

**State of Ohio**  
**Department of Rehabilitation and Correction**

**Ohio Correctional Institution Sexual Assault  
Abatement:  
A Ten Point Plan**

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## Ohio Correctional Institution Sexual Assault Abatement:

### A Ten Point Plan

#### Zero Tolerance

*The Ohio Department of Rehabilitation and Correction is committed to emphasizing a zero tolerance of the sexual abuse of inmates, either by staff or by other prisoners.* To emphasize this position of zero tolerance, by March 1, 2004 an oversight committee will be formed to coordinate and monitor implementation of this Ten Point Plan, its related policies and procedures and the process improvement teams charged with the tasks defined herein. The committee will also be responsible for continually evaluating and seeking out new means and methods of combating the problem of inmate sexual abuse.

The following categorical areas will be addressed:

#### 1. Staff Training:

- a. **Inmate on Inmate Sexual Assault**-Every correctional staff member is in a position to reduce incidents of inmate on inmate sexual assault. Therefore, it is vital to properly educate staff on what they can do to prevent, detect and respond to such assaults. Beginning in February 2004, all new employees began receiving specific training related to inmate on inmate sexual assault awareness, including prevention, detection, response, and investigation. All current employees will receive the training through a specific in-service module during the 2004/2005 training year. Specialized training will be provided to certain other staff members related to their particular job duties. Standardized lesson plans and training methods will be subject to continuous quality improvement techniques.
- b. **Inappropriate Inmate/Staff Relationships**-In the past, this topic was addressed with new employees in pre-service training as a part of various professional development modules. DRC Policy 31-SEM-07 also requires that it be addressed annually during in-service for all current employees. However, there has not been a standardized lesson plan specifically devoted to this topic. Therefore, beginning in February 2004, a standardized lesson plan has been developed and implemented for pre-service training as a stand-alone module. A standardized lesson plan will be developed and implemented for in-service training for use in the 2004/2005 training year. A lesson plan is also being developed for new supervisor training, which will focus on teaching the supervisor how to detect an employee that may be susceptible to or has gotten involved in an inappropriate relationship with an inmate and how to intervene. This has a projected completion date of July, 2004. By October 2004, it is anticipated a supplemental training video will also be completed.

## 2. Inmate Education:

- a. **Inmate on Inmate Sexual Assault**-Until recently, inmates were not provided any specific or standardized information regarding sexual assaults. Beginning in February 2004, all inmates started receiving, during reception and at their parent institutions, standardized information about sexual assault. This included information about prevention, self-protection, how to report sexual assaults, and treatment and counseling that is available if a sexual assault occurs. During February 2004 all institutions will receive informational materials, such as posters, designed to make staff and inmates more aware of this issue and encouraging inmates to report sexual assaults. The institutions will also receive brochures for distribution to the entire inmate population. An educational video for inmate orientation is projected for completion by November 2004.
- b. **Inappropriate Inmate/Staff Relationships**-Again, while this topic is addressed with inmates during orientation there is currently no standardized information being provided. By September 2004, standardized information will be developed and provided to the institutions, to provide to inmates during reception and orientation.

## 3. Sanctions:

By April 2004 a process improvement team will be formed to study the following issues. It is anticipated recommendations will be submitted by July 2004.

- a. **Inmate Disciplinary Actions**-A process improvement team will be formed to research and evaluate the effectiveness and/or appropriateness of current inmate disciplinary practices as they relate to inmate on inmate sexual assaults and inmate/staff relationships. This will include developing appropriate guidelines and limitations regarding placing inmate-victims in segregation during investigations.
- b. **Staff Disciplinary Action**-A process improvement team will be formed to research and evaluate appropriateness and consistency of staff discipline as it relates to the issues of inmate sexual assault. The team will make recommendations for improvements to our current practice and procedures.
- c. **Criminal Sanctions**-A process improvement team will be formed to evaluate the department's role in pursuing criminal prosecutions against staff and inmates accused of sexually assaulting inmates and how to assist the local prosecutors' offices with such prosecutions.

## 4. Victim Support Persons:

Most victims of sexual assault in the community have available to them various means of emotional support such as crisis hotlines, support groups, and immediately available family. Due to the reality of incarceration, an inmate-victim is likely to have less immediate support available to them. Therefore, pursuant to DRC Policy 79-ISA-01 the department has established victim support persons who will provide support to an inmate-victim during the investigation phase, in addition to any mental health treatment that is necessary. Training was provided to the

victim services coordinators and chaplains on January 29, 2004 and additional training for other interested staff will be offered by June 1, 2004.

**5. Investigation Procedures/Training:**

Specific training related to investigating inappropriate staff/inmate relationships was provided to all the institutional investigators by the United States Department of Justice-National Institute of Corrections in 1998. However, in the ensuing years there has been some turnover of investigators. Further, there has been no department-wide training related to inmate on inmate sexual assault-particularly as it relates to male rape. To remedy this void and to contribute to the continuing education of the department's institutional investigators, on March 17, 2004 training will be provided in conjunction with the Ohio State Highway Patrol, specifically on DRC Policy 79-ISA-01-Inmate on Inmate Sexual Assaults, and techniques related to investigating sexual crimes, including male on male sexual assaults.

**6. Electronic Tracking/Identification of Inmate Aggressors/Manipulators:**

The department currently has no formal or standardized means of tracking inmates known to be sexual aggressors, or those that have attempted or been involved with staff. This information is necessary to assist correctional staff in making appropriate institution and housing assignments and to assist in the proper supervision of these inmates. Therefore, by April 2004, information related to inmates criminally convicted or found guilty through an inmate disciplinary hearing of sexual assault, and their victims, will be maintained in the "Departmental Offender Tracking System" (DOTS). Inmates found guilty through an inmate disciplinary hearing of forming or attempting to form a personal relationship with a staff member or those criminally convicted of a related crime will also be tracked through DOTS.

**7. Data Collection:**

Currently detailed information related to inmate on inmate assaults is collected by the DRC Bureau of Research and compiled into periodic reports. In addition, special incident reports are provided to the Office of Prisons. Information related to inappropriate staff/inmate relationships is currently reported to and maintained by the Office of the Chief Inspector. By April 2004, data related to inmate on inmate assaults and inappropriate staff/inmate relationships will be maintained on DOTS, which will be more readily accessible to research staff and other staff with a specific need for the information. Various informational reports will also be available from this DOTS database. Further, a process improvement team will be formed during March 2004, to formulate a plan designed to more effectively analyze the data and utilize it in planning and policy development. Recommendations from this team will be due by July 1, 2004.

**8. Audits:**

The department maintains and is fully committed to maintaining complete accreditation by the American Correctional Association's Commission on

Accreditation for Corrections. As such, the department will comply with previous and recently enacted ACA standards related to inmate sexual assault. In addition, during 2004, the Bureau of Accreditation and Standards will develop "Ohio Standards" through which institutions will be monitored on their compliance with departmental policies related to inmate sexual assault. These standards will be developed by December 2004 and audited during the 2005 audit cycle.

**9. Process Improvement Team to Address Fear of Reporting:**

Research clearly reflects that sexual assault is an under-reported crime, particularly by male inmates. The reasons for this, according to the research includes the shame associated with being sexually assaulted, fear that other inmates will find out about the sexual assault, which will make the victim more likely to be attacked again, and fear of other retaliation by the attackers friends. A process improvement team will be formed to develop recommendations on how to deal with these issues and encourage inmates to report such crimes without putting the inmate in further harms way. This team will be in place by April, 2004.

**10. Prison Rape Elimination Act:**

The department will continue its commitment to complying with all provisions of the federally mandated Prison Rape Elimination Act, including any and all standards ultimately promulgated. The Inmate Sexual Abuse Oversight Committee will monitor developments in this legislation and direct further action by the department as appropriate.