

PREA AUDIT REPORT Interim Final

ADULT PRISONS & JAILS

Date of report:

Auditor Information			
Auditor name: Brian D. Bivens			
Address: P.O. Box 51787, Knoxville, TN 37950			
Email: briandbivens@gmail.com			
Telephone number: 865-789-1037			
Date of facility visit: April 3-5, 2017			
Facility Information			
Facility name: Johnson County Jail			
Facility physical address: 999 Honeysuckle Street, Mountain City, TN 37683			
Facility mailing address: <i>(if different from above)</i>			
Facility telephone number: (423) 727-7761			
The facility is:	<input type="checkbox"/> Federal	<input type="checkbox"/> State	<input checked="" 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 type="checkbox"/> Prison	<input checked="" type="checkbox"/> Jail	
Name of facility's Chief Executive Officer: Sheriff Mike Reece			
Number of staff assigned to the facility in the last 12 months: 42			
Designed facility capacity: 114			
Current population of facility: 97			
Facility security levels/inmate custody levels: Minimum, Medium, Maximum and Inmate Worker			
Age range of the population: 18-67			
Name of PREA Compliance Manager: N/A		Title: N/A	
Email address: N/A		Telephone number: N/A	
Agency Information			
Name of agency: Johnson County Sheriff's Department			
Governing authority or parent agency: <i>(if applicable)</i> N/A			
Physical address: 216 Honeysuckle Street, Mountain City, TN 37683			
Mailing address: <i>(if different from above)</i> N/A			
Telephone number: 423-727-7761			
Agency Chief Executive Department			
Name: Lisa Stout		Title: Jail Administrator	
Email address: lisastout@johnsoncountysd.org		Telephone number: 423-727-5275	
Agency-Wide PREA Coordinator			
Name: Donna Griffin		Title: PREA Coordinator	
Email address: donnag@johnsoncountysd.org		Telephone number: 423-727-7761	

AUDIT FINDINGS

NARRATIVE

The onsite PREA audit of the Johnson County Jail was conducted April 3-5, 2017, by Department of Justice Certified PREA Auditor Brian D. Bivens. Johnson County is situated entirely within the Blue Ridge Mountains and has an estimated population of 18,244. It is Tennessee's northeastern most county, sharing borders with Virginia and North Carolina. The Johnson County Jail is located in the rural town of Mountain City.

Pre-audit preparation included a thorough review of all policies, procedures, training curriculums, Pre-Audit Questionnaire, and supporting documentation provided by the facility to demonstrate compliance to the PREA standards. The auditor and the PREA Coordinator had ongoing communication for several weeks prior to the audit to prepare for the on-site visit. The Auditor completed an initial on-site review prior to the audit.

The auditor wishes to extend his deepest appreciation to Sheriff Mike Reece, Chief Deputy Joe Woodard and Captain Lisa Stout and their staff for their professionalism, hospitality, and kindness. The auditor appreciated the group effort approach in establishing the zero tolerance environment in the jail. The auditor also wishes to compliment the Johnson County Jail's PREA Coordinator Donna Griffin for her outstanding work in organizing the files that were provided to the auditor in advance of the audit. This enabled the audit to move forward very efficiently.

The facility supplied a list of resident names sorted by housing units, disabilities, and special designations, as well as a list of facility staff names to the auditor. From these lists the auditor selected, at random, a sampling of residents and staff to be interviewed during the on-site visit. The sampling size for residents included at least two inmates in each housing pod. This decision was made to ensure all residents throughout the facility were receiving the same information and education related to all aspects of the PREA program instituted at this facility.

The on-site audit began with an entrance meeting being conducted on Monday, April 3, 2017 at 08:30 a.m. in the Sheriff's Department Training Room. The following staff attended the entrance meeting:

Sheriff Mike Reece
Donna Griffin, PREA Coordinator
Chief Deputy Joe Woodard

Following the entrance meeting, the auditor conducted a comprehensive site review that began at approximately 09:00 a.m. and continued throughout the onsite visit. During the site review the auditor reviewed camera placement, blind spots, staff placement and documentation to assist in determining standard compliance. While touring the facilities the auditor observed the notices of this PREA audit in the main public lobby; as well as, all the buildings, as well as posters (NO Means NO) that called attention to the agency's Zero Tolerance Policy and how to report allegations of sexual abuse and sexual harassment. Random staff and resident interviews were conducted in private areas (attorney room and multipurpose room). The following staff accompanied the auditor on the site review:

Sheriff Mike Reece
Donna Griffin, PREA Coordinator

All housing units, day rooms, resident program areas, work areas, and all other resident accessible areas were toured. Other accessible areas included the Kitchen, Laundry, Inmate Worker Housing, Classroom, Recreation yards, Lobby, Administrative Area, Intake and Sallyport. While touring several inmates and staff were questioned about their knowledge of PREA standards, procedures for reporting, services available, and their responsibilities. All staff and residents informally interviewed during the tour acknowledged receiving training and procedures for reporting sexual abuse, sexual harassment, and/or retaliation for reporting. The auditor found the staff to be well versed in their duties as PREA 1st Responders.

The auditor interviewed a total of 25 staff members during the course of this audit. Staff interviews consisted of: 8 security staff selected at random covering all shifts, 1 volunteer, 2 supervisors, 3 employees informally selected during the facility tour, and 11 specialized staff who has multiple roles that encompasses all specialized staff interviews. All staff interviewed was well versed in their respective areas of responsibility regarding PREA and affirmed compliance with the applicable PREA standards. There is no SAFE or SANE staff at the facility; they are made available through a Memorandum of Understanding with the Sexual Assault Center of East Tennessee. Exams would be performed at Johnson City Medical Center. Staff interviewed was well versed in their responsibilities in reporting sexual abuse, sexual harassment, staff negligence, and retaliation for reporting. It was clear the staff received and understood training on how to communicate with LGBTI inmates, how to avoid inappropriate relations with inmates and how they could privately report sexual abuse. When questioned about evidence preservation, all staff responses reflected knowledge of agency policies and procedures. Staff are issued a First Responder Card, which is kept on their person at all times.

There were 10 inmates interviewed during the on-site visit. There were no inmates listed with disabilities to include blind, deaf, or limited English proficient. There was one inmate that was gender nonconforming. There had not been any reports of sexual abuse or sexual harassment in the past 12 months. All of the inmates interviewed acknowledged receiving PREA training and written materials in languages that they could comprehend (posters, pamphlets, and resident handbooks) outlining the agencies zero tolerance policies towards sexual abuse, sexual harassment, and retaliation for reporting, as well as the procedures for reporting. There were 2 inmates did not remember if they had been screened during the intake process. Records check showed both inmates were screened within 72 hours of intake. Records indicate the PREA video is played routinely in each housing unit; all inmates indicated they had watched the PREA video. All inmates interviewed felt if they had to file a PREA complaint the facility would respond appropriately to their complaint and that all PREA complaints were taken very serious by staff at this facility. All inmates stated they felt safe in the facility.

The auditor selected and carefully examined 10 human resource and training files, and 2 volunteer files. The personnel and training files were very well organized and contained all the necessary background check information and signed statements regarding previous sexual misconduct described in the standards. There were two instances where the Johnson County Sheriff's Department request information from previous institutional employers. The training records were also very complete and included written documentation that staff and volunteers received the required training and understood what was being trained. It was clear the PREA Coordinator thoroughly covers all aspects of PREA during her training sessions.

The auditor also reviewed 10 offender files and saw documentation of offender education, as well as documentation of the initial risk screenings, and screenings upon additional information being completed as required by the standard.

In the 12 months preceding the audit, the Johnson County Jail has not had a complaint concerning sexual abuse or sexual harassment. Policy and forms are in place for documenting inmate notification, incident review and retaliations monitoring. Policy and procedure required that criminal investigative referrals were to be documented and proper referrals were made as warranted.

At the conclusion of the on-site visit, an exit meeting was held on April 5, 2017 at approximately 11:00, to discuss the audit findings. The following staff attended:

Sheriff Mike Reece
Chief Deputy Joe Woodard
Captain Lisa Stout, Jail Administrator
Donna Griffin, PREA Coordinator

During the exit, the auditor explained the process that would follow the on-site visit. The auditor also explained any areas found not meeting the standards during the audit would require corrective measures and he would be working closely with the PREA team to accomplish compliance. The auditor again thanked the Sheriff and his team for their hard work ensuring that the Johnson County Jail has a zero tolerance for sexual assault and sexual harassment. Finally, the auditor acknowledged the willingness of all staff involved to accomplish PREA compliance and advised the PREA team of their requirements to post the final report on the facility website once compliance with all standards was achieved.

FACILITY DESCRIPTION:

The Johnson County Jail was opened in 2003 and is certified for 114 inmates by the Tennessee Corrections Institute. Inmates housed at the facility are from every corner of Johnson County. Johnson County Jail houses inmates from surrounding jurisdictions. Johnson County also has a contract with the Tennessee Department of Corrections for state inmates. The facility houses both male and female inmates; the facility does not house juvenile inmates. Custody levels include minimum, medium and maximum custody.

The facility is comprised of four main housing units, with an intake and an inmate worker unit.

- Alpha Pod is 11 double bunk cells; it houses male inmates.
- Bravo Pod is 11 double bunk cells; it houses females.
- Charlie Pod is also has 11 double bunk cells and it houses medium custody male inmates.
- Delta pod is an open dormitory style pod with 18 double bunks.
- There is also a female worker pod which houses 8 female workers.

****All showers and toilets have curtains that promote privacy.**

A Chief Deputy investigates incidents that occur in the jail, as well as his other duties as Chief Deputy. All new Corrections Officer complete the Tennessee Corrections Institute Corrections Training Program prior to working with inmates. The program is two weeks in length. Within their first year of employment, Corrections Officers are required to complete 40 hours of training to be certified by the Tennessee Corrections Institute. Each year therefore, corrections department are required to complete 40 hours of in-service training. The Johnson County Jail is in compliance with the Tennessee Corrections Institute. The Tennessee Corrections Institute (TCI) under the authority of T.C.A. 41-4-140, is required to establish minimum standards for adult local jails, lock-ups, workhouses and detention facilities in the state. The agency's Board of Control establishes the standards to inspect and certify local correctional facilities. Inspections and re-inspections are conducted within the mandated timeframe to ensure compliance of all standards for the purpose of certification. The Tennessee Corrections Institute is responsible for educating local correctional staff while providing and monitoring basic certification and annual in-service training for personnel within local adult correctional detention facilities. Additional information about the Tennessee Corrections Institute can be found on:

[HTTPS://www.tn.gov/commerce/section/corrections-institute](https://www.tn.gov/commerce/section/corrections-institute)

SUMMARY OF AUDIT FINDINGS

The results from the Johnson County Jail PREA Audit are listed below:

Number of standards exceeded: 1

Number of standards met: 39

Number of standards not met: 0

Number of standards not applicable: 3

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

- 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.

Evidence Reviewed:

A. Documents

- 1. Johnson County Sheriff's Department Pre-Audit Questionnaire/Audit Files**
- 2. PREA Compliance Audit Instrument Checklist**
- 3. Policy 16.01 Jail PREA Policy**
- 4. Job Description**
- 5. Organizational Chart**
- 6. Letter of Appointment**

B. Interview

- 1. PREA Coordinator**

115.11 (a) The Johnson County Jail staff follows the Jail PREA Policy 16.01 pages 3 and 4 on Sexual Harassment/Sexual Abuse which mandates a zero tolerance for all forms of sexual abuse and sexual harassment. This policy outlines the agency's approach to preventing, detecting, and responding to such conduct. Therefore, the facility demonstrated compliance with this part of the standard during this audit.

115.11 (B) and (C) The agency employs an upper-level, agency-wide PREA Coordinator. The Johnson County Job Description outlines the responsibilities of the PREA Coordinator. Donna Griffin was appointed as the agency-wide PREA Coordinator by Sheriff Reece. The facility provided the auditor with the organizational chart showing the PREA Coordinator position as an upper-level, agency-wide position. The PREA Coordinator is very knowledgeable of the PREA standards and actively assists the facility with compliance. The PREA Coordinator has the authority to develop, implement, and oversee PREA compliance. She is actively updating the facility as new Frequently Ask Questions (FAQ's) results are published on the PREA Resource Center website.

During interviews with the PREA Coordinator, she indicated they had sufficient time and authority to coordinate the facility's efforts to comply with the PREA standards as required. Therefore, the facility demonstrated compliance with this part of the standard during this audit.

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.

Evidence Reviewed:

A. Documents

- 1. Johnson County Sheriff's Department Pre-Audit Questionnaire/Audit Files**
- 2. PREA Compliance Audit Instrument Checklist**
- 3. Policy**

B. Interviews

- 1. PREA Coordinator**
- 2. Sheriff**

X Not-applicable Standard

Based on the documentation provided as well as staff interviews it was determined the Johnson County Jail does not contract with other facilities to house inmates assigned to their custody. Therefore, this standard was found to be non-applicable to this facility during this audit.

Standard 115.13 Supervision and monitoring

- 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.

Evidence Reviewed:

A. Documents

- 1. Johnson County Sheriff's Department Pre-Audit Questionnaire/Audit Files**
- 2. PREA Compliance Audit Instrument Checklist**
- 3. Policy 16.01 Johnson County Sheriff's Department and Jail PREA Policy**
- 4. Staffing Plan**
- 5. Employee Scheduling Deviation Form**
- 6. Unannounced Round Documentation**

B. Interviews

- 1. Jail Administrator**
- 2. PREA Coordinator**
- 3. Upper Level Supervisors conduction Unannounced Rounds**

C. Other

- 1. Personal Observation during Site Review**

The following delineates the audit findings regarding this standard:

115.13 (a) The facility has documented and made its best efforts to comply on a regular basis with a staffing plan that provides for adequate levels of staffing as described and required by this standard. The staffing plan was established in collaboration with the Sheriff, Jail Administrator and PREA Coordinator. The established staffing plan uses the criteria found in the standard 115.13 (a) to include the physical layout of the facility, composition of the residents housed, the prevalence of substantiated and unsubstantiated incidents of sexual abuse, and any other relevant factors identified. Video monitoring has been deployed to assist with the protection of offenders against sexual abuse at this facility. The staffing levels are monitored daily by review of shift rosters. Interview with the Jail Administrator confirmed this practice. The auditor observed that actual deployment practices reflect the deployment described in the staffing plan. During site review, the auditor observed staffing levels were adequate; considering the physical plant and duty posts. The staffing plan takes into consideration:

- Generally accepted detention and correctional practices;
- Any judicial findings of inadequacies (there were none at the time of the site review)
- Any findings of inadequacies from Federal investigation oversight agencies (there were none at the time of the site review)
- Any findings of inadequacy from internal or external oversight bodies (there were none at the time of the site review)
- All components of the facility's physical plant (Intake/Kitchen/Laundry)
- The composition of the inmate population (adult males and adult females only)
- The number and placement of supervisory staff (one per shift)
- Institution programs occurring on a particular shift (classroom)
- Any applicable State or local laws, regulation, or standards (Tennessee Corrections Institute Standards)
- The prevalence of substantiated and unsubstantiated incidents of sexual abuse, and
- Any other relevant factors.

Therefore, the facility demonstrated compliance with this part of the standard during this audit.

115.13 (b) The facility has procedures in place to ensure all deviations are covered by overtime or notification must be documented on shift roster and submitted to the Jail Administrator outlining the reason(s) for the deviation. There has been one deviation reported where the staffing plan had not been complied with in the past twelve months, as confirmed by written documentation and during interview with the Jail Administrator. The Employee Scheduling Deviation Form would be utilized to document any deviations. Therefore, the facility demonstrated compliance with this part of the standard during this audit.

115.13 (c) The staffing plan is reviewed annually by the PREA Coordinator and forwarded to the Jail Administrator and Sheriff for review and approval of any recommendations made which would include changes to policy and procedures, physical plant, video monitoring, or staffing levels. This process is outlined in policy 16.01 (pages 7 and 8). The last Annual Staffing Plan assessment was completed on 2017. Therefore, the facility demonstrated compliance with this part of the standard during this audit.

115.13 (d) Based on Johnson County Jail Shift Supervisor facility logs, staff interviews, policy 16.01 (page 8), and other documentation provided. The on-duty supervisor is required to conduct and document UNANNOUNCED rounds on all shifts as required. Rounds are conducted and documented at least once every shift (dayshift and night shift). Rounds are completed each shift and supervisors that were interviewed stated they change their routine or pattern each day to ensure that staff and inmates are not alerted. Therefore, the facility demonstrated compliance with this part of the standard during this audit.

Standard 115.14 Youthful 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.

X Not-applicable Standard

Evidence Reviewed:

A. Documents

- 1. Johnson County Sheriff’s Department Pre-Audit Questionnaire/Audit Files**
- 2. PREA Compliance Audit Instrument Checklist**
- 3. Policy 16.01 Johnson County Sheriff’s Department and Jail PREA Policy**

B. Interviews

- 1. Sheriff**

Based on the policy 16.01 (page 7) provided and interview with the Sheriff, the Johnson County Jail is an all adult facility and does not house youthful offenders. Therefore, this standard was found to be non-applicable to this facility during this audit.

Standard 115.15 Limits to cross-gender viewing and searches

- 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.

Evidence Reviewed:

A. Documents

- 1. Johnson County Sheriff’s Department Pre-Audit Questionnaire/Audit Files**
- 2. PREA Compliance Audit Instrument Checklist**
- 3. Policy 16.01 Johnson County Sheriff’s Department and Jail PREA Policy**
- 4. Training Curriculum**

B. Interviews

- 1. Random Staff**
- 2. Random Inmates**

C. Other

- 1. Observation during Site Review**

The following delineates the audit findings regarding this standard:

115.15 (a) Johnson County Jail policy 16.01 (pages 6 and 7) outlines offender searches including searches of transgender and intersex offenders. The review of training curriculums and staff interviews revealed cross gender strip searches are prohibited except in exigent circumstances and must be documented when conducted. The agency has logs to document exigent circumstances when appropriate. There have been no documented cross-gender visual body cavity or strip searches reported in the past 12 months. Therefore, the facility demonstrated compliance with this part of the standard during this audit.

115.15 (b) Johnson County Jail policy 16.01 prohibits male employees from frisk/pat searches of female inmates/residents except in exigent circumstances. The agency has logs to document exigent circumstances when appropriate. Interviews with random staff confirm this practice. Therefore, the facility demonstrated compliance with this part of the standard during this audit. The PREA Coordinator confirmed there were no occasions where male employees searched any female inmate, either frisk/pat or strip-search. Therefore, the facility demonstrated compliance with this part of the standard during this audit.

115.15 (c) Johnson County Jail policy 16.01 (page 7), prohibits frisk/pat searches of the female inmates by male staff and requires that all cross-gender searches in exigent circumstances be documented. The agency has logs to document exigent circumstances when appropriate. Interviews with random staff confirm this practice. Therefore, the facility demonstrated compliance with this part of the standard during this audit.

115.15 (d) Johnson County Jail policy 16.01 outlines that inmates shall be permitted to shower, perform bodily functions and change clothing without non-medical staff of the opposite gender viewing their breasts, buttocks or genitalia. The inmates confirmed during interviews they have privacy when showering, using the toilets and while changing their clothes. Johnson County Jail policy 16.01 page 7 also requires staff of the opposite gender to announce their presence prior to entering the housing units. Even in incidents pertaining suicide cells, Johnson County does not allow opposite gender viewing. There were no inmates housing in suicide cells in the housing units during the time of the site review. Inmate and staff interviews revealed that opposite gender announcements were common practice at this facility and reminders of this requirement are posted on the entry doors of all housing units exceeding the requirements of this part of the standard during this audit.

115.15 (e) Based on Johnson County Jail policy 16.01, training curriculum provided and staff interviews the facility prohibits staff from physically examining transgender or intersex inmates for the sole purpose of determining genital status. Staff Training Logs showed all completed the approved training. If the inmate's genital status is unknown, it is determined during conversations with the inmate, by reviewing medical records, or, if necessary, by learning that information as part of a broader medical examination conducted in private by a medical practitioner. At the time of the site review, there were no transgender or intersex inmates to interview concerning this standard. During the past 12 months, there were no incidents where the Medical Staff had to perform an examination that fell within said parameters. During interview with the LGBTI inmate, it was confirmed that the inmate did not feel a strip search had ever been conducted for this purpose. Therefore, the facility demonstrated compliance with this part of the standard during this audit.

115.15 (f) Based on Johnson County Jail policy 16.01, training curriculum provided, staff training file reviews, and staff interviews the facility trains security staff to conduct cross-gender pat-down searches, and searches of transgender and intersex inmates, in a professional and respectful manner, and in the least intrusive manner possible, consistent with security needs. During interview with the LBGTI inmate, it was confirmed that the inmate felt the staff conducts proper searches. There were also no complaints filed by the LBGTI inmate in the past 12 months related to searches. Therefore, the facility demonstrated compliance with this part of the standard during this audit.

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

- 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.

Evidence Reviewed:

A. Documents

- 1. Johnson County Sheriff's Department Pre-Audit Questionnaire/Audit Files**
- 2. PREA Compliance Audit Instrument Checklist**
- 3. Policy Johnson County Sheriff's Department and Jail PREA Policy**

B. Interviews

- 1. PREA Coordinator**
- 2. Random Staff**

C. Other

- 1. TTY Phone**
- 2. Personal Observation**

The following delineates the audit findings regarding this standard:

115.16 (a) The Johnson County Jail takes appropriate steps to ensure inmates with disabilities (including, for example, inmates who are deaf or hard of hearing, those who are blind or have low vision, or those who have intellectual, psychiatric, or speech disabilities), have an equal opportunity to participate in or benefit from all aspects of its efforts to prevent, detect, and respond to sexual abuse and sexual harassment, including steps to provide interpreters who can interpret effectively, accurately, and impartially, both receptively and expressively, using any necessary specialized vocabulary. PREA handouts, PREA postings, PREA education video, and the inmate handbook are provided. A TTY phone is available at this facility. The TTY phone was tested for functionality by the PREA Coordinator. There were no inmates with disabilities incarcerated during the time of the audit. The inmates and staff also confirmed that interpretive services are available when needed. Therefore, the facility demonstrated compliance with this part of the standard during this audit.

115.16 (b) The Johnson County Jail takes reasonable steps to ensure meaningful access to all aspects of the agency's efforts to prevent, detect, and respond to sexual abuse and sexual harassment to inmates who are limited English proficient, including steps to provide interpreters who can interpret effectively accurately and impartially. Language Line Services and/or staff interpreters are used to translate at this facility. There were no limited English speaking inmates or inmates with disabilities incarcerated at the time of the onsite audit. The staff also confirmed that interpretive services are available when needed. Therefore, the facility demonstrated compliance with this part of the standard during this audit.

115.16 (c) Johnson County Jail policy 16.01 (page 7), illustrates the agency does not rely on inmate interpreters, inmate readers, or other types of inmate assistants except in limited circumstances where an extended delay in obtaining an effective interpreter could compromise the inmate's safety. In the past 12 months, there have not been any Limited English speaking inmates incarcerated in the Johnson County Jail. The PREA Coordinator advised during this audit cycle there were no instances where an inmate interpreter had to be utilized. Therefore, the facility demonstrated compliance with this part of the standard during this audit.

Standard 115.17 Hiring and promotion decisions

- 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.

Evidence Reviewed:

A. Documents

- 1. Johnson County Sheriff's Department Pre-Audit Questionnaire/Audit Files**
- 2. PREA Compliance Audit Instrument Checklist**
- 3. Policy 16.01 Johnson County Sheriff's Department and Jail PREA Policy**
- 4. Background Checks (10)**
- 5. Self-Declaration Forms**
- 6. Documentation for Previous Employers**

B. Interviews

- 1. Human Resource Staff**
- 2. PREA Coordinator**

The following delineates the audit findings regarding this standard:

115.17 (a) According to agency policy 16.01 (pages 9 and 10), Johnson County Jail does not hire or promote anyone who may have contact with inmates, and does not enlist the services of any contractor or volunteer who may have contact with inmates, who has engaged in sexual abuse in a prison, jail, lockup, community confinement facility, juvenile facility, or other institution, has been convicted of engaging or attempting to

engage in sexual activity in the community facilitated by force, overt or implied threats of force, or coercion, or if the victim did not consent or was unable to consent or refuse; or has been civilly or administratively adjudicated to have engaged in the activity described above. The agency ensures the completion of a PREA Self-Declaration form on all applicants as well as a background check is completed by the Johnson County Sheriff's Department on all new applicants confirming compliance. Review of Human Resource files confirms this practice. Therefore, the facility demonstrated compliance with this part of the standard during this audit.

115.17 (b) Johnson County Jail policy 16.01 (pages 9 and 10), the Johnson County Sheriff's Department considers any incidents of sexual harassment in determining whether to hire or promote anyone, or to enlist the services of any contractor or volunteer, who may have contact with inmates. Interview with the Human Resource staff confirms this practice. Therefore, the facility demonstrated compliance with this part of the standard during this audit.

115.17 (c)-1 Johnson County Jail requires a criminal background records check be completed before hiring any new employee. Interview with Human Resource Staff corroborates compliance. Therefore, the facility demonstrated compliance with this part of the standard during this audit.

(c)-2 Johnson County Jail makes their best efforts to contact all prior institutional employers for information on substantiated allegations of sexual abuse or any pending investigations of allegation of sexual abuse. This request is documented on PREA Questionnaire for Prior Institutional Employer Form. The auditor reviewed two such requests. Therefore, the facility demonstrated compliance with this part of the standard during this audit.

115.17 (d) According to policy 16.01, Johnson County Jail requires a criminal background records check be completed before enlisting the services of any contractor or volunteer who may have contact with the inmates. Review of two volunteer files confirmed compliance. Therefore, the facility demonstrated compliance with this part of the standard during this audit.

115.17 (e) According to policy 16.01 (page 10), Johnson County Jail conducts criminal background records checks on a constant basis by utilization of NCIC's Rap Back Program of current employees and contractors who may have contact with inmates. This program alerts the Sheriff any time fingerprints are submitted for criminal charges on anyone who is a current employee, applicant, volunteer and/or contractor. Therefore, the facility exceeds compliance with this part of the standard during this audit.

115.17 (f) Johnson County Jail policy 16.01 (page 10), mandates that all employees have a continuing affirmative duty to disclose any sexual misconduct as required by this standard. A Johnson County Jail's "Johnson County Sheriff's Department Statement of Prior Conduct Form" is completed by all applicants, upon being hired and if being considered for a promotion. Review of Human Resource files confirms this practice. Therefore, the facility demonstrated compliance with this part of the standard during this audit.

115.17 (g) Johnson County Sheriff's Department policy 16.01 (page 10), mandates that material omissions regarding sexual misconduct, and the provision of materially giving false information, are grounds for termination as required by this standard. During the past twelve months, there was no incident that was applicable for this section of the standard. Interview with the PREA Coordinator confirmed this practice. Therefore, the facility demonstrated compliance with this part of the standard during this audit.

115.17 (h) Johnson County Sheriff's Department policy 16.01 (page 10), requires that the agency shall provide information on substantiated allegations of sexual abuse or sexual harassment involving a current or former employee upon receiving a request from an institutional employer for whom such employee has applied to work. During the past twelve months, there was no incident that was applicable for this section of the standard. Interview with the PREA Coordinator reiterated this process. Therefore, the facility demonstrated compliance with this part of the standard during this audit.

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.

Evidence Reviewed:

A. Documents

- 1. Johnson County Sheriff's Department Pre-Audit Questionnaire/Audit Files**
- 2. PREA Compliance Audit Instrument Checklist**
- 3. Policy Johnson County Sheriff's Department and Jail PREA Policy**

B. Interviews

- 1. Agency Head**
- 2. Jail Administrator**

C. Other

- 1. Observation during Site Review**

The following delineates the audit findings regarding this standard:

115.18 (a) Johnson County Jail policy 16.01 (page 8), requires when designing or acquiring any new facility and in planning any substantial expansion or modification of existing facilities, the agency shall consider the effect of the design, acquisition, expansion, or modification upon the agency's ability to protect inmates from sexual abuse. During this audit cycle there have been no expansions or modifications to this facility; however, the Sheriff has added several cameras in the facility to help promote sexual safety in the facility. Therefore, the facility demonstrated compliance with this part of the standard during this audit.

115.18 (b) Johnson County Jail requires when installing or updating a video monitoring system, electronic surveillance system, or other monitoring technology, the agency shall consider how such technology may enhance the agency's ability to protect inmates from sexual abuse. This was reaffirmed during an interview with the Jail Administrator and Sheriff. Therefore, the facility demonstrated compliance with this part of the standard during this audit.

During this audit cycle there has been additions to the video technology at this facility. Staff as well as inmates confirmed during interviews they felt safe in the facility. Therefore, the facility demonstrated compliance with this part of the standard during this audit.

Standard 115.21 Evidence protocol and forensic medical examinations

- 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.

Evidence Reviewed:

A. Documents

- 1. Johnson County Sheriff's Department Pre-Audit Questionnaire/Audit Files**
- 2. PREA Compliance Audit Instrument Checklist**
- 3. Policy Johnson County Sheriff's Department and PREA Jail Policy**
- 4. Memorandum of Understanding**

B. Interviews

- 1. PREA Coordinator**
- 2. PREA Investigator**
- 3. Random Staff**

The delineates the audit findings regarding this standard:

115.21 (a) and (b) Johnson County Jail complies with all elements of this standard. The agency follows a uniform evidence protocol that maximizes the potential for obtaining usable physical evidence for administrative proceedings. The Johnson County Sheriff's Department investigates all PREA complaints for potential criminal activity and maintains a close working relationship with the County Prosecutor and the Johnson County Sheriff's Department Investigator on each case. Interview with the Chief Deputy confirms this practice. Therefore, the facility demonstrated compliance with this part of the standard during this audit.

115.21 (c) Johnson County Jail offers all victims of sexual abuse access to forensic medical examinations at the Johnson City Medical Center without financial cost, where evidentiary or medically appropriate. Such examinations are to be performed by Sexual Assault Forensic Examiners (SAFEs) or Sexual Assault Nurse Examiners (SANEs) as required. During the past 12 months, there has not been an incident where this service was needed. Therefore, the facility demonstrated compliance with this part of the standard during this audit.

115.21 (d) The Johnson County Jail has entered into a Memorandum of Understanding with Sexual Assault Center of East Tennessee which agrees to provide outside victim advocacies services to the inmates. The services of these victim advocates has not been requested or used by the inmates during this audit cycle. Review of the MOU confirms this agreement. Therefore, the facility demonstrated compliance with this part of the standard during this audit.

115.21 (e) Johnson County Jail has entered into a Memorandum of Understanding with Sexual Assault Center of East Tennessee which agrees to provide outside victim advocacies services to the inmates upon request. The facility also makes available to the victim a qualified agency staff member, upon request by the victim, who will accompany and support the victim through the forensic medical examination process and investigatory interviews and provide emotional support, crisis intervention, information, and referrals as warranted. During

the past 12 months, there has not been an incident where this service was needed. Policy 16.01 (page 11), and interview with the PREA Coordinator confirms this practice. Therefore, the facility demonstrated compliance with this part of the standard during this audit.

115.21 (f) The Johnson County Jail is responsible for administrative and criminal investigations with the cooperation of the Johnson County District Attorney's Office covering all aspects of this standard. Interviews with random staff and the Chief Deputy corroborate policy 16.01 (page 11). Therefore, this part of the standard is not applicable to this facility.

Standard 115.22 Policies to ensure referrals of allegations for investigations

- 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.

Evidence Reviewed:

A. Documents

- 1. Johnson County Sheriff's Department Pre-Audit Questionnaire/Audit Files**
- 2. PREA Compliance Audit Instrument Checklist**
- 3. Policy Johnson County Sheriff's Department and PREA Jail Policy**
- 4. Referral Documentation**

B. Interviews

- 1. PREA Coordinator**
- 2. Facility Investigator**

C. Other

- 1. Auditor Observation**

The following delineates the audit findings regarding this standard:

115.22 (a) According to policy 16.01 (page 12), the Johnson County Jail is required to investigate ALL PREA complaints received at this facility. All potential criminal activity is referred to the PREA Investigator assigned to the Johnson County Jail for the Johnson County Sheriff's Department. There were no reports of sexual abuse referred and investigated during this audit cycle. Therefore, the facility demonstrated compliance with this part of the standard during this audit.

115.22 (b) All PREA allegations are investigated by the Johnson County Jail for potential criminal activity. If it is determined that the allegation involves potential criminal activity, it is referred to the PREA Investigator of the Johnson County Sheriff's Department for criminal investigation and prosecution as warranted. This policy is posted in the facility's lobby as required. Interview with the PREA Investigator confirmed this practice. Therefore, the facility demonstrated compliance with this part of the standard during this audit.

115.22 (c) The Johnson County Jail refers all criminal allegations for investigation to the designated PREA investigator of the Johnson County Sheriff's Department. The requirements of this part of the standard are outlined in the policy that is posted in the facility's lobby. Therefore, the facility demonstrated compliance with this part of the standard during this audit.

Standard 115.31 Employee Training

- 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.

Evidence Reviewed:

A. Documents

- 1. Johnson County Sheriff's Department Pre-Audit Questionnaire/Audit Files**
- 2. PREA Compliance Audit Instrument Checklist**
- 3. Johnson County Sheriff's Department and PREA Jail Policy**
- 4. Employee Training Files (10)**
- 5. Acknowledgement Training Form**

B. Interviews

- 1. Random Staff**

The following delineates the audit findings regarding this standard:

115.31 (a) Johnson County Jail train all their employees who have contact with inmates on:

- (1) Its zero-tolerance policy for sexual abuse and sexual harassment;
- (2) How to fulfill their responsibilities under agency sexual abuse and sexual harassment prevention, detection, reporting, and response policies and procedures;
- (3) Inmates' right to be free from sexual abuse and sexual harassment;
- (4) The right of inmates and employees to be free from retaliation for reporting sexual abuse and sexual harassment;
- (5) The dynamics of sexual abuse and sexual harassment in confinement;
- (6) The common reactions of sexual abuse and sexual harassment victims;
- (7) How to detect and respond to signs of threatened and actual sexual abuse;
- (8) How to avoid inappropriate relationships with inmates;
- (9) How to communicate effectively and professionally with inmates, including lesbian, gay, bisexual, transgender, intersex, or gender nonconforming inmates; and
- (10) How to comply with relevant laws related to mandatory reporting of sexual abuse to outside authorities.

Review of the training curriculum confirms this process. Therefore, the facility demonstrated compliance with this part of the standard during this audit.

115.31 (b) The training is tailored to both male and female gender of the inmates at Johnson County Jail. Review of the training curriculum and training material corroborates this practice. Therefore, the facility demonstrated compliance with this part of the standard during this audit.

115.31 (c) The training staff provided a report containing all staff that had been PREA trained which confirmed the requirements needed to meet the standard and proved that all current staff was trained within one year of the effective date of the PREA standards. All staff receive annual refresher PREA training during in-service according to policy 16.01 (pages 12 and 13) which meets the requirements of this standard. Training records are stored in the Tennessee Corrections Institute Portal. Therefore, the facility meets this part of the standard during this audit.

115.31 (d) Johnson County Jail documents, through employee signature on Statement of Understanding training form, that all employees understand the training they have received. Training records are stored in the Tennessee Corrections Institute Portal. Therefore, the facility demonstrated compliance with this part of the standard during this audit.

Standard 115.32 Volunteer and contractor training

- 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.

Evidence Reviewed:

A. Documents

- 1. Johnson County Sheriff's Department Pre-Audit Questionnaire/Audit Files**
- 2. PREA Compliance Audit Instrument Checklist**
- 3. Johnson County Sheriff's Department and PREA Jail Policy**
- 4. Training Files**
- 5. Training Curriculum**
- 6. Training Acknowledgement Form**

B. Interviews

- 1. Volunteers**
- 2. Contractors**

The following delineates the audit findings regarding this standard:

115.32 (a) Policy 16.01 (page 13), Johnson County Jail ensures all volunteers and contractors who have contact with inmates have been trained on their responsibilities under Johnson County Jail's sexual abuse and sexual harassment prevention, detection, and response policies and procedures. Interview with a volunteer and

contractor confirmed they received and understood PREA training. Therefore, the facility demonstrated compliance with this part of the standard during this audit.

115.32 (b) The level and type of training provided to volunteers and contractors is based on the services they provide and level of contact they have with inmates, but all volunteers and contractors who have contact with inmates are notified of Johnson County Jail's zero-tolerance policy regarding sexual abuse and sexual harassment and their requirements to report such incidents. Volunteers and contractors were well versed in First Responder duties. During the past 12 months, there were no volunteers or contractors who acted as First Responders to a sexual abuse incident. Review of training files and curriculum confirms this practice. Therefore, the facility demonstrated compliance with this part of the standard during this audit.

115.32 (c) Johnson County Jail documents through signature on the Volunteer/Contractor PREA Training Acknowledgement Form that volunteers and contractors understand the training they have received. Review of training records confirmed this practice. Therefore, the facility demonstrated compliance with this part of the standard during this audit.

Standard 115.33 Inmate education

- 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.

Evidence Reviewed:

A. Documents

- 1. Johnson County Sheriff's Department Pre-Audit Questionnaire/Audit Files**
- 2. PREA Compliance Audit Instrument Checklist**
- 3. Intake Files**
- 4. Inmate Training Records**
- 5. PREA Training Acknowledgement Forms**
- 6. Reassessment Documentation**

B. Interviews

- 1. Intake Staff**
- 2. Random Inmates**

C. Other

- 1. PREA Video**
- 2. LEP Training Material**

The following delineates the audit findings regarding this standard:

115.33 (a) During the intake process, inmates receive information explaining Johnson County Jail's zero-tolerance policy regarding sexual abuse and sexual harassment and how to report incidents or suspicions of

sexual abuse or sexual harassment. The information is on a brochure and is part of their intake packet. This process was corroborated during interviews with Intake Staff. Therefore, the facility demonstrated compliance with this part of the standard during this audit.

115.33 (b) Within 30 days of intake, Johnson County Jail provides comprehensive education to the inmates, administered by video, regarding their rights to be free from sexual abuse and sexual harassment and to be free from retaliation for reporting such incidents, and regarding agency policies and procedures for responding to such incidents. Participation is properly documented. Therefore, the facility demonstrated compliance with this part of the standard during this audit.

115.33 (c) During interviews with random inmates, Johnson County Jail has provided such education within one year of the effective date of the PREA standards to all its inmates, Johnson County operates one facility; therefore, there are no inter-agency facility transfers. Therefore, the facility demonstrated compliance with this part of the standard during this audit.

115.33 (d) Johnson County Jail provides inmate education in formats accessible to all inmates, including those who are limited English proficient, deaf, visually impaired, or otherwise disabled, as well as to inmates who have limited reading skills. The facility has an agreement with Language Line Services as well as TDD phones to assist inmates with these disabilities. A functionality test was successfully performed on the TDD phone by the PREA Coordinator. The facility will assign staff as needed to ensure comprehension is achieved by inmates with disabilities. Therefore, the facility demonstrated compliance with this part of the standard during this audit.

115.33 (e) There was documentation provided of inmates participation in PREA educational sessions as required by this part of the standard. Interviews with random inmates and review of intake files confirmed this practice. Therefore, the facility demonstrated compliance with this part of the standard during this audit.

115.33 (f) Johnson County Jail does provide the inmates with posters in inmate accessible areas, pamphlets received upon intake, and an inmate handbook outlining the zero-tolerance policy regarding sexual abuse and sexual harassment and how to report incidents or suspicions of sexual abuse or sexual harassment. Therefore, the facility demonstrated compliance with this part of the standard during this audit.

Standard 115.34 Specialized training: Investigations

- 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.

Evidence Reviewed:

A. Documents

1. Johnson County Sheriff's Department Pre-Audit Questionnaire/Audit Files
2. PREA Compliance Audit Instrument Checklist
3. Johnson County Sheriff's Department and PREA Jail Policy
4. Training File
5. Training Curriculum

B. Interviews

1. PREA Investigator

The following delineates the audit findings regarding this standard:

115.34 (a) In addition to the general PREA training provided to all employees Johnson County Jail ensures that the investigators have received training in conducting investigations in confinement settings. The PREA Investigator completed the National Institute of Corrections course on investigating sexual assaults in a confinement setting. Review of the PREA Investigator's training file confirmed this practice. Policy 16.01 (page 15) notates this practice. While reviewing the training records, the auditor did review the training document signed by the investigator, Employee PREA Training Acknowledgment Form as required in 115.31. Therefore, the facility demonstrated compliance with this part of the standard during this audit.

115.34 (b) Specialized training includes techniques for interviewing sexual abuse victims, proper use of Miranda and Garrity warnings, sexual abuse evidence collection in confinement settings, and the criteria and evidence required to substantiate a case for administrative action or prosecution referral. The PREA Investigator completed the National Institute of Corrections course on investigating sexual assaults in a confinement setting. Therefore, the facility demonstrated compliance with this part of the standard during this audit.

115.34 (c) Johnson County Jail maintains documentation that the PREA Investigator has completed the required specialized training in conducting sexual abuse investigations. Review of the training curriculum and training file confirms compliance. The auditor found the facility PREA Investigator to be very knowledgeable in PREA. Therefore, the facility demonstrated compliance with this part of the standard during this audit.

Standard 115.35 Specialized training: Medical and mental health care

- 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.

Evidence Reviewed:

A. Documents

- 1. Johnson County Sheriff's Department Pre-Audit Questionnaire/Audit Files**
- 2. PREA Compliance Audit Instrument Checklist**
- 3. Johnson County Sheriff's Department and PREA Jail Policy**
- 4. Training File**
- 5. Training Curriculum**

B. Interviews

- 1. Medical and Mental Health Staff**

The following delineates the audit findings regarding this standard:

115.35 (a) The PREA Specialized Medical/Mental Health training video, curriculum provided, training file Johnson County Jail review and staff interviews revealed the agency has provided specialized training to all its medical and mental health staff on how to detect and assess signs of sexual abuse and sexual harassment, how to preserve physical evidence, how to respond effectively and professionally to victims of sexual abuse and sexual harassment and how to report allegations of sexual abuse and sexual harassment. Therefore, the facility demonstrated compliance with this part of the standard during this audit.

115.35 (b) The medical staff at this facility does not conduct forensic exams. Therefore, this part of the standard is not applicable to this facility.

115.35 (c) Johnson County Jail contracts with Frontier Health Services for medical and mental health services. The agency maintains documentation that all medical and mental health practitioners have received specialized training. Specialized training consisted of the National Institute of Corrections course for medical and mental health staff on dealing with sexual abuse incidents in a confinement setting. Training documentation provided confirmed this practice. Therefore, the facility demonstrated compliance with this part of the standard during this audit.

115.35 (d) Medical and mental health care practitioners with Frontier Health Services also receive the annual training mandated for all employees, contractors, and volunteers. Interview with the staff and PREA Coordinator confirmed this training. Therefore, the facility demonstrated compliance with this part of the standard during this audit.

Standard 115.41 Screening for risk of victimization and abusiveness

- 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.

Evidence Reviewed:

A. Documents

- 1. Johnson County Sheriff's Department Pre-Audit Questionnaire/Audit Files**
- 2. PREA Compliance Audit Instrument Checklist**
- 3. Johnson County Sheriff's Department and PREA Jail Policy**
- 4. Screening Tool**
- 5. Reassessment Documentation**

B. Interviews

- 1. PREA Coordinator**
- 2. Screening Staff**
- 3. Random Inmates**

The following delineates the audit findings regarding this standard:

115.41 (a) Policy 16.01 (pages 16) states the Johnson County Jail ensures that all inmates are assessed during intake and upon transfer to another facility for risk of being sexually abused by other inmates or sexually abusive toward other inmates. Johnson County Sheriff's Department only has one correctional facility; therefore, there are no inmate transfers. Interview with the PREA Coordinator confirms this practice. Therefore, the facility demonstrated compliance with this part of the standard during this audit.

115.41 (b) The Johnson County Jail provided documentation proving compliance with the standard that all inmates are screened for their risk of being sexually abused by other inmates or being sexually abusive toward other inmates normally upon intake but no later than 72 hours of arrival at the facility. All screening reviewed appeared to properly be completed and within the prior time frame. 10 out of 10 records reviewed showed 100% compliance. Random inmate interviews corroborate this practice. Therefore, the facility demonstrated compliance with this part of the standard during this audit.

115.41 (c) Based on the documentation provided and inmate file reviews the facility utilizes an objective screening instrument that covers all aspects of this standard. Therefore, the facility demonstrated compliance with this part of the standard during this audit.

115.41 (d) The intake screening instrument used considers, at a minimum, the following criteria to assess inmates for risk of sexual victimization:

- (1) Whether the inmate has a mental, physical, or developmental disability;
- (2) The age of the inmate;
- (3) The physical build of the inmate;
- (4) Whether the inmate has previously been incarcerated;
- (5) Whether the inmate's criminal history is exclusively nonviolent;
- (6) Whether the inmate has prior convictions for sex offenses against an adult or child;
- (7) Whether the inmate is or is perceived to be gay, lesbian, bisexual, transgender, intersex, or gender nonconforming;
- (8) Whether the inmate has previously experienced sexual victimization;
- (9) The inmate's own perception of vulnerability; and
- (10) Whether the inmate is detained solely for civil immigration purposes.

Therefore, the facility demonstrated compliance with this part of the standard during this audit.

115.41 (e) The initial screening considers prior acts of sexual abuse, prior convictions for violent offenses, and history of prior institutional violence or sexual abuse, as known to Johnson County Jail, in assessing inmates for risk of being sexually abusive. Review of the screening tool confirms compliance. Therefore, the facility demonstrated compliance with this part of the standard during this audit.

115.41 (f) Within 30 days from the inmate's arrival, the Johnson County Jail PREA Coordinator will reassess each inmate's risk of victimization or abusiveness based upon any additional, relevant information received by Johnson County Jail since the intake screening. The PREA Coordinator maintains an organized filing system in her office to manage this task. The reassessment consists of a face-to-face interview with each inmate by the PREA Coordinator. File review and interview with the PREA Coordinator confirms this practice. Therefore, the facility demonstrated compliance with this part of the standard during this audit.

115.41 (g) Johnson County Jail will reassess an inmate's risk level when warranted due to a referral, request, incident of sexual abuse, or receipt of additional information that bears on the inmate's risk of sexual victimization or abusiveness. In the past twelve months, Johnson County Jail has not had a PREA incident or received any additional information that would trigger a rescreening. This practice was confirmed during an interview with the PREA Coordinator. Therefore, the facility demonstrated compliance with this part of the standard during this audit.

115.41 (h) Johnson County Jail does not discipline inmates for refusing to answer screening questions or not disclosing complete information. Random inmates confirmed compliance. Therefore, the facility demonstrated compliance with this part of the standard during this audit.

115.41 (i) Johnson County Jail implements appropriate controls on the dissemination of responses to questions asked pursuant to this standard in order to ensure that sensitive information is not exploited to the inmate's detriment by staff or other inmates. Screenings are considered confidential and forwarded to Medical and the PREA Coordinator for review. Based on policy review, interview with the PREA Coordinator, and interviews with the staff responsible for completing the screening, all information gathered on the screening instrument is restricted to staff making housing, work and program assignments. Screening documents are secured in the Medical Office and the PREA Coordinator's Office. Reassessments are secured in the PREA Coordinators Office. Therefore, the facility demonstrated compliance with this part of the standard during this audit.

Standard 115.42 Use of screening information

- 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.

Evidence Reviewed:

A. Documents

1. Johnson County Sheriff's Department Pre-Audit Questionnaire/Audit Files

- 2. PREA Compliance Audit Instrument Checklist**
- 3. Johnson County Sheriff's Department and PREA Jail Policy**
- 4. Transgender Housing Form #2516**

B. Interviews

- 1. LGBTI**
- 2. Screening Staff**
- 3. PREA Coordinator**

The following delineates the audit findings regarding this standard:

115.42 (a) Policy 16.01 (page 18) details Johnson County Jail's uses information from the risk screening to decide housing, bed, work, education, and program assignments with the goal of keeping separate those inmates at high risk of being sexually victimized from those at high risk of being sexually abusive. During the site review, the auditor randomly reviewed housing and programming for screened inmates; all housing and programming reviewed were found appropriate. At no time did the auditor find any evidence of anyone overriding the PREA screening results; however, the results can be revised after review by the Jail Administrator and PREA Coordinator. Therefore, the facility demonstrated compliance with this part of the standard during this audit.

115.42 (b) Johnson County Jail makes individualized determinations about how to ensure the safety of each inmate. This was corroborated during an interview with the PREA Coordinator. Therefore, the facility demonstrated compliance with this part of the standard during this audit.

115.42 (c) Johnson County Jail outlines the procedures to be followed in deciding whether to assign a transgender inmate to a facility for male or female inmates, and the process for making housing and programming assignments, on case by case basis as required by this standard. At the time of the audit, Johnson County Jail did not have any transgender inmates. Based on interview with the LGBTI inmate housed at this facility the inmate confirmed feeling safe at the facility and felt staff considered the inmate's safety when making housing and programming assignments. A PREA Housing and Programs Review Form is completed for all transgender inmates by members of the Sexual Assault Response Team. SART is made up of members of the Security Team, Medical, PREA Coordinator and Jail Administrator. Therefore, the facility demonstrated compliance with this part of the standard during this audit.

115.42 (d) Johnson County Jail outlines the procedures for placement and programming assignments of each transgender or intersex inmate being reassessed at least twice per year to review any threats to safety experienced by the inmate as required by this standard. Policy 16.01 (page 18) and interview with the PREA Coordinator confirmed this procedure. There were no transgender or intersex inmates housed in the facility for the past twelve months. Therefore, the facility demonstrated compliance with this part of the standard during this audit.

115.42 (e) Johnson County Jail requires that a transgender and intersex inmate's own views regarding their own safety be given serious consideration. There were no transgender or intersex inmates housed in the facility for the past twelve months. Therefore, the facility demonstrated compliance with this part of the standard during this audit.

115.42 (f) Johnson County Jail requires that transgender and intersex inmates be given the opportunity to shower separately from other inmates. The LGBTI inmate confirmed during interview with this auditor being given the opportunity to shower separately. However, the inmate also stated that the showers at this facility are covered and allows all inmates privacy. The decision for housing and programs placement for a

transgender inmate is documented on the Johnson County Jail's "Transgender Housing Assessment" Form. Therefore, the facility demonstrated compliance with this part of the standard during this audit.

115.42 (g) Johnson County Jail does not place lesbian, gay, bisexual, transgender, or intersex inmates in dedicated facilities, units, or wings solely on the basis of such identification or status, unless such placement is in a dedicated facility, unit, or wing established in connection with a consent decree, legal settlement, or legal judgment for the purpose of protecting such inmates. The auditor's observation during the site review corroborated this purpose; inmates were not found to be placed in any particular housing unit in the facility based on LGBTI related information. This was confirmed during an interview with a LGBTI inmate. Therefore, the facility demonstrated compliance with this part of the standard during this audit.

Standard 115.43 Protective custody

- 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.

Evidence Reviewed:

A. Documents

- 1. Johnson County Sheriff's Department Pre-Audit Questionnaire/Audit Files**
- 2. PREA Compliance Audit Instrument Checklist**
- 3. Johnson County Sheriff's Department and PREA Jail Policy**

B. Interviews

- 1. Jail Administrator**
- 2. Segregated Housing Staff**

The following delineates the audit findings regarding this standard:

115.43 (a) Inmates at high risk for sexual victimization are not placed in involuntary segregated housing unless an assessment of all available alternatives has been made, and a determination has been made that there is no available alternative means of separation from likely abusers. The Johnson County Jail policy 16.01 (page 19), outlines the procedures to ensure compliance with this standard. Staff and inmate interviews revealed no incidents of involuntary segregated housing being used for this purpose during the past 12 months at this facility; therefore there were no 30 day reviews. The auditor's interview with the Jail Administrator confirmed this practice. Therefore, the facility demonstrated compliance with this part of the standard during this audit.

115.43 (b) Inmates placed in segregated housing for this purpose have access to programs, privileges, education, and work opportunities to the extent possible. If Johnson County Jail restricts access to programs, privileges, education, or work opportunities, Johnson County Jail documents the opportunities that have been limited, the duration of the limitation; and the reasons for such limitations. Staff and inmate interviews revealed no incidents of involuntary segregated housing being used for this purpose during the past 12 months

at this facility; therefore there were no 30 day reviews. Jail Administrator and Segregated Housing Staff interviews revealed no incidents of involuntary segregated housing being used for this purpose during the past 12 months at this facility. Therefore, the facility demonstrated compliance with this part of the standard during this audit.

115.43 (c) Policy 16.01 page 19 details the Johnson County Jail assigns such inmates to involuntary segregated housing only until an alternative means of separation from likely abusers can be arranged, and such an assignment does not ordinarily exceed a period of 30 days. Staff and inmate interviews revealed no incidents of involuntary segregated housing being used for this purpose during the past 12 months at this facility; therefore there were no 30 day reviews. Therefore, the facility demonstrated compliance with this part of the standard during this audit.

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.

Evidence Reviewed:

A. Documents

- 1. Johnson County Sheriff's Department Pre-Audit Questionnaire/Audit Files**
- 2. PREA Compliance Audit Instrument Checklist**
- 3. Johnson County Sheriff's Department and PREA Jail Policy**

B. Interviews

- 1. PREA Coordinator**
- 2. Random Staff**
- 3. Random Inmates**

C. Other

- 1. Posters/Handouts**
- 2. Observation During Site Review**

The following delineates the audit findings regarding this standard:

115.51 (a) Policy 16.01 (pages 20 and 21) state the Johnson County Jail provides multiple internal ways for inmates to report incidents of abuse or harassment. They can report verbally, in writing, dialing the hotline provided and/or through report of a third party. An internal hotline will notify the PREA Coordinator and Johnson County Sheriff's Department Warrants Clerk; if neither answers, the call will roll over to the county's 911 Dispatch. Interviews with random staff and inmates corroborate this process. Therefore, the facility demonstrated compliance with this part of the standard during this audit.

115.51 (b) Johnson County Jail provides at least one way for inmates to report abuse or harassment to a public or private entity or Department that is not part of Johnson County Jail, and that is able to receive and immediately forward inmate reports of sexual abuse and sexual harassment to agency officials, allowing the inmate to remain anonymous upon request. The Johnson County Jail has by Memorandum of Understanding provided the address and phone number for Sexual Assault Center of East Tennessee to the inmates satisfying the requirements of this standard. The external reporting hotline was tested during the site review. During the past 12 months, Johnson County has not housed an inmate solely for immigration status; provision would be made for the detainee to contact his/her consular. Therefore, the facility demonstrated compliance with this part of the standard during this audit.

115.51 (c) Johnson County Jail policy 16.01 requires all staff to accept reports made verbally, in writing, anonymously and from third parties. During the past 12 months, no reports were made anonymously or by a third party. All allegations shall be promptly documented in an incident report and reported to the supervisor. Interviews with Random Staff confirmed this practice. Therefore, the facility demonstrated compliance with this part of the standard during this audit.

115.51 (d) Johnson County Jail staff may privately report sexual abuse and sexual harassment to the Jail Administrator, a supervisor, PREA Coordinator, or the PREA external telephone number. Interviews with Random Staff confirmed this practice. During the past 12 months, no reports were made anonymously or by a third party. Therefore, the facility demonstrated compliance with this part of the standard during this audit.

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.

X Not Applicable (Exempt) Standard

Evidence Reviewed:

A. Documents

- 1. Johnson County Sheriff's Department Pre-Audit Questionnaire/Audit Files**
- 2. PREA Compliance Audit Instrument Checklist**
- 3. Johnson County Sheriff's Department and PREA Jail Policy**

B. Interviews

- 1. Jail Administrator**
- 2. PREA Coordinator**

The Johnson County Jail policy 16.01 does not require an inmate to submit a grievance or allow a PREA incident reported on a grievance to be processed through the facility's grievance process. Should a report be submitted,

it is the policy to immediately forward the complaint to the Investigator, PREA Coordinator or the Shift Commander on duty. Therefore, this standard was found not applicable to this facility.

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.

Evidence Reviewed:

A. Documents

- 1. Johnson County Sheriff's Department and PREA Jail Policy**
- 2. Memorandum of Understanding**
- 3. "No Means No" Posters**
- 4. "End the Silence" Brochure**

B. Interviews

- 1. Random Staff**
- 2. Inmates who have reported sexual abuse**

The following delineates the audit findings regarding this standard:

115.53 (a) The Johnson County Sheriff's Department and Jail PREA Policy (page 22); details the agency's commitment to compliance. The agency has entered into a Memorandum of Understanding with the Sexual Assault Center of East Tennessee which agrees to provide confidential outside victim advocacies services to the inmates at Johnson County Jail. The mailing address and telephone number for this agency are made available to all inmates at the facility. Johnson County Jail enables reasonable communication between inmates and these organizations and agencies, in as confidential a manner as possible. Johnson County does not house inmates solely for immigration purposes. Immigration (ICE) does place holds on inmates with local charges; once the local charge(s) is released – Immigration has 48 hours to pick up the detainee. The services of these victim advocates have not been requested or used by the inmates during this audit cycle, verified by phone call. The auditor observed "No Means No" posters throughout the facility; the posters not only had reporting procedures but included a summation of Victim Support Services with contact numbers and address. Information is also listed on the "End the Silence" brochure that each inmate receives during the intake process. At the time of the onsite visit, Johnson County Jail did not have any detainees housed for immigration. Therefore, the facility demonstrated compliance with this part of the standard during this audit.

115.53 (b) Johnson County Jail informs inmates, prior to giving them access, of the extent to which such communications will be monitored and the extent to which reports of abuse will be forwarded to authorities in accordance with mandatory reporting laws. All calls to the Sexual Assault Center of East Tennessee are not recorded. The auditor did test the phone system while on site. Therefore, the facility demonstrated compliance with this part of the standard during this audit.

115.53 (c) Johnson County Jail maintains a Memorandum of Understanding with the Sexual Assault Center of East Tennessee; the agency provides emotional support services to victims of sexual abuse. There were not reported incidents of sexual abuse in the past 12 months; there were no alleged victims to interview at the time of the onsite visit. Therefore, the facility demonstrated compliance with this part of the standard during this audit.

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.

Evidence Reviewed:

A. Documents

- 1. Johnson County Sheriff's Department Pre-Audit Questionnaire/Audit Files**
- 2. PREA Compliance Audit Instrument Checklist**
- 3. Johnson County Sheriff's Department and PREA Jail Policy**
- 4. "No Means No" Poster**
- 5. "End the Silence" Brochure**

B. Interviews

- 1. PREA Coordinator**

The following delineates the audit findings regarding this standard:

115.54 (a) The Johnson County Sheriff's Department and Jail PREA Policy (page 22); details the agency's commitment to compliance. The agency provides multiple methods for receiving third-party reports of sexual abuse and sexual harassment; to include, call the National Sexual Assault Hotline, tell friends and family members who may call the jail or mail a letter to report sexual abuse. Third Party Reporting procedures are posted in the lobby of the jail. Inmates are advised of third party reporting on "No Means No" poster that are throughout the facility. The same information is also on the "End the Silence" brochure that each inmate receives during the booking process. The information available in the lobby explains how to report sexual abuse and sexual harassment on behalf of an inmate. The facility takes all reports seriously no matter how they are received and investigates each reported incident. During the past 12 months, Johnson County has not received any third party reports of sexual abuse. Therefore, the facility demonstrated compliance with this part of the standard during this audit.

Standard 115.61 Staff and agency reporting duties

- 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.

Evidence Reviewed:

A. Documents

- 1. Johnson County Sheriff's Department Pre-Audit Questionnaire/Audit Files**
- 2. PREA Compliance Audit Instrument Checklist**
- 3. Johnson County Sheriff's Department and PREA Jail Policy**

B. Interviews

- 1. Jail Administrator**
- 2. PREA Coordinator**
- 3. Medical and Mental Health Staff**
- 4. Random Staff**

The following delineates the audit findings regarding this standard:

115.61 (a) The Johnson County Sheriff's Department and Jail PREA Policy (pages 22 and 23); requires all staff to report immediately and according to agency policy any knowledge, suspicion, or information regarding an incident of sexual abuse or sexual harassment that occurred in a facility, whether or not it is part of Johnson County Jail; retaliation against inmates or staff who reported such an incident; and any staff neglect or violation of responsibilities that may have contributed to an incident or retaliation. Therefore, the facility demonstrated compliance with this part of the standard during this audit.

115.61 (b) Johnson County Jail requires apart from reporting to designated supervisors or officials, staff do not reveal any information related to a sexual abuse report to anyone other than to the extent necessary, as specified in agency policy, to make treatment, investigation, and other security and management decisions. Interviews with Random Staff confirmed that staff had received and understood their reporting responsibilities. Therefore, the facility demonstrated compliance with this part of the standard during this audit.

115.61 (c) Johnson County Jail requires medical and mental health practitioners to report sexual abuse immediately to the security staff supervisor. Medical and mental health practitioners are required to inform the inmates of their duty to report, and the limitations of confidentiality, at the initiation of services. During the past 12 months there has not been an incident requiring medical nor mental health practitioners to complete this

procedure. This was confirmed during interviews with Frontier Health Services staff. Therefore, the facility demonstrated compliance with this part of the standard during this audit.

115.61 (d) If the alleged victim is under the age of 18 or considered a vulnerable adult under a State or local vulnerable persons statute, Johnson County Jail reports the allegation to the designated state or local services agency. During interviews with both the Jail Administrator and PREA Coordinator, each understood that the Department of Children Services would need to be contacted if the alleged victim was under the age of 18. During the past 12 months, Johnson County Jail has not housed anyone under the age of 18 or anyone considered a vulnerable adult. Therefore, the facility demonstrated compliance with this part of the standard during this audit.

115.61 (e) Johnson County Jail reports all allegations of sexual abuse and sexual harassment, including third-party and anonymous reports, to the PREA investigator as required. During the past 12 months, Johnson County has not received an anonymous or third party report of sexual abuse. Therefore, the facility demonstrated compliance with this part of the standard during this audit.

Standard 115.62 Agency protection duties

- 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.

Evidence Reviewed:

A. Documents

- 1. Johnson County Sheriff's Department Pre-Audit Questionnaire/Audit Files**
- 2. PREA Compliance Audit Instrument Checklist**
- 3. Johnson County Sheriff's Department and PREA Jail Policy**

B. Interviews

- 1. Sheriff**
- 2. Jail Administrator**
- 3. Random Staff**

The following delineates the audit findings regarding this standard:

115.62 (a) The Johnson County Sheriff's Department and Jail PREA Policy (page 23); details the agency's commitment to compliance. Policy and staff training requires all staff to take immediate action and staff acknowledged during their interviews the requirement of all staff to protect inmates when it is learned that an inmate at the Johnson County Jail is subject to a substantial risk of imminent sexual abuse. Interviews with the Sheriff, Jail administrator and Random Staff corroborated this practice. Therefore, the facility demonstrated compliance with this part of the standard during this audit.