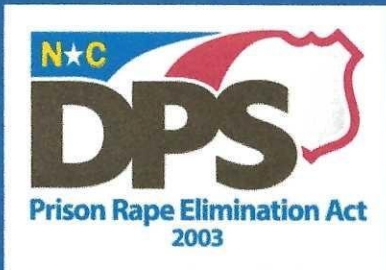
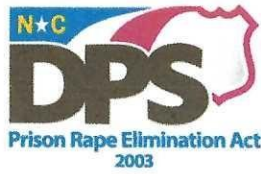


NORTH  
CAROLINA  
DEPARTMENT  
OF  
PUBLIC SAFETY



# Prison Rape Elimination Act (PREA) of 2003

## Sexual Abuse Annual Report 2020



## Introduction

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The overall mission of the Department of Public Safety (DPS) is to improve the quality of life for North Carolinians by reducing crime and to Safeguard and preserve the lives and property of the people of North Carolina through prevention, protection, and preparation with integrity and honor.

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

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

Pursuant to PREA National Standards §115.88, §115.288 and §115.388 data review for corrective action, the agency prepares an annual report of its findings and corrective actions for each facility. This report summarizes and compares the agency's accomplishments during the calendar year 2020.

## Message from the Interim Secretary

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The North Carolina Department of Public Safety (NCDPS) is committed to a zero-tolerance standard of sexual abuse and sexual harassment. The Prison Rape Elimination Act (PREA) of 2003 was enacted in recognition of the strong evidence that confined victims of sexual abuse suffer severe physical and psychological effects that may hinder their ability to reintegrate into the community upon their release. Further research has shown that sexual abuse and sexual harassment in the

correctional environment have a significant impact for both the criminal justice system and general public. The NCDPS prides itself on being proactive in meeting our mission which responds to the goals of PREA standards.

As required by PREA National Standards §115.88, §115.288, and §115.388, this annual report presents a summary of substantiated incidents of sexual abuse in confinement for the calendar years 2019-2020 and the corrective actions taken by the Department. This report also provides an assessment of the Department's progress in addressing sexual abuse in the previous calendar year. Our focus continues to be achieving sexual safety and to approach corrective action as a positive opportunity to achieve long-term, meaningful change within facilities under our operational control.

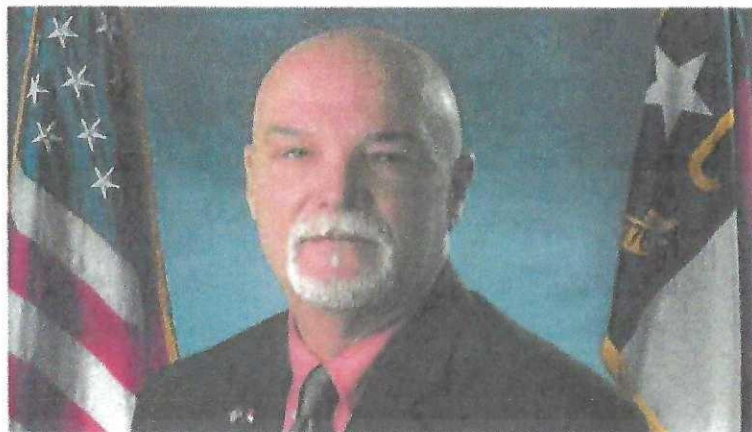
The Department recognizes that stakeholders are essential in achieving zero-tolerance of sexual abuse and sexual harassment for those under our supervision. We thank you all for your continued support and partnerships to further our efforts.

Sincerely,

*Casandra Skinner Hoekstra*

Casandra Skinner Hoekstra

## Message from the Chief Deputy Secretary, DACJJ



The Division of Adult Correction and Juvenile Justice (DACJJ) is responsible for the care, custody and supervision of all offenders and residents sentenced after conviction for violations of North Carolina law.

The Division of Adult Correction and Juvenile Justice continues its endeavors in the prevention of undue familiarity, sexual abuse, and

sexual harassment within the agency. Our mission is to safeguard and preserve the lives and property of the people of North Carolina through prevention, protection, and preparation with integrity and honor. DACJJ promotes that mission through the administration of a fair and humane system which provides reasonable opportunities for adjudicated offenders and residents to develop progressively responsible behavior. The Prison Rape Elimination Act of 2003 fits with the core of our values, goals, and beliefs.

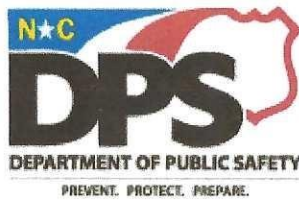
Our goals as a division is to address the issues that affect offenders and residents in our custody and impact our community. Zero-Tolerance for undue familiarity and sexual abuse of offenders and residents remains a priority.

Every stakeholder is a crucial asset in assisting the division in the prevention of and responding to offender and resident sexual abuse, sexual harassment, and maintaining professional boundaries that aids in these efforts. The significance of this role can never be understated as the division continues its endeavors.

Sincerely,

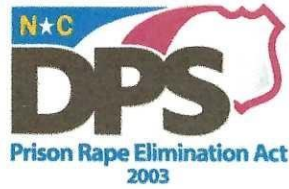
A handwritten signature in black ink, appearing to read "Timothy D. Moose".

Timothy D. Moose



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## Overview: North Carolina Department of Public Safety

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The overall mission of the Department of Public Safety is to Safeguard and preserve the lives and property of the people of North Carolina through prevention, protection, and preparation with integrity and honor. The Department's scope includes the State's law enforcement, adult correction and juvenile justice and emergency management.

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

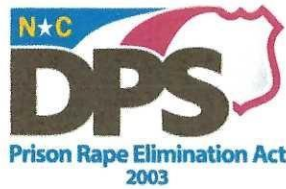
The DACJJ is responsible for the care, custody, and supervision of all adults and juveniles sentenced after conviction for violations or adjudicated for delinquent acts under North Carolina law.

#### Adult Correction

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

#### Juvenile Justice

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



# Departmental Accomplishments

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## **PROGRAM ADMINISTRATION**

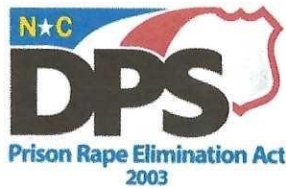
1. Development of agency PREA policies.
2. Attended PREA Coordinator Conference.
3. Developed protocols for PREA audits amid COVID-19 pandemic.
4. Program structure changes made in data management.
5. Implemented Lean Six Sigma process changes to the program.

## **PREVENTION**

1. Participated on the video relay services with the ADA office.
2. Planned and attended meetings in response to ADA efforts.

## **RESPONSE**

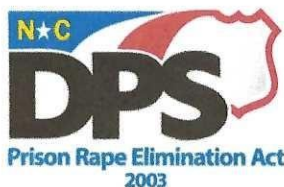
1. Attended quarterly meetings with Regional Directors to discuss program status by facility, review of statistical data by regions, enhanced program management, and continued compliance with agency policy and PREA National Standards.
2. Conducted internal assessments across all of DACJJ facilities to evaluate the implementation of the Department's PREA program.
3. Enhanced existing screening protocols to identify potential high-risk victims, reporting and review protocols to assist facility management in determining housing, bed, work, education, and program assignments.
4. Completed a staffing plan analysis for 24 facilities in accordance with NCGS §143B-709 and National PREA Standards.
5. Provided facility management with critical updates and corrective action plans during regional meetings. Participants included Region Directors, Region Security Coordinators, Wardens, and Associate Wardens.
6. Conducted PREA Virtual Meeting with facilities to address any identified concerns. Participants included Facility Management, Investigators, PREA Compliance Managers, Support Staff, and Region Staff.
7. Conducted compliance management meetings with facility PREA Compliance Managers to discuss corrective action plans for statewide consistency.
8. Continued to manage reported allegations of sexual abuse and sexual harassment external to the agency made by offenders, through Project Offender Reporting Sexual Abuse (O.R.S.A.).
9. Collaborated with the Division of Health and Human Services to enhance current ADA and PREA education practices.



## **TRAINING AND EDUCATION**

1. Conducted virtual meetings for diagnostic staff on screening.
2. Conducted quarterly virtual meetings with PREA Compliance Managers, PREA Support staff and PREA Investigators to provide on-going support.
3. Collaborated with Alliance Behavior Health to provide continuing education for stakeholders.
4. Conducted training with the Office of Special Investigations (OSI) in accordance with National PREA Standards.
5. Participated in Annual Professional Development Virtual Training with Re-Entry, Programs and Services.
6. Conducted training on “How to Offer Virtual Training to Volunteers and Contractors” with Re-Entry Programs and Services and designated facilities.
7. Revised existing training curricula, focusing on continued enhancement of knowledge and abilities. The revision is currently ongoing.
8. Conducted training workshop with Office of Special Investigations (OSI) and Community Corrections’ staff.
9. Implemented a monitoring process for the compliance with PREA standards for all/any contracted facilities housing offenders for NCDPS.





# Definitions Related to Sexual Abuse and Sexual Harassment

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## SEXUAL ABUSE

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

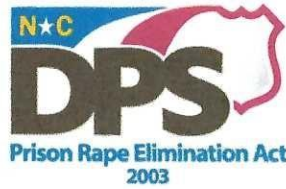
1. Sexual abuse of an offender, detainee, or resident by another offender, detainee, or resident; and
2. Sexual abuse of an offender, detainee, or resident by a staff member, contractor, or volunteer.

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

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

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

1. Contact between the penis and the vulva or the penis and the anus, including penetration, however slight.
2. Contact between the mouth and the penis, vulva, or anus.
3. Contact between the mouth and any body part where the staff member, contractor, or volunteer has the intent to abuse, arouse, or gratify sexual desire.
4. Penetration of the anal or genital opening, however slight, by a hand, finger, object, or other instrument, that is unrelated to official duties or where the staff member, contractor, or volunteer has the intent to abuse, arouse, or gratify sexual desire;



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

## SEXUAL HARASSMENT

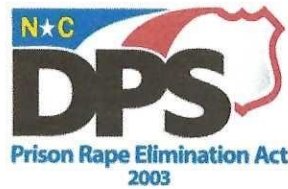
1. Repeated and unwelcome sexual advances, requests for sexual favors, or verbal comments, gestures, or actions of a derogatory or offensive sexual nature by one offender, detainee, or resident directed toward another: and
2. Repeated verbal comments or gestures of a sexual nature to an offender, detainee,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

## Comparative Data

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### 2020: The Department's Year in Review

During the 2020 calendar year, the NCDPS received a total of **830** offender and resident sexual abuse and sexual harassment allegations. The following outlines the total number of incidents reported and the outcome of investigations in 2020.

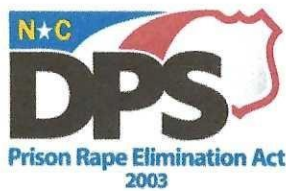


2020					
Incident Type	Substantiated	Unsubstantiated	Unfounded	Ongoing	Total
Offender on Offender Abusive Sexual Contact	4	106	17	0	127
Offender on Offender Nonconsensual Sexual Acts	4	25	5	0	34
Offender on Offender Sexual Harassment	5	141	11	0	157
Staff on Offender Sexual Abuse	18	239	144	2	403
Staff on Offender Sexual Harassment	1	61	43	0	105
Resident on Resident Abusive Sexual Contact	0	0	0	0	0
Resident on Resident Nonconsensual Sexual Act	0	0	0	0	0
Resident on Resident Sexual Harassment	0	0	0	0	0
Staff on Resident Sexual Misconduct	0	1	2	1	4
Staff on Resident Sexual Harassment	0	0	0	0	0
<b>Total Allegations Received</b>					<b>830</b>

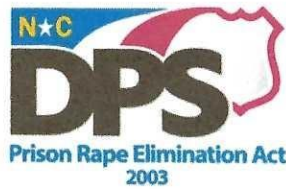
Table 1: 2020 Incident Reports and Outcomes thru December 31, 2020. New reports received from allegations in previous years may affect data collection.

## 2020 Adult Correction Facilities: Substantiated Sexual Abuse Cases with Corrective Actions

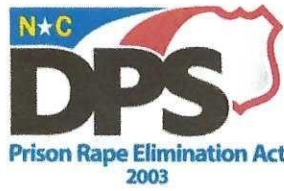
2020	
Facility	Corrective Action(s)
Albemarle CI	<ol style="list-style-type: none"> <li>1. Required all facility staff to complete Staff and Offender Relationship and/or Sexual Abuse and Sexual Harassment training.</li> <li>2. Distributed PREA posters throughout the facility.</li> <li>3. Discussed PREA related topics in shift line-ups.</li> <li>4. The staff involved was reassigned to a post that had no offender contact. Staff member resigned on 01/09/2021.</li> </ol>



<b>Alexander CI</b>	<ol style="list-style-type: none"> <li>1. Required all facility staff to complete Staff and Offender Relationship and/or Sexual Abuse and Sexual Harassment training.</li> <li>2. Discussed PREA related topics in shift line-ups.</li> <li>3. Both parties were placed in restrictive housing pending the outcome of the investigation.</li> </ol>
<b>Anson CI</b>	<ol style="list-style-type: none"> <li>1. Implemented additional routine or unannounced rounds in an effort to prevent future incidents.</li> <li>2. Required all facility staff to complete Staff and Offender Relationship and/or Sexual Abuse and Sexual Harassment Training.</li> <li>3. Discussed PREA related topics in shift line-ups.</li> </ol>
<b>Central Prison</b>	<ol style="list-style-type: none"> <li>1. Implemented additional routine or unannounced rounds in an effort to prevent future incidents.</li> <li>2. Distributed PREA Posters throughout the facility.</li> <li>3. Required all facility staff to complete Staff and Offender Relationship and/or Sexual Abuse and Sexual Harassment Training.</li> <li>4. Discussed PREA related topics in shift line-ups</li> <li>5. Distributed first responder cards to all staff.</li> </ol>
<b>Craggy CC</b>	<ol style="list-style-type: none"> <li>1. Distributed PREA Posters throughout the facility.</li> <li>2. Discussed PREA related topics in shift line-up.</li> <li>3. Distributed first responder cards to all staff.</li> <li>4. Held a facility management meeting to discuss ways to improve general sexual safety in the facility.</li> <li>5. Advised facility training coordinator to emphasize PREA related trainings.</li> <li>6. PREA Red Flag Warning were covered during all staff line-ups.</li> </ol>
<b>Eastern CI</b>	<ol style="list-style-type: none"> <li>1. Distributed PREA Posters throughout the facility.</li> <li>2. Discussed PREA related topics in shift line-ups.</li> </ol>
<b>Foothills CI</b>	<ol style="list-style-type: none"> <li>1. Implemented additional routine or unannounced rounds in an effort to prevent future incidents.</li> <li>2. Held a facility management meeting to discuss ways to improve general sexual safety in the facility.</li> </ol>
<b>Franklin CC</b>	<ol style="list-style-type: none"> <li>1. Implemented additional routine or unannounced rounds in an effort to prevent future incidents.</li> <li>2. Reassessed the appropriateness of certain staff in PREA-related roles.</li> <li>3. Required all facility staff to complete Staff and Offender Relationships and/or Sexual Abuse and Sexual Harassment Training.</li> <li>4. Distributed PREA posters throughout the facility.</li> <li>5. Made changes to bed, job, and/or program assignments protocols.</li> <li>6. Distributed information on ways to report for population.</li> <li>7. Distributed first responder cards to all staff.</li> <li>8. Discussed PREA related topics in shift line-ups.</li> <li>9. Made changes to medical and/or mental health protocols or responses.</li> <li>10. Held a facility management meeting to discuss ways to improve general sexual safety in the facility.</li> <li>11. Offender, the aggressor was placed in Restrictive Housing on 06/21/2020, the day of the incident. After this incident the offender was never housed in the same housing unit with the victim.</li> </ol>



<b>Mountain View CI</b>	<ol style="list-style-type: none"> <li>1. Made upgrades to technology (such as mirrors, motion lights, or cameras) in the area in which the incident occurred.</li> <li>2. Reassessed the appropriateness of certain staff in PREA-related roles.</li> <li>3. Required all facility staff to complete Staff and Offender Relationship and/or Sexual Abuse and Sexual Harassment Training.</li> <li>4. Discussed PREA related topics in shift line-ups.</li> <li>5. Offender was placed in Restrictive Housing, and then transferred.</li> <li>6. Offender was transferred immediately.</li> </ol>
<b>NCCIW</b>	<ol style="list-style-type: none"> <li>7. Implemented additional routine or unannounced rounds in an effort to prevent future incidents.</li> <li>8. Required all facility staff to complete Staff and Offender Relationship/and or Sexual Abuse and Sexual Harassment Training.</li> <li>9. Distributed PREA Posters through the facility.</li> <li>10. Made changes to bed, job, and/or program assignment protocols,</li> <li>11. Offender was placed in Restrictive Housing due to the nature of the incident.</li> <li>12. Transferred staff to another facility.</li> </ol>
<b>Neuse CI</b>	<ol style="list-style-type: none"> <li>1. Implemented additional routine or unannounced rounds in an effort to prevent future incidents.</li> <li>2. Distributed PREA Posters throughout the facility.</li> <li>3. Required all facility staff to complete Staff and Offender Relationship and/or Sexual Abuse and Sexual Harassment training.</li> <li>4. Distributed information on ways to report for population.</li> <li>5. Distributed first responder cards to all staff.</li> <li>6. Discussed PREA related topics in shift line-ups.</li> <li>7. Conducted a sexual safety assessment.</li> <li>8. Held a facility management meeting to discuss ways to improve general sexual safety in the facility.</li> </ol>
<b>North Piedmont CRV</b>	<ol style="list-style-type: none"> <li>1. Implemented additional routine or unannounced rounds in an effort to prevent future incidents.</li> <li>2. Reassessed the appropriateness of certain staff in PREA-related roles.</li> <li>3. Required all facility staff to complete Staff and Offender Relationship and/or Sexual Abuse and Harassment Training.</li> <li>4. Distributed first responder cards to all staff.</li> <li>5. Held a facility management meeting to discuss ways to improve general sexual safety in the facility.</li> </ol>
<b>Pamlico CI</b>	<ol style="list-style-type: none"> <li>1. Discussed PREA related topics in shift line-ups.</li> <li>2. The officer was reassigned to a post (Master Control) away from any further contact with offenders until the investigation was completed. During this time, the officer resigned, and no further contact could be made with them for the investigation.</li> </ol>
<b>Piedmont CI</b>	<ol style="list-style-type: none"> <li>1. Offender was placed in Restrictive Housing, transferred to another facility and requested additional monitoring technology.</li> </ol>
<b>Pender CI</b>	<ol style="list-style-type: none"> <li>2. Made changes to bed, job, and/or program assignments protocols.</li> <li>3. Distributed information on ways to report for population.</li> <li>4. Aggressor transferred to another facility.</li> </ol>
<b>Sampson CI</b>	<ol style="list-style-type: none"> <li>1. The staff member in question was having sexually explicit conversations with the offender, via the offender phones. The offender in this case was assigned to the Neuse facility, therefore transfer or restrictive housing was not needed. The staff member, following an internal investigation, was separated from service on</li> </ol>

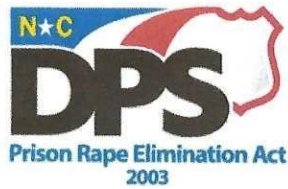


	<p>11/23/2020, during the 12-month probationary period, for undue familiarity and unacceptable personal conduct.</p> <p>2. Facility PREA procedures were not compromised during this incident, thus no formal changes were necessary. Supervisory staff were advised to continue to be vigilant when working with staff, especially new staff, for red flag warnings.</p>
<b>Scotland CI</b>	<ol style="list-style-type: none"> <li>1. Made upgrades to technology (such as mirrors, motion lights, or cameras) in the area in which the incident occurred.</li> <li>2. Required all facility staff to complete Staff and Offender Relationship and/or Sexual Abuse and Sexual Harassment Training.</li> <li>3. Required the population to complete additional education.</li> <li>4. Distributed PREA Posters throughout the facility.</li> <li>5. Distributed information on ways to report for population.</li> <li>6. Discussed PREA related topics in shirt line-ups.</li> <li>7. Held a facility management meeting to discuss ways to improve general sexual safety in the facility.</li> <li>8. Offender placed in restrictive housing temporarily for safety of offender and released first business day.</li> <li>9. The staff member was placed under investigation and voluntarily resigned during the investigation.</li> </ol>
<b>Southern CI</b>	<ol style="list-style-type: none"> <li>1. Discussed PREA related topics in shift line-up.</li> </ol>
<b>Warren CI</b>	<ol style="list-style-type: none"> <li>1. Implemented additional routine or unannounced rounds in an effort to prevent future incidents.</li> <li>2. Made upgrades to technology (such as mirrors, motion lights, or cameras) in the area in which the incident occurred.</li> <li>3. Made changes to the number and placement of supervisory staff in the area in which in the incident occurred.</li> <li>4. Reassessed the appropriateness of certain staff in PREA-related roles.</li> <li>5. Required all facility staff to complete Staff and Offender Relationship and/or Sexual Abuse and Sexual Harassment Training.</li> <li>6. Distributed PREA Posters throughout the facility.</li> <li>7. Made changes to bed, job, and/or program assignments protocols.</li> <li>8. Distributed information on ways to report for population.</li> <li>9. Distributed first responder cards to all staff.</li> <li>10. Discussed PREA related topics in shift line-ups.</li> <li>11. Conducted town hall meetings with populations to discuss prevention.</li> <li>12. Conducted a sexual safety assessment.</li> <li>13. Staff was reassigned to another facility until investigation was completed, and offender was placed in Restrictive Housing until transfer could be completed.</li> </ol>

**Table 1: 2020 Incident Reports and Outcomes thru December 31, 2020.** New reports received from allegations in previous years may affect data collection.

## 2020 Juvenile Justice Facilities: Substantiated Sexual Abuse Cases with Corrective Actions

Juvenile Justice facilities had **0** substantiated sexual abuse cases requiring corrective actions.



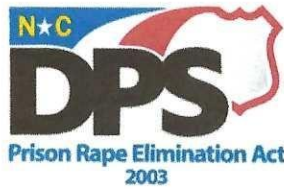
## 2019: The Department's Year in Review

During the 2019 calendar year, the NCDPS received a total of **816** offender and juvenile sexual abuse and sexual harassment allegations. The following outlines the total number of incidents reported and the outcome of investigations in 2019.

2019					
Incident Type	Substantiated	Unsubstantiated	Unfounded	Ongoing	Total
Offender on Offender Abusive Sexual Contact	9	103	37	1	150
Offender on Offender Nonconsensual Sexual Acts	3	16	6	0	25
Offender on Offender Sexual Harassment	9	103	38	0	150
Staff on Offender Sexual Abuse	14	197	120	1	332
Staff on Offender Sexual Harassment	1	71	76	0	148
Resident on Resident Abusive Sexual Contact	1	0	0	0	1
Resident on Resident Nonconsensual Sexual Act	0	0	0	0	0
Resident on Resident Sexual Harassment	2	1	2	1	6
Staff on Resident Sexual Abuse	0	4	0	0	4
Staff on Resident Sexual Harassment	0	1	0	0	1
<b>Total Allegations Received</b>					<b>816</b>

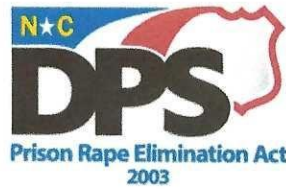
Table 2: 2019 Incident Reports and Outcomes thru December 31, 2019. New reports received from allegations in previous years may affect data collection.

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



Facility	Corrective Action(s)
<b>CALEDONIA CI</b>	<ol style="list-style-type: none"> <li>1. Implemented additional routine or unannounced rounds in an effort to prevent future incidents.</li> <li>2. Made upgrades to technology (such as mirrors, motion lights, or cameras) in the area in which the incident occurred.</li> <li>3. Required all facility staff to complete Staff and Offender Relationship and/or Sexual Abuse and Sexual Harassment training.</li> <li>4. Distributed PREA posters throughout the facility.</li> <li>5. Distributed information on ways to report for population.</li> <li>6. Discussed PREA related topics in shift line-ups.</li> <li>7. Held a facility management meeting to discuss ways to improve general sexual safety in the facility.</li> </ol>
<b>DAVIDSON CC</b>	<ol style="list-style-type: none"> <li>1. Implemented additional routine or unannounced rounds in an effort to prevent future incidents.</li> <li>2. Required all facility staff to complete Staff and Offender Relationship and/or Sexual Abuse and Sexual Harassment training.</li> <li>3. Distributed PREA posters throughout the facility.</li> <li>4. Distributed information on ways to report for population.</li> <li>5. Distributed first responder cards to all staff.</li> <li>6. Discussed PREA related topics in shift line-ups.</li> <li>7. Conducted a sexual safety assessment.</li> </ol>
<b>NASH CI</b>	<ol style="list-style-type: none"> <li>1. Aggressor was placed in Restrictive Housing.</li> </ol>
<b>NORTH PIEDMONT CRV</b>	<ol style="list-style-type: none"> <li>1. Implemented additional routine or unannounced rounds in an effort to prevent future incidents.</li> <li>2. Reassessed the appropriateness of certain staff in PREA-related roles.</li> <li>3. Required all facility staff to complete Staff and Offender Relationship and/or Sexual Abuse and Sexual Harassment training.</li> <li>4. Distributed information on ways to report for population.</li> <li>5. Distributed first responder cards to all staff.</li> <li>6. Aggressor placed in Time Limited Housing.</li> </ol>
<b>PAMLICO CI</b>	<ol style="list-style-type: none"> <li>1. Discussed PREA related topics in shift line-ups.</li> <li>2. Held a facility management meeting to discuss ways to improve general sexual safety in the facility.</li> <li>3. Staff reassigned and criminally convicted.</li> </ol>
<b>PENDER CI</b>	<ol style="list-style-type: none"> <li>1. Required all facility staff to complete Staff and Offender Relationship and/or Sexual Abuse and Sexual Harassment training.</li> <li>2. Discussed PREA related topics in shift line-ups.</li> <li>3. Held a facility management meeting to discuss ways to improve general sexual safety in the facility.</li> <li>4. Aggressor demoted to close custody and transferred to another facility.</li> </ol>





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

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

<b>Facility</b>	<b>Corrective Action(s)</b>
<b>Cabarrus JDC</b>	<ol style="list-style-type: none"> <li>1. Made changes to the number and placement of supervisory staff in which the incident occurred.</li> <li>2. Resident discharged shortly thereafter.</li> </ol>

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

## Comparison Charts for Years 2019-2020

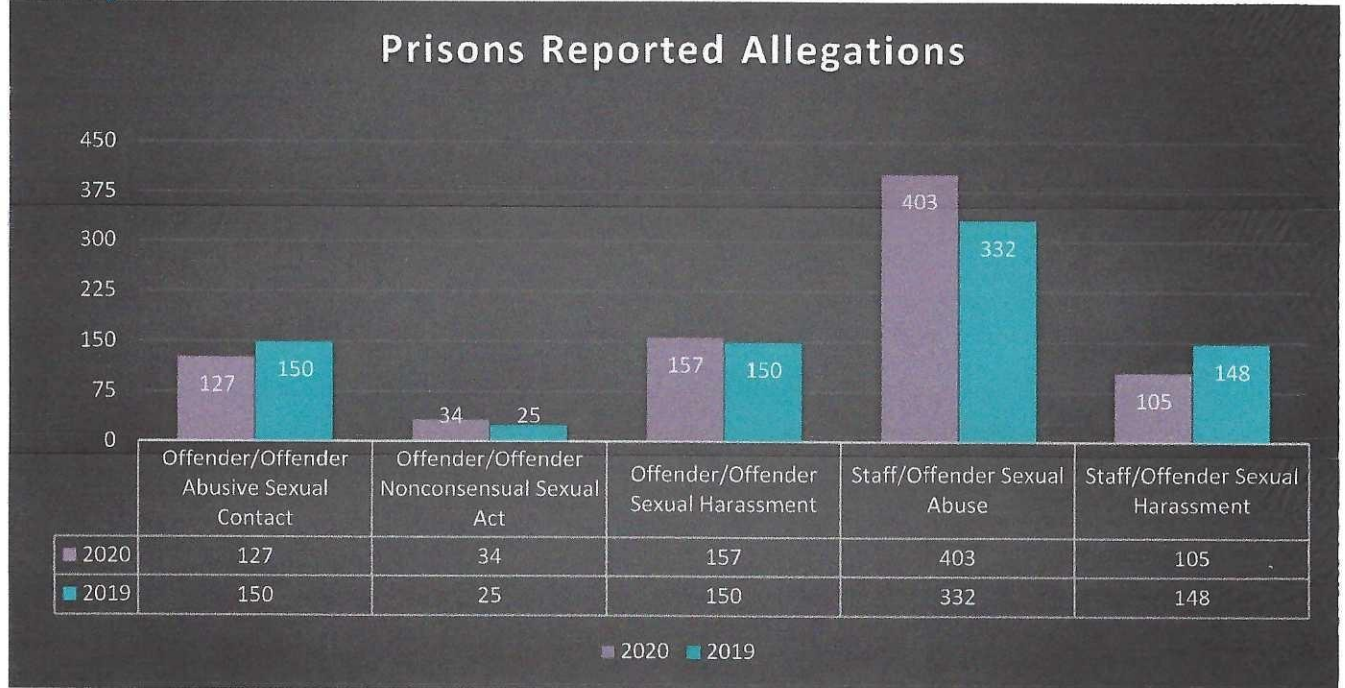


Figure 1: Prisons reported allegations for years 2019-2020

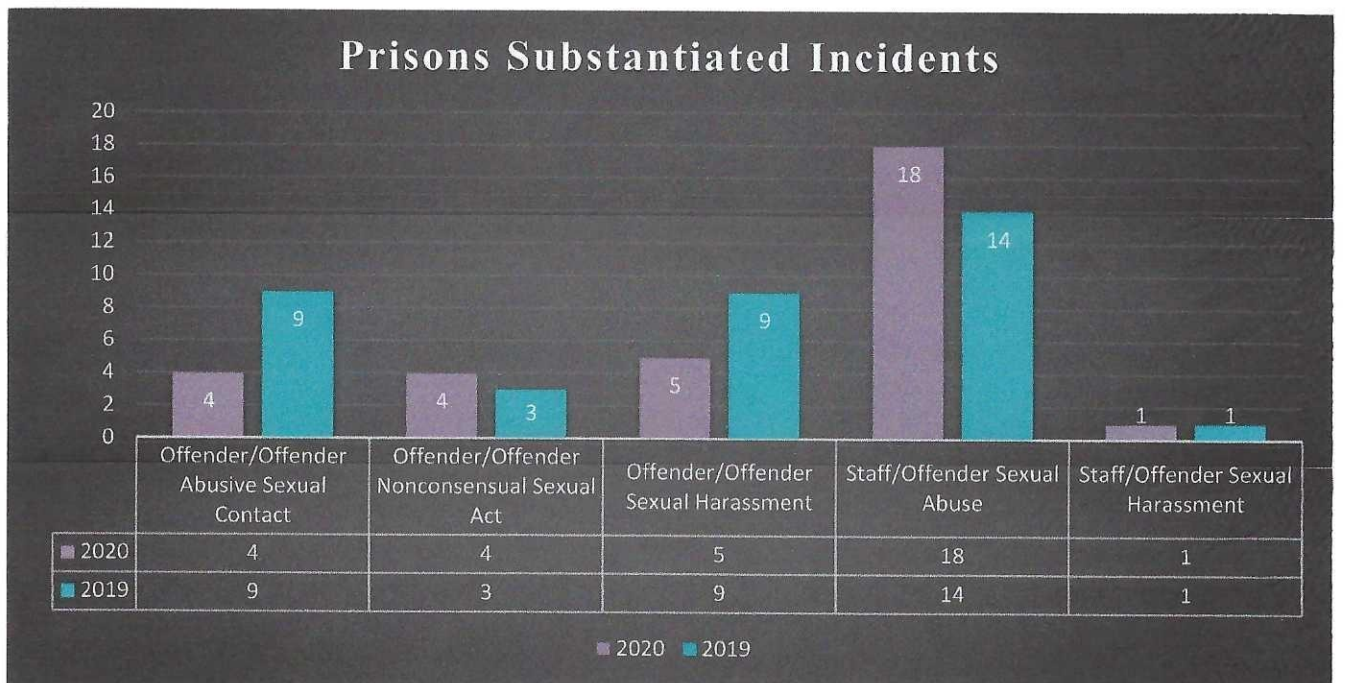


Figure 2: Prisons substantiated incidents for years 2019-2020

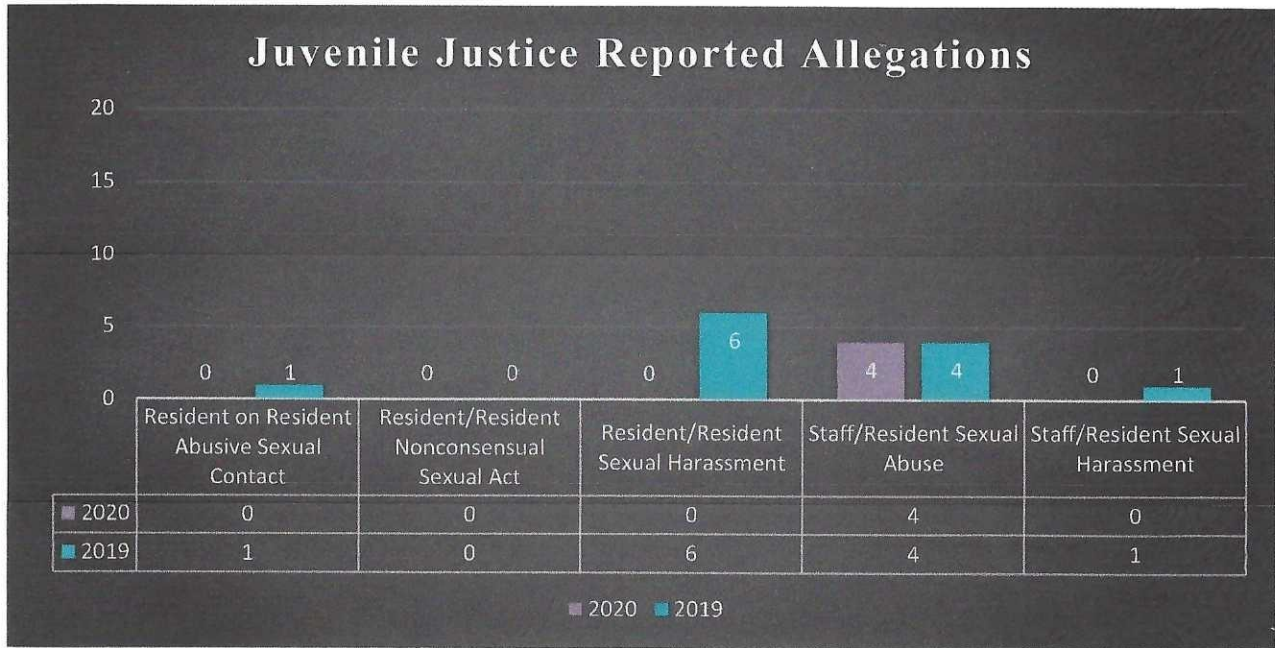


Figure 3: Juvenile Justice Reported Allegations for Years 2019-2020

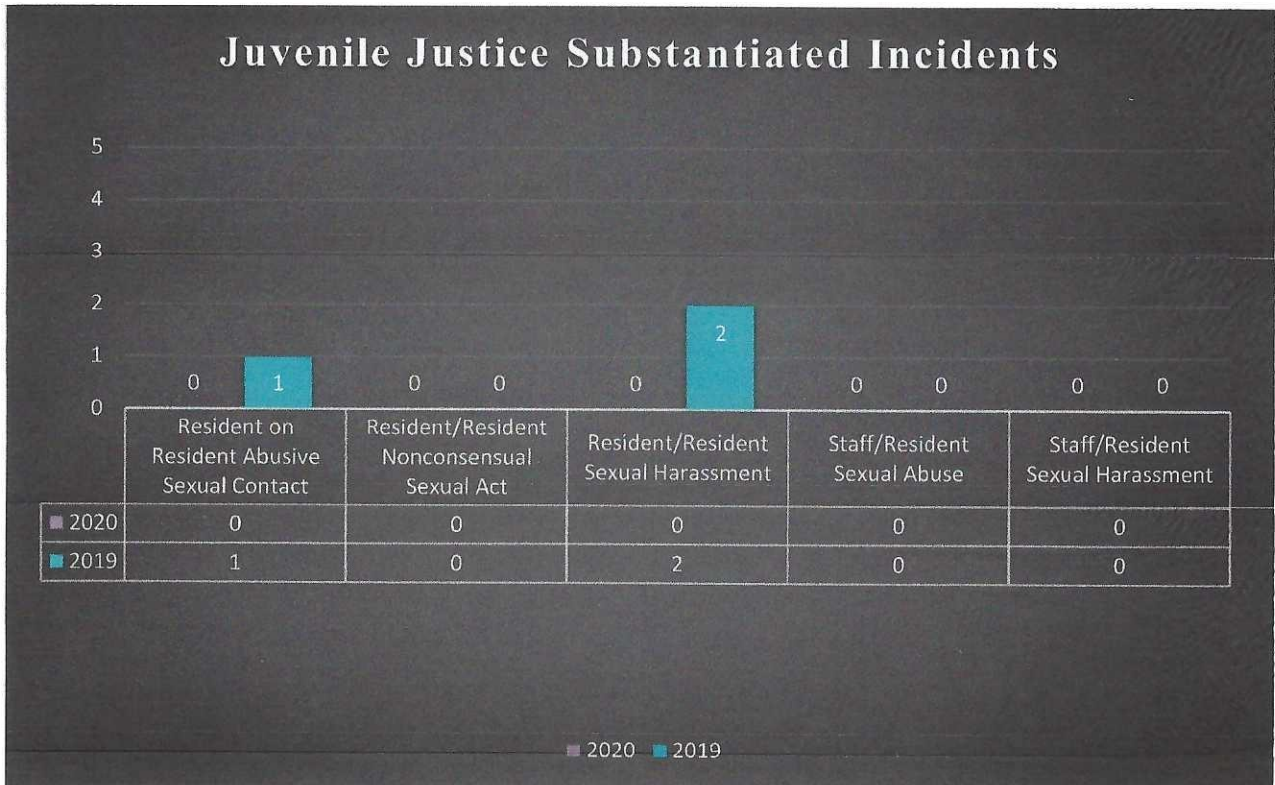
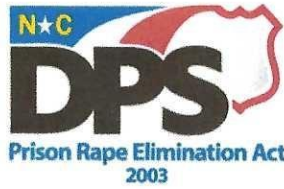


Figure 4: Juvenile Justice Substantiated Incidents for Years 2019-2020



## Audit Findings

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

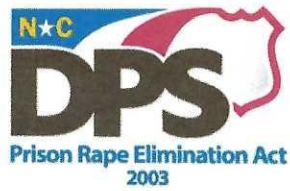
## Conclusion

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The 2019-2020 annual report speaks to the culture of reporting and zero-tolerance fostered by the North Carolina Department of Public Safety. The Department remains committed to eliminating sexual abuse and sexual harassment through a program of prevention, detection, response, investigation, and data collection and analysis.

The NCDPS is committed to thoroughly, objectively, and promptly investigating every allegation reported. As a result of a comprehensive education and awareness program, bolstered by consistent response and investigative plans, the resident and offender populations are increasingly comfortable reporting allegations and incidents of sexual abuse and sexual harassment. Additionally, a strong training program for staff has resulted in a demonstrated improvement in the zero-tolerance culture and investment in prevention, detection, and response protocols.

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



For more information on this Annual Report, contact the PREA Office at:

## Agency Information

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