

Appendix B

Chart Indicating Strengths and Weaknesses of Each Facility

Strengths and Weaknesses of Each Facility (PRISONS)

		Fluvanna Correctional Center for Women (FCCW) Troy, VA	Federal Correctional Institution Elkton, OH	Bridgeport Pre- Parole Transfer Facility Texas Department of Criminal Justice	James V. Allred Unit Texas Department of Criminal Justice	Elmira Correctional Facility Elmira, NY
1.	Was there a policy in place to handle complaints and grievances?	<p>Yes. VADOC Operating Procedures 866.1, dated Nov. 1, 2007, and titled “Offender Grievance Procedures,” provides an administrative process for inmates to request a formal review of any complaint relating to any aspect of their confinement. This policy applies to all inmates confined in VADOC facilities. Each facility has an Institutional Ombudsman/ Grievance Coordinator to ensure procedural compliance with this policy. All staff and inmate responsibilities were</p>	<p>Yes. Program Statement 1330.16, dated Dec. 31, 2007, and titled “Administrative Remedy Program,” provides formal review of any complaint relating to any aspect of an inmate’s confinement. After an attempt at informal resolution, the inmate can file a formal complaint to the warden. If the inmate is not satisfied with the warden’s response, he/she may appeal to the Regional Director. If the inmate is dissatisfied with the regional response, he/she may file a national appeal with the</p>	<p>Yes. The Bridgeport Pre-Parole Transfer Facility has clearly written policies and guidelines in place to address grievances and complaints. There were numerous resources—Offender Grievance Operations Manual, Management of Offender Grievances, and Sexual Conduct with Offenders, to name a few. The inmates may file a formal or informal grievance or complaint at any time in multiple forms. There is a designated Ombudsman that independently monitors the grievance process.</p>	<p>Yes. As revised in February 2008, the Grievance Procedure Manual covers all aspects of grievance policy and the grievance process. Inmate rights and step-by-step procedures are provided in an extensive document. There is a provision in specialty grievances that would relate to sexual assault for review by a Regional Grievance Coordinator.</p>	<p>Yes. The State of New York Inmate Grievance Program (IGP) was established under New York Correction Law section 139 and functions under title 7 N.Y.C.R.R. Part 701. The IGP was developed to provide inmates with a nonviolent means of resolving complaints about the conditions of their confinement. The inmate can file a grievance with the institution’s IGP clerk, and the matter is set for a hearing with the Inmate Grievance Resolution Committee (IGRC). If the inmate is not satisfied with the</p>

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		well defined in this policy. The inmate can file a formal complaint to the Warden. If he/she is not satisfied with the response, he/she can subsequently file with the Regional Director, and then to the Deputy Director or Director. This information was also available in the inmate handbook.	Office of General Counsel in Washington, D.C. This policy is well written, clear, and concise. This information is also provided in the inmate handbook.			IGRC's written response, he/she may appeal the matter to the prison Superintendent. If the inmate is not satisfied with the Superintendent's decision, he/she may submit an appeal to the Central Office Review Committee (CORC). The CORC will make the final decision on the inmate's appeal. This information was provided in the inmate handbook.
2.	If yes, does this policy comport with best practices under the proposed PREA standards?	Yes	Yes	Yes	Yes	Yes
3.	Did the facility follow its own policy?	Yes	Yes	Yes	Yes	Yes
4.	If not, how did practices differ?	N/A	N/A	N/A	N/A	N/A

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5.	Were repeat perpetrators involved?	No	No	N/A	No	Yes
6.	If yes, how were those incidents and individuals handled?	N/A	N/A	N/A	N/A	Charges on the contract Phlebotomist were sustained, and his contract was terminated. He was prosecuted on several misdemeanor charges and found not guilty.
7.	Did this facility have protocols to provide victim services?	Yes. This information was thoroughly documented in VADOC Operating Procedure 730.2, dated June 1, 2008, and titled "Mental Health Services: Screening, Assessment, and Classification." Specifically, the section on	Yes. Inmate victims of sexual abuse receive medical treatment to include a rape kit evaluation at a local hospital. FCI Elkton has medical contracts with two local hospitals: Salem Community Hospital and Northside Medical Center.	Yes. There are medical service providers under contract to provide extensive victim services should they be needed. Some of these services include a licensed professional counselor and access to the Wise Regional Health System.	Yes. Medical examinations were conducted regardless of the interval between the offense date and the reporting date. Rape kits were employed if the sexual attack was recent enough to allow for the gathering of evidence. In most but not all cases,	Yes. Health Services Policy Manual, Policy Number 1.60, dated June 8, 2004, with May 19, 2010, update, provides specific protocols to follow if an inmate is subjected to sexual victimization. During the preceding 96 hours, if an inmate was subjected to sexual

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		evaluations and assessments provides specific procedures for Qualified Mental Health Professionals (QMHP) to follow in sexual assaults.			documentation exists that complainant offender victims were offered the services of a Sexual Representative to assist them throughout the investigatory process. Psychological services were offered in appropriate cases. Transfer to transient housing was used to protect the complainant during the investigatory process.	victimization involving any type of penetration, the victim is transported to the nearest community hospital for treatment in the emergency department. A copy of the memorandum of understanding with the Erie County Medical Center was provided.
8.	If yes, were these protocols actually followed and documented?	Medical evaluations appear to be thorough and well documented.	Medical evaluations appear to be thorough and well documented.	Medical protocols and evaluations seem to indicate a strong emphasis on prevention of incidents rather than dealing with them after they occur.	With minor exceptions, protocols appear to have been followed.	Medical evaluations appear to be thorough and well documented.

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9.	Were there any changes in policies, protocols, staffing (or other measures) as a result of a complaint/issue?	QMHP conducts a final assessment to determine if changes in policies, protocols, or staffing are warranted. It appears that the QMHP would make recommendations to the appropriate facility administrator.	Institution staff conducts an after-action assessment to determine if changes in policies, protocol, or staffing are warranted. The after-action reports provide possible recommendations for improvement.	There appears to be a continuing improvement process at this facility. Policies, protocols, and staffing patterns seem to enhance the emphasis of prevention as a responsibility for both staff and inmates.	There was no evidence of changes in policies, protocols, or staffing as a result of these complaints.	Institution and/or OIG staff completed the investigation/assessment to determine if changes in policy, protocols, or staffing are warranted. The investigation/assessments would provide possible recommendations for improvement.
10.	Did this facility have rehabilitative programming?	FCCW staff provides many rehabilitative programming opportunities for inmates, including Adult Basic Education, Special Education, General Education Development (GED), Building and Maintenance Repair, Business Software, Computer-Aided	FCI Elkton's staff provides many rehabilitative programming opportunities for inmates, including Residential Drug Abuse Program; Drug Education, Narcotics Anonymous/Alcoholics Anonymous; Nonresidential Drug Abuse Treatment; Nonresidential Sex	Yes. The facility has numerous educational and rehabilitative programs for the inmates. It also emphasizes the responsibility and vital role of the inmates in making the Bridgeport facility community safe and crime free. The facility stresses strong community	Yes. This facility has many rehabilitative programs. Some of these are Adult Basic Education/ GED, Special Education, CHANGES/ Prerelease, Cognitive Intervention, Parenting Seminar, Career and Technology	ECF staff provides many rehabilitative programming opportunities for inmates, including ABE I, II, III; Pre GED I, II, III, IV; and GED I, II, and correspondence courses. Vocational training programs include Machine Shop, Plumbing, Building Maintenance, Paint

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		Drafting, Cosmetology, Electrical, Climate Control, Optical Lens, Printing and Desk Top Publishing, Parenting for MOMS, Transitional Education for Prerelease, Anger Management, Mothers Inside Loving Kids, Fitness/Walk Group, Narcotics Anonymous, Alcoholics Anonymous, Relapse Prevention, Making Peace With Your Past, Women in Prison – Your Way Out to Stay Out, Substance Abuse and Criminal Conduct, Substance Abuse Psycho-Education Program, Errors in Critical	Offender Treatment Program, projected to start on May 1, 2011; Mock Job Fair, provided to the inmate population annually; Computerized Job Search Program; Culinary Arts Program; Small Appliance Repair; Building Trades; HVAC Apprenticeship; Electrical Apprenticeship; GED; English as a Second Language (ESL); AIDS Awareness classes; Adult Continuing Education classes; Parenting classes; Anger Management classes; Bakery Apprenticeship Program; Cook Apprenticeship Program; Computer	ties as the inmates are preparing to rejoin their larger community. Job training, interviewing skills to secure employment, and classes on how to be a model employee once employed are a few of the programs and services that effectively prepare the inmates to enter the community and be successful in it. The daily schedule seems to combine academic learning, job training, and mentoring and coaching methods to equip the inmates to re-enter the community and be a successful, contributing member of society.	Programs, Automotive Specialization (Air Conditioning), Bricklaying/Stone masonry, and Small Engine Repair. Other programming options include Faith Based Dormitory, Adult Education Program (upon availability), Life Decisions Program, HIV Peer Education, Project RIO, Reentry Planning, Chaplaincy Services, and Crime Stoppers. Voluntary initiatives feature Literacy/Education, Employment/Job Skills, Substance Abuse Education, Life Skills, Parent Training, Support Groups, and Victims Aware.	Brush, Welding, Paint Classes, Carpentry, Custodial Maintenance, Small Engine, Electric Class, General Business, and Print Class. Industry training includes Foundry, Print, and Asbestos Abatement. Guidance counseling opportunities for inmates are Alcohol/Substance Abuse and Treatment, Sex Offender Program, Aggression Replacement Therapy, Transitional Service Phase I and III, Thinking of Change, Youth Assistance Program, Transitional Intermediate Care Program, and

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		Thinking, Women's Wellness Program, Productive Citizenship, Breaking Barriers, Hospice, and Next Step. FCCW also has prison industries and provides religious services for all denominations. All inmate treatment plans are closely monitored by assigned staff.	Peripheral Data Operations class; and Pre-Industrial Training. These programs are closely monitored by the inmate classification team at regular intervals.			Alcoholics Anonymous. Also, several religious programs are made available to general-population inmates. These programs are monitored by the inmates' classification team.
11.	Did this facility have staff training on PREA?	The VADOC provides all institutional staff with training in PREA. PREA training is conducted by the Department of Criminal Justice's Certified Instructors. The instructors who provide this training are subject matter experts and QMHP. PREA training is	The Bureau of Prisons (BOP) provides a comprehensive training program for all staff employed with the agency. This includes, but is not limited to, the following: New Employee Orientation at the local facility; New Employee Training	Yes. PREA training is a regular component of the pre-employment training as well as the in-service training program. The Safe Prisons Program and Offender Life Endangerment, which reinforce PREA principles, seem to have been a	Yes. There is extensive and comprehensive training for staff in all aspects related to PREA. Training is general for all staff and specific as to supervisor responsibilities. Offender civil rights are taught, as is information on how to identify potential	The State of New York provides a comprehensive training program for all staff within the agency. Several written training lesson plans, Power Point presentations, videos and computer disks were observed during the review of materials. Some of the subject matter

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		<p>conducted during New Employee Orientation, Basic Skills Training, Annual In-Service Training, and standalone training programs. All training curricula provided by VADOC were reviewed and appears to be comprehensive. Please refer to the large blue three-ring binders for additional information.</p>	<p>at the BOP training academy in Glynco, Ga.; Annual In-Service Training for all employees; Specialized Training for Investigators on Sexual Abuse; Specialized Training on Sexual Abuse for Medical and Psychological Professionals; Code of Conduct; Sexual Harassment/Sexual Misconduct in a Correctional Setting Training; and many more. Please refer to file# 43 on the disk provided by the BOP for further information.</p>	<p>core component of the facility's mandatory training curriculum for many years. There are specialized trainings for medial professionals and mental health professionals in responding to allegations of sexual abuse. The facility also recently completed a PREA Assessment.</p>	<p>victims. Zero-Tolerance Policy is part of the training, as is finding blind spots that may be conducive to sexual assault. The Ombudsman program is taught, as is proper procedure for conducting investigations. Training is also provided to deal with the postimpact of sexual assault. Texas law related to sexual assault is also part of the curriculum.</p>	<p>included PREA, Orientation and Reception, Prevention of Sexual Abuse of Inmates, Games, Inmates Play, Code of Conduct, and Ethics Awareness.</p>
12.	Other Comments	<p>There were no disciplinary records showing actions taken against staff in 2008 and 2009 involving allegations</p>	<p>There were no disciplinary records showing actions taken against staff in 2008 and 2009 involving allegations</p>	<p>There were no staff-on-inmate assaults or allegations of sexual abuse recorded at this facility during 2008</p>	<p>It would appear that the most significant problem involving staff misconduct with offenders is in the area of female</p>	<p>There were no program and custody staffs terminated for sexually related inappropriate conduct or sexually related criminal</p>

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		<p>of sexual abuse.</p> <p>There was no litigation pending or closed against FCCW staff involving sexual abuse in 2008 and 2009.</p> <p>There were no program and custody staff members terminated for sexually related criminal behavior in 2008 and 2009. However, there was a correctional officer [Redacted] who resigned on [Redacted], based on allegations by inmate [Redacted], who was released from FCCW on [Redacted]. Please refer to Staff on Inmate Assault Chart for more</p>	<p>of sexual abuse.</p> <p>There were no disciplinary records showing actions taken against inmates in 2008 and 2009 involving allegations of sexual abuse, including sexually inappropriate behavior.</p> <p>There were no inmate grievances filed in 2008 and 2009, whether formal or informal, alleging sexual abuse.</p> <p>There was no litigation pending or closed against FCI Elkton involving sexual abuse in 2008 and 2009.</p>	<p>and 2009.</p> <p>There were no inmate-on-inmate assaults or allegations of sexual abuse recorded at this facility during 2008 and 2009.</p> <p>These are remarkable statements. They indicate the commitment, professionalism, hard work, attention to detail, and respect for staff and inmates alike. The facility administrators seem to embrace and emphasize following best practices to make the Bridgeport Pre-Parole Transfer Facility a model corrections learning community for its staff and inmates.</p>	<p>staff establishing romantic relationships with male offenders. This has led to a number of resignations by staff after being confronted with evidence (mostly written notes to offenders) of the relationship. It does not appear that physical involvement is a significant part of the problem engendered by these relationships.</p> <p>Generally, record keeping is good at the facility.</p> <p>Staff seems to follow protocols in almost all matters related to PREA.</p>	<p>behavior in 2008 and 2009.</p> <p>There were no program and custody staffs allowed to resign for similar conduct or behavior during 2008 and 2009.</p> <p>There was no pending or closed litigation pertaining to sexual abuse in 2008 and 2009.</p>

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		specific information on this case.				