

STATE OF OHIO



DEPARTMENT OF REHABILITATION
AND CORRECTION

SUBJECT: Non-Discrimination In Housing And Job Assignments	PAGE <u>1</u> OF <u>2</u> NUMBER: 64-DCM-03
RULE/CODE REFERENCE:	SUPERSEDES: N/A
RELATED ACA STANDARDS: 3C-01; 3-4265	EFFECTIVE DATE: September 28, 2001
RELATED AUDIT STANDARDS:	APPROVED: <i>Reginald A. Wilkinson</i>

I. AUTHORITY

This policy is issued in compliance with Ohio Revised Code 5120.01 which delegates to the Director of the Department of Rehabilitation and Correction the authority to manage and direct the total operations of the Department and to establish such rules and regulations as he prescribes.

II. PURPOSE

The purpose of this policy is to communicate the expectations of the Department for institutions when determining institutional assignments of inmates to housing and work assignments; and to establish guidelines and procedures consistent with those procedures.

III. APPLICABILITY

This policy applies to all Department institutional employees and inmates.

IV. DEFINITIONS

“Racial bunching” is the concentration of inmates of the same race in assigned, segregated groups within a housing or job unit that contains members of more than one race.

V. POLICY

It is the policy of the Ohio Department of Rehabilitation and Correction to create an atmosphere of racial equality in the correctional institutions by minimizing even the appearance of segregation. The fostering and creation of integrated housing and job assignments should be accomplished to enhance rehabilitation efforts and serve the security interests of the institution. Inmates shall be assigned without regard to the inmate’s race, ethnicity or national origin.

VI. PROCEDURES

A. Inmates are to be assigned to housing units in a manner that will promote integration and limit segregation or racial bunching. The assignments to be monitored include initial assignments and reassignments.

- B. Inmates will be assigned to jobs and work assignments with consideration of the inmate's preference, mandated program requirements, qualifications, experience, background, institutional adjustment record and impact on the racial makeup of the inmate workforce in that shop or assignment. The institution must consider racial percentages within and between the jobs in the various pay levels, to ensure that inmates are appropriately represented in each of the pay categories. The institution should monitor the assignments to ensure that the racial composition in each such housing or job assignment reflects the racial makeup of the institution population as a whole or within ten percent. The warden may choose not to require racial balancing of inmate workers in shops of less than four inmates but assignment practices in these smaller shops shall be monitored to detect any consistent patterns in racial assignments.
- C. Inmates assigned to category 7 jobs in the institution shall not diverge from the racial composition of the institution more than three percent.