in determining if inmate is at risks for victimization or abusiveness. Between 15 – 30 days the facility reassesses the inmate's risks of victimization or abusiveness

and by policy the inmates risks level is reassessed again 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. The auditor reviewed random screening forms to include those that were reassessments between 15 – 30 days. The inmate population remembers being asked the questions and being screened upon arrival. Inmates are not disciplined for refusing to answer, or for not disclosing complete information in response to, questions asked. Staff interviews confirmed appropriate controls have been implemented to ensure that sensitive information is not released and exploited by staff or other inmates. Risk screening records are maintained in the Medical and Mental Health office and only a limited number of staff has access to these files.

The screening form needed to be updated based on a recent PREA Resource Center FAQ. Screeners are required to make their own assessment whether the inmates is gender non-conforming. GEO was already updating their agency form. Rivers Correctional Institution updated their form, trained screening staff and implemented the new form. The auditor reviewed the new form, examples of screens completed using the new form and interviewed one of the screeners on the new form.

§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)

The facility Chief Psychologists/PREA Compliance Manager uses the screening information to determine housing, bed, work, education, and program assignment with the goal of keeping inmates at high risk of being sexually victimized separate from those at high risk of being sexually abusive. The Chief Psychologists/PREA Compliance Manager makes these decisions on a case-by-case basis using information from the screen, assigned PREA classification, and good correctional judgment. The process is clearly defined in the policies and implemented in the use of PREA and classification forms. The auditor reviewed random forms and interviewed Chief Psychologists/PREA Compliance Manager and mental health staff on the process.

By GEO policy assignment of transgender or intersex inmates to a facility for male or female is first done on a case-by-case basis. Reassessments are done as needed on a case-by-case basis based on the inmate's health and safety and security management. By policy lesbian, gay, bisexual, transgender, or intersex (LGBTI) inmates are not housed in dedicated facilities or housing units; and transgender or intersex inmates shall be reassessed twice each year and have the opportunity to shower separately. The facility claimed there were no transgender or intersex inmates at the time of the audit.

§115.43 – Protective Custody

Exceeds Standard (substantially exceeds requirement of standard)

X Meets Standard (substantial compliance; complies in all material ways with the standard for the relevant review period)

Does Not Meet Standard (requires corrective action)

GEO policy states inmates at high risks for sexual victimization shall not be 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. Reviews of status as protective custody are completed every 30 days. There were no inmates in protective custody who were high risk- for sexual victimization to interview. Staff interviews verified inmates at high risk- of sexual victimization would not be placed in involuntary segregation unless other measures have been assessed; nor has there been an inmate placed in protective custody for being high risk- for sexual victimization.

§115.51 – Inmate Reporting

Exceeds Standard (substantially exceeds requirement of standard)

X Meets Standard (substantial compliance; complies in all material ways with the standard for the relevant review period)

Does Not Meet Standard (requires corrective action)

Through interviews of inmates, staff and review of policies, inmate handbooks and posters Rivers Correctional Institution demonstrated multiple internal ways for inmates to report sexual abuse, sexual harassment and retaliation. Inmates can report verbally and in writing to staff; GEO website provides for third party reporting; and inmates can report to outside agencies such as FBOP OIG, Hertford County Roanoke-Chowan Rape Crisis Center, and HOPE hotline. During interviews most inmates stated they felt comfortable at Rivers Correctional Institution reporting sexual abuse and harassment. Examples of inmate reporting through different means were reviewed when investigative cases were reviewed. Staff accepts reports made verbally, in writing, anonymously, and from third parties, and are promptly documented any verbal reports. Examples of anonymous reports and inmates reporting verbally to staff were reviewed when investigative cases were reviewed.

Rivers Correctional Institution updated posters provided by the FBOP on how to report sexual assaults and harassment. Existing FBOP posters only discussed reporting sexual assaults; not sexual harassment. Rivers Correctional Institution created new posters in English and Spanish and posted them immediately following the audit.

§115.52 – Exhaustion of Administrative Remedies

Exceeds Standard (substantially exceeds requirement of standard)

X Meets Standard (substantial compliance; complies in all material ways with the standard for the relevant review period)

Does Not Meet Standard (requires corrective action)

GEO and Rivers Correctional Institution policies covers use of administrative remedies/grievances. All requirements of the standards to include timelines, who the grievances can be provided to, and emergency grievances were covered. A grievance for sexual assault was reviewed and found to be in compliance with the standard.

§115.53 – Inmate Access to Outside Confidential Support Services

Exceeds Standard (substantially exceeds requirement of standard)

X Meets Standard (substantial compliance; complies in all material ways with the standard for the relevant review period)

Does Not Meet Standard (requires corrective action)

Hertford County Roanoke-Chowan Rape Crisis Center is used for outside confidential support services. Phone numbers and mailing addresses are provided to the inmate on posters in the housing units and in the inmate handbook. Inmate interviews confirmed the inmates were informed and know of the confidential support services provided.

§115.54 – Third-Party Reporting

Exceeds Standard (substantially exceeds requirement of standard)

X Meets Standard (substantial compliance; complies in all material ways with the standard for the relevant review period)

Does Not Meet Standard (requires corrective action)

GEO site has a PREA section on their web site, and the PREA section is easily accessible. It provides an email to report sexual misconduct on behalf of an offender. Posters at the facility provides the inmates a telephone number and email family friends can report sexual misconduct to include retaliation as a third party. Discussion with inmates demonstrated they knew how third party reporting could be accomplished.

§115.61 – Staff and Agency Reporting Duties

Exceeds Standard (substantially exceeds requirement of standard)

X Meets Standard (substantial compliance; complies in all material ways with the standard for the relevant review period)

Does Not Meet Standard (requires corrective action)

GEO and Rivers Correctional Institution policies require all staff to report immediately any knowledge, suspicion, or information regarding an incident of sexual abuse or harassment; and for staff not to reveal any information related to a sexual abuse report to anyone other than extent necessary. Review of investigative files; and interviews of staff and inmates verified staff immediately report to the facility's designated investigator any knowledge, suspicion, or information regarding an incident of sexual abuse or harassment; and that staff does not reveal information related to a sexual abuse report other than to people authorize to discuss the report. Interviews with inmates and staff did not reveal any incident of sexual abuse or harassment not reported to the facility's designated investigator.

§115.62 – Agency Protection Duties

Exceeds Standard (substantially exceeds requirement of standard)

X Meets Standard (substantial compliance; complies in all material ways with the standard for the relevant review period)

Does Not Meet Standard (requires corrective action)

GEO policy requires staff to take immediate action to protect any inmate they learn is subject to substantial risk-. Interviews with staff demonstrate they know the steps to take to protect an inmate subject to risk- of imminent sexual abuse. Security staff immediately employs protection measures as the information is passed to the Investigator, PREA Compliance Manager and Warden. Per interview with PREA Compliance Manager, no inmate has reported substantial risk- of sexual abuse.

§115.63 – Reporting to Other Confinement Facilities

Exceeds Standard (substantially exceeds requirement of standard)

X Meets Standard (substantial compliance; complies in all material ways with the standard for the relevant review period)

Does Not Meet Standard (requires corrective action)

GEO policy requires when an allegation that an inmate was sexually abused while confined at another facility, the Warden that received the allegation shall notify the Warden where the alleged abuse occurred within 72 hours after receiving the allegation. Interview of the Warden demonstrated he knew the procedures to follow. There was no incident reported as such to date.

§115.64 – Staff First Responder Duties

Exceeds Standard (substantially exceeds requirement of standard)

X Meets Standard (substantial compliance; complies in all material ways with the standard for the relevant review period)

Does Not Meet Standard (requires corrective action)

GEO policies specify procedures to respond to an allegation of sexual abuse for both security and non-security staff. Random interviews with staff confirm both security and non-security staff knew what to do upon learning an inmate was sexually abused. Security and non-security staff interviewed specifically knew what actions could destroy physical evidence. Good training has prepared the staff to properly respond.

§115.65 – Coordinated Response

Exceeds Standard (substantially exceeds requirement of standard)

X Meets Standard (substantial compliance; complies in all material ways with the standard for the relevant review period)

Does Not Meet Standard (requires corrective action)

The Rivers Correctional Institution Sexual Assault Response Team Protocol was reviewed. The plan includes definitions; responsibilities and responses to an alleged sexual abuse incident for first responders, investigators, and facility leadership. The response plan also covers inmate housing after an alleged sexual abuse, conducting investigations, administrative and criminal sanctions, and monitoring for retaliation. It did not cover responsibilities and responses for medical and mental health personnel. Interviews with staff confirmed they were knowledgeable about the Sexual Assault Response Team Protocol and the coordinated duties and collaborative responsibilities.

The facility updated the Sexual Assault Response Team Protocol to include the responsibilities and responses for medical and mental health practitioners immediately following the audit.

§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)

X Non-applicable

Rivers Correctional Institution currently has no collective bargaining agreements. Rivers Correctional Institution does as a matter of policy separate staff and inmates pending the outcome of the investigation.

§115.67 – Agency protection against retaliation

Exceeds Standard (substantially exceeds requirement of standard)

X Meets Standard (substantial compliance; complies in all material ways with the standard for the relevant review period)

Does Not Meet Standard (requires corrective action)

GEO and Rivers Correctional Institution policies require a staff member be designated to monitor for retaliation against staff or inmates who reported or had been sexually abused or harassed. The policies described procedures to be followed. Rivers Correctional Institution has designated its PREA Compliance Manager and mental health staff responsible for monitoring retaliation. GEO and Rivers Correctional Institution policies provided multiple protection measures for inmates or staff who fear retaliation for reporting sexual abuse or sexual harassment or for cooperating with investigations.

Interviews of the Warden, PREA Compliance Manager, and inmates demonstrated monitoring was being conducted. Rivers Correctional Institution uses multiple protection measures, such as housing changes or transfers for inmate victims or abusers, removal of alleged staff or inmate abusers from contact with victims, and emotional support services for inmates or staff who fear retaliation for reporting sexual abuse or sexual harassment or for cooperating with investigations. For at least 90 days following a report of sexual abuse, Rivers Correctional Institution 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.

§115.68 – Post-Allegation Protective Custody

Exceeds Standard (substantially exceeds requirement of standard)

X Meets Standard (substantial compliance; complies in all material ways with the standard for the relevant review period)

Does Not Meet Standard (requires corrective action)

GEO and Rivers Correctional Institution policies meet the requirements of the standard. Per interview with Warden, PREA Compliance Manager, staff, and inmates there was no instances of using segregation housing to protect an inmate who had alleged to have been sexually abused. Alternate protective measures are used in lieu of protective custody.

§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)

Based on review of the investigations, GEO and Rivers Correctional Institution policies, and interviews of Rivers Correctional Institution investigators it was determined investigations into allegations of sexual abuse and sexual harassment are done thoroughly and objectively for all allegations. Investigations are promptly started, but delayed by coordination requirements. Most investigations have to be referred to GEO headquarters and FBOP Office of Internal Affairs (OIA) to determine whether to continue with the investigation or some other agency will continue the investigation. GEO almost always responds the next business day; while FBOP OIA may take between two to three weeks to respond. Investigators interview victims and witnesses; review camera, phone call monitoring, physical evidence, DNA evidence, and inmate records. All Rivers Correctional Institution investigators used have received special training in sexual abuse investigations. The credibility of an alleged victim, suspect, or witness is assessed on an individual basis and not determined by the person's status as inmate or staff. GEO and Rivers Correctional Institution do not require an inmate who alleges sexual abuse to submit to a polygraph examination or other truth-telling device as a condition for proceeding with the investigation of such an allegation. There have been no criminal investigations to during the audit cycle.

§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)

A review of GEO and Rivers Correctional Institution policies, Rivers Correctional Institution investigations, and interviews with the investigators confirm the Rivers Correctional Institution imposes no standard higher than a preponderance of the

evidence in determining whether allegations of sexual abuse or sexual harassment are substantiated.

§115.73 – Reporting to Inmate

Exceeds Standard (substantially exceeds requirement of standard)

X Meets Standard (substantial compliance; complies in all material ways with the standard for the relevant review period)

Does Not Meet Standard (requires corrective action)

A review of GEO and Rivers Correctional Institution policies, a sample of the investigations completed, and notification memorandums indicated that inmates were informed of the outcome of the investigations whether the allegation had been determined to be substantiated, unsubstantiated, or unfounded. If the allegation of sexual abuse was by a staff member (except if unfounded), the inmate is informed of the status of the staff member in writing to include whenever: the staff member is no longer posted within the inmate's unit; the staff member is no longer employed at the facility; the agency learns that the staff member has been indicted on a charge related to sexual abuse within the facility; or the agency learns that the staff member has been convicted on a charge related to sexual abuse within the facility. If the inmate was alleged to have been sexually abused by another inmate, Rivers Correctional Institution informs the alleged victim whenever: the alleged abuser has been indicted on a charge related to sexual abuse within the facility; or been convicted on a charge related to sexual abuse within the facility. Interview of inmates confirmed they were informed of results of the investigation and any applicable action taken.

§115.76 – Disciplinary sanctions for staff

Exceeds Standard (substantially exceeds requirement of standard)

X Meets Standard (substantial compliance; complies in all material ways with the standard for the relevant review period)

Does Not Meet Standard (requires corrective action)

Per GEO and Rivers Correctional Institution policies and interviews with staff, staff are subject to disciplinary sanctions for violating agency sexual abuse or sexual harassment policies; termination is the presumptive disciplinary sanction for staff who have engaged in sexual abuse; and disciplinary sanctions for violations of agency policies relating to sexual abuse or sexual harassment (other than actually engaging in sexual abuse) shall be 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. No staff have been terminated or disciplined during this audit period.

§115.77 – Corrective action for contractors and volunteers

Exceeds Standard (substantially exceeds requirement of standard)

X Meets Standard (substantial compliance; complies in all material ways with the standard for the relevant review period)

Does Not Meet Standard (requires corrective action)

GEO and Rivers Correctional Institution policies prohibit contractors or volunteers who engaged in sexual abuse to have contact with inmates and requires they be reported to law enforcement agencies, unless the activity was clearly not criminal, and to relevant licensing bodies. The Warden reported that there have been no allegations of sexual abuse by contractors or volunteers. Interviews with contractors and volunteers confirmed they knew the punishment for engaging in sexual abuse or sexual harassment of inmates or staff.

§115.78 – Disciplinary sanctions for inmates

Exceeds Standard (substantially exceeds requirement of standard)

X Meets Standard (substantial compliance; complies in all material ways with the standard for the relevant review period)

Does Not Meet Standard (requires corrective action)

Per GEO and Rivers Correctional Institution policies, review of inmate sanctions, and interviews with staff, inmates are subject to disciplinary sanctions 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; 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; and considers whether an inmate's mental disabilities or mental illness contributed to his or her behavior.

There has been no false reporting during the audit period.

§115.81 – Medical and mental health screenings; history of sexual abuse

Exceeds Standard (substantially exceeds requirement of standard)

X Meets Standard (substantial compliance; complies in all material ways with the standard for the relevant review period)

Does Not Meet Standard (requires corrective action)

During the audit it was determined GEO and Rivers Correctional Institution policies required medical and mental health follow-up meeting within 14 days for those inmates who experienced prior sexual victimization or previously perpetrated sexual abuse, whether in a prison/jail setting or in the community. Review of cases demonstrated medical and mental health screening was being conducted normally between 6 – 11 days of the intake screening. Interdisciplinary progress notes are well documented of the follow-up and any future requirements/treatment. Interviews of medical and mental health staff, and inmates confirmed follow-up meetings are scheduled and conducted.

§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)

Review of policies and interviews with staff and inmates confirm inmate victims of sexual abuse receive timely, unimpeded access to emergency medical treatment and crisis intervention services from medical and mental health staff. Treatment would be provided to the victim without financial costs and regardless of whether the victim names the abuser or cooperates with any investigation arising out of the incident. There have been no sexual abuse incidents that required medical attention during the audit cycle.

§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)

GEO and Rivers Correctional Institution policies, interviews with staff and inmates; and medical and mental health documentation demonstrate there is on-going medical and mental health care for sexual abuse victims and abusers. Treatment is at no costs to the inmates and regardless of whether the victim names the abuser or cooperates with any investigation arising out of the incident. Mental health evaluations are conducted on all known inmate on inmate abusers within 60 days of learning such abuse, and treatment is offered. There have been no sexual abuse incidents that required on-going medical care.

§115.86 – Sexual abuse incident reviews

Exceeds Standard (substantially exceeds requirement of standard)

X Meets Standard (substantial compliance; complies in all material ways with the standard for the relevant review period)

Does Not Meet Standard (requires corrective action)

GEO and Rivers Correctional Institution policy identifies the minimum members of the review team, and covers the process for sexual abuse incident reviews to include a form the review team uses to conduct sexual abuse incident reviews. The auditor reviewed two incident reviews. The incident review was thorough in determining causes and better policies and practices to better prevent, detect, or respond to sexual abuse. All elements of the standard are reviewed. GEO has an excellent PREA after action review form that addresses all elements of the standard. The PREA Coordinator may be and has been consulted as part of the incident reviews. Incident review team members were interviewed and were very knowledgeable of the process.

§115.87 – Data Collection

Exceeds Standard (substantially exceeds requirement of standard)

X Meets Standard (substantial compliance; complies in all material ways with the standard for the relevant review period)

Does Not Meet Standard (requires corrective action)

GEO policy requires the collection of uniform data that provides the minimum data necessary to answer all questions from the most recent version of the Survey of Sexual Violence conducted by the Department of Justice. The agency collects accurate uniform data for every allegation of sexual abuse at facilities under its control using a standardized instrument. GEO facilities provide monthly reports, PREA surveys, and incident reviews to GEO headquarters. A monthly PREA Incident Tracking log is used to collect and provide the GEO PREA Coordinator data on sexual abuse and harassment incidents. Per conversation with GEO staff the data is aggregated. A copy of the 2012 Rivers Correctional Institution Survey of Sexual Violence report was provided.

§115.88 – Data Review for Corrective Action

Exceeds Standard (substantially exceeds requirement of standard)

X Meets Standard (substantial compliance; complies in all material ways with the standard for the relevant review period)

Does Not Meet Standard (requires corrective action)

GEO policy requires GEO to review the data collected to assess and improve the effectiveness of its sexual abuse prevention, detection, and response policies; and to identify problem areas and take corrective actions. It is then provided to the agency contracted with, who produces an annual report with comparisons from previous years and corrective actions, and posted on that agency website. Rivers Correctional Institution data is provided to the FBOP. There is no GEO annual report. The home page has a PREA link to its PREA page that lists its PREA related policies, reporting information, but no DoJ Surveys or annual report. GEO policy states it redacts specific material from the reports when publication would present a clear and specific threat to the safety and security of a facility, but must indicate the nature of the material redacted.

Following the FAQ on private facilities being required to publish an annual report and post it on its website, GEO published an annual report on its website. It is a very thorough report providing data and an assessment of its PREA program and areas of focus. The GEO website PREA tab is easy to find, and is very informative.

§§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)

Per GEO and FBOP policy, review of both websites, and interviews of staff it is determined data is properly stored, maintained and secured. Access to data is controlled. Aggregate data on all its facilities is available to the public through its website. Rivers Correctional Institution data is also in the FBOP annual report and posted on the website. GEO and FBOP maintains sexual abuse data collected pursuant to § 115.87 for at least 10 years after the date of the initial collection. Before making aggregated sexual abuse data publicly available, GEO and FBOP removes all personal identifiers.

Following the FAQ on private facilities being required to publish an annual report and post it on its website, GEO published an annual report on its website. It is a very thorough report providing data and an assessment of its PREA program and areas of focus. The GEO website PREA tab is easy to find, and is very informative.

AUDITOR CERTIFICATION:

The auditor certifies that the contents of the report are accurate to the best of his/her knowledge and no conflict of interest exists with respect to his or her ability to conduct an audit of the agency under review.



Auditor Signature

17 January 2015

Date