

PREA AUDIT REPORT Interim Final
ADULT PRISONS & JAILS

Date of report: 4/14/16

Auditor Information			
Auditor name: DeShane Reed			
Address: 3400 South Bowman Road #1005; Little Rock, AR 72211			
Email: drb1122@hotmail.com			
Telephone number: (501) 276-1678			
Date of facility visit: March 21, 2016 -- March 23, 2016			
Facility Information			
Facility name: Harnett Correctional Institute			
Facility physical address: 1210 East McNeill Street; Lillington NC 27546			
Facility mailing address: <i>(if different from above)</i> Same as above			
Facility telephone number: (910) 893-2751			
The facility is:	<input type="checkbox"/> Federal	<input checked="" type="checkbox"/> State	<input type="checkbox"/> County
	<input type="checkbox"/> Military	<input type="checkbox"/> Municipal	<input type="checkbox"/> Private for profit
	<input type="checkbox"/> Private not for profit		
Facility type:	<input checked="" type="checkbox"/> Prison	<input type="checkbox"/> Jail	
Name of facility's Chief Executive Officer: Cynthia Thornton (Superintendent III)			
Number of staff assigned to the facility in the last 12 months: 53			
Designed facility capacity: 988			
Current population of facility: 972			
Facility security levels/inmate custody levels: Medium Security			
Age range of the population: 20 and above			
Name of PREA Compliance Manager: George Blackmon		Title: Correctional Captain	
Email address: George.blackmon@ncdps.gov		Telephone number: (910) 893-2751 *220	
Agency Information			
Name of agency: North Carolina Department of Public Safety			
Governing authority or parent agency: <i>(if applicable)</i> N/A			
Physical address: 512 Salisbury Street; Raleigh NC 27604			
Mailing address: <i>(if different from above)</i> NC Department of Public Safety; 4201 Mail Service Center; Raleigh NC 27699-4201			
Telephone number: (919) 825-2739			
Agency Chief Executive Officer			
Name: Frank L. Perry		Title: Secretary, NCDPS	
Email address: frank.perry@ncdps.gov		Telephone number: (919) 733-2126	
Agency-Wide PREA Coordinator			
Name: Charlotte Jordan-Williams		Title: PREA Director	
Email address: charlotte.williams@ncdps.gov		Telephone number: (919) 825-2739	

AUDIT FINDINGS

NARRATIVE

On March 21, 2016, in coordination and cooperation with the North Carolina Department of Public Safety, USDOJ Certified PREA Auditor DeShane Reed conducted a facility audit of the Harnett Correctional Institution. The audit commenced with Pre-Audit Briefing meeting (8:00am) consisting of Harnett Correctional Institution administration and supervisory staff. In attendance was the following from Harnett: Cynthia Thornton (Superintendent), J.B. Cobb (Assistant Superintendent), George Blackmon (PREA Compliance Manager-Captain), Melanie Thornton (Asst. Superintendent of Programs), Jimmy Dormer (PCM Investigator), Thomas Tart (Correctional Captain-Investigator), Craig Johnson (Correctional Officer-PSP), and Douglas Speight (Correctional Training Specialist II). The PRE-Audit meeting commenced with introductions, review of the PREA audit schedule and agenda, on-site document requests, lists of inmates for interviewing and a tour of the entire Harnett Correctional Institution.

The PREA audit commenced with a full tour of Harnett Correctional Institution's multiple housing locations, program locations, industrial locations within Harnett Correctional Institution, warehouse, canteen, laundry, showering locations, offices, recreation and educational locations, etc. After a complete tour and documentation, this PREA Auditor moved into interviewing by selecting a random sample of inmates. A total of 20 inmates were interviewed, with a specific selection focused on the following category of inmates, based on PREA audit requirements: (Inmates with prior victimization, LGBTI, disability, current allegation, limited English proficiency, and an inmate in segregation). The PREA Audit also consisted of interviews of a random selection of Harnett Staff, Volunteers, PREA Investigation and Retaliation Team, Harnett PREA Compliance Manager, Medical/Mental Health Staff, and Facility Superintendent. The PREA Auditor also reviewed multiple files and physical documents, which allowed the PREA auditor to verify compliance with PREA facility standards and verify compliance consistency.

On March 22, 2016 at approximately 6:00pm (EST), the PREA Audit of Harnett Correctional Institution concluded with a Post-Audit Debriefing meeting. All representatives from the Pre-Audit Briefing meeting were in attendance. This PREA Auditor shared that the information discussed by the auditor within the debriefing meeting did not depict a final reporting. This PREA Auditor continued by sharing several highlights of the Harnett Correctional Institution's programs. This PREA Auditor also shared any findings and/or areas not meeting standards requiring Corrective Action Planning. Harnett Correction Institution had zero PREA standard areas requiring Corrective Action Planning. There were physical plant blindspot areas in question, however the institution was able to share and produce documentation showing how they have mitigated the physical plant deficiency with either increased supervision and/or increased staff rounds. The Post-Audit Debriefing meeting concluded with the Auditor thanking the Harnett Correctional Institution staff for their efficiency and coordination in allowing the audit to move along in an evenflow. This PREA Auditor also informed the Harnett Correctional Institution staff that the final PREA Audit report will be submitted 30 days after the conclusion of the facility audit.

DESCRIPTION OF FACILITY CHARACTERISTICS

Harnett Correctional Institution is a 988 inmate capacity medium custody prison, housing male inmates ages 20 and above. The facility does not house youthful inmates. The physical plant consists of 19 buildings. Seven of the buildings consisted of open bay/dorm housing units. Two of the buildings consisted of single-cell housing units. The additional 10 building consisted of administrative, education, vocational, recreation, maintenance, and mental health offices. Harnett has 34 administrative and disciplinary cells within the two building consisting of single-cell housing units. There are zero multiple occupancy cell housing at Harnett Correctional Institution.

Harnett Correctional Institution rely heavily on staff supervision through sight/sound supervision by Correctional Officers and predictable and random rounds per shift by supervisory staff (Sgt, Lt, and Captain). The only video and electronic technology at Harnett Correctional Institution are cameras in the specific areas of the kitchen, in the hallways of the single-cell housing units, and in the institution's Meat Plant. The reliance on staff supervision is the primary tool used to monitor inmate activity. Seven of the 9 housing units are open bay/dormitory style, with the remaining 2 housing units being single-person cells, which houses administrative and disciplinary segregation inmates. At the time of the PREA Facility Audit, Harnett Correctional Institution had 277 staff employed, as well as 85 volunteers, 90 individual contractors, and 18 nurses who may have contact with inmates within their daily roles at Harnett Correctional Institution. Finally, Harnett Correctional Institution employs an investigation team of 4 to investigate allegations of sexual abuse. Forensic sexual assault medical exams are conducted at Central Harnett Health Hospital (Lillington N.C.).

SUMMARY OF AUDIT FINDINGS

The PREA institution site audit of Harnett Correctional Institution consisted of a 2-day comprehensive assessment (March 21, 2016 through March 22, 2016), related to PREA's mission of prevention, detection, responding to instances of sexual abuse/sexual harassment, and the freedom from retaliation when reporting sexual abuse/harassment. The PREA Institution Audit also consisted of assessing the 43 PREA standards. The assessment of the Harnett Institution included an exhaustive facility tour, review of on-site documents, reviewing investigations and retaliation follow-up documentation, comprehensive interviews with inmates, staff, volunteers, and Harnett Correctional Institution's Administration.

Based on the audit findings, there were 0 out of 43 PREA standards requiring Corrective Actions. There were physical plant blindspot areas in question, however the institution was able to share and produce documentation showing how they have mitigated the physical plant deficiency with either increased supervision and/or increased staff rounds.

Number of standards exceeded: 0

Number of standards met: 41

Number of standards not met: 0

Number of standards not applicable: 2 Standards out of 43 Standards are Not Applicable (115.12; 115.18)

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

- 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)

Auditor discussion, including the evidence relied upon in making the compliance or non-compliance determination, the auditor’s analysis and reasoning, and the auditor’s conclusions. This discussion must also include corrective action recommendations where the facility does not meet standard. These recommendations must be included in the Final Report, accompanied by information on specific corrective actions taken by the facility.

The PREA Auditor reviewed pre-audit documents submitted via electronic source to determine compliance for Standard 115.11. NCDPS Harnett Correctional Institution (HCI) submitted their Policy #5900 Chapter 2 “Custody and Security” as evidence of compliance with 115.11. NCDPS also submitted their Policy #4900 Chapter 2 “Custody and Security” as evidence of compliance with 115.11. Finally, NCDPS HCI submitted NCDPS Organizational Chart, which identified Charlotte Jordan-Williams as the agency-wide PREA Coordinator, who oversees the agency’s efforts to comply with PREA standards in all NCDPS facilities. The PREA Auditor also met with PREA Coordinator during this PREA audit.

This PREA auditor concludes this particular standard to be in compliance and Meets the above-mentioned PREA Standard.

Standard 115.12 Contracting with other entities for the confinement of inmates

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

Auditor discussion, including the evidence relied upon in making the compliance or non-compliance determination, the auditor’s analysis and reasoning, and the auditor’s conclusions. This discussion must also include corrective action recommendations where the facility does not meet standard. These recommendations must be included in the Final Report, accompanied by information on specific corrective actions taken by the facility.

Standard Not Applicable

Standard 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)

Auditor discussion, including the evidence relied upon in making the compliance or non-compliance determination, the auditor’s analysis and reasoning, and the auditor’s conclusions. This discussion must also include corrective action recommendations where the facility does not meet standard. These recommendations must be included in the Final Report, accompanied by information on specific corrective actions taken by the facility.

The PREA Auditor reviewed pre-audit documents submitted via electronic source to determine compliance for Standard 115.13. NCDPS Harnett Correctional Institution (HCI) Policy #2100 “Managing Security Posts” (Chapter 2 “Custody and Security”) spells out the staffing

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procedures, plan, and staffing assignments. NCDPS HCI, also submitted their approved staffing plan, which was approved by the NCDPS Director of Prisons. The staffing plan consists of required staff for specific posts based on the composition of the inmate population; relief factors for each post to address call-offs vacations, etc.; and a “Pull Post” system which prioritizes post in a scale of critical posts, essential posts, and important posts. When unplanned staffing shortages occur, NCDPS Harnett Correctional Institution (HCI) utilize the “Pull Post” system to provide temporary coverage in critical institution post. The PREA Auditor also reviewed on-site documentation of deviation from the staffing plan and how the utilization of the “Pull Post” is used in events of call offs, trainings, medical transports, approved time off, vacancies, and staff on FMLA.

On 4/28/15, HCI submitted their proposed updates/revisions to the Standard Operating Procedures, Emergency Response Manual, and Post Charts for review and approval. Policy #5900 Chapter 2 “Custody and Security” was submitted as evidence of compliance with 115.13. Electronic documentation was also submitted by HCI to this PREA Auditor, showing unannounced rounds being conducted by supervisory staff. While on-site, this PREA Auditor also requested random dates, to review documentation and ensure that unannounced rounds were consistently being conducted, to deter sexual abuse/sexual harassment.

This PREA auditor concludes this particular standard to be in compliance and Meets the above-mentioned PREA Standard.

Standard 115.14 Youthful 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)

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This PREA Auditor reviewed pre-audit documents submitted via electronic source to determine compliance for Standard 115.14. Policy #5900 Chapter 2 “Custody and Security” clearly states this PREA Standard as it relates to youth inmates not being placed in housing units which the youthful inmate will have sight, sound and physical contact with adult inmates. Additionally, throughout all interview this PREA Auditor conducted on site, all staff echoed the same sentiments that the facility did not house inmates under 18 years old.

This PREA auditor concludes this particular standard to be in compliance and Meets the above-mentioned PREA Standard.

Standard 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)

Auditor discussion, including the evidence relied upon in making the compliance or non-compliance determination, the auditor’s analysis and reasoning, and the auditor’s conclusions. This discussion must also include corrective action recommendations where the facility does not meet standard. These recommendations must be included in the Final Report, accompanied by information on specific corrective actions taken by the facility.

This PREA Auditor reviewed pre-audit documents submitted via electronic source and on-site to determine compliance for Standard 115.15. This PREA Auditor reviewed NCDPS Harnett Correctional Institution Policy #0400 “Inmate Operational Searches” (Chapter 2: “Custody and Security), which prohibits cross-gender viewing and searches, as well as policy and procedures which allows inmates to perform bodily functions without being viewed by staff. Additionally, Policy #5900 “Inmate Sexual Abuse and Sexual Harassment” (Chapter 2: “Custody and Security”), also prohibits staff, contractors, volunteers from “viewing inmates” performing bodily functions (changing clothes, showers,

using the toilet, etc.) for reasons unrelated to official duties. This same policy prohibits searching or physically examining a transgender for the sole purpose determining genital status and procedures for conducting least intrusive transgender and intersex inmate pat-down searches.

Furthermore, throughout all interviews this PREA Auditor conducted on-site, all staff echoed the same policy protocol that the facility does not engage in cross-gender viewing of searches or watch inmates while they are showering, using toilet, changing clothing. Female staff do announce when entering a housing unit where male inmates are present. During the tour, this PREA Auditor, observed that all showers had dividers, which would only allow for the chest and upward, as well as the knee and below to be viewed. Also, a half wall was observed in each toilet location on the housing units. This half wall allowed for enough privacy, with enough sight for staff supervision. Finally, this facility solely houses NCDPS identified male inmates.

This PREA auditor concludes this particular standard to be in compliance and Meets the above-mentioned PREA Standard.

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

- 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)

Auditor discussion, including the evidence relied upon in making the compliance or non-compliance determination, the auditor’s analysis and reasoning, and the auditor’s conclusions. This discussion must also include corrective action recommendations where the facility does not meet standard. These recommendations must be included in the Final Report, accompanied by information on specific corrective actions taken by the facility.

The PREA Auditor reviewed pre-audit documents submitted via electronic source and on-site documentation to determine compliance for Standard 115.16. This PREA Auditor reviewed NCDPS Harnett Correctional Institution (HCI) Policy #5900 “Inmate Sexual Abuse and Sexual Harassment” (Chapter 2: “Custody and Security”), which was in line with PREA Standard 115.16. However, there was no documentation in the policy which discouraged inmate interpreters. During the tour, this PREA Auditor observed PREA, education, and inmate need-to-know literature in both English and Spanish. HCI also have 4 staff members who are proficient in Spanish, to provide more immediate attention to Spanish-speaking inmates.

NCDPS have documented in policy “PROPIO” Language Services, as their primary source for interpretation services for inmates statewide. However, the auditor also received documentation showing NCDPS awarding a new contract for telephone interpretation services with “Linguistica International, Inc.” (March 16, 2016 through March 4, 2017; with annual options for renewal prior to expiration of contract). According to the contractual literature, this telephone interpretation services is: 24/7/365 days a year, with interpreting availability of over 250 languages including Spanish.

This PREA auditor concludes this particular standard to be in compliance and Meets the above-mentioned PREA Standard.

Standard 115.17 Hiring and promotion decisions

- 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)

Auditor discussion, including the evidence relied upon in making the compliance or non-compliance determination, the auditor’s analysis and reasoning, and the auditor’s conclusions. This discussion must also include corrective action recommendations where the facility does not meet standard. These recommendations must be included in the Final Report, accompanied by information on specific corrective actions taken by the facility.

The PREA Auditor reviewed pre-audit documents submitted via electronic source and on-site documentation to determine compliance for Standard 115.17. This PREA Auditor interviewed a HR personnel, who showed documentation of recruitment, screening, interviewing, hiring, protocols. This PREA Auditor also reviewed NCDPS Harnett Correctional Institution’s (HCI) “PREA Hiring and

Promotion Prohibition Employee Statement,” which all HCI projected and current employees are required to review and sign. To summarize, this “PREA Hiring and Promotion Employee Statement” informs the projected and current employee that NCDPS may not hire or promote anyone who may have contact with inmates, resident, or offenders, who have engaged or been convicted of engaging or attempting to engage in sexual activity within any secured facility or within the community by force, coercion, or if the victim was unable to consent. The HCI also provided this PREA Auditor with a list of staff whose background check was recently conducted within the 5 year window of time.

This PREA auditor concludes this particular standard to be in compliance and Meets the above-mentioned PREA Standard.

Standard 115.18 Upgrades to facilities and technologies

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

Auditor discussion, including the evidence relied upon in making the compliance or non-compliance determination, the auditor’s analysis and reasoning, and the auditor’s conclusions. This discussion must also include corrective action recommendations where the facility does not meet standard. These recommendations must be included in the Final Report, accompanied by information on specific corrective actions taken by the facility.

Standard Not Applicable

Standard 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)

Auditor discussion, including the evidence relied upon in making the compliance or non-compliance determination, the auditor’s analysis and reasoning, and the auditor’s conclusions. This discussion must also include corrective action recommendations where the facility does not meet standard. These recommendations must be included in the Final Report, accompanied by information on specific corrective actions taken by the facility.

The PREA Auditor reviewed pre-audit documents submitted via electronic source and on-site documentation to determine compliance for Standard 115.21. This PREA Auditor reviewed NCDPS Harnett Correctional Institution (HCI) Policy #5900 “Inmate Sexual Abuse and Sexual Harassment” (Chapter 2: “Custody and Security”), which described HCI’s Medical services protocol if an alleged act of sexual abuse has occurred. From the medical protocol, this was in line with PREA Standard 115.21. The PREA Auditor also reviewed NCDPS HCI’s Policy #4900 “PREA Investigation” (Chapter 2: “Custody/Security”), which gave this auditor improved insight into the entire process from reporting, 1st Responder staff, Preserving a crime scene, PREA Investigator’s role, and the Administrative Investigation Process. Through this review and interviews with the “HCI PREA Investigating Team,” only Administrative Investigations are conducted by HCI’s PREA Investigators. Criminal Investigation are referred to the Lillington Police Department.

NCDPS Policy #1500 “Sexual Assaults of Inmates” (Chapter 5: “Medical”) states that “All care for sexual abuse will provided and no cost to the victim.” HCI also utilize “Central Harnett Hospital,” who has Sexual Assault Nurse Examiners within the emergency room. This PREA Auditor interviewed the Facility’s Superintendent III, as well as the PREA Compliance Manager. Both shared with this auditor that attempts has been made to establish an MOU with “S.A.F.E. (Sexual Assault Family Emergency) of Harnett County. However, S.A.F.E. has pushed back, due to the organization perception of an over-influx of inmate crisis call beyond their scope. The HCI PREA Compliance Manager informed this auditor that he will be seeking to meet the SAFE, to further discuss the option.

Policy #5900 “Inmate Sexual Abuse and Sexual Harassment” (Chapter 2: “Custody and Security”), also described HCI’s PREA Support Person (PSP), of the same gender, who is available to victims at the request of the victim. This PSP role is provide support to the victim through the forensic medical examination process, investigation interviews, and shall provide emotional support, crisis intervention,

information, and referrals. This PREA Auditor interviewed HCI's trained PREA Support Person (PSP), who walked me through his role as victim advocate. This auditor also reviewed documentation from closed and active investigations, to identify the PSP activity throughout and after the conclusion of the investigation. Finally, this auditor reviewed a "Support and Mutual Aid Agreement" between NCDPS Harnett Correctional Institution (HCI) and the Lillington Police Department (signed on 9/30/15). This agreement identified Lillington Police Department and HCI in agreement to comply with Federal PREA standards during investigation, sample collections, and prosecution of staff and inmates in the event of substantiated claims.

This PREA auditor concludes this particular standard to be in compliance and Meets the above-mentioned PREA Standard.

Standard 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)

Auditor discussion, including the evidence relied upon in making the compliance or non-compliance determination, the auditor's analysis and reasoning, and the auditor's conclusions. This discussion must also include corrective action recommendations where the facility does not meet standard. These recommendations must be included in the Final Report, accompanied by information on specific corrective actions taken by the facility.

The PREA Auditor reviewed pre-audit documents submitted via electronic source and on-site documentation to determine compliance for Standard 115.22. This PREA Auditor reviewed NCDPS Harnett Correctional Institution (HCI) Policy #4900 "PREA Investigation" (Chapter 2: "Custody and Security"), clearly identifies the HCI's PREA Investigators as receiving specialized training in conducting investigations, in accordance with the "Sexual Violence Elimination Policy" of the NCDPS (Policy F3500) This PREA auditor, also conducted interviews of the PREA Investigators, as well as reviewed concluded and current investigations. The auditor also verified that HCI and the Lillington Police Department works closely on allegation involving potentially criminal behavior.

This PREA auditor concludes this particular standard to be in compliance and Meets the above-mentioned PREA Standard.

Standard 115.31 Employee training

- 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)

Auditor discussion, including the evidence relied upon in making the compliance or non-compliance determination, the auditor's analysis and reasoning, and the auditor's conclusions. This discussion must also include corrective action recommendations where the facility does not meet standard. These recommendations must be included in the Final Report, accompanied by information on specific corrective actions taken by the facility.

This PREA Auditor reviewed pre-audit documents submitted via electronic source and on-site documentation to determine compliance for Standard 115.31. This PREA Auditor reviewed NCDPS Harnett Correctional Institution (HCI) Policy #5900 "Inmate Sexual Abuse and Sexual Harassment" (Chapter 2: "Custody and Security"). This policy clearly defines and describes the the training each employee receives related to PREA Standard 115.31. Due to all the inmates housed at HCI being identified by NCDPS as male, trainings are tailored to male inmates. This PREA Auditor reviewed a submitted electronic list of HCI staff receiving "PREA-Sexual Abuse and Sexual Harassment 101" training (between 2/2015 and 2/2016). All were identified as completing the PREA refresher training. While conducting the on-site audit, this auditor requested to review 10 random employee training files. Each file had documentation of the employee receiving PREA training and refresher training. PREA literature was also in visual sight through the administrative buildings and housing locations. All reviewed files had either electronic signatures or written signatures by staff.

This PREA auditor concludes this particular standard to be in compliance and Meets the above-mentioned PREA Standard.

Standard 115.32 Volunteer and contractor training

- 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)

Auditor discussion, including the evidence relied upon in making the compliance or non-compliance determination, the auditor’s analysis and reasoning, and the auditor’s conclusions. This discussion must also include corrective action recommendations where the facility does not meet standard. These recommendations must be included in the Final Report, accompanied by information on specific corrective actions taken by the facility.

This PREA Auditor reviewed pre-audit documents submitted via electronic source and on-site documentation to determine compliance for Standard 115.32. This PREA Auditor reviewed NCDPS Harnett Correctional Institution (HCI) Policy #5900 “Inmate Sexual Abuse and Sexual Harassment” (Chapter 2: “Custody and Security”). This policy clearly defines and describes that the training each volunteers, custodial agents, contractors, and other persons providing services to inmates receives related to PREA Standard 115.32. This auditor interviewed 1 HCI volunteer and 1 HCI contractor regarding their knowledge of PREA. Each had good knowledge of the zero tolerance and the reporting protocol when either observing or are informed of alleged sexual abuse and sexual harassment. This auditor also requested to review 5 random volunteer files, to ensure PREA training and annual training. Each file had documentation of the volunteer receiving PREA training and refresher training (“PREA-Sexual Abuse and Sexual Harassment 101” training). This PREA auditor concludes this particular standard to be in compliance and Meets the above-mentioned PREA Standard.

Standard 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)

Auditor discussion, including the evidence relied upon in making the compliance or non-compliance determination, the auditor’s analysis and reasoning, and the auditor’s conclusions. This discussion must also include corrective action recommendations where the facility does not meet standard. These recommendations must be included in the Final Report, accompanied by information on specific corrective actions taken by the facility.

This PREA Auditor reviewed pre-audit documents submitted via electronic source and on-site documentation to determine compliance for Standard 115.33. This PREA Auditor reviewed NCDPS Harnett Correctional Institution (HCI) Policy #5900 “Inmate Sexual Abuse and Sexual Harassment” (Chapter 2: “Custody and Security”). This policy clearly defines and describes that the PREA education for inmates related to PREA Standard 115.33. According to this NCDPS HCI #5900, an inmate receives PREA education upon transfer to a different facility. Based on on-site random interviews of inmates, all stated that they received PREA education and a handbook, which discusses PREA in-depth. Several inmates who came to HCI by way of “Central Processing” stated that they also received comprehensive PREA Education at Central Processing, which included a video, group discussion, and a question and answer session. While on-site, this PREA auditor requested to see the files of each of the random inmates interviewed, to see if there was physical documentation of PREA Education. Each file had documentation of PREA education. Inmates receive other PREA education through written literature at HCI, visual literature, posters, or resort reviewing their handbook. This PREA auditor concludes this particular standard to be in compliance and Meets the above-mentioned PREA Standard.

Standard 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)

Auditor discussion, including the evidence relied upon in making the compliance or non-compliance determination, the auditor’s analysis and reasoning, and the auditor’s conclusions. This discussion must also include corrective action recommendations where the facility does not meet standard. These recommendations must be included in the Final Report, accompanied by information on specific corrective actions taken by the facility.

This PREA Auditor reviewed pre-audit documents submitted via electronic source and on-site documentation to determine compliance for Standard 115.34. This PREA Auditor reviewed NCDPS Harnett Correctional Institution (HCI) Policy #4900 “PREA Investigation” (Chapter 2: “Custody and Security”), clearly defines the HCI’s PREA Investigators as being required to receive specialized training in conducting investigations, in accordance with the “Sexual Violence Elimination Policy” of the NCDPS (Policy F3500) This PREA Auditor reviewed the training files of each of the 4 HCI PREA Investigators, to verify Specialized Training in accordance to this PREA Standard. Each PREA Investigator’s file had the appropriate specialized training documentation. This Auditor also conducted interviews of the PREA Investigators, as well as reviewed concluded and current investigations, to verify investigation procedure documentation. This PREA auditor concludes this particular standard to be in compliance and Meets the above-mentioned PREA Standard.

Standard 115.35 Specialized training: Medical and mental health care

- 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)

Auditor discussion, including the evidence relied upon in making the compliance or non-compliance determination, the auditor’s analysis and reasoning, and the auditor’s conclusions. This discussion must also include corrective action recommendations where the facility does not meet standard. These recommendations must be included in the Final Report, accompanied by information on specific corrective actions taken by the facility.

This PREA Auditor reviewed pre-audit documents submitted via electronic source and on-site documentation to determine compliance for Standard 115.35. This PREA Auditor reviewed NCDPS Harnett Correctional Institution (HCI) Policy #5900 “Inmate Sexual Abuse and Sexual Harassment” (Chapter 2: “Custody and Security”). This policy clearly defines and describes that the PREA training for medical and mental health staff is the same training received by all HCI, which in this auditor’s opinion is an extremely comprehensive training (“PREA-Sexual Abuse and Sexual Harassment 101” training). The Medical and Mental Health staff do receive additional training as it pertains to their role/obligation to the victim when an alleged sexual abuse or sexual harassment has occurred. Example areas identified within the training, per the policy are as follows: 1)Detecting/assessing signs of sexual abuse and sexual harassment; 2)Preserving physical evidence of sexual abuse; 3)Responding effectively and professionally to victims of sexual abuse and sexual harassment; and 4)How and to whom to report allegations or suspicions of sexual abuse and sexual harassment.

This auditor also interviewed a medical and mental health staff while conducting the on-site audit. Both staff were able to explain PREA, its reporting procedures, their obligation to the victim, their role related to resource and referrals. Finally, all medical and mental health staff had current PREA training in their personnel files (trainings within one year).

This PREA auditor concludes this particular standard to be in compliance and Meets the above-mentioned PREA Standard.

Standard 115.41 Screening for risk of victimization and abusiveness

- 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)

Auditor discussion, including the evidence relied upon in making the compliance or non-compliance determination, the auditor’s analysis and reasoning, and the auditor’s conclusions. This discussion must also include corrective action recommendations where the facility does not meet standard. These recommendations must be included in the Final Report, accompanied by information on specific corrective actions taken by the facility.

This PREA Auditor reviewed pre-audit documents submitted via electronic source and on-site documentation to determine compliance for Standard 115.41. This PREA Auditor reviewed NCDPS Harnett Correctional Institution (HCI) Policy #5900 “Inmate Sexual Abuse and Sexual Harassment” (Chapter 2: “Custody and Security”). After this PREA Auditor’s examination of this policy, it contains all the elements to meet this 115.41 PREA Standard. According to the above NCDPS Policy #5900, all inmates receive a mental health screening (MHSI) within 72 hours, administered via NCDPS’ web-based OPUS (Offender Population Unified System). OPUS is NCDPS’ objective screening system of identifying inmates who may be high risk for victimization and abusiveness. Based on the documentation and viewing of the web-based OPUS this auditor observed while on-site at HCI, the OPUS Mental Health Screening covers all elements of PREA Standard 115.41 (d, e, f, g, h, i)

After reviewing the NCDPS Policy, interviewing the Mental Health and Medical Staff, and observing NCDPS’ Offender Population Unified System (OPUS), this PREA auditor concludes this particular standard to be in compliance and Meets the above-mentioned PREA Standard.

Standard 115.42 Use of screening information

- 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)

Auditor discussion, including the evidence relied upon in making the compliance or non-compliance determination, the auditor’s analysis and reasoning, and the auditor’s conclusions. This discussion must also include corrective action recommendations where the facility does not meet standard. These recommendations must be included in the Final Report, accompanied by information on specific corrective actions taken by the facility.

This PREA Auditor reviewed pre-audit documents submitted via electronic source and on-site documentation to determine compliance for Standard 115.42. This PREA Auditor reviewed NCDPS Harnett Correctional Institution (HCI) Policy #5900 “Inmate Sexual Abuse and Sexual Harassment” (Chapter 2: “Custody and Security”). After this PREA Auditor’s examination of this policy, it contains all the elements and language to meet this 115.42 PREA Standard. This policy clearly defines how the initial screening assessment is used in making informed decisions regarding housing, programming, education, and keeping the inmates at high risk of victimization separated from those at high risk of being sexually abusive. According to interviews with the Superintendent III and the PREA Compliance Manager, the decision rendered from the initial assessment allow HCI to make case by case decisions to ensure the safety of those inmate vulnerable to sexual victimization.

During this PREA Auditor’s on-site audit of HCI, this auditor interviewed 3 LGBTI inmates, whom confirmed that they are allowed to shower separate from other inmates, they are allowed to express their concerns to the staff. Each LGBTI inmate also shared that there are no designated or special housing for LGBTI inmates.

This PREA auditor concludes this particular standard to be in compliance and Meets the above-mentioned PREA Standard.

Standard 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)

Auditor discussion, including the evidence relied upon in making the compliance or non-compliance determination, the auditor’s analysis and reasoning, and the auditor’s conclusions. This discussion must also include corrective action recommendations where the facility does not meet standard. These recommendations must be included in the Final Report, accompanied by information on specific corrective actions taken by the facility.

This PREA Auditor reviewed pre-audit documents submitted via electronic source and on-site documentation to determine compliance for Standard 115.43. This PREA Auditor reviewed NCDPS Harnett Correctional Institution (HCI) Policy #5900 “Inmate Sexual Abuse and Sexual Harassment” (Chapter 2: “Custody and Security”). After this PREA Auditor’s examination of this policy, it contains all the elements and language to meet this 115.43 PREA Standard. This PREA Auditor also interviewed 20 random inmates, asking them about the use of involuntary segregated housing. Each shared that the use of involuntary segregated housing is only used for “disciplinary purposes.” This auditor also asked the same question to the HCI, regarding the use of involuntary segregation. Similar responses were shared, “disciplinary purposes.” None identified the use of involuntary segregation as a location used for inmates high risk of victimization. During this auditor’s tour of the institution, this auditor questioned the inmates in segregation, asking “why were they in the segregation housing unit.” No inmates shared that they were in the segregation housing location for reasons of being deemed high risk of victimization. All shared that they were in segregation for “disciplinary reasons unrelated to PREA.” This PREA auditor concludes this particular standard to be in compliance and Meets the above-mentioned PREA Standard.

Standard 115.51 Inmate reporting

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

Auditor discussion, including the evidence relied upon in making the compliance or non-compliance determination, the auditor’s analysis and reasoning, and the auditor’s conclusions. This discussion must also include corrective action recommendations where the facility does not meet standard. These recommendations must be included in the Final Report, accompanied by information on specific corrective actions taken by the facility.

This PREA Auditor reviewed pre-audit documents submitted via electronic source and on-site documentation to determine compliance for Standard 115.51. This PREA Auditor reviewed NCDPS Harnett Correctional Institution (HCI) Policy #5900 “Inmate Sexual Abuse and Sexual Harassment” (Chapter 2: “Custody and Security”). After this PREA Auditor’s examination of this policy, it contains all the elements and language to meet this 115.51 PREA Standard. This PREA Auditor interviewed 20 random inmates, asking them, “If you witnessed or was a victim of sexual abuse or sexual harassment here at HCI, what are ways you can report sexual abuse or sexual harassment?” Each stated that they could report to an on duty Correctional Officer (publicly or privately), inform any staff, write a grievance, or use the toll free telephone number to contact the PREA Office to privately report sexual abuse. This auditor interviewed 10 random staff, covering multiple shifts and asked a similar question, “If you witnessed or was a informed by an inmate that they was a victim of sexual abuse or sexual harassment here at HCI, what steps do you take in reporting this alleged sexual abuse or sexual harassment?” Each interviewed staff verbally shared their reporting procedures. They also carried around a small card (“PREA Sexual Abuse Institutional Response Plan”), which identified the steps to reporting a PREA incident. This card also had important telephone numbers of the PREA Investigators, the PREA Suupport Personnel, as well as the PREA Compliance Manager. This auditor believed to be a very good approach to ensuring all staff are on the same page pertainin to reporting PREA incidents . This PREA auditor concludes this particular standard to be in compliance and Meets the above-mentioned PREA Standard.

Standard 115.52 Exhaustion of administrative remedies

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

Auditor discussion, including the evidence relied upon in making the compliance or non-compliance determination, the auditor’s analysis and reasoning, and the auditor’s conclusions. This discussion must also include corrective action recommendations where the facility does not meet standard. These recommendations must be included in the Final Report, accompanied by information on specific corrective actions taken by the facility.

This PREA Auditor reviewed pre-audit documents submitted via electronic source and on-site documentation to determine compliance for Standard 115.52. This PREA Auditor reviewed NCDPS Harnett Correctional Institution (HCI) Procedures Chapter G #0300 “Administrative Remedy Procedure.” After this PREA Auditor’s examination of this procedure, it contains all the elements and language to meet this 115.52 PREA Standard. This PREA Auditor also requested on-site documentation of 6 random closed and active grievances. All necessary procedures were in place, as well as the team investigating grievances of sexual abuse or sexual harassment were well versed in how they conduct the investigation according to the Administrative Remedy Process. In interviewing the random inmates, all could clearly explain the grievance procedures and had knowledge that grievances dealing with sexual abuse and sexual harassment do not have a time limit for submittal. Finally, all inmates understood that they could use a third party to assist in grievance completion and submittal. This PREA auditor concludes this particular standard to be in compliance and Meets the above-mentioned PREA Standard.

Standard 115.53 Inmate access to outside confidential support services

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

Auditor discussion, including the evidence relied upon in making the compliance or non-compliance determination, the auditor’s analysis and reasoning, and the auditor’s conclusions. This discussion must also include corrective action recommendations where the facility does not meet standard. These recommendations must be included in the Final Report, accompanied by information on specific corrective actions taken by the facility.

This PREA Auditor reviewed pre-audit documents submitted via electronic source and on-site documentation to determine compliance for Standard 115.53. This PREA Auditor reviewed NCDPS Harnett Correctional Institution (HCI) Policy #5900 “Inmate Sexual Abuse and Sexual Harassment” (Chapter 2: “Custody and Security”). After this PREA Auditor’s examination of this policy, it contains all the elements and language to meet this 115.53 PREA Standard. Each inmate receives brochures, handbooks, posters are posted on housing bulletin board, informing inmates of the PREA victim advocacy process.

At the time of the on-site PREA Audit, NCDPS HCI did not have a MOU established for external victim advocates. This PREA Auditor interviewed the Facility’s Superintendent III, as well as the PREA Compliance Manager. Both shared with this auditor that attempts have been made to establish an MOU with “S.A.F.E. (Sexual Assault Family Emergency) of Harnett County. However, S.A.F.E. has pushed back, due to the organization perception of an over-influx of inmate crisis call beyond their scope. The HCI PREA Compliance Manager inform this auditor that he will be seeking to meet the S.A.F.E., to further discuss the option.

HCI has PREA Support Personnel (PSP), who is available to victims at the request of the victim. This PSP role is to provide support to the victim through the forensic medical examination process, investigation interviews, and shall provide emotional support, crisis intervention, information, and individualized external referrals.

This PREA auditor concludes this particular standard to be in compliance and Meets the above-mentioned PREA Standard.

Standard 115.54 Third-party reporting

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

Auditor discussion, including the evidence relied upon in making the compliance or non-compliance determination, the auditor’s analysis and reasoning, and the auditor’s conclusions. This discussion

must also include corrective action recommendations where the facility does not meet standard. These recommendations must be included in the Final Report, accompanied by information on specific corrective actions taken by the facility.

This PREA Auditor reviewed pre-audit documents submitted via electronic source and on-site documentation to determine compliance for Standard 115.54. This PREA Auditor reviewed NCDPS Harnett Correctional Institution (HCI) Policy #5900 “Inmate Sexual Abuse and Sexual Harassment” (Chapter 2: “Custody and Security”). After this PREA Auditor’s examination of this policy, it contains all the elements and language to meet this 115.54 PREA Standard. Based on observing literature received by inmates and observed posting, each inmate receives brochures, handbooks, posters are on housing bulletin board, informing inmates of the PREA victim advocacy process. This PREA auditor concludes this particular standard to be in compliance and Meets the above-mentioned PREA Standard.

Standard 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)

Auditor discussion, including the evidence relied upon in making the compliance or non-compliance determination, the auditor’s analysis and reasoning, and the auditor’s conclusions. This discussion must also include corrective action recommendations where the facility does not meet standard. These recommendations must be included in the Final Report, accompanied by information on specific corrective actions taken by the facility.

This PREA Auditor reviewed pre-audit documents submitted via electronic source and on-site documentation to determine compliance for Standard 115.61. This PREA Auditor reviewed NCDPS Harnett Correctional Institution (HCI) Policy #5900 “Inmate Sexual Abuse and Sexual Harassment” (Chapter 2: “Custody and Security”). This PREA Auditor also reviewed NCDPS HCI’s Policy #4900 “PREA Investigation” (Chapter 2: “Care/Custody”). After this PREA Auditor’s examination of this policy, it contains all the elements and language to meet this 115.61 PREA Standard.

This auditor interviewed 10 random staff, covering multiple shifts. This auditor also interviewed 1 medical and 1 mental health staff. This auditor asked all the same question, “If you witnessed or was informed of sexual abuse or sexual harassment here at HCI, what steps do you take in reporting this alleged sexual abuse or sexual harassment?” Each interviewed staff verbally shared their reporting procedures. Each staff also carried around a small card (“PREA Sexual Abuse Institutional Response Plan”), which identified the steps to reporting a PREA incident. This card also had important telephone numbers of the PREA Investigators, the PREA Support Personnel, as well as the PREA Compliance Manager.

This PREA auditor concludes this particular standard to be in compliance and Meets the above-mentioned PREA Standard.

Standard 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)

Auditor discussion, including the evidence relied upon in making the compliance or non-compliance determination, the auditor’s analysis and reasoning, and the auditor’s conclusions. This discussion must also include corrective action recommendations where the facility does not meet standard. These recommendations must be included in the Final Report, accompanied by information on specific corrective actions taken by the facility.

This PREA Auditor reviewed pre-audit documents submitted via electronic source and on-site documentation to determine compliance for Standard 115.62. This PREA Auditor reviewed NCDPS Harnett Correctional Institution (HCI) Policy #5900 “Inmate Sexual Abuse and Sexual Harassment” (Chapter 2: “Custody and Security”). After this PREA Auditor’s examination of this policy, it contains all the elements

and language to meet this 115.62 PREA Standard.

This auditor interviewed 5 random supervisory staff and asked all the same question, “If you learn an inmate is at risk of imminent sexual abuse, what actions do you take to protect the inmate...and how quickly do you take such actions?” Each interviewed staff verbally shared their responding procedures. The common theme of the staff responses were that they would immediately report the inmate imminent risk issue to their immediate supervisor or the “Officer In Charge” (OIC), with the goal of reassigning the inmate to another housing location. This PREA auditor concludes this particular standard to be in compliance and Meets the above-mentioned PREA Standard.

Standard 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)

Auditor discussion, including the evidence relied upon in making the compliance or non-compliance determination, the auditor’s analysis and reasoning, and the auditor’s conclusions. This discussion must also include corrective action recommendations where the facility does not meet standard. These recommendations must be included in the Final Report, accompanied by information on specific corrective actions taken by the facility.

This PREA Auditor reviewed pre-audit documents submitted via electronic source and on-site documentation to determine compliance for Standard 115.63. This PREA Auditor reviewed NCDPS Harnett Correctional Institution (HCI) Policy #5900 “Inmate Sexual Abuse and Sexual Harassment” (Chapter 2: “Custody and Security”). After this PREA Auditor’s examination of this policy, it contains all the elements and language to meet this 115.63 PREA Standard.

This auditor interviewed HCI’s Superintendent III regarding this standard. The Superintendent III was able to clearly define the procedures. This auditor requested to view the most recent reporting of allegation of sexual abuse of an inmate transferred to HCI. The Superintendent III was able to produce the email correspondence, and physical documentation that the reporting occurred within 72 hours. The HCI PREA Investigators were also able to show their documentation that the allegation was investigated in accordance with PREA Standards on investigating allegations of sexual abuse.

This PREA auditor concludes this particular standard to be in compliance and Meets the above-mentioned PREA Standard.

Standard 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)

Auditor discussion, including the evidence relied upon in making the compliance or non-compliance determination, the auditor’s analysis and reasoning, and the auditor’s conclusions. This discussion must also include corrective action recommendations where the facility does not meet standard. These recommendations must be included in the Final Report, accompanied by information on specific corrective actions taken by the facility.

This PREA Auditor reviewed pre-audit documents submitted via electronic source and on-site documentation to determine compliance for Standard 115.64. This PREA Auditor reviewed NCDPS Harnett Correctional Institution (HCI) Policy #5900 “Inmate Sexual Abuse and Sexual Harassment” (Chapter 2: “Custody and Security”). This PREA Auditor also reviewed NCDPS HCI’s Policy #4900 “PREA Investigation” (Chapter 2: “Care/Custody”). After this PREA Auditor’s examination of this policy, it contains all the elements and language to meet this 115.64 PREA Standard.

This auditor interviewed 10 random staff, covering multiple shifts. This auditor also interviewed 1 medical and 1 mental health staff. This auditor asked all the same question, “If you witnessed or were informed of sexual abuse or sexual harassment here at HCI, what steps do you take in reporting this alleged sexual abuse or sexual harassment and preserving/protecting the alleged crime scene?” Each interviewed staff verbally shared their reporting procedures and procedures to preserve/protect the crime scene (including not allowing the involved inmates

to clean, brushing teeth, urinating, defecating, drinking, eating, or changing clothing). Each staff also carried around a small card (“PREA Sexual Abuse Institutional Response Plan”), which identified the steps to reporting a PREA incident and preserving/protecting an alleged crime scene. This card also had important telephone numbers of the PREA Investigators, the PREA Support Personnel, as well as the PREA Compliance Manager.

This PREA auditor concludes this particular standard to be in compliance and Meets the above-mentioned PREA Standard.

Standard 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)

Auditor discussion, including the evidence relied upon in making the compliance or non-compliance determination, the auditor’s analysis and reasoning, and the auditor’s conclusions. This discussion must also include corrective action recommendations where the facility does not meet standard. These recommendations must be included in the Final Report, accompanied by information on specific corrective actions taken by the facility.

This PREA Auditor reviewed pre-audit documents submitted via electronic source and on-site documentation to determine compliance for Standard 115.65. This PREA Auditor reviewed NCDPS Harnett Correctional Institution (HCI) “PREA Sexual Abuse Institutional Response Plan.” After this PREA Auditor’s examination of this HCI staff coordinated response plan in response to an incident of sexual abuse, it contains all the elements and language to meet this 115.65 PREA Standard.

This auditor interviewed 10 random staff, covering multiple shifts. This auditor also interviewed 1 medical and 1 mental health staff. This auditor asked all the same question, “If you witnessed or were informed of sexual abuse or sexual harassment here at HCI, what steps do you take in reporting this alleged sexual abuse or sexual harassment and preserving/protecting the alleged crime scene?” Each interviewed staff verbally shared their reporting procedures and procedures to preserve/protect the crime scene (including not allowing the involved inmates to clean, brushing teeth, urinating, defecating, drinking, eating, or changing clothing). Each staff also carried around a small card version of the institution’s coordinated response plan (“PREA Sexual Abuse Institutional Response Plan”), which identified the steps to reporting a PREA incident and preserving/protecting an alleged crime scene. This card also had important telephone numbers of the PREA Investigators, the PREA Support Personnel, as well as the PREA Compliance Manager.

This PREA auditor concludes this particular standard to be in compliance and Meets the above-mentioned PREA Standard.

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

- 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)

Auditor discussion, including the evidence relied upon in making the compliance or non-compliance determination, the auditor’s analysis and reasoning, and the auditor’s conclusions. This discussion must also include corrective action recommendations where the facility does not meet standard. These recommendations must be included in the Final Report, accompanied by information on specific corrective actions taken by the facility.

This facility has not entered into any collective bargaining agreement or any other agreement since August 20, 2015, or since the last PREA audit, which ever is later.

This PREA auditor concludes this particular standard (115.66) to be in compliance and Meets the above-mentioned PREA Standard.

Standard 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)

Auditor discussion, including the evidence relied upon in making the compliance or non-compliance determination, the auditor’s analysis and reasoning, and the auditor’s conclusions. This discussion must also include corrective action recommendations where the facility does not meet standard. These recommendations must be included in the Final Report, accompanied by information on specific corrective actions taken by the facility.

This PREA Auditor reviewed pre-audit documents submitted via electronic source and on-site documentation to determine compliance for Standard 115.67. This PREA Auditor reviewed NCDPS Harnett Correctional Institution (HCI) Policy #5900 “Inmate Sexual Abuse and Sexual Harassment” (Chapter 2: “Custody and Security”). This PREA Auditor also reviewed NCDPS HCI’s Policy #4900 “PREA Investigation” (Chapter 2: “Care/Custody”). After this PREA Auditor’s examination of these policies, both contains all the elements and language to meet this 115.67 PREA Standard.

The PREA Auditor interviewed each member of HCI’s PREA Investigation team. Each investigator was thorough in explaining the procedures of investigating, as well as protecting the victim or witnesses from retaliation. The PREA Investigators also shared that the victim and alleged are separated. If the alleged abuser is a staff, the staff will be reassigned throughout the investigation. This auditor also requested documentation of a concluded investigation, as well as an open investigation. All documentation was present, up through the 90-day monitoring documentation. HCI connects the victim with their PREA Support Personnel (PSP) for 90-days, who is available to victims at the request of the victim. This PSP role is to provide support to the victim through the forensic medical examination process, investigation interviews, and shall provide emotional support, crisis intervention, information, and individualized external referrals. PSP monitoring is discontinued once an investigation outcome is determined to be “unfounded.”

This PREA auditor concludes this particular standard to be in compliance and Meets the above-mentioned PREA Standard.

Standard 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)

Auditor discussion, including the evidence relied upon in making the compliance or non-compliance determination, the auditor’s analysis and reasoning, and the auditor’s conclusions. This discussion must also include corrective action recommendations where the facility does not meet standard. These recommendations must be included in the Final Report, accompanied by information on specific corrective actions taken by the facility.

This PREA Auditor reviewed pre-audit documents submitted via electronic source and on-site documentation to determine compliance for Standard 115.68. This PREA Auditor reviewed NCDPS Harnett Correctional Institution (HCI) Policy #5900 “Inmate Sexual Abuse and Sexual Harassment” (Chapter 2: “Custody and Security”). After this PREA Auditor’s examination of this policy, it contains all the elements and language to meet this 115.68 PREA Standard. This PREA Auditor also interviewed 20 random inmates, asking them about the use of involuntary segregated housing. Each shared that the use of involuntary segregated housing is only used for “disciplinary purposes.” This auditor also asked the same question to the HCI, regarding the use of involuntary segregation. Similar responses were shared, “disciplinary purposes.” None identified the use of involuntary segregation as a location used for inmates high risk of victimization.

During this auditor’s tour of the institution, this auditor questioned the inmates in segregation, asking “why were they in the segregation housing unit.” No inmates shared that they were in the segregation housing location for reasons of being deemed high risk of victimization. All shared that they were in segregation for “disciplinary reasons unrelated to PREA.”

This PREA auditor concludes this particular standard to be in compliance and Meets the above-mentioned PREA Standard.

Standard 115.71 Criminal and administrative agency 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)

Auditor discussion, including the evidence relied upon in making the compliance or non-compliance determination, the auditor’s analysis and reasoning, and the auditor’s conclusions. This discussion must also include corrective action recommendations where the facility does not meet standard. These recommendations must be included in the Final Report, accompanied by information on specific corrective actions taken by the facility.

This PREA Auditor reviewed pre-audit documents submitted via electronic source and on-site documentation to determine compliance for Standard 115.71. This PREA Auditor reviewed NCDPS Harnett Correctional Institution (HCI) Policy #5900 “Inmate Sexual Abuse and Sexual Harassment” (Chapter 2: “Custody and Security”). This PREA Auditor also reviewed NCDPS HCI’s Policy #4900 “PREA Investigation” (Chapter 2: “Care/Custody”). After this PREA Auditor’s examination of these policies, both contains all the elements and language to meet this 115.71 PREA Standard. The policy clearly defines the HCI’s PREA Investigators as being required to receive specialized training in conducting investigations, in accordance with the “Sexual Violence Elimination Policy” of the NCDPS (Policy F3500)

This PREA Auditor reviewed the training files of each of the 4 HCI PREA Investigators, to verify Specialized Training in accordance to this PREA Standard. Each PREA Investigator’s file had the appropriate specialized training documentation. This Auditor also conducted interviews of the PREA Investigators, as well as reviewed concluded and current investigations, to verify investigation procedure documentation. All documentation was present, up through the 90-day monitoring documentation. Finally, any PREA-related administrative investigations requiring criminal investigations, HCI PREA Investigators refer such cases to the Lillington Police Department, who conducts their criminal investigations in accordance to Federal PREA requirements (MOU signed on 9/30/15). This PREA auditor concludes this particular standard to be in compliance and Meets the above-mentioned PREA Standard.

Standard 115.72 Evidentiary standard for administrative 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)

Auditor discussion, including the evidence relied upon in making the compliance or non-compliance determination, the auditor’s analysis and reasoning, and the auditor’s conclusions. This discussion must also include corrective action recommendations where the facility does not meet standard. These recommendations must be included in the Final Report, accompanied by information on specific corrective actions taken by the facility.

This PREA Auditor reviewed pre-audit documents submitted via electronic source and on-site documentation to determine compliance for Standard 115.72. This PREA Auditor reviewed NCDPS Harnett Correctional Institution (HCI) Policy #5900 “Inmate Sexual Abuse and Sexual Harassment” (Chapter 2: “Custody and Security”). After this PREA Auditor’s examination of this policy, it contains all the elements and language to meet this 115.72 PREA Standard.

This PREA Auditor also verified this 115.72 standard through reviewing random PREA Administrative Investigations during on-site audit. This PREA auditor concludes this particular standard to be in compliance and Meets the above-mentioned PREA Standard.

Standard 115.73 Reporting to 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)

Auditor discussion, including the evidence relied upon in making the compliance or non-compliance determination, the auditor’s analysis and reasoning, and the auditor’s conclusions. This discussion must also include corrective action recommendations where the facility does not meet standard. These recommendations must be included in the Final Report, accompanied by information on specific corrective actions taken by the facility.

This PREA Auditor reviewed pre-audit documents submitted via electronic source and on-site documentation to determine compliance for Standard 115.73. This PREA Auditor reviewed NCDPS Harnett Correctional Institution (HCI) Policy #5900 “Inmate Sexual Abuse and Sexual Harassment” (Chapter 2: “Custody and Security”). After this PREA Auditor’s examination of this policy, it contains all the elements and language to meet this 115.73 PREA Standard. This PREA Auditor also reviewed random investigative documentation, which contained all necessary documentation in accordance with PREA investigation standards. The documentation also included follow-up to the victim of the outcome of the investigation. According to HCI policy, their PREA Support Personnel (PSP) informs the inmate of the investigation outcome, the staff member’s status, and if the agency learn that the staff member has been indicted, and if the staff member was convicted (unless investigation is unfounded). This is documented on “Form OPA-130 Support Person Services.” This PREA auditor concludes this particular standard to be in compliance and Meets the above-mentioned PREA Standard.

Standard 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)

Auditor discussion, including the evidence relied upon in making the compliance or non-compliance determination, the auditor’s analysis and reasoning, and the auditor’s conclusions. This discussion must also include corrective action recommendations where the facility does not meet standard. These recommendations must be included in the Final Report, accompanied by information on specific corrective actions taken by the facility.

This PREA Auditor reviewed pre-audit documents submitted via electronic source and on-site documentation to determine compliance for Standard 115.76. This PREA Auditor reviewed NCDPS Harnett Correctional Institution (HCI) Policy #5900 “Inmate Sexual Abuse and Sexual Harassment” (Chapter 2: “Custody and Security”). After this PREA Auditor’s examination of this policy, it contains all the elements and language to meet this 115.76 PREA Standard. This PREA auditor concludes this particular standard to be in compliance and Meets the above-mentioned PREA Standard.

Standard 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)

Auditor discussion, including the evidence relied upon in making the compliance or non-compliance determination, the auditor’s analysis and reasoning, and the auditor’s conclusions. This discussion must also include corrective action recommendations where the facility does not meet standard. These recommendations must be included in the Final Report, accompanied by information on specific corrective actions taken by the facility.

This PREA Auditor reviewed pre-audit documents submitted via electronic source and on-site documentation to determine compliance for Standard 115.77. This PREA Auditor reviewed NCDPS Harnett Correctional Institution (HCI) Policy #5900 “Inmate Sexual Abuse and Sexual Harassment” (Chapter 2: “Custody and Security”). After this PREA Auditor’s examination of this policy, it contains all the elements

and language to meet this 115.77 PREA Standard.

This PREA auditor concludes this particular standard to be in compliance and Meets the above-mentioned PREA Standard.

Standard 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)

Auditor discussion, including the evidence relied upon in making the compliance or non-compliance determination, the auditor’s analysis and reasoning, and the auditor’s conclusions. This discussion must also include corrective action recommendations where the facility does not meet standard. These recommendations must be included in the Final Report, accompanied by information on specific corrective actions taken by the facility.

This PREA Auditor reviewed pre-audit documents submitted via electronic source and on-site documentation to determine compliance for Standard 115.78. This PREA Auditor reviewed NCDPS Harnett Correctional Institution (HCI) Policy #5900 “Inmate Sexual Abuse and Sexual Harassment” (Chapter 2: “Custody and Security”). After this PREA Auditor’s examination of this policy, it contains all the elements and language to meet this 115.78 PREA Standard. This auditor review random disciplinary documentation during on-site audit, to assist in determining HCI’s compliance with this PREA 115.78 standard.

This PREA auditor concludes this particular standard to be in compliance and Meets the above-mentioned PREA Standard.

Standard 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)

Auditor discussion, including the evidence relied upon in making the compliance or non-compliance determination, the auditor’s analysis and reasoning, and the auditor’s conclusions. This discussion must also include corrective action recommendations where the facility does not meet standard. These recommendations must be included in the Final Report, accompanied by information on specific corrective actions taken by the facility.

This PREA Auditor reviewed pre-audit documents submitted via electronic source and on-site documentation to determine compliance for Standard 115.81. This PREA Auditor reviewed NCDPS Harnett Correctional Institution (HCI) Policy #5900 “Inmate Sexual Abuse and Sexual Harassment” (Chapter 2: “Custody and Security”). After this PREA Auditor’s examination of this policy, it contains all the elements and language to meet this 115.81 PREA Standard. This auditor also reviewed submitted documentation, showing follow-up meetings occurring within the allotted 14-day of the intake. Also the documentation verified that information related to sexual victimization or abusiveness occurring in an institutional setting is strictly limited to medical, mental health practitioners, and any other necessary staff..

This PREA auditor concludes this particular standard to be in compliance and Meets the above-mentioned PREA Standard.

Standard 115.82 Access to emergency medical and mental health 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)

Auditor discussion, including the evidence relied upon in making the compliance or non-compliance determination, the auditor’s analysis and reasoning, and the auditor’s conclusions. This discussion must also include corrective action recommendations where the facility does not meet standard. These recommendations must be included in the Final Report, accompanied by information on specific corrective actions taken by the facility.

This PREA Auditor reviewed pre-audit documents submitted via electronic source and on-site documentation to determine compliance for Standard 115.82. This PREA Auditor reviewed NCDPS Harnett Correctional Institution (HCI) Policy #1500 “Sexual Assault of Inmates” (Chapter 5: “Medical”). After this PREA Auditor’s examination of this policy, it contains all the elements and language to meet this 115.82 PREA Standard. This auditor also received “Sick Call” documentation and “Mental Health Services Referral,” which HCI utilize as an avenue of access to medical and mental health practitioners.

This PREA auditor concludes this particular standard to be in compliance and Meets the above-mentioned PREA Standard.

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

- 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)

Auditor discussion, including the evidence relied upon in making the compliance or non-compliance determination, the auditor’s analysis and reasoning, and the auditor’s conclusions. This discussion must also include corrective action recommendations where the facility does not meet standard. These recommendations must be included in the Final Report, accompanied by information on specific corrective actions taken by the facility.

This PREA Auditor reviewed pre-audit documents submitted via electronic source and on-site documentation to determine compliance for Standard 115.83. This PREA Auditor reviewed NCDPS Harnett Correctional Institution (HCI) Policy #1500 “Sexual Assault of Inmates” (Chapter 5: “Medical”). After this PREA Auditor’s examination of this policy, it contains all the elements and language to meet this 115.83 PREA Standard.

This PREA auditor concludes this particular standard to be in compliance and Meets the above-mentioned PREA Standard.

Standard 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)

Auditor discussion, including the evidence relied upon in making the compliance or non-compliance determination, the auditor’s analysis and reasoning, and the auditor’s conclusions. This discussion must also include corrective action recommendations where the facility does not meet standard. These recommendations must be included in the Final Report, accompanied by information on specific corrective actions taken by the facility.

This PREA Auditor reviewed pre-audit documents submitted via electronic source and on-site documentation to determine compliance for Standard 115.86. This PREA Auditor reviewed NCDPS Harnett Correctional Institution (HCI) Policy #5900 “Inmate Sexual Abuse and Sexual Harassment” (Chapter 2: “Custody and Security”). After this PREA Auditor’s examination of this policy, it contains all the elements and language to meet this 115.86 PREA Standard. This auditor also reviewed submitted “Post Incident Review” (PIR) documentation of reviews of substantiated and unsubstantiated investigations (excluding unfounded investigations). Each observed review was within 30-day of the conclusion of the investigation. The auditor did observe a concluding theme to all observed PIRs recommendations which was, “Need for additional cameras within the facility.” The administration team stated that this would enhance their PREA efforts at HCI.

This PREA auditor concludes this particular standard to be in compliance and Meets the above-mentioned PREA Standard.

Standard 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)

Auditor discussion, including the evidence relied upon in making the compliance or non-compliance determination, the auditor’s analysis and reasoning, and the auditor’s conclusions. This discussion must also include corrective action recommendations where the facility does not meet standard. These recommendations must be included in the Final Report, accompanied by information on specific corrective actions taken by the facility.

This PREA Auditor reviewed pre-audit documents submitted via electronic source and on-site documentation to determine compliance for Standard 115.87. This PREA Auditor reviewed NCDPS Harnett Correctional Institution (HCI) Policy #5900 “Inmate Sexual Abuse and Sexual Harassment” (Chapter 2: “Custody and Security”). After this PREA Auditor’s examination of this policy, it contains all the elements and language to meet this 115.87 PREA Standard. This auditor was also shown the NCDPS “Offender Population Unified System” (OPUS), which is the central aggregate data collection portal for all allegations of sexual abuse. This PREA auditor concludes this particular standard to be in compliance and Meets the above-mentioned PREA Standard.

Standard 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)

Auditor discussion, including the evidence relied upon in making the compliance or non-compliance determination, the auditor’s analysis and reasoning, and the auditor’s conclusions. This discussion must also include corrective action recommendations where the facility does not meet standard. These recommendations must be included in the Final Report, accompanied by information on specific corrective actions taken by the facility.

This PREA Auditor reviewed pre-audit documents submitted via electronic source and on-site documentation to determine compliance for Standard 115.88. This PREA Auditor reviewed NCDPS “Sexual Abuse Annual Report” (dated 8/25/15). After this PREA Auditor’s examination of this comprehensive NCDPS report (33 pages), it contains all the elements and language to meet this 115.88 PREA Standard. This report identified problem areas, corrective actions, various statistical data and comparisons, progress in various areas, projected goals, etc. From observations, this annual report was made available to the public through multiple avenues. This PREA auditor concludes this particular standard to be in compliance and Meets the above-mentioned PREA Standard.

Standard 115.89 Data storage, publication, and destruction

- 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)

Auditor discussion, including the evidence relied upon in making the compliance or non-compliance determination, the auditor’s analysis and reasoning, and the auditor’s conclusions. This discussion

must also include corrective action recommendations where the facility does not meet standard. These recommendations must be included in the Final Report, accompanied by information on specific corrective actions taken by the facility.

This PREA Auditor reviewed pre-audit documents submitted via electronic source and on-site documentation to determine compliance for Standard 115.89. This PREA Auditor reviewed NCDPS Harnett Correctional Institution (HCI) Policy #5900 “Inmate Sexual Abuse and Sexual Harassment” (Chapter 2: “Custody and Security”). After this PREA Auditor’s examination of this policy, it contains all the elements and language to meet this 115.89 PREA Standard.

This PREA auditor concludes this particular standard to be in compliance and Meets the above-mentioned PREA Standard.

AUDITOR CERTIFICATION

I certify that:

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

DeShane Reed

April 14, 2016

Auditor Signature

Date