

2018 PREA Annual Report

Submitted by Melissa Goodman

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Mirror is committed to meeting the requirements of the Prison Rape Elimination Act of 2003 and enhancing the safety and security for all Mirror residents. This report is a summary of the agency's efforts in PREA compliance. By examining the collection and aggregation of agency data, Mirror is dedicated to improving the effectiveness of sexual abuse detection, prevention, and response.

Purpose:

This document serves as an annual review to assess and improve the effectiveness of sexual abuse prevention, detection, and response policies, practices, and training Mirror provides pursuant to 115.288 and 115.289 of the national PREA standards. Therein, Mirror is required to:

1. Review and aggregate incident-based sexual abuse data annually in order to improve the effectiveness of sexual abuse prevention, detection, and response policies, practices, and training to include:
 - a. Identifying problem areas;
 - b. Taking corrective action on an on-going basis; and
 - c. Preparing an annual report of its findings.
2. Compare the current year's data and corrective actions with those from prior years and provide an assessment of the agency's progress in addressing sexual abuse.
3. Publish the annual report on the Mirror website of its findings and corrective actions for each facility, as well as for the agency as a whole.

Aggregated Data:

Mirror collects data from the referrals for investigation of sexual abuse and sexual harassment; both offender-on-offender and staff-on-offender. The data in this section is based off the 2018 Calendar Year. The figures below represent a culmination of the incidents, allegations and investigations of sexual abuse and sexual harassment at the Residential Reentry Centers for Mirror Topeka RRC; Mirror Toben RRC; Mirror Pattie RRC. The data below includes all sexual abuse and sexual harassment allegations from all Mirror RRC facilities in CY2018 (Calendar Year= CY).

PREA Reports	Substantiated	Unsubstantiated	On-going Investigations
Resident Sexual Harassment	0	0	0
Resident Sexual Abuse	0	0	0

Staff on Resident Sexual Harassment	0	0	0
Staff on Resident Sexual Abuse	0	1	0
Total for Agency:	0	1	0

Problems Identified and Corrective Actions Taken:

One of the main goals for the agency identified in Topeka is the need to renovate the existing entrances to both building 3 and 4 to control better control and monitor ingress. At the Toben RRC location, the renovation plans involve combining the male and female (Pattie) programs into one building at the Toben location. The plans for both sites have been approved by the Mirror Board of Directors and construction will begin in early 2019. Camera placement has been integrated into the renovation plans at each location.

In Topeka, there have been numerous upgrades of LED lights to replace existing light fixtures. After additional lights were installed, it has been determined these areas now are adequately lit and greatly enhance the camera visibility for staff to monitor hallways via the new surveillance system.

At the annual review for RRC key staff members which took place on January 24, 2019, staffing plans were reviewed, as well as agency goals were identified for the coming year. Along with the renovation plans previously mentioned for the physical layouts and needs for both sites, staff also identified the need for additional Corrections Technician staff members to be added to each location on a full-time basis in lieu of relying on PRN staff members. Melissa Goodman made a PREA presentation to discuss upcoming audits planned for all programs in 2019.

The staffing levels at Pattie, Toben, and Topeka appears to be sufficient to prevent and deter sexual abuse. Gender coverage is sufficient and relief for absences have been covered by Chief of Security and Community Integration Specialist. Wichita and Topeka Chiefs of Security have been providing oversight, training, and supervision to the Community Technician staff throughout all three shifts.

Continued Needs for Compliance:

- Development and implementation of new PREA training program
- Renovations completed for both Topeka and Wichita RRCs
- Continued focus on annual PREA training for all staff
- Utilization of personal inquiry waiver for all new staff who are transferring from a correctional facility
- Enhanced data collection and aggregation
- Implementation of Sexual Abuse Incident Reviews
- Hiring of adequate levels of staff for the Correctional Tech positions at all RRC locations

Agency Goals for 2018:

Mirror has made a priority to have PREA audits completed for all sites prior to the October 2019 deadline. At this time, the PREA audits have been scheduled for Topeka RRC in March 2019, and Wichita RRC in May 2019.

It is the goal of Mirror that every resident in our care understands and exercises their right to be free from sexual abuse and sexual harassment from other residents, contractors, volunteers and

staff. Mirror continues to implement best practice and requirements of the PREA standards in order to address allegations of sexual abuse and sexual harassment of offenders. Mirror is dedicated to ensuring the sexual safety of all residents at every facility; this is a direct result of creating a culture that embraces the intent of the PREA standards and the highest level of sexual safety standards are common practice. Mirror will continuously identify problem areas in policy and practice on an agency level. The changes which have taken place in 2018 are a concerted effort of all Mirror employees to embrace and represent a zero-tolerance approach to sexual harassment and sexual abuse.