

Prison Rape Elimination Act (PREA) 2022 Annual Report

Alabama Department of Corrections

Introduction:

The Prison Rape Elimination Act of 2003 (PREA) was signed into federal law with the purposes of providing information, resources, recommendations, and funding to protect individuals from prison rape and for providing a mechanism for the analysis of incidents and effects of prison rape in Federal, State, and local institutions. PREA applies to all public and private institutions that house adult and juvenile offenders. In 2012, The Department of Justice published the final rule of standards promulgated by the Attorney General of the United States.

The Alabama Department of Corrections (ADOC) maintains a zero-tolerance policy regarding sexual abuse, sexual misconduct, and sexual harassment of offenders and employees. The agency's zero-tolerance policy, Alabama Regulation 454, Inmate Sexual Abuse and Sexual Harassment (Prison Rape Elimination Act [PREA]), not only aims to protect all offenders under ADOC jurisdiction from sexual abuse and sexual harassment, but also protects against retaliation of anyone who reports sexual abuse and sexual harassment and who participates in an investigation.

The ADOC's zero tolerance policy for sexual abuse and sexual harassment adopts and incorporates the following from PREA:

1. The right of inmates to be free from sexual abuse and sexual harassment;
2. The right of inmates and employees to be free from retaliation for reporting sexual abuse and sexual harassment;
3. How to fulfill the responsibilities under ADOC's sexual abuse and sexual harassment prevention, detection, reporting, and responding policies and procedures;
4. The dynamics of sexual abuse and sexual harassment;
5. Common reactions of sexual abuse and sexual harassment victims;
6. How to detect and respond to signs of threatened and actual sexual abuse;
7. How to avoid inappropriate relationships with inmates;
8. How to communicate effectively and professionally with inmates, including LGBTI or gender non-conforming inmates; and
9. How to comply with relevant laws related to mandatory reporting of sexual abuse and sexual harassment to outside authorities.

The ADOC is continually evaluating and improving the reporting methods for inmates, employees, and third parties to ensure the highest level of responsiveness. The ADOC provides

many reporting mechanisms for both victims and third parties. The ADOC encourages inmates to report directly to staff as their first avenue of reporting. Inmates are provided envelopes to write directly to ADOC's Law Enforcement Services Division. Inmates can call outside confidential support services through the inmate phone system at no charge to the inmate. PREA drop boxes for staff and inmates have been made available throughout the facilities so confidential and anonymous reports can be made. Inmates may also report to an entity outside of ADOC by dialing *6611 through the inmate phone system at no charge to the inmate.

Third parties such as family, friends, and attorneys outside of the facilities can report using an internet reporting form that goes directly to LESD. LESD also has the Stop Corruption banner on the ADOC website address, which offers a direct reporting phone number. Another third-party reporting method is an email linked directly to the ADOC PREA Division at www.DOC.PREA@doc.alabama.gov. All third-party reporting methods can be found on the public ADOC website at www.doc.alabama.gov.

All allegations of sexual abuse, sexual misconduct, and sexual harassment within ADOC facilities will be investigated. To provide a clear understanding of each type allegation, definitions of each are listed below:

Sexual Abuse: (as defined in PREA Standard §115.6) includes:

1. Sexual abuse of an inmate by another inmate and,
2. Sexual abuse of an inmate by a staff member, contractor, or volunteer.

Sexual abuse of an inmate by another inmate includes any of the following acts, if the victim does not consent, is coerced into such act by overt or implied threats of violence, or is unable to consent or refuse:

1. Contact between the penis and the vulva or the penis and the anus, including penetration, however slight;
2. Contact between the mouth and the penis, vulva, or anus;
3. Penetration of the anal or genital opening of another person, however slight, by a hand, finger, object, or other instrument; and
4. Any other intentional touching, either directly or through the clothing, of the genitalia, anus, groin, breast, inner thigh, or the buttocks of another person, excluding contact incidental to a physical altercation.

Sexual abuse of an inmate by a staff member, contractor, or volunteer includes any of the following acts, with or without consent of the inmate:

1. Contact between the penis and the vulva or the penis and the anus, including penetration, however slight;
2. Contact between the mouth and the penis, vulva, or anus;

3. Contact between the mouth and the penis, vulva, or anus;
4. Contact between the mouth and any body part where the staff member, contractor, or volunteer has the intent to abuse, arouse, or gratify sexual desire;
5. Penetration of the anal or genital opening, however slight, by a hand, finger, object, or other instrument, that is unrelated to official duties or where the staff member, contractor, or volunteer has the intent to abuse, arouse, or gratify sexual desire;
6. Any other intentional contact, either directly or through the clothing, of or with the genitalia, anus, groin, breast, inner thigh, or the buttocks, that is unrelated to official duties or where the staff member, contractor, or volunteer has the intent to abuse, arouse, or gratify sexual desire;
7. Any attempt, threat, or request by a staff member, contractor, or volunteer to engage in the activities described in paragraphs (1) - (5) of this section;
8. Any display by a staff member, contractor, or volunteer of his or her uncovered genitalia, buttocks, or breast in the presence of an inmate; and
9. Voyeurism by a staff member, contractor, or volunteer means an invasion of privacy of an inmate by staff for reasons unrelated to official duties, such as peering at an inmate who is using a toilet in his or her cell to perform bodily functions; requiring an inmate to expose his or her buttocks, genitals, or breasts; or taking images of all or part of an inmate's naked body or of an inmate performing bodily functions.

Sexual Harassment: (as defined in PREA Standard §115.6) includes:

1. Repeated and unwelcome sexual advances, requests for sexual favors, or verbal comments, gestures, or actions of a derogatory or offensive sexual nature by one inmate directed toward another; or
2. Repeated verbal comments or gestures of a sexual nature to an inmate by a staff member, contractor, or volunteer, including demeaning references to gender, sexually suggestive or derogatory comments about body or clothing, or obscene language or gestures.

Custodial Sexual Misconduct: (as defined in Alabama Code Section 14-11-31) includes:

1. It shall be unlawful for any employee to engage in sexual conduct with a person who is in the custody of the Department of Corrections, the Department of Youth Services, a sheriff, a county, or municipality.
2. It shall be unlawful for any probation or parole officer to engage in sexual conduct with a person who is under supervisory, disciplinary, or custodial authority of the officer engaging in the sexual conduct with the person.
3. Any person violating this section shall, upon conviction, be guilty of custodial sexual misconduct.
4. Custodial sexual misconduct is a Class C felony.

5. The consent of the person in custody shall not be a defense to a prosecution under this article.

Allegations can be administrative or criminal in nature depending on the alleged incident. The Institutional PREA Compliance Manager (IPCM) at each facility tracks the progress of PREA-related investigations, maintaining contact with the investigator assigned to the case, if applicable. Upon completion of each substantiated investigation, appropriate disciplinary action is taken against the perpetrator, and all inmate victims are given a written notification of the investigative outcome based on the following categories:

1. **Substantiated:** an allegation that was investigated and determined to have occurred.
2. **Unsubstantiated:** an allegation that was investigated and the investigation produced insufficient evidence to make a final determination as to whether the event occurred.
3. **Unfounded:** an allegation that was investigated and determined not to have occurred.

All substantiated and unsubstantiated PREA investigations are forwarded to the appropriate District Attorney office for further review and potential prosecution.

ADOC PREA Implementation Efforts:

This report summarizes PREA implementation efforts at the 26 ADOC facilities. These actions are necessary to ensure ADOC remains PREA compliant by enhancing sexual safety at each of its prisons, by increasing staff awareness and creating a zero-tolerance culture.

Institutions Audited During Year 3 of Cycle 3**Alex City Work Release Center:**

The IPCM conducts inmate PREA education and orientation within the required timeframes. The IPCM conducts all new staff PREA orientation. The IPCM ensures that all risk reassessments are completed within the required timeframes. The IPCM attended the annual IPCM refresher and audit preparatory training in July 2022 in Wetumpka, Alabama. The PREA Director completed Alex City Work Release Center's Annual Internal PREA Audit and Staffing Plan SOP review in January 2022. The IPCM maintains monthly staff meetings to ensure all staff are aware of any PREA policy and procedural changes. The IPCM periodically tests staff on their knowledge of LGBTI and PREA standards. The IPCM continues to update the PREA Information Board monthly. The IPCM created a PREA Checklist form for all supervisory staff to ensure that all required PREA documentation is reported to the IPCM in a timely manner. The IPCM conducted an annual Transgender pat down search training for all front-line staff. New surveillance cameras were installed at Alex City Work Release Center between 2021-2022. The IPCM attended an online webinar training of the new Online Audit System through the PREA Resource Center in March and April 2022. The IPCM attended a TEAMS meeting with the PREA Director and Assistant PREA Director to discuss PREA policies and procedures. The IPCM completed the following training: Investigating Sexual Abuse in a Confinement Setting through the National Institute of Corrections. The PREA Director conducted an internal audit of Alex City WRC in November 2021.

Alex City WRC completed Year 3 of Cycle 3 PREA audit with no corrective action and received the final report on March 8, 2022. Alex City WRC received "exceeds standards" for the following PREA standards:

115.31 Employee Training

115.64 First Responder Duties

115.67 Retaliation Monitoring

Birmingham Work Release/Work Center:

The IPCM conducts inmate PREA education and orientation within the required timeframes. The IPCM conducts all new staff PREA orientation. The IPCM ensures that all risk reassessments are completed within the required timeframes. The IPCM attended the annual IPCM refresher and audit preparatory training in July 2022 in Wetumpka, Alabama. The PREA Director completed Birmingham Work Release Center's Annual Internal PREA Audit and Staffing Plan SOP review in January 2022. The IPCM maintains monthly staff meetings to ensure all staff are aware of any PREA policy and procedural changes. The IPCM periodically tests staff on their knowledge of LGBTI and PREA standards. The IPCM continues to update the PREA Information Board monthly. The IPCM conducted an annual Transgender pat down search training for all front-line staff. The IPCM attended an online webinar training of the new Online Audit System through the PREA Resource Center in March and April 2022. The IPCM attended a TEAMS meeting with the PREA Director and Assistant PREA Director to discuss PREA policies and procedures. The IPCM attended a regional collaboration meeting between ADOC and Alabama Coalition Against Rape in March 2022. The PREA Director conducted an internal audit of Birmingham WRC in November 2021.

Birmingham WRC completed Year 3 of Cycle 3 PREA audit with no corrective action and received the final report on March 3, 2022. Birmingham WRC received "exceeds standards" for the following PREA standard:

115.67 Retaliation Monitoring

Bullock Correctional Facility:

The IPCM conducts inmate PREA education and orientation within the required timeframes. The IPCM conducts all new staff PREA orientation. The IPCM ensures that all risk reassessments are completed within the required timeframes. The IPCM attended the annual IPCM refresher and audit preparatory training in July 2022 in Wetumpka, Alabama. The PREA Director completed Bullock Correctional Facility's Annual Internal PREA Audit and Staffing Plan SOP review in January 2022. The IPCM maintains monthly staff meetings to ensure all staff are aware of any PREA policy and procedural changes. The IPCM periodically tests staff on their knowledge of LGBTI and PREA standards. The IPCM continues to update the PREA Information Board monthly. The IPCM conducted an annual Transgender pat down search training for all front-line staff. New surveillance cameras were installed at Bullock Correctional Facility between 2021-2022. The IPCM attended an online webinar training of the new Online Audit System through the PREA Resource Center in March and April 2022. The IPCM attended a TEAMS meeting with the PREA Director and Assistant PREA Director to discuss PREA policies and procedures. The IPCM completed the following training: Investigating Sexual Abuse in a Confinement Setting through the National Institute of Corrections. The PREA Director conducted an internal audit of Bullock CF in November 2021.

Bullock CF completed Year 3 of Cycle 3 PREA audit with no corrective action and received the final report on March 3, 2022.

Childersburg Work Release/Work Center:

The IPCM conducts inmate PREA education and orientation within the required timeframes. The IPCM conducts all new staff PREA orientation. The IPCM ensures that all risk reassessments are completed within the required timeframes. The IPCM attended the annual IPCM refresher and audit preparatory training in July 2022 in Wetumpka, Alabama. The PREA Director completed Childersburg Work Release Center's Annual Internal PREA Audit and Staffing Plan SOP review in January 2022. The IPCM maintains monthly staff meetings to ensure all staff are aware of any PREA policy and procedural changes. The IPCM periodically tests staff on their knowledge of LGBTI and PREA standards. The IPCM continues to update the PREA Information Board monthly. The IPCM conducted an annual Transgender pat down search training for all front-line staff. New surveillance cameras were installed at Childersburg Work Release Center between 2021-2022. The IPCM attended an online webinar training of the new Online Audit System through the PREA Resource Center in March and April 2022. The IPCM attended a TEAMS meeting with the PREA Director and Assistant PREA Director to discuss PREA policies and procedures. The IPCM attended a regional collaboration meeting between ADOC and Alabama Coalition Against Rape in May 2022. The PREA Director conducted an internal audit of Childersburg WRC in November 2021.

Childersburg WRC completed Year 3 of Cycle 3 PREA audit with no corrective action and received the final report on March 4, 2022. Childersburg WRC received "exceeds standards" for the following PREA standard:

115.67 Retaliation Monitoring

Elmore Correctional Facility:

The IPCM conducts inmate PREA education and orientation within the required timeframes. The IPCM conducts all new staff PREA orientation. The IPCM ensures that all risk reassessments are completed within the required timeframes. The IPCM attended the annual IPCM refresher and audit preparatory training in July 2022 in Wetumpka, Alabama. The PREA Director completed Elmore Correctional Facility's Annual Internal PREA Audit and Staffing Plan SOP review in January 2022. The IPCM maintains monthly staff meetings to ensure all staff are aware of any PREA policy and procedural changes. The IPCM periodically tests staff on their knowledge of LGBTI and PREA standards. The IPCM continues to update the PREA Information Board monthly. The IPCM conducted an annual Transgender pat down search training for all front-line staff. New surveillance cameras were installed at Elmore Correctional Facility between 2021-2022. The IPCM attended an online webinar training of the new Online Audit System through the PREA Resource Center in March and April 2022. The IPCM attended

a TEAMS meeting with the PREA Director and Assistant PREA Director to discuss PREA policies and procedures. The IPCM attended the PREA 101 Course conducted by the PREA Resource Center from August-December 2022. The IPCM completed the following training: Investigating Sexual Abuse in a Confinement Setting through the National Institute of Corrections. The PREA Director conducted an internal audit of Elmore CF in November 2021.

Elmore CF completed Year 3 of Cycle 3 PREA audit with no corrective action and received the final report on April 13, 2022. Elmore CF received “exceeds standards” for the following PREA standards:

115.31 Employee Training

115.67 Retaliation Monitoring

Frank Lee Work Release Center:

The IPCM conducts inmate PREA education and orientation within the required timeframes. The IPCM conducts all new staff PREA orientation. The IPCM ensures that all risk reassessments are completed within the required timeframes. The IPCM attended the annual IPCM refresher and audit preparatory training in July 2022 in Wetumpka, Alabama. The PREA Director completed Frank Lee Work Release Center’s Annual Internal PREA Audit and Staffing Plan SOP review in January 2022. The IPCM maintains monthly staff meetings to ensure all staff are aware of any PREA policy and procedural changes. The IPCM periodically tests staff on their knowledge of LGBTI and PREA standards. The IPCM continues to update the PREA Information Board monthly. The IPCM conducted an annual Transgender pat down search training for all front-line staff. New surveillance cameras were installed at Frank Lee Work Release Center between 2021-2022. The IPCM attended an online webinar training of the new Online Audit System through the PREA Resource Center in March and April 2022. The IPCM attended a TEAMS meeting with the PREA Director and Assistant PREA Director to discuss PREA policies and procedures. The PREA Director conducted an internal audit of Frank Lee WRC in November 2021.

Frank Lee WRC completed Year 3 of Cycle 3 PREA audit with no corrective action and received the final report on March 10, 2022. Frank Lee WRC received “exceeds standards” for the following PREA standards:

115.31 Employee Training

115.32 Contractor and Volunteer Training

Julia Tutwiler Prison for Women:

The IPCM conducts inmate PREA education and orientation within the required timeframes. The IPCM conducts all new staff PREA orientation. The IPCM ensures that all risk reassessments are completed within the required timeframes. The IPCM attended the annual IPCM refresher and audit preparatory training in July 2022 in Wetumpka, Alabama. The PREA Director completed Julia Tutwiler Prison for Women's Annual Internal PREA Audit and Staffing Plan SOP review in January 2022. The IPCM maintains monthly staff meetings to ensure all staff are aware of any PREA policy and procedural changes. The IPCM periodically tests staff on their knowledge of LGBTI and PREA standards. The IPCM continues to update the PREA Information Board monthly. The IPCM conducted an annual Transgender pat down search training for all front-line staff. The IPCM attended an online webinar training of the new Online Audit System through the PREA Resource Center in March and April 2022. Julia Tutwiler PFW has had four (4) DOJ monitoring visits within 2022. The IPCM attended a TEAMS meeting with the PREA Director and Assistant PREA Director to discuss PREA policies and procedures. Julia Tutwiler PFW has a transgender committee that meets every month to discuss the facility transgender inmates and their immediate needs and concerns. The IPCM completed the following training: Investigating Sexual Abuse in a Confinement Setting through the National Institute of Corrections. The PREA Director conducted an internal audit of Julia Tutwiler PFW in November 2021.

Julia Tutwiler PFW completed Year 3 of Cycle 3 PREA audit with no corrective action and received the final report on April 15, 2022. Julia Tutwiler PFW received "exceeds standards" for the following PREA standards:

115.61 Staff and Agency Reporting Duties

115.65 Coordinated Response

115.67 Retaliation Monitoring

115.86 Sexual Abuse Incident Reviews

Ventress Correctional Facility:

The IPCM conducts inmate PREA education and orientation within the required timeframes. The IPCM conducts all new staff PREA orientation. The IPCM ensures that all risk reassessments are completed within the required timeframes. The IPCM attended the annual IPCM refresher and audit preparatory training in July 2022 in Wetumpka, Alabama. The PREA Director completed Ventress Correctional Facility's Annual Internal PREA Audit and Staffing Plan SOP review in January 2022. The IPCM maintains monthly staff meetings to ensure all staff are aware of any PREA policy and procedural changes. The IPCM periodically tests staff on their knowledge of LGBTI and PREA standards. The IPCM continues to update the PREA Information Board monthly. The IPCM conducted an annual Transgender pat down search

training for all front-line staff. New surveillance cameras were installed at Ventress Correctional Facility between 2021-2022. The IPCM attended an online webinar training of the new Online Audit System through the PREA Resource Center in March and April 2022. Toilet partitions were added to each bathroom to prevent cross-gender viewing. The IPCM attended a TEAMS meeting with the PREA Director and Assistant PREA Director to discuss PREA policies and procedures. The IPCM completed the following training: Investigating Sexual Abuse in a Confinement Setting through the National Institute of Corrections. The PREA Director conducted an internal audit of Ventress CF in November 2021.

Ventress CF completed Year 3 of Cycle 3 PREA audit with no corrective action and received the final report on March 23, 2022. Ventress CF received “exceeds standards” for the following PREA standard:

115.67 Retaliation Monitoring

Other Facility Implementation Efforts

Bibb Correctional Facility:

The IPCM conducts inmate PREA education and orientation within the required timeframes. The IPCM conducts all new staff PREA orientation. The IPCM ensures that all risk reassessments are completed within the required timeframes. The IPCM attended the annual IPCM refresher and audit preparatory training in July 2022 in Wetumpka, Alabama. The PREA Director completed Bibb Correctional Facility’s Annual Internal PREA Audit and Staffing Plan SOP review in January 2022. The IPCM maintains monthly staff meetings to ensure all staff are aware of any PREA policy and procedural changes. The IPCM periodically tests staff on their knowledge of LGBTI and PREA standards. The IPCM continues to update the PREA Information Board monthly. The IPCM conducted an annual Transgender pat down search training for all front-line staff. New surveillance cameras were installed at Bibb Correctional Facility between 2021-2022. The IPCM attended an online webinar training of the new Online Audit System through the PREA Resource Center in March and April 2022. The IPCM attended a TEAMS meeting with the PREA Director and Assistant PREA Director to discuss PREA policies and procedures. The IPCM completed the following training: Investigating Sexual Abuse in a Confinement Setting through the National Institute of Corrections.

Bibb CF is scheduled for its PREA audit in Year 1, Cycle 4.

Camden Work Release Center:

The IPCM conducts inmate PREA education and orientation within the required timeframes. The IPCM conducts all new staff PREA orientation. The IPCM ensures that all risk reassessments are completed within the required timeframes. The IPCM attended the annual

IPCM refresher and audit preparatory training in July 2022 in Wetumpka, Alabama. The PREA Director completed Camden Work Release Center's Annual Internal PREA Audit and Staffing Plan SOP review in January 2022. The IPCM maintains monthly staff meetings to ensure all staff are aware of any PREA policy and procedural changes. The IPCM periodically tests staff on their knowledge of LGBTI and PREA standards. The IPCM continues to update the PREA Information Board monthly. The IPCM conducted an annual Transgender pat down search training for all front-line staff. New surveillance cameras were installed at Camden Work Release Center between 2021-2022. The IPCM attended an online webinar training of the new Online Audit System through the PREA Resource Center in March and April 2022. The IPCM attended a TEAMS meeting with the PREA Director and Assistant PREA Director to discuss PREA policies and procedures. The IPCM attended a regional collaboration meeting between ADOC and Alabama Coalition against Rape in June 2022. The PREA Director conducted an internal audit of Camden WRC in May 2022.

Camden WRC is scheduled for its PREA audit in Year 2, Cycle 4.

Donaldson Correctional Facility:

The IPCM conducts inmate PREA education and orientation within the required timeframes. The IPCM conducts all new staff PREA orientation. The IPCM ensures that all risk reassessments are completed within the required timeframes. The IPCM attended the annual IPCM refresher and audit preparatory training in July 2022 in Wetumpka, Alabama. The PREA Director completed Donaldson Correctional Facility's Annual Internal PREA Audit and Staffing Plan SOP review in January 2022. The IPCM maintains monthly staff meetings to ensure all staff are aware of any PREA policy and procedural changes. The IPCM periodically tests staff on their knowledge of LGBTI and PREA standards. The IPCM continues to update the PREA Information Board monthly. The IPCM conducted an annual Transgender pat down search training for all front-line staff. New surveillance cameras were installed at Donaldson Correctional Facility between 2021-2022. The IPCM attended an online webinar training of the new Online Audit System through the PREA Resource Center in March and April 2022. The IPCM attended a TEAMS meeting with the PREA Director and Assistant PREA Director to discuss PREA policies and procedures. The IPCM updates PREA information monthly in the inmate newsletter. The IPCM attended a regional collaboration meeting between ADOC and Alabama Coalition against Rape in February and May 2022. The PREA Director conducted an internal audit of Donaldson CF in May 2022.

Donaldson CF is scheduled for its PREA audit in Year 1, Cycle 4.

Elba Work Release Center:

The IPCM conducts inmate PREA education and orientation within the required timeframes. The IPCM conducts all new staff PREA orientation. The IPCM ensures that all risk

reassessments are completed within the required timeframes. The IPCM attended the annual IPCM refresher and audit preparatory training in July 2022 in Wetumpka, Alabama. The PREA Director completed Elba Work Release Center's Annual Internal PREA Audit and Staffing Plan SOP review in January 2022. The IPCM maintains monthly staff meetings to ensure all staff are aware of any PREA policy and procedural changes. The IPCM periodically tests staff on their knowledge of LGBTI and PREA standards. The IPCM continues to update the PREA Information Board monthly. The IPCM conducted an annual Transgender pat down search training for all front-line staff. New surveillance cameras were installed at Elba Work Release Center between 2021-2022. The IPCM attended an online webinar training of the new Online Audit System through the PREA Resource Center in March and April 2022. The IPCM attended a TEAMS meeting with the PREA Director and Assistant PREA Director to discuss PREA policies and procedures. The PREA Director conducted an internal audit of Elba WRC in June 2022.

Elba WRC is scheduled for its PREA audit in Year 2, Cycle 4.

Easterling Correctional Facility:

The IPCM conducts inmate PREA education and orientation within the required timeframes. The IPCM conducts all new staff PREA orientation. The IPCM ensures that all risk reassessments are completed within the required timeframes. The IPCM attended the annual IPCM refresher and audit preparatory training in July 2022 in Wetumpka, Alabama. The PREA Director completed Easterling Correctional Facility's Annual Internal PREA Audit and Staffing Plan SOP review in January 2022. The IPCM maintains monthly staff meetings to ensure all staff are aware of any PREA policy and procedural changes. The IPCM periodically tests staff on their knowledge of LGBTI and PREA standards. The IPCM continues to update the PREA Information Board monthly. The IPCM conducted an annual Transgender pat down search training for all front-line staff. New surveillance cameras were installed at Easterling Correctional Facility between 2021-2022. The IPCM attended an online webinar training of the new Online Audit System through the PREA Resource Center in March and April 2022. The IPCM attended a TEAMS meeting with the PREA Director and Assistant PREA Director to discuss PREA policies and procedures. The IPCM completed the following training: Investigating Sexual Abuse in a Confinement Setting through the National Institute of Corrections.

Easterling CF is scheduled for its PREA audit in Year 2, Cycle 4.

Fountain Correctional Facility:

The IPCM conducts inmate PREA education and orientation within the required timeframes. The IPCM conducts all new staff PREA orientation. The IPCM ensures that all risk reassessments are completed within the required timeframes. The IPCM attended the annual

IPCM refresher and audit preparatory training in July 2022 in Wetumpka, Alabama. The PREA Director completed Fountain Correctional Facility's Annual Internal PREA Audit and Staffing Plan SOP review in January 2022. The IPCM maintains monthly staff meetings to ensure all staff are aware of any PREA policy and procedural changes. The IPCM periodically tests staff on their knowledge of LGBTI and PREA standards. The IPCM continues to update the PREA Information Board monthly. The IPCM conducted an annual Transgender pat down search training for all front-line staff. New surveillance cameras were installed at Fountain Correctional Facility between 2021-2022. The IPCM attended an online webinar training of the new Online Audit System through the PREA Resource Center in March and April 2022. The IPCM attended a TEAMS meeting with the PREA Director and Assistant PREA Director to discuss PREA policies and procedures. The IPCM attended a regional collaboration meeting between ADOC and Alabama Coalition against Rape in May 2022. The IPCM completed the following training: Investigating Sexual Abuse in a Confinement Setting through the National Institute of Corrections.

Fountain CF is scheduled for its PREA audit in Year 2, Cycle 4.

Hamilton Aged and Infirm:

The IPCM conducts inmate PREA education and orientation within the required timeframes. The IPCM conducts all new staff PREA orientation. The IPCM ensures that all risk reassessments are completed within the required timeframes. The IPCM attended the annual IPCM refresher and audit preparatory training in July 2022 in Wetumpka, Alabama. The PREA Director completed Hamilton Aged and Infirm's Annual Internal PREA Audit and Staffing Plan SOP review in January 2022. The IPCM maintains monthly staff meetings to ensure all staff are aware of any PREA policy and procedural changes. The IPCM periodically tests staff on their knowledge of LGBTI and PREA standards. The IPCM continues to update the PREA Information Board monthly. The IPCM conducted an annual Transgender pat down search training for all front-line staff. New surveillance cameras were installed at Hamilton Aged and Infirm between 2021-2022. The IPCM attended an online webinar training of the new Online Audit System through the PREA Resource Center in March and April 2022. The IPCM attended a TEAMS meeting with the PREA Director and Assistant PREA Director to discuss PREA policies and procedures. The IPCM attended a regional collaboration meeting between ADOC and Alabama Coalition against Rape in June 2022.

Hamilton A.I. is scheduled for its PREA audit in Year 1, Cycle 4.

Hamilton Work Release Center:

The IPCM conducts inmate PREA education and orientation within the required timeframes. The IPCM conducts all new staff PREA orientation. The IPCM ensures that all risk reassessments are completed within the required timeframes. The IPCM attended the annual

IPCM refresher and audit preparatory training in July 2022 in Wetumpka, Alabama. The PREA Director completed Hamilton Work Release Center's Annual Internal PREA Audit and Staffing Plan SOP review in January 2022. The IPCM maintains monthly staff meetings to ensure all staff are aware of any PREA policy and procedural changes. The IPCM periodically tests staff on their knowledge of LGBTI and PREA standards. The IPCM continues to update the PREA Information Board monthly. The IPCM conducted an annual Transgender pat down search training for all front-line staff. New surveillance cameras were installed at Hamilton Work Release Center between 2021-2022. The IPCM attended an online webinar training of the new Online Audit System through the PREA Resource Center in March and April 2022. The IPCM attended a TEAMS meeting with the PREA Director and Assistant PREA Director to discuss PREA policies and procedures. Hamilton WR installed new PREA shower curtain in all bathrooms to prevent cross-gender viewing. The PREA Director conducted an internal audit of Hamilton WRC in May 2022.

Hamilton WRC is scheduled for its PREA audit in Year 1, Cycle 4.

Holman Correctional Facility:

The IPCM conducts inmate PREA education and orientation within the required timeframes. The IPCM conducts all new staff PREA orientation. The IPCM ensures that all risk reassessments are completed within the required timeframes. The IPCM attended the annual IPCM refresher and audit preparatory training in July 2022 in Wetumpka, Alabama. The PREA Director completed Holman Correctional Facility's Annual Internal PREA Audit and Staffing Plan SOP review in January 2022. The IPCM maintains monthly staff meetings to ensure all staff are aware of any PREA policy and procedural changes. The IPCM periodically tests staff on their knowledge of LGBTI and PREA standards. The IPCM continues to update the PREA Information Board monthly. The IPCM conducted an annual Transgender pat down search training for all front-line staff. New surveillance cameras were installed at Holman Correctional Facility between 2021-2022. The IPCM attended an online webinar training of the new Online Audit System through the PREA Resource Center in March and April 2022. The IPCM attended a TEAMS meeting with the PREA Director and Assistant PREA Director to discuss PREA policies and procedures. The IPCM attended a regional collaboration meeting between ADOC and Alabama Coalition against Rape in June 2022. The IPCM completed the following training: Investigating Sexual Abuse in a Confinement Setting through the National Institute of Corrections. The PREA Director conducted an internal audit of Holman CF in June 2022.

Holman is scheduled for its PREA audit in Year 1, Cycle 4.

Kilby Correctional Facility:

The IPCM conducts inmate PREA education and orientation within the required timeframes. The IPCM conducts all new staff PREA orientation. The IPCM ensures that all risk

reassessments are completed within the required timeframes. The IPCM attended the annual IPCM refresher and audit preparatory training in July 2022 in Wetumpka, Alabama. The PREA Director completed Kilby Correctional Facility's Annual Internal PREA Audit and Staffing Plan SOP review in January 2022. The IPCM maintains monthly staff meetings to ensure all staff are aware of any PREA policy and procedural changes. The IPCM periodically tests staff on their knowledge of LGBTI and PREA standards. The IPCM continues to update the PREA Information Board monthly. The IPCM conducted an annual Transgender pat down search training for all front-line staff. New surveillance cameras were installed at Kilby Correctional Facility between 2021-2022. The IPCM attended an online webinar training of the new Online Audit System through the PREA Resource Center in March and April 2022. The IPCM attended a TEAMS meeting with the PREA Director and Assistant PREA Director to discuss PREA policies and procedures.

Kilby CF is scheduled for its PREA audit in Year 1, Cycle 4.

Limestone Correctional Facility:

The IPCM conducts inmate PREA education and orientation within the required timeframes. The IPCM conducts all new staff PREA orientation. The IPCM ensures that all risk reassessments are completed within the required timeframes. The IPCM attended the annual IPCM refresher and audit preparatory training in July 2022 in Wetumpka, Alabama. The PREA Director completed Limestone Correctional Facility's Annual Internal PREA Audit and Staffing Plan SOP review in January 2022. The IPCM maintains monthly staff meetings to ensure all staff are aware of any PREA policy and procedural changes. The IPCM periodically tests staff on their knowledge of LGBTI and PREA standards. The IPCM continues to update the PREA Information Board monthly. The IPCM conducted an annual Transgender pat down search training for all front-line staff. New surveillance cameras were installed at Limestone Correctional Facility between 2021-2022. The IPCM attended an online webinar training of the new Online Audit System through the PREA Resource Center in March and April 2022. The IPCM trains the (SANE) Sexual Assault Nurse Examiners personnel at the Crisis Center of North Alabama every quarter on ADOC safety and security protocol, as it pertains to them serving incarcerated inmates at their location. The IPCM completed the following training: Investigating Sexual Abuse in a Confinement Setting through the National Institute of Corrections. The IPCM attended a TEAMS meeting with the PREA Director and Assistant PREA Director to discuss PREA policies and procedures. Limestone CF has a transgender committee that meets every 6-months to discuss the facility transgender inmates and their immediate needs and concerns. The PREA Director conducted an internal audit of Limestone CF in July 2022.

Limestone CF is scheduled for its PREA audit in Year 1, Cycle 4.

Loxley Work Release/Work Center:

The IPCM conducts inmate PREA education and orientation within the required timeframes. The IPCM conducts all new staff PREA orientation. The IPCM ensures that all risk reassessments are completed within the required timeframes. The IPCM attended the annual IPCM refresher and audit preparatory training in July 2022 in Wetumpka, Alabama. The PREA Director completed Loxley Work Release Center's Annual Internal PREA Audit and Staffing Plan SOP review in January 2022. The IPCM maintains monthly staff meetings to ensure all staff are aware of any PREA policy and procedural changes. The IPCM periodically tests staff on their knowledge of LGBTI and PREA standards. The IPCM continues to update the PREA Information Board monthly. The IPCM conducted an annual Transgender pat down search training for all front-line staff. New surveillance cameras were installed at Loxley Work Release Center between 2021-2022. The IPCM attended an online webinar training of the new Online Audit System through the PREA Resource Center in March and April 2022. The IPCM attended a TEAMS meeting with the PREA Director and Assistant PREA Director to discuss PREA policies and procedures. The IPCM attended a regional collaboration meeting between ADOC and Alabama Coalition against Rape in February, May, and June 2022. The PREA Director conducted an internal audit of Loxley WRC in June 2022.

Loxley WRC is scheduled for its PREA audit in Year 1, Cycle 4.

Montgomery Women's Facility:

The IPCM conducts inmate PREA education and orientation within the required timeframes. The IPCM conducts all new staff PREA orientation. The IPCM ensures that all risk reassessments are completed within the required timeframes. The IPCM attended the annual IPCM refresher and audit preparatory training in July 2022 in Wetumpka, Alabama. The PREA Director completed Montgomery Women's Facility's Annual Internal PREA Audit and Staffing Plan SOP review in January 2022. The IPCM maintains monthly staff meetings to ensure all staff are aware of any PREA policy and procedural changes. The IPCM periodically tests staff on their knowledge of LGBTI and PREA standards. The IPCM continues to update the PREA Information Board monthly. The IPCM conducted an annual Transgender pat down search training for all front-line staff. New surveillance cameras were installed at Montgomery Women's Facility between 2021-2022. The IPCM attended an online webinar training of the new Online Audit System through the PREA Resource Center in March and April 2022. The IPCM attended a TEAMS meeting with the PREA Director and Assistant PREA Director to discuss PREA policies and procedures. The IPCM completed the following training: Investigating Sexual Abuse in a Confinement Setting through the National Institute of Corrections. The PREA Director conducted an internal audit of Montgomery WF in May 2022.

Montgomery WF is scheduled for its PREA audit in Year 2, Cycle 4.

Mobile Work Release/Work Center:

The IPCM conducts inmate PREA education and orientation within the required timeframes. The IPCM conducts all new staff PREA orientation. The IPCM ensures that all risk reassessments are completed within the required timeframes. The IPCM attended the annual IPCM refresher and audit preparatory training in July 2022 in Wetumpka, Alabama. The PREA Director completed Mobile Work Release Center's Annual Internal PREA Audit and Staffing Plan SOP review in January 2022. The IPCM maintains monthly staff meetings to ensure all staff are aware of any PREA policy and procedural changes. The IPCM periodically tests staff on their knowledge of LGBTI and PREA standards. The IPCM continues to update the PREA Information Board monthly. The IPCM conducted an annual Transgender pat down search training for all front-line staff. New surveillance cameras were installed at Mobile Work Release Center between 2021-2022. The IPCM attended an online webinar training of the new Online Audit System through the PREA Resource Center in March and April 2022. The IPCM attended a TEAMS meeting with the PREA Director and Assistant PREA Director to discuss PREA policies and procedures. The IPCM attended a regional collaboration meeting between ADOC and Alabama Coalition against Rape in June 2022. The IPCM completed the following training: Investigating Sexual Abuse in a Confinement Setting through the National Institute of Corrections.

Mobile WRC is scheduled for its PREA audit in Year 1, Cycle 4.

North Alabama Work Release Center:

The IPCM conducts inmate PREA education and orientation within the required timeframes. The IPCM conducts all new staff PREA orientation. The IPCM ensures that all risk reassessments are completed within the required timeframes. The IPCM attended the annual IPCM refresher and audit preparatory training in July 2022 in Wetumpka, Alabama. The PREA Director completed North Alabama Work Release Center's Annual Internal PREA Audit and Staffing Plan SOP review in January 2022. The IPCM maintains monthly staff meetings to ensure all staff are aware of any PREA policy and procedural changes. The IPCM periodically tests staff on their knowledge of LGBTI and PREA standards. The IPCM continues to update the PREA Information Board monthly. The IPCM conducted an annual Transgender pat down search training for all front-line staff. New surveillance cameras were installed at North Alabama Work Release Center between 2021-2022. The IPCM attended an online webinar training of the new Online Audit System through the PREA Resource Center in March and April 2022. The IPCM attended a TEAMS meeting with the PREA Director and Assistant PREA Director to discuss PREA policies and procedures. The PREA Director conducted an internal audit of North Alabama WRC in May 2022.

North Alabama WRC is scheduled for its PREA audit in Year 2, Cycle 4.

Red Eagle Work Release Center:

The IPCM conducts inmate PREA education and orientation within the required timeframes. The IPCM conducts all new staff PREA orientation. The IPCM ensures that all risk reassessments are completed within the required timeframes. The IPCM attended the annual IPCM refresher and audit preparatory training in July 2022 in Wetumpka, Alabama. The PREA Director completed Red Eagle Work Release Center's Annual Internal PREA Audit and Staffing Plan SOP review in January 2022. The IPCM maintains monthly staff meetings to ensure all staff are aware of any PREA policy and procedural changes. The IPCM periodically tests staff on their knowledge of LGBTI and PREA standards. The IPCM continues to update the PREA Information Board monthly. The IPCM conducted an annual Transgender pat down search training for all front-line staff. New surveillance cameras were installed at Red Eagle Work Release Center between 2021-2022. The IPCM attended an online webinar training of the new Online Audit System through the PREA Resource Center in March and April 2022. The IPCM attended a TEAMS meeting with the PREA Director and Assistant PREA Director to discuss PREA policies and procedures. The PREA Director conducted an internal audit of Red Eagle WRC in May 2022.

Red Eagle WRC is scheduled for its PREA audit in Year 2, Cycle 4.

St. Clair Correctional Facility:

The IPCM conducts inmate PREA education and orientation within the required timeframes. The IPCM conducts all new staff PREA orientation. The IPCM ensures that all risk reassessments are completed within the required timeframes. The IPCM attended the annual IPCM refresher and audit preparatory training in July 2022 in Wetumpka, Alabama. The PREA Director completed St. Clair Correctional Facility's Annual Internal PREA Audit and Staffing Plan SOP review in January 2022. The IPCM maintains monthly staff meetings to ensure all staff are aware of any PREA policy and procedural changes. The IPCM periodically tests staff on their knowledge of LGBTI and PREA standards. The IPCM continues to update the PREA Information Board monthly. The IPCM conducted an annual Transgender pat down search training for all front-line staff. New surveillance cameras were installed at St. Clair Correctional Facility between 2021-2022. The IPCM attended an online webinar training of the new Online Audit System through the PREA Resource Center in March and April 2022. The IPCM attended a TEAMS meeting with the PREA Director and Assistant PREA Director to discuss PREA policies and procedures. St. Clair CF began the pilot for the SAGE (Survivor Awareness Group Education) program in May 2022. The IPCM completed the following training: Investigating Sexual Abuse in a Confinement Setting through the National Institute of Corrections. The PREA Director conducted an internal audit of St. Clair CF in May 2022.

St. Clair CF is scheduled for its PREA audit in Year 2, Cycle 4.

Staton Correctional Facility:

The IPCM conducts inmate PREA education and orientation within the required timeframes. The IPCM conducts all new staff PREA orientation. The IPCM ensures that all risk reassessments are completed within the required timeframes. The IPCM attended the annual IPCM refresher and audit preparatory training in July 2022 in Wetumpka, Alabama. The PREA Director completed Staton Correctional Facility's Annual Internal PREA Audit and Staffing Plan SOP review in January 2022. The IPCM maintains monthly staff meetings to ensure all staff are aware of any PREA policy and procedural changes. The IPCM periodically tests staff on their knowledge of LGBTI and PREA standards. The IPCM continues to update the PREA Information Board monthly. The IPCM conducted an annual Transgender pat down search training for all front-line staff. New surveillance cameras were installed at Staton Correctional Facility between 2021-2022. The IPCM attended an online webinar training of the new Online Audit System through the PREA Resource Center in March and April 2022. The IPCM attended a TEAMS meeting with the PREA Director and Assistant PREA Director to discuss PREA policies and procedures. The IPCM completed the following training: Investigating Sexual Abuse in a Confinement Setting through the National Institute of Corrections. The PREA Director conducted an internal audit of Staton CF in June 2022.

Staton CF is scheduled for its PREA audit in Year 2, Cycle 4.

Data Comparison

2019:

Inmate-on-Inmate Sexual Harassment:

The status of the 86 reported incidents is as follows:

5 substantiated,
52 unsubstantiated,
29 unfounded, and
0 open.

Inmate-on-Inmate Sexual Abuse:

The status of the 320 reported incidents is as follows:

17 substantiated,
253 unsubstantiated,
37 unfounded, and
13 open.

Inmate-on-Inmate Abusive Sexual Contact:

The status of the 9 reported incidents is as follows:

0 substantiated,
7 unsubstantiated,
2 unfounded, and
0 open.

Staff Sexual Harassment:

The status of the 32 reported incidents is as follows:

0 substantiated,
12 unsubstantiated,
19 unfounded, and
1 open.

Staff Sexual Misconduct:

The status of the 63 reported incidents is as follows:

1 substantiated,
18 unsubstantiated,
43 unfounded, and
1 open.

2020:**Inmate-on-Inmate Sexual Harassment:**

The status of the 64 reported incidents is as follows:

4 substantiated,
38 unsubstantiated,
22 unfounded, and
0 open.

Inmate-on-Inmate Sexual Abuse:

The status of the 308 reported incidents is as follows:

13 substantiated,
256 unsubstantiated,
39 unfounded, and
13 open.

Inmate-on-Inmate Abusive Sexual Contact:

The status of the 2 reported incidents is as follows:

0 substantiated,
2 unsubstantiated,
0 unfounded, and
0 open.

Staff Sexual Harassment:

The status of the 20 reported incidents is as follows:

0 substantiated,
12 unsubstantiated,
8 unfounded, and
0 open.

Staff Sexual Misconduct:

The status of the 44 reported incidents is as follows:

4 substantiated,
19 unsubstantiated,
19 unfounded, and
2 open.

2021:**Inmate-on-Inmate Sexual Harassment:**

The status of the 47 reported incidents is as follows:

5 substantiated,
29 unsubstantiated,
13 unfounded, and
0 open.

Inmate-on-Inmate Sexual Abuse:

The status of the 328 reported incidents is as follows:

6 substantiated,
241 unsubstantiated,
67 unfounded, and
14 open.

Inmate-on-Inmate Abusive Sexual Contact:

The status of the 2 reported incidents is as follows:

0 substantiated,
2 unsubstantiated,
0 unfounded, and
0 open.

Staff Sexual Harassment:

The status of the 46 reported incidents is as follows:

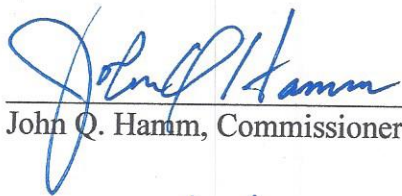
0 substantiated,
29 unsubstantiated,
17 unfounded, and
0 open.

Staff Sexual Misconduct:

The status of the 52 reported incidents is as follows:

5 substantiated,
24 unsubstantiated,
17 unfounded, and
6 open.

The 2022 Annual Report has been approved by:



John Q. Hamm, Commissioner

Date: 12/5/2022