

2020 PREA Annual Report

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Approved by Dr. Donald Denney, PREA Coordinator**

March 11, 2021

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. A review of any and all PREA related matters was held on January 28, 2021. Those in attendance included the PREA Program Compliance Manager (Melissa Goodman), PREA Program Coordinator (Donald Denney, PhD), Chief of Security (Davida Arellano), Employment and Social Services Coordinator (Sarah Thompson.) The results of the review were submitted to a member of the Washburn University Criminal Justice Department to ensure the process was completed in a comprehensive and thorough manner. No personal or private information was shared with the consultant who seeks to become a PREA auditor in the future.

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.

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 on the 2020 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 and Mirror Toben RRC. It should be noted the RRC in Wichita closed in early November 2020, as the contract for services was awarded to a different agency. The data below

includes all sexual abuse and sexual harassment allegations from all Mirror RRC facilities in 2020.

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	0	0
Total for Agency:	0	0	0

Problems Identified and Corrective Actions Taken:

One of the issues we identified in the 2020, report was a need to add a camera to the female resident’s day room. The additional surveillance provided by this camera ensures residents and staff receive extra protection against assaultive activity.

During the most recent audit, Mirror was encouraged to explore processes to document and manage records of a sensitive nature. Mirror created an area within our electronic data record system, SecurManage, to place sensitive information with limited access by those with a “need to know.” Case managers and PREA involved leadership were provided access to a clinical area of SecurManage which can only be accessed by these individuals. The “clinical tab” serves as a centralized record to place information such as documentation of a resident with a history of abuse, current or past PREA reports, monitoring of retaliation following a report, or other sensitive information and documentation required by PREA.

In 2020, Mirror incorporated a new Learning Management System for all initial and annual PREA training. This new system accurately reflects and tracks PREA related training for all staff members.

Continued Needs for Compliance:

- All contractor training must be completed prior to the contractor entering the facility; pictures will be taken of the contract and stored in SecurManage with the acknowledgement of training;
- Continued focus on annual PREA training for all staff;
- Additional key staff members trained as PREA investigators;
- Utilization of a personal inquiry waiver for all new staff who are transferring from a correctional facility;
- Enhanced data collection and aggregation practices;
- Continued focus on Sexual Abuse Incident Reviews;
- Hiring adequate levels of staff for the Correctional Tech role at RRC locations.

Agency Goals for 2021:

Mirror staff have identified the following goals for 2021.

- A. Ms. Goodman, Director of the Topeka Mirror Facility, is currently the agencies only PREA investigator. We intend to have more staff certified as sexual abuse investigators. Ideally the agency plans to have several trained staff for both succession planning, as well as, a means to foster a timely response to any allegation which arise.
- B. The addition of surveillance cameras to the property has been a major focus as cameras operate not only to identify abusive behavior but as a deterrence. Accordingly, Mirror staff conducts reviews of camera placement in order to identify “blind spots” or places where clients might be vulnerable. During our review of 2020, staff identified a goal to place an addition camera in the basement of Building 4 at the Topeka RRC. This space is utilized in the event of severe weather and storage of excess property and supplies. This area is locked at all times. Residents are only allowed access with staff supervision; however, we plan to add a motion activated camera to ensure this area is monitored.
- C. Staff will be monitored weekly via the video surveillance system. Monitoring will be done by the PREA Review Team. These surveillance checks are considered a form of unannounced rounds to provide additional oversight for a sexually safe environment for everyone. A log of the weekly checks will be secured where only PREA Review Team staff have access.
- D. Mirror will plan for the next PREA audit in late 2021 or early 2022. Audits are completed on a three (3) year cycle for compliance purposes.
- E. It should be noted the Residential Reentry Center in Topeka provided reentry housing and assistance for two transgender residents in 2020. Both residents reported very successful experiences with staff during their placements. The program has a strong working relationship with the YWCA who serves as the facility referral source for victim advocacy, education, and training. The program also maintains a strong working relationship with the Topeka Police Department, Shawnee County Sheriff, and physical and behavioral health agencies in the area.