



Roanoke Sheriff's Office

Prison Rape Elimination (PREA)

Annual Report Fiscal Year 2019



Date: July 16, 2019

The following information contains aggregated data collected during fiscal year July 1, 2018 – June 30, 2019 in accordance with Sheriff's Operating Instructions (SOI) 3.33 –Prison Rape Elimination Act.

PREA Reporting

As of August 19, 2013, in accordance with the Prison Rape Elimination Act, the agency began collecting data on all allegations of sexual misconduct and harassment, both inmate-on-inmate and staff-on-inmate. According to SOI 3.33, any staff member, volunteer or contractor of the Sheriff's Office is mandated to report allegations of sexual misconduct.

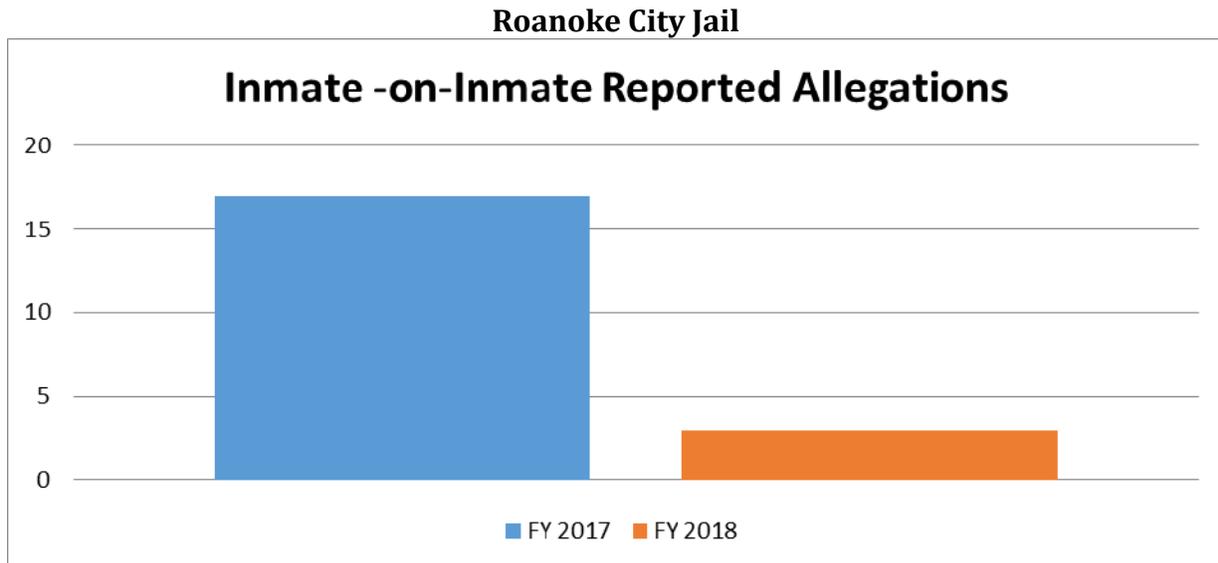
Population

During this period, 9,961 inmates were admitted to the Roanoke City Jail. The average daily population for the past 12 months of this period was 545 inmates.

Inmate-on-Inmate Allegations

There were 3 reported allegations of inmate-on-inmate acts of sexual misconduct in fiscal year 2019 as compared to 17 for FY2018.

The following chart is a representation of the reports from the facility:



Sexual Acts Defined

Inmate-on-inmate Sexual Acts are categorized as Sexual Abuse and Sexual Harassment. Sexual abuse of an inmate or resident by another inmate, detainee, or resident includes any of the following acts, if the victim does not consent, is coerced into such act by overt 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 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 contacting incidental to a physical altercation.

Sexual Harassment is defined as repeated or unwelcome sexual advances, requests for sexual favors, or verbal comments, gestures, or actions of a derogatory or offensive sexual nature by one inmate or detainee to another.

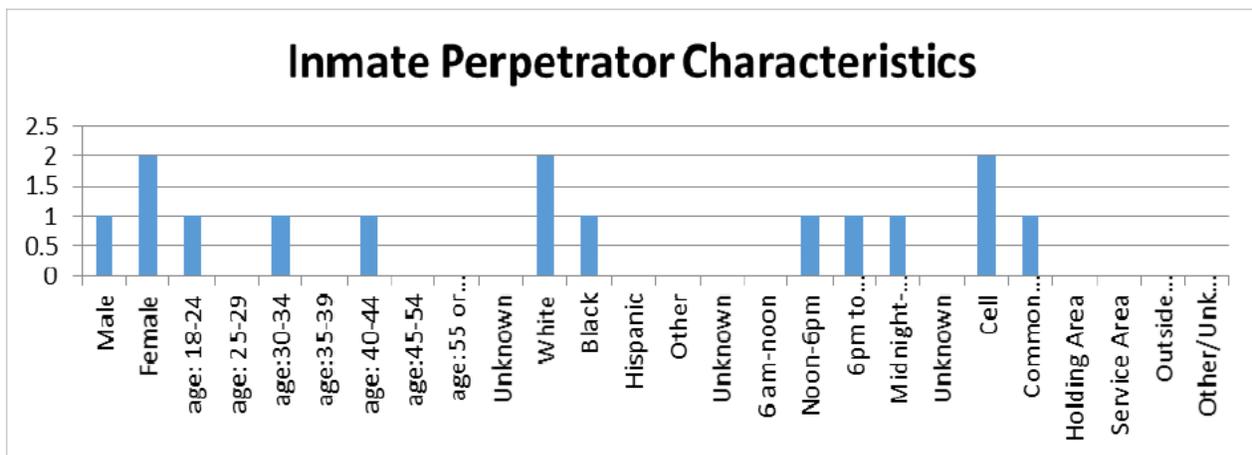
Investigative Findings

The following table is a breakdown of the dispositions of all reported allegations.

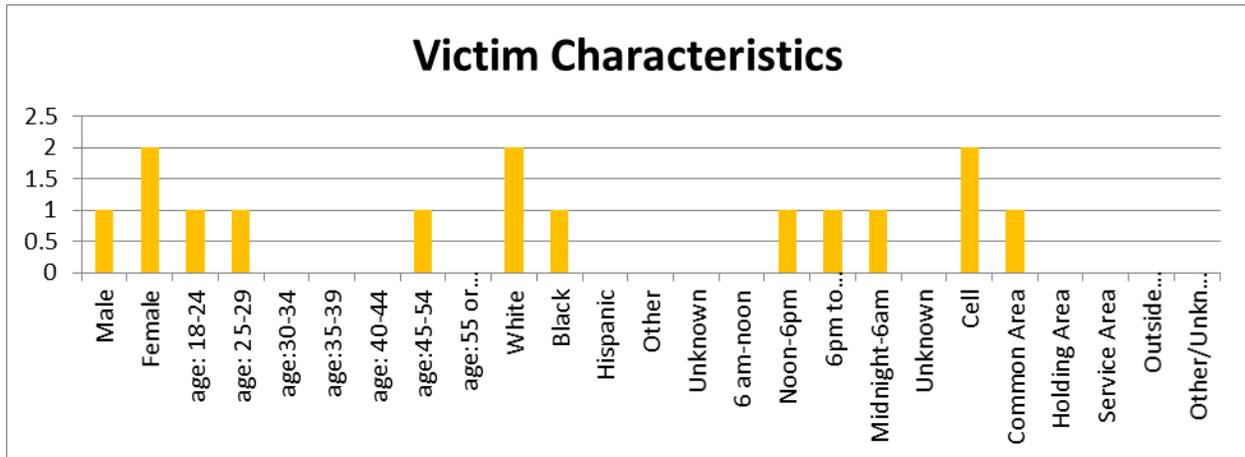
INMATE-ON-INMATE SEXUAL ACTS			
Sexual Assault / Abuse			
Unfounded	Substantiated	Unsubstantiated	Investigation on-going
0	1	1	0
Sexual Harassment			
Unfounded	Substantiated	Unsubstantiated	Investigation on-going
1	0	0	0

Demographic Information

The following Inmate Perpetrator Characteristics chart shows statistical information provided for substantiated inmate-on-inmate sexual acts. The chart highlights each inmate’s gender; age group; race; time of day and where the incident occurred.



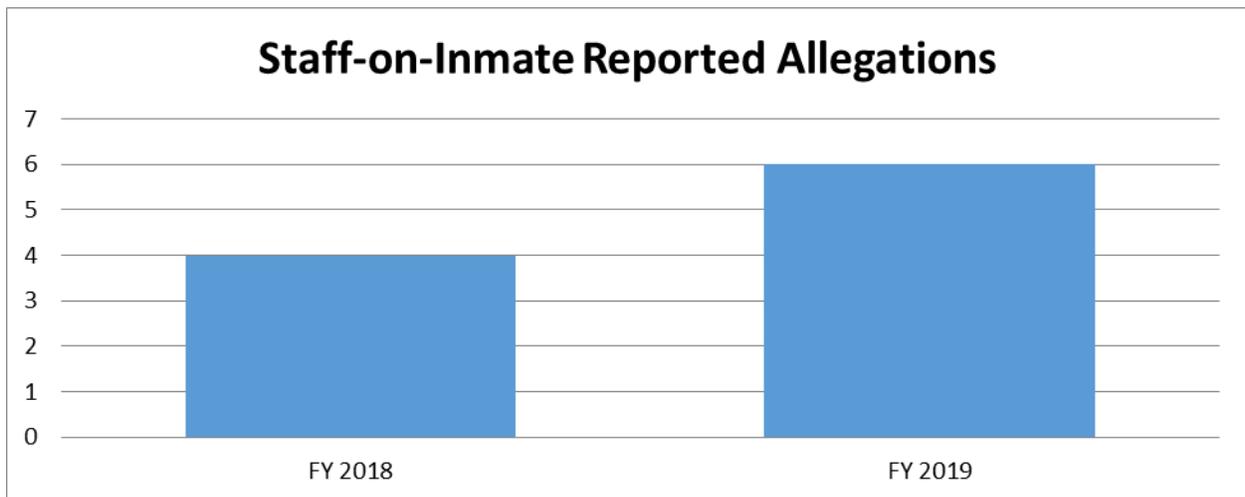
The following Inmate Victim Characteristics chart shows statistical information provided by the substantiated inmate-on-inmate sexual acts. The chart highlights the victim inmate's gender; age group; race; time of day and where the incident occurred.



Staff on Inmate Allegations

There were six reported allegations of staff-on-inmate acts of sexual misconduct in fiscal year 2019. These consisted of one allegation of sexual harassment arising out of a verbal argument. There were two allegations of voyeurism from incidental observation, which occurred as a result of the inmates' failure to follow established inmate rules and staff instructions. Of the three sexual assault allegations, the investigations and review of each allegation determined one allegation to be substantiated. The remaining two sexual assault allegations were determined to be unfounded and arose from two separate incidents of physical searches of a fully clothed inmate by security staff. These searches were conducted under video surveillance and did not involve the same staff members. All FY 2019 allegations were investigated and closed by the time of this report

The following chart is a representation of the reports from the facility:



Sexual Acts Defined

Staff sexual misconduct is categorized in two categories; Staff Sexual Misconduct and Staff Sexual Harassment. Sexual misconduct includes but is not limited to, all sexual behavior, including voyeurism, directed toward an inmate in the custody of the Roanoke City Sheriff's Office. Sexual misconduct includes acts or attempts to commit acts of sexual contact, sexual abuse, and sexual harassment. Furthermore, sexual misconduct includes conversations or correspondence, which demonstrates or suggests a romantic or intimate relationship between an inmate and a Sheriff's Office employee or contractual employee, volunteer or any other individual in a position of authority over an inmate. All sexual contact between these persons is defined as sexual misconduct regardless of consent. Sexual Contact shall include, but is not limited to; all forms of sexual contact as well as the intentional touching, either directly or through clothes.

Staff Sexual Harassment includes, but is not limited to, repeated verbal comments or gestures of a sexual nature to an inmate, detainee, or resident by a staff member, contractor, or volunteer, including demeaning references to gender, sexually suggestive or derogatory comments about body or clothing, or obscene language and gestures.

Investigative Findings

The following table is a breakdown of the dispositions of the reported staff sexual misconduct allegations.

STAFF SEXUAL MISCONDUCT			
Staff Sexual Misconduct			
Unfounded	Substantiated	Unsubstantiated	Investigation on-going
3	1	1	0
Staff Sexual Harassment			
Unfounded	Substantiated	Unsubstantiated	Investigation on-going
1	0	0	0

There were no Substantiated allegations of harassment by staff.

Training

In FY 2019, all staff completed refresher training regarding PREA and the RSO policies regarding sexual misconduct. All new hires are required to undergo initial PREA training during the orientation process. Additionally, they are required to take PREA refresher courses as part of their yearly training requirements.

Currently, there are sixteen Specialized Investigators (115.34) that have personally attended PREA specific training as well as completed refresher training using an online training course provided by RELIAS.

Contractors and volunteers that may have contact with inmates are educated on the facility's zero tolerance policy and how they may detect, prevent and respond to allegations of sexual misconduct (115.32). Every contractor or volunteer that may have contact with

inmates is given an orientation about the zero-tolerance policy, how to report an allegation, and the consequences for violating the policy. Further, contractors and volunteers sign documentation that they understand their responsibility.

All of the inmates (100%) housed prior to the implementation date of PREA were educated by viewing a video that explained what PREA was as well as how to report any allegation or knowledge of sexual misconduct. When new inmates are booked into the facility, they also receive education in written format and a video presentation. Each inmate is also given a handbook to keep that has all reporting and prevention information.

The following chart represents the facility's status of completion.

	Staff Training	Volunteer / Contractor Training	Inmate Training
All Staff	100%	100%	100%
Investigative Staff	100%		

In accordance with PREA Standard 115.11, the Roanoke City Jail employees a PREA Coordinator, to ensure compliance with PREA Standards.

FY 2019 Accomplishments

Completed physical and technology improvements, which included the following:

- Installed a camera in each cell 3G Pod for a total of (10) new cameras;
- installed a camera in each remaining cell of 3H Pod for a total of (5) new cameras;
- Installed dedicated monitoring station in 3H Pod for 24hour Sworn Deputy monitoring;
- Installed a camera in each cell in 1B Pod for a total of (5) new cameras;
- Began deployment of a new and enhanced tablet system, completing 50% of rollout during FY2019 time period, allowing anonymous inmate reporting and requests for services;
- Upgraded the ACC (Avigilon Control Center) to a more secure version;
- Connected Courts Video Security network to allow for a backup monitoring station if an emergent situation required it;
- Completed an upgrade to CorEMR allowing real time tracking of medications and patient physical and mental health information;
- Upgrade switches and installed second firewall for camera security (Phase One);
- Upgraded switches to handle traffic of additional cameras (Phase Two);
- Migrated all medical records within CorEMR to a larger server to allow for growth in medical records (Partnered with CorEMR Technology, City of Roanoke Department of Technology and staff project manager) ; and
- Expanded the office of Mental Health to accommodate a growing staff.

Formalized community stakeholder partnerships:

- Maintained MOA with SARA-Roanoke, a non-profit advocacy organization, for support services;
- Conducted a review of existing support services with the Roanoke City Police Department by LOU and worked closely with investigators on sexual assault reports occurring outside the facility, before intake at the jail; and
- Continued and enhanced volunteer and contractor training.

Continued staff training which included the following:

- New and existing staff completed PREA related educational courses as part of the basic academy as well as ongoing annual in-service which includes, a video on the expectations of professional conduct by staff, introduction to PREA, recognizing individuals in crisis and Cross Gender Searches.
- The PREA investigations course for this reporting period was rescheduled and has been finalized for October 2019.

Continued Inmate Education, which included the following:

- PREA educational and awareness posters are located throughout the facility to inform inmates as well as visitors about PREA and how to report;
- Continued with formal due process avenue to resolve PREA outcomes via the grievance process;
- Disseminated additional PREA information to each housing unit and recreation area.
- Continued with delivery of PREA educational video and materials to inmates at time of classification.
- Maintained inmate access to third party reporting as well as educational and informational resources via Securus Video and Phone system. Access to available information includes, but is not limited to, PREA, Inmate Handbook and Community Corrections Programs.
- Implemented yet another avenue of education and reporting by reaching the halfway mark in rolling out inmate access to wireless tablets which allows anonymous communications with staff, access to educational information as well as the inmate handbook and other source references.

Results:

As anticipated, ongoing inmate education as to what is and what is not sexual assault and sexual harassment, as well as how to report such concerns using the various available avenues, to include, anonymously and third party, slightly increased the overall number of complaints.

Substantiated investigation findings concerning inmate-on-inmate incidents have decreased from 1 sexual assault and 2 sexual harassment allegations being substantiated in FY-2018 to none in FY-2019. Allegations against staff increased from 4 in FY-2018 to 6 in FY-2019 with one being found to be substantiated.

Dedicated screening during the intake process resulted in 13 allegations of sexual misconduct, occurring at other facilities, being brought forward. In all such cases, this information was reported to the originating facility, as required by law. The Roanoke City Sheriff's Office staff facilitated information flow and arranged for the delivery of medical and/or mental health services. Additionally, our screening process identified 4 individuals who alleged being a victim of sexual assault just prior to arrest. In these cases, staff facilitated the delivery of medical and/or mental health services and worked closely with our law enforcement partners in the jurisdiction where the incident was alleged to have occurred.

External Review

The Prison Rape Elimination Act (PREA) standards became effective August 20, 2012. Certification and re-certification is dependent upon each agency's full compliance of PREA standards. Compliance is determined every 3-years by means of a thorough audit which is conducted by external experts who have no association with the Roanoke City Sheriff's Office or Roanoke City Jail. The purpose of PREA audits are to determine compliance with the Prison Rape Elimination Act (PREA).

During the month of August 2014, a routine Prison Rape Elimination Act (PREA) audit of the Roanoke City Jail was conducted. The Roanoke City Jail was found to be fully compliant with federal PREA standards.

From April 6 to July 19, 2017, a routine Prison Rape Elimination Act (PREA) audit of the Roanoke City Jail was conducted. As before, the audit consisted of a review of all PREA policies for the Roanoke City Sheriff's Office, a tour of the Roanoke City Jail, review of all documentation, and interviews with staff, contractors, volunteers, and inmates. Again, the Roanoke City Jail was found to be fully compliant with federal PREA standards.

During December 2017 and June 2018, a routine audit was performed by the National Commission on Correctional Health Care (NCCHC) and the American Correctional Association (ACA). The Roanoke City Jail passed both audits, to include full compliance with all PREA related requirements.

The Roanoke City Jail passed a 3-day, unannounced, inspection conducted by the Virginia Department of Corrections from April 30 to May 2, 2019.

Recommendations

In accordance with SOI 3.33 and PREA Standard 115.13, the facility is to hold, no less than once a year, a meeting with the PREA Coordinator to assess, determine and document whether the staffing plan of the facility is adequate. This meeting occurs at the end of each calendar year and was held on December 14, 2018. The following is a summary of those recommendations:

- Identify funding strategies to add additional cameras in each housing unit on the second, third and fourth floors of the jail;

- Identify funding strategies to add additional cameras on hallways not currently covered by video surveillance;
- Continue PREA training and education to staff, volunteers and contractors coming onboard;
- Continue annual PREA refresher training for current staff;
- Send at least two additional staff members to PREA Investigation training;
- Request three additional deputy positions from the City;
- Request additional funding from the City to further enhance the career development program.