

**PREA AUDIT REPORT Interim Final
ADULT PRISONS & JAILS**

Date of report: 11/12/16

Auditor Information			
Auditor name: Timothy Fuss			
Address: 48 E Hiawasse Rd Fletcher, NC 28732			
Email: tfuss@gmail.com			
Telephone number: 9106209506			
Date of facility visit: October 31 – November 3, 2016			
Facility Information			
Facility name: Mecklenburg County Jail Central			
Facility physical address: 801 East 4 th Street Charlotte, NC 28202			
Facility mailing address: <i>(if different from above)</i> Click here to enter text.			
Facility telephone number: 9803145300			
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 Irwin Carmichael			
Number of staff assigned to the facility in the last 12 months: 432			
Designed facility capacity: 1904			
Current population of facility: 1300			
Facility security levels/inmate custody levels: min, med, max			
Age range of the population: 16 - >=55			
Name of PREA Compliance Manager: Celeste Youngblood		Title: Captain	
Email address: Celeste.Youngblood@MecklenburgCountyNC.gov		Telephone number: 9803145488	
Agency Information			
Name of agency: Mecklenburg County Sheriff's Office			
Governing authority or parent agency: <i>(if applicable)</i> Mecklenburg County			
Physical address: 700 East 4 th Street Charlotte, NC 28202			
Mailing address: <i>(if different from above)</i> Click here to enter text.			
Telephone number: 7043362543			
Agency Chief Executive Officer			
Name: Irwin Carmichael		Title: Sheriff	
Email address: Irwin.Carmichael@mecklenburgcountync.gov		Telephone number: 7043362543	
Agency-Wide PREA Coordinator			
Name: Celeste Youngblood		Title: Captain	
Email address: Celeste.Youngblood@MecklenburgCountyNC.gov		Telephone number: 9803145488	

AUDIT FINDINGS

NARRATIVE

The Prison Rape Elimination Act (PREA) on-site audit of the Mecklenburg County Sheriff's Office Jail Central in Charlotte, North Carolina was conducted October 31 – November 3, 2016 by Timothy L. Fuss, from Fletcher, North Carolina, and a U.S. Department of Justice Certified PREA Auditor for adult facilities. Pre-audit preparation included a thorough review of all documentation and materials submitted by the facility along with the data included in the completed Pre-Audit Questionnaire. The documentation reviewed included agency policies, procedures, forms, education materials, training curriculum, organizational charts, posters, brochures, and other PREA related materials that were provided to demonstrate compliance with the PREA standards. In addition to reviewing the materials prior to arrival I conducted a tour of the facility and interviewed random selected staff and inmates chosen by the auditor by reviewing rosters provided the day of the visit.

During the two and one half days of the on-site audit, the auditor was provided a private, conference room in the facility from which to work and conduct confidential interviews. Time spent at the facility began in the morning each day and continued into the late evening to ensure a good cross representation of interviews. Formal personal interviews were conducted with facility staff, residents and contractors. The auditor interviewed 42 residents representing 1 per housing unit in the facility chosen at random. Thirty nine facility staff members were interviewed representing both shifts (1st shift 7am-7pm; and 2nd shift 7pm to 7 am) that covered a good representation of the number of years on the job from 1-2 years to 15+ years). It should be noted that time on the job was not viewed in making the random selection. Included in the 39 interviews were specialty staff including medical (contract staff), first responders, investigators, intake and screening, human resources and training individuals. Also interviewed were the agency Chief Deputy, PREA Coordinator, and PREA Compliance Manager. Residents were interviewed using the recommended DOJ protocols that question their knowledge of a variety of PREA protections generally and specifically their knowledge of reporting mechanisms available to residents to report abuse or harassment. Staff was questioned using the DOJ protocols that question their PREA training and overall knowledge of the agency's zero tolerance policy, reporting mechanisms available to residents and staff, the response protocols when a resident alleges abuse, and first responder duties. The auditor reviewed personnel files for random staff members to determine compliance with training mandates and background check procedures. Case files for random residents in the facility were reviewed to evaluate screening and intake procedures, resident education and other general programmatic areas. The Mecklenburg County Sheriff's Office Jail Central reports no allegations of sexual abuse or sexual harassment in the past 12 months so the auditor was not able to review any investigations, related documentation or interview any victims. However, the auditor did review the secure file storage area that investigations are kept and how files would be setup by reviewing files from outside of the 12 month period.

The auditor toured the facility escorted by the PREA Coordinator and PREA Compliance Manager and observed among other things the facility configuration, location of cameras and mirrors, staff supervision of residents, dorm layout including shower/toilet areas, placement of posters and PREA informational resources, security monitoring, resident entrance and search procedures, and resident programming. The auditor noted that shower areas allow residents to shower separately and shower stalls have stall doors for additional privacy and locking mechanisms for additional safety. Toilet stalls are also separated via laminated partitions and have partition doors to allow privacy and locking mechanisms for additional safety. Notices of the PREA audit were posted throughout the facility in common areas. The auditor was given security access to all parts of the facility via an officer and toured the facility escorted to review the DOJ tour protocol. The auditor talked informally to staff and residents during multiple walk-throughs of the facility during the course of the visit.

The auditor was treated with great hospitality during the visit and residents and staff were made readily available to the auditor at all times. It is clear that the leadership of the Mecklenburg County Sheriff's Office and Jail Central have made PREA compliance a high priority and have expended great effort to ensure the sexual safety of residents in their care. It was further evident that staff and residents were invested in PREA as demonstrated through their

knowledge and understanding of the protections and requirements. It should be noted that the agency has spent the last year and a half preparing for this audit and just recently passed their audit with the American Correction Association.

DESCRIPTION OF FACILITY CHARACTERISTICS

The following was taken directly from the agency's website "MCJ-Central is a direct supervision facility which opened for occupancy in February 1997. The building combines an arrest processing center and a pre-trial detention facility. It also houses a full service medical component, which includes an infirmary, centralized property storage, administrative services and various support services.

FEATURES

- Total Capacity: 1,904
- 707,500 sf
- Total Cost: \$142,300,000
- Two 50 bed dormitory units, for housing male weekender inmates
- One 16 bed dormitory unit, for housing female weekender inmates
- Twelve 56 bed dry cell general housing units
- Two 28 bed dry cell housing units
- Nine 48 bed wet cell Classification and special housing units [The subdivision is created by a wall]
- Five 54 bed wet cell special housing units
- Five 46 bed wet cell high security housing unit
- One 63 bed dormitory unit for Classification and Mass Arrest
- One 71 bed dormitory unit for medical/mental health purpose
- One 18 bed medical infirmary
- Outdoor exercise areas in each housing unit
- Weekender intake processing center
- Two medical clinics
- Conference center

The Jail Central Control Room houses video camera monitoring equipment that provides video feed from all external cameras and internal cameras. External cameras are strategically placed and monitor all entrances into the building and the secure courtyard area. Internal cameras monitor the main hallways, kitchen area, and other common day room areas. The staff in the control center provides constant monitoring of the cameras, including the regulation of internal movement of staff and residents throughout the facility via the two main hallways. The facility includes a medical exam room, a full sized kitchen facility, a laundry area, staff locker/lounge area, and administrative offices all of which are secure and residents are not allowed access without supervision."

SUMMARY OF AUDIT FINDINGS

I find the agency to be in compliance with all PREA standards after reviewing their documentation, touring the facility and the hours spent interviewing inmates and staff. It should be noted that the agency has worked the last year and a half to get ready for the audit and their work was clearly evident.

During the past 12 months, the Mecklenburg County Sheriff's Office Jail Central reported that no allegations of sexual abuse or sexual harassment were received; thus, there were zero administrative investigations and zero criminal investigations related to sexual abuse or sexual harassment conducted at Mecklenburg County Sheriff's Office Jail Central.

Overall, the interviews of residents reflected that they were aware of and understood the PREA protections and the agency's zero tolerance policy. Residents receive written materials at intake that provide detailed information about PREA protections, the multiple ways to report sexual abuse or harassment and ways to protect themselves from abuse. Subsequent to intake, residents are provided the opportunity to watch a video educating them on PREA while waiting to complete the booking process. This videos runs 24/7 in the booking area. Residents indicated they understand the various ways to report abuse and discussed the posters throughout the facility with the telephone number to call to report sexual abuse or harassment. Residents were able to articulate to the auditor what they would do and who they would tell if they were sexually abused. Residents consistently indicated to the auditor that they felt safe in the facility.

All facility staff interviewed indicated they had received detailed PREA training and could articulate the meaning of the agency's zero tolerance policy. Staff was knowledgeable about their roles and responsibilities in the prevention, reporting and response to sexual abuse and sexual harassment. Staff consistently articulated the variety of reporting mechanisms for residents and staff to use to report sexual abuse or sexual harassment. Additionally, staff was well trained on the PREA first responder's protocol for any PREA related allegation and staff could clearly articulate exactly the steps they would follow if they were the first responder to an incident.

The auditor also spoke to the Executive Director of the Safe Alliance to discuss and confirm the agreement in place with the Mecklenburg County Sheriff's Office to provide rape crisis intervention services. Further, the auditor spoke to the Program Coordinator for Carolina's Medical Center - Main Hospital Forensic Nursing Department to discuss the SANE forensic services and procedures provided for victims of sexual abuse.

In summary, after reviewing all pertinent information and after conducting resident and staff interviews, the auditor found that department and agency leadership have clearly made PREA compliance a high priority and have devoted a significant amount of time and resources to policy development, training of staff and education of residents on all the key aspects of PREA. Discussions with Mecklenburg County Sheriff's Office Jail Central executive leadership and facility management reinforced the agency's commitment to ensuring the sexual safety of residents and staff in the Mecklenburg County Sheriff's Office Jail Central.

Number of standards exceeded: 10

Number of standards met: 33

Number of standards not met: 0

Number of standards not applicable: 0

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.

The facility has implemented a zero tolerance policy for the agency (Policy 6.18). The policy contains necessary definitions, sanctions and descriptions of the agency strategies and responses to sexual abuse and sexual harassment. This policy forms the foundation for the program's training efforts with residents, staff, volunteers, contractors, and others. Through interviews of random staff selected chosen by the auditor from the staff line ups working day and night shift, it is clear that staff are familiar with the agency's policy and understand their role in ensuring a zero tolerance within the agency. In speaking with company representatives providing contract services to the facility are familiar with the agency's zero tolerance policy and adhere to it. In addition, the company representatives providing contract services indicated they have policies within their policies regarding zero tolerance. This was evident by reviewing policies of the companies providing contract services. The agency has a PREA Compliance Manager, Sergeant Keesce and a PREA Coordinator, Captain Youngblood, both of whom were interviewed. Both indicated they have has sufficient time and authority to develop, implement, and oversee the agency efforts toward PREA compliance. The PREA Compliance Manger reports to the PREA Coordinator and in turn the PREA Coordinator reports to the agency head. The agency clearly has signage throughout the facility, posted approximately every 10 feet, indicating the agency's zero tolerance policy position. It was evident that the facility wants everyone that enters the facility to know the agency takes PREA seriously.

Policy, Materials, Interviews, and Other Evidence Reviewed:

- Mecklenburg County Sheriff's Policy 6.18 – Sexual Misconduct/ PREA
- Interviews with PREA Compliance Manager and PREA Coordinator
- Completed Pre-Audit Questionnaire submitted by the Mecklenburg County Sheriff's Office Jail Central

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.

As of the time of the on-site audit, the Mecklenburg County Sheriff's Office Jail North does not house any of its inmates outside with other entities. This was confirmed by interviewing the agency head and the facility manager. Also through the tour it was noticed that the jail population was lower than the past. Jail North houses male youthful

offenders and 1 unit for lowest classified adult male inmates. There is sufficient staff in the event the population should increase.

Policy, Materials, Interviews, and Other Evidence Reviewed:

- Interviews with Agency Head or designee (Chief Deputy McAdoo) and Facility Manager (Major White)
- Completed Pre-Audit Questionnaire submitted by the Mecklenburg County Sheriff’s Office Jail Central

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.

➤ **Staffing Plan**

The facility has a staffing plan that addresses the number of staff needed for each position on each shift to be able to detect and deter sexual assaults and sexual harassment. The staffing plan was determined by the agency using the National Institute of Corrections Staffing Analysis tool. It was determined that 360 employees, 90 per shift were needed to operate Jail Central. The staffing plan was reviewed prior to arrival for the audit. Through interviews with random selected staff they acknowledge there are openings within the agency. Speaking with supervisors they indicated that overtime is allowed to ensure staff coverage of the staffing plan is met. My observations upon the tour of the facility and interviews with staff I found that the number of staff working matched the determined staffing levels with the staffing analysis tool. The staffing plan is reviewed on an annual basis to ensure that staffing levels are adequate. This was confirmed by interviewing the PREA Compliance Manager who is a part of the review team

➤ **Unannounced Rounds**

The Mecklenburg County Sheriff’s Office Jail Central conducted unannounced rounds on all shifts as required by their policy 8.28 – Supervisory Rounds. Commanders are required to conduct a minimum of 2 unannounced rounds per shift and sergeants are required to conduct a minimum of 4 unannounced rounds to detect instances of sexual assault and/or sexual harassment. Unannounced supervisory rounds are documented according to policy via the computer round system and verified by documentation of shift rounds and interviews with staff. Random selected staff confirmed the practice of the unannounced rounds and showed the auditor how the rounds are recorded. Through my observations while at the facility I observed a supervisor making a round while I was in a housing unit. Upon exiting the unit the officer assigned showed me the electronic computer documentation of the days activities to include the supervisor making an unannounced round as well as myself being in the housing unit.

Policy, Materials, Interviews, and Other Evidence Reviewed:

- Mecklenburg County Sheriff’s Office Staffing Plan
- Mecklenburg County Sheriff’s Office Policy 8.28 – Supervisory Rounds
- Completed Pre-Audit Questionnaire submitted by the Mecklenburg County Sheriff’s Office Jail Central

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.

As indicated by the standard, a youthful inmate shall not be placed in a housing unit in which the youthful inmate will have sight, sound, or physical contact with any adult inmate through use of a shared dayroom or other common space, shower area, or sleeping quarters. Youthful inmates housed in Mecklenburg County Sheriff's Office Jail Central facility are housed on the opposite side of the housing unit from adult offenders prohibiting sight and sound separation. In addition, anytime an inmate (youthful or adult) is moved through the facility they are escorted by an officer. In interviewing a random sample of youthful inmates, each one indicated they are not in contact with the adult inmates on the opposite of the building. During the interviews with random staff, they indicated that if both adults and youthful inmates are together in the medical clinic for example the officers keep the youthful inmates separate from the adults and are under constant supervision. Also youthful inmates have the ability to participate in programs at the facility as well as opportunity for exercise. While conducting the audit I toured the facility and saw several programs occurring, as well as a youthful offender being escorted down the hallway.

Policy, Materials, Interviews, and Other Evidence Reviewed:

- Mecklenburg County Sheriff's Office Policy Classification Division – Prison Rape Elimination Act
- Interview with Classification Division Sergeant Deleon
- Completed Pre-Audit Questionnaire submitted by the Mecklenburg County Sheriff's Office Jail Central

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.

Mecklenburg County Sheriff's Office Jail Central has a policy on conducting searches and cross gender searches. The policy outlines that same sex are to conduct searches of the same sex. A cross gender search if it is to be conducted is only in an emergency. In addition the search is to be documented to include by whom and reason for the search. Then forwarded to the shift supervisor and the PREA Coordinator. During the interviews with the random staff selected by the auditor, all confirmed that they had knowledge of the policy and practice established by the facility. In addition, they all stated that they had received training on conducting cross gender searches if necessary. I reviewed the training materials that contained both agency policy and practice (use of the back of the hands when conducting a cross gender search). It was interesting during the interviews that even though the officers

know how to conduct the search they would rather call an officer of the same sex to avoid any possible allegation that could be made. During the interviews with the random selected inmates, all confirmed that when they were searched they were searched by an officer of the same sex. Also there is signage on the outside of every housing unit to remind officers that members of the opposite sex must be announced when making rounds. During the interviews with the inmates they all confirmed that this announcement occurs.

Policy, Materials, Interviews, and Other Evidence Reviewed:

- Mecklenburg County Sheriff’s Office Policy 3.03 – Searches
- Cross Gender Training Materials
- Interviews with staff regarding policy and training received
- Interviews with inmates regarding practice
- Training records
- Completed Pre-Audit Questionnaire submitted by the Mecklenburg County Sheriff’s Office Jail Central

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.

Information regard PREA is available in both Spanish and English. As I toured the facility I asked the booking officer to walk me through the process as if I was an inmate. At the initial booking inmates are given an information sheet about PREA available in both English and Spanish. In the intake area the PREA information video runs 24/7 with closed captioning to accommodate the hearing impaired. If an interpreter is needed, a bilingual staff member is available on every shift or there is use of a language line available. In conducting interviews with random staff members they all answered that at no time is an inmate used to translate. In conducting interviews with random selected inmates at least one was selected that was English limited speaking. During the interview a bilingual staff member from the shift working was present to translate as I am not proficient in speaking Spanish. During the interview the inmate was able to confirm that he was explained upon admission what PREA was and how to report if necessary.

Policy, Materials, Interviews, and Other Evidence Reviewed:

- Mecklenburg County Sheriff’s Office Policy 1.34 – Arrest of Deaf or Hearing Impaired Persons
- Mecklenburg County Sheriff’s Office Policy 1.35 – Limited English Speaking Inmates
- Interview with resident that is limited English speaking
- Completed Pre-Audit Questionnaire submitted by the Mecklenburg County Sheriff’s Office Jail Central
- PREA Information sheet at time of intake

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.

The Mecklenburg County Sheriff’s Office Jail Central complies with the hiring practices as outlined by the North Carolina Sheriffs’ Education Training and Standards Commission which requires a background investigation to include but not limited to a criminal records check that encompasses local, state and federal records for deputies and detention officers. The agency follows the same standard for all employees that provide contract services in the agency. Anyone with an unacceptable background will be removed from the hiring process and have their access restricted from entering the building. Also any unacceptable behavior under the PREA standards are considered when decisions are being made regarding promotions. In addition, the standard states that every five years all employees are to have a records check on the national level (NCIC) completed to ensure there are no charges as outlined in the PREA standards. The Mecklenburg County Sheriff’s Office Jail Central exceeds this standard in regards to conducting records checks as required under the standard. The agency conducts record checks on a national level (NCIC) yearly upon each employee’s anniversary date of hire. In conducting interviews with random staff/specialized staff this was confirmed by the Human Resources Representative and Sergeant Metford of the agency compliance team. Upon further inspection of the random employee selected for interviews, their personal files reflect this practice.

Policy, Materials, Interviews, and Other Evidence Reviewed:

- Mecklenburg County Sheriff’s Office Policy 1.13 – Recruiting, Hiring, and Personnel Issues
- Mecklenburg County Sheriff’s Office Policy 1.25 – Promotional Process
- Interviews with Compliance Team Leader (Sgt Metford) and Human Resources
- Inspection of Random Employee Files
- Completed Pre-Audit Questionnaire submitted by the Mecklenburg County Sheriff’s Office Jail Central

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.

The Mecklenburg County Sheriff’s Office Jail Central made renovations in the last few years to the arrest processing area to allow for better work flow and more privacy when interviewing, screening and dressing out of inmates. The facility has slated to begin a camera upgrade project throughout the facility that will be completed by the end of FY 19. The new camera system will allow for recording and retention of videos in the event an incident occurs. Also the new equipment will be smaller in design versus the current box monitors that they currently have. All

renovations completed and slated were planned with the PREA standards in mind. This was based upon observation of camera room, conversations with those working this post and interviews with agency head and facility manager.

Policy, Materials, Interviews, and Other Evidence Reviewed:

- Interviews with PREA Coordinator (Captain Youngblood) and Facility Manager (Major White)
- Completed Pre-Audit Questionnaire submitted by the Mecklenburg County Sheriff’s Office Jail Central

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.

The Mecklenburg County Sheriff’s Office Jail Central policy and practice for investigating an instances of sexual assault that occur are to be investigated by the local police department. An interview with Lieutenant Peacock, Charlotte Mecklenburg Police Department, confirmed they handle all investigations related to sexual assault that occurs in the detention facility. There is an MOA in place between the agencies for the purposes of these types of investigations. Lieutenant Peacock stated they have an excellent working relationship with the sheriff’s office and share any information regarding the sexual assault investigations.

An interview CCS Medical Director, contract services for the detention facility, revealed that an inmate that has been sexually assaulted is immediately sent out to the local hospital for a forensic medical examination to be conducted. I spoke with Angie Alexander, SAFE/SANE nurse of the local hospital, who stated that they do all forensic medical examinations on behalf of the detention facility. There is always a SAFE/SANE nurse on call to handle any incidents. A MOA is in place between the local hospital and the detention facility for such services.

The detention facility provides follow up care to an inmate that has been sexually assaulted upon return from the forensic medical examination to include both physical and mental. During an interview with a random selected inmate that had been sexually assaulted prior to coming to detention facility stated that she had been offered services by the medical staff while she was in the facility.

Policy, Materials, Interviews, and Other Evidence Reviewed:

- Interview with Charlotte Police Department Investigations Lieutenant Peacock
- Interview with CCS Medical Manager Diane
- Interview with Coordinator over Forensics at CMC Hospital Angie Alexander
- CCS Policy A-01a – Patient Co-Payment for Health Services
- CC Policy B-05 – Response to Sexual Assault
- Policy CP 6.10 – Evidence Handling
- Completed Pre-Audit Questionnaire submitted by the Mecklenburg County Sheriff’s Office Jail Central
- Agreements for services

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.

Mecklenburg County Sheriff's Office Jail Central has policies in place for reporting instances of sexual assault/sexual harassment in the facility. As I conducted the tour of the facility I observed signage throughout the building on how report any allegations of sexual assault/sexual harassment. During the interviews with random staff, they were able to tell me how to report an incident of sexual assault/sexual harassment in the facility. The reporting can be done via written documentation to the supervisor which is then forward to the PREA Compliance Manager then PREA Coordinator. They can also make an anonymous report to the agency's Office of Professional Compliance. During interviews with random selected inmates all stated that they knew how to report an incident either by telling an officer, reporting it through the kiosk, by calling a posted number, or anonymous third party reporting. While on the tour I had a random selected inmate aid me in calling the posted number to ensure that it did reach someone on the outside that could take the information regarding an allegation of sexual assault/sexual harassment.

All incidents are thoroughly investigated and further referred to the agency Office of Professional Compliance for policy violation and local police department for criminal violation.

Policy, Materials, Interviews, and Other Evidence Reviewed:

- Interview with Charlotte Police Department Investigations Lieutenant Peacock
- Interview with PREA Coordinator Captain Youngblood
- Mecklenburg County Sheriff's Office Policy 6.18 Sexual Misconduct/PREA
- Completed Pre-Audit Questionnaire submitted by the Mecklenburg County Sheriff's Office Jail Central
- Agreements for services

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.

The PREA standard specifies that staff are to receive training regarding PREA. Mecklenburg County Sheriff's

Office Jail Central offers multiple training opportunities for staff via online or in a traditional classroom regarding PREA, cross gender pat down searches, and policy. Interviews with random staff support this standard in that they have received training regarding PREA, cross gender pat down searches in addition to reviewing the training material delivered. The Compliance Team in conjunction with the Agency's Training Division schedule and offer multiple trainings for members of the agency ranging from 1 to 4 hours per course. To ensure consistency, the Compliance Team trains volunteers and contract staff. From my observations of the training records everyone is tested to ensure comprehension of the materials. Due to noting multiple trainings offered during the year is an example of how the agency exceeds the standard. For the agency training is not a onetime event but an ongoing event. During interviews with staff they responded that they had received training on multiple occasions and were able to answer questions pertaining to PREA asked by myself without delay and with accuracy.

Policy, Materials, Interviews, and Other Evidence Reviewed:

- Interviews with various staff members
- Interviews with various residents
- Interview with PREA Coordinator Captain Youngblood
- Mecklenburg County Sheriff's Office Policy 1.12 Staff Training and Development
- Completed Pre-Audit Questionnaire submitted by the Mecklenburg County Sheriff's Office Jail Central
- Training Records
- Training Materials

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.

The PREA standard specifies that staff are to receive training regarding PREA. Mecklenburg County Sheriff's Office Jail Central offers multiple training opportunities for staff via online or in a traditional classroom regarding PREA, cross gender pat down searches, and policy. Interviews with random staff support this standard in that they have received training regarding PREA, cross gender pat down searches in addition to reviewing the training material delivered. Due to noting multiple trainings offered during the year is an example of how the agency exceeds the standard. For the agency training is not a onetime event but an ongoing event. In addition to contractors and volunteers receiving the same training as the staff members ensuring consistency, the contract service providers also have training on a quarterly basis in regards to PREA as a requirement of their respective companies.

Policy, Materials, Interviews, and Other Evidence Reviewed:

- Interviews with various staff members
- Interviews with various residents
- Interview with PREA Coordinator Captain Youngblood
- Mecklenburg County Sheriff's Office Policy 1.12 Staff Training and Development
- Completed Pre-Audit Questionnaire submitted by the Mecklenburg County Sheriff's Office Jail Central

- Training Records
- Training Materials

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.

Inmates in Mecklenburg County Sheriff’s Jail Central are educated on PREA from the point of entry into the facility and daily until their release from the facility. Upon entry into the facility the inmates watch a video on PREA that runs 24/7 in the booking area. At the time of booking they are given an information sheet in either English or Spanish depending on the inmate. In addition, once the inmates are classified and assigned to a housing unit they are informed of the facility rules to include PREA and how to report any allegations of sexual assault/sexual harassment. During interviews with random selected staff, they responded that as a part of their daily shift activities they inform the inmates about PREA. During interviews with the random selected inmates they responded that they had to watch the video on PREA upon entry to the facility and that two times a day, once each shift, the officers explains PREA along with the facility rules. As I toured the facility I noted signage throughout the facility to include each housing unit regarding PREA. In addition, the inmates receive information on the kiosk in the housing units and must acknowledge understanding of PREA before being able to order commissary. In addition, all inmates interviewed stated they felt safe and they know how to report an issue if they had one. Of the random selected inmates all responded that knew how to report any issues but they have not had the need.

Policy, Materials, Interviews, and Other Evidence Reviewed:

- Interviews with various residents
- Inmate Orientations CP 4.02
- Mecklenburg County Sheriff’s Office Policy 1.34 – Arrest of Deaf or Hearing Impaired Persons
- Mecklenburg County Sheriff’s Office Policy 1.35 – Limited English Speaking Inmates
- Mecklenburg County Sheriff’s Office Inmate Handbook
- Completed Pre-Audit Questionnaire submitted by the Mecklenburg County Sheriff’s Office Jail Central
- Inmate Signage
- Inmate Kiosk

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.

The PREA standard specifies that staff are to receive training regarding PREA. Mecklenburg County Sheriff’s Office Jail Central offers multiple training opportunities for staff via online or in a traditional classroom regarding PREA, cross gender pat down searches, and policy. Interviews with random staff support this standard in that they have received training regarding PREA, cross gender pat down searches in addition to reviewing the training material delivered. Due to noting multiple trainings offered during the year is an example of how the agency exceeds the standard. For the agency training is not a onetime event but an ongoing event. In addition, the investigators have had training in sexual assault investigations and interview and interrogations to name a few of the hundreds of investigative hours received. For consistency the agency requires all members of the agency to have the same baseline of training.

Policy, Materials, Interviews, and Other Evidence Reviewed:

- Interviews with various staff members
- Interviews with various residents
- Interview with PREA Coordinator Captain Youngblood
- Mecklenburg County Sheriff’s Office Policy 1.12 Staff Training and Development
- Completed Pre-Audit Questionnaire submitted by the Mecklenburg County Sheriff’s Office Jail Central
- Training Records
- Training Materials

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.

The PREA standard specifies that staff are to receive training regarding PREA. Mecklenburg County Sheriff’s Office Jail Central offers multiple training opportunities for staff via online or in a traditional classroom regarding PREA, cross gender pat down searches, and policy. Interviews with random staff support this standard in that they have received training regarding PREA, cross gender pat down searches in addition to reviewing the training material delivered. Due to noting multiple trainings offered during the year is an example of how the agency exceeds the standard. For the agency training is not a onetime event but an ongoing event. In addition, to contractors and volunteers receiving the same training as the staff members ensuring consistency, the contract service providers also have training on a quarterly basis in regards to PREA as a requirement of their respective companies. For consistency the agency requires all members of the agency to have the same baseline of training.

Policy, Materials, Interviews, and Other Evidence Reviewed:

- Interviews with medical staff

- Inmate Orientations CP 4.02
- Mecklenburg County Sheriff’s Office Policy 1.12 – Staff Training and Development
- Training Materials
- Training Records
- Completed Pre-Audit Questionnaire submitted by the Mecklenburg County Sheriff’s Office Jail Central

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.

All inmates are screened upon admission into the facility to ensure proper housing. The screening instrument entails questions about medical, mental health, special needs and previous accounts of sexual assault/harassment. There are also question that would indicate if an inmate would be considered a predator. During the tour of the facility the booking officered showed me the computerized screening form that is completed on every person. If an individual responds that they have been previously sexually assaulted/harassed they are immediately taken to the medical station in the booking area for a more in depth screening. Upon completion of the booking process inmates are taken to the classification housing unit until they are properly classified to the appropriate housing unit. In interviewing Classification Sergeant, she stated that inmates are reclassified for any changes to their status.

Policy, Materials, Interviews, and Other Evidence Reviewed:

- Interviews with random staff
- Interviews with random residents
- Interviews with medical staff
- Mecklenburg County Sheriff’s Office Classification Division Policy – Prison Rape Elimination Act
- Screening Instrument
- Completed Pre-Audit Questionnaire submitted by the Mecklenburg County Sheriff’s Office Jail Central

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.

All inmates are screened upon admission into the facility to ensure proper housing. The screening instrument entails questions about medical, mental health, special needs and previous accounts of sexual assault/harassment. There are also question that would indicate if an inmate would be considered a predator. During the tour of the facility the booking officered showed me the computerized screening form that is completed on every person. If an individual responds that they have been previously sexually assaulted/harassed they are immediately taken to the medical station in the booking area for a more in depth screening. Upon completion of the booking process inmates are taken to the classification housing unit until they are properly classified to the appropriate housing unit. In interviewing Classification Sergeant, she stated that inmates are reclassified for any changes to their status.

Policy, Materials, Interviews, and Other Evidence Reviewed:

- Interviews with random staff
- Interviews with random residents
- Interviews with medical staff
- Mecklenburg County Sheriff’s Office Classification Division Policy – Prison Rape Elimination Act
- Screening Instrument
- Completed Pre-Audit Questionnaire submitted by the Mecklenburg County Sheriff’s Office Jail Central

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.

Inmates are classified and housed in the most appropriate housing unit based upon initial screening and by follow up with classification. In interviewing random staff, they confirmed policy and practice that if an inmate reports an issue related to sexual assault/sexual harassment they are immediately removed from the current housing unit and move to another more appropriate unit. During interviews with random selected inmates they responded that they could be moved to protective custody upon their request if they felt more comfortable. One of the inmates I interviewed specifically stated they made such request. Inmates placed into protective custody are done so at the request and evaluated every 30 days. During the interview with Classification Sergeant Deleon, she stated that she specifically follows up with inmates that are in protective custody to ensure their basic needs are still being met. While on the tour of the facility I observed the housing unit that is used for protective custody and individuals assigned to that unit are afforded the same privileges (TV, phone, visitation, and commissary) as everyone else in the other housing units.

Policy, Materials, Interviews, and Other Evidence Reviewed:

- Interview with Classification Sergeant Deleon
- Mecklenburg County Sheriff’s Office Classification Division Policy – Prison Rape Elimination Act
- Screening Instrument
- Completed Pre-Audit Questionnaire submitted by the Mecklenburg County Sheriff’s Office Jail Central

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.

The standards outlines that there must be multiple ways of reporting instances of sexual assault/sexual harassment. Mecklenburg County Sheriff's Office Jail Central exceeds this standard due to having multiple ways of reporting both internally and posting the information for inmates to tell family members if they wish to report externally. Inmates have the ability to report any instances of sexual assault/sexual harassment by telling an officer, they can report through the kiosk, they can report by calling one of the phone numbers posted in the housing unit and they can make a report anonymously. While conducting the tour of the facility I observed the signage posted on how to make a report. Also I had a random inmate show me how to report on the kiosk and another random inmate to show me how to make a report by phone. I was able to speak to a person on the outside that was prepared to take the report. All of the inmates selected at random were able to tell me how they could go about report an instance of sexual assault/sexual harassment. Additionally, all felt safe inside the facility and had not had a reason to report any issues.

Policy, Materials, Interviews, and Other Evidence Reviewed:

- Interviews with random residents
- Mecklenburg County Sheriff's Office Policy 6.18 Sexual Misconduct/PREA
- Inmate Signage
- Inmate Phone
- Completed Pre-Audit Questionnaire submitted by the Mecklenburg County Sheriff's Office Jail Central

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.

All reports of sexual assault, abuse or harassment are immediately investigated. Through interviews with random staff they know how to report an issue to their immediate supervisor or through third party reporting if they were not comfortable reporting an issue involving a staff member. Additionally, knowledge was there among staff interviewed as to where a report involving PREA goes once reported (ie. PREA Manager, PREA Coordinator, OPC).

Policy, Materials, Interviews, and Other Evidence Reviewed:

- Interviews with PREA Coordinator (Captain Youngblood) and Major Collins (Office of Professional Compliance)
- Mecklenburg County Sheriff’s Office Policy 6.06 Inmate Grievances and Inmate Requests
- Completed Pre-Audit Questionnaire submitted by the Mecklenburg County Sheriff’s Office Jail Central

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.

The standards outlines that there must be at least one way of reporting of instances of sexual assault/sexual harassment. Mecklenburg County Sheriff’s Office Jail Central exceeds this standard due to having multiple ways of reporting. Inmates have the ability to report any instances of sexual assault/sexual harassment by telling an officer, they can report through the kiosk, they can report by calling one of the phone numbers posted in the housing unit and they can make a report anonymously. While conducting the tour of the facility I observed the signage posted on how to make a report. Also I had a random inmate show my how to report on the kiosk and another random inmate to show my how to make a report by phone. Facility has a MOA in place with Safe Alliance, local agency providing support services for domestic violence and sexual assault. Phone number is posted in the housing units where inmates can access services by calling. I was able to speak to a person on the outside that was prepared to take the report. All of the inmates selected at random were able to tell me how they could go about report an instance of sexual assault/sexual harassment.

Policy, Materials, Interviews, and Other Evidence Reviewed:

Agreement for Inmate Health Services

- Interview with Safe Alliance (Service Provider)
- Testing phone line for service
- Mecklenburg County Sheriff’s Office Inmate Handbook
- Completed Pre-Audit Questionnaire submitted by the Mecklenburg County Sheriff’s Office Jail Central

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.

The standards outlines that there must be at least one way of reporting of instances of sexual assault/sexual harassment. Mecklenburg County Sheriff's Office Jail Central exceeds this standard due to having multiple ways of reporting. Inmates have the ability to report any instances of sexual assault/sexual harassment by telling an officer, they can report through the kiosk, they can report by calling one of the phone numbers posted in the housing unit and they can make a report anonymously. While conducting the tour of the facility I observed the signage posted on how to make a report. This information is posted for the inmates to see in order to communicate with family members so they will know how to report on their behalf if necessary. Also I had a random inmate show me how to report on the kiosk and another random inmate to show me how to make a report by phone. I was able to speak to a person on the outside that was prepared to take the report. All of the inmates selected at random were able to tell me how they could go about report an instance of sexual assault/sexual harassment.

Policy, Materials, Interviews, and Other Evidence Reviewed:

- Signage indicating numbers for reporting
- Testing phone line for service
- Mecklenburg County Sheriff's Office Website
- Completed Pre-Audit Questionnaire submitted by the Mecklenburg County Sheriff's Office Jail Central

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.

The Mecklenburg County Sheriff's Office Jail Central has a zero tolerance policy in regard to sexual assault/sexual harassment. During interviews of random selected staff they all reported a working knowledge of reporting based upon their agency policy. Anyone receiving knowledge shall report it immediately to the supervisors, Office of Professional Compliance, PREA Compliance Manager or PREA Coordinator. It was clear while touring the facility and speaking with staff that they take PREA very seriously and spent the last year and a half getting ready for the audit.

Policy, Materials, Interviews, and Other Evidence Reviewed:

- Interviews PREA Coordinator and PREA Manager
- Interviews with random staff
- Mecklenburg County Sheriff's Policy 6.18 – Sexual Misconduct/PREA
- Completed Pre-Audit Questionnaire submitted by the Mecklenburg County Sheriff's Office Jail Central

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.

The Mecklenburg County Sheriff’s Office Jail Central has a zero tolerance policy in regard to sexual assault/sexual harassment. During interviews of random selected staff they all reported a working knowledge of reporting based upon their agency policy. Anyone receiving knowledge shall report it immediately to the supervisors, Office of Professional Compliance, PREA Compliance Manager or PREA Coordinator. Any officer that receives a complaint from an inmate regarding sexual assault/sexual harassment is immediately removed from the housing unit to prevent further trauma.

Policy, Materials, Interviews, and Other Evidence Reviewed:

- Interviews PREA Coordinator and PREA Manager
- Interviews with random staff
- Mecklenburg County Sheriff’s Policy 6.18 – Sexual Misconduct/PREA
- Completed Pre-Audit Questionnaire submitted by the Mecklenburg County Sheriff’s Office Jail Central

Standard 115.63 Reporting to other confinement facilities

- 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.

The Mecklenburg County Sheriff’s Office Jail Central has a zero tolerance policy in regard to sexual assault/sexual harassment. During interviews of random selected staff they all reported a working knowledge of reporting based upon their agency policy. Anyone receiving knowledge shall report it immediately to the supervisors, Office of Professional Compliance, PREA Compliance Manager or PREA Coordinator. In speaking with the PREA Coordinator there was one instance that an inmate reported to staff that they were sexually assaulted at the facility they came from before arriving at Mecklenburg. Mecklenburg County Sheriff’s Office PREA Coordinator notified that agency and conducted the investigation that was determined to be unfounded.

Policy, Materials, Interviews, and Other Evidence Reviewed:

- Interviews PREA Coordinator and PREA Manager
- Mecklenburg County Sheriff’s Policy 6.18 – Sexual Misconduct/PREA
- Completed Pre-Audit Questionnaire submitted by the Mecklenburg County Sheriff’s Office Jail Central

Standard 115.64 Staff first responder 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.

The Mecklenburg County Sheriff's Office Jail Central has a zero tolerance policy in regard to sexual assault/sexual harassment. During interviews of random selected staff they all reported a working knowledge of reporting based upon their agency policy. Anyone receiving knowledge shall report it immediately to the supervisors, Office of Professional Compliance, PREA Compliance Manager or PREA Coordinator. Any officer that receives a complaint from an inmate regarding sexual assault/sexual harassment is immediately removed from the housing unit to prevent further trauma. Officers reported that once the inmate is safe and secure, they notify medical and their supervisor. In the event that a sexual assault occurred within the housing unit of the reporting officer they take caution to secure the area of the incident to prevent damage to any potential evidence until the appropriate authorities arrive.

Policy, Materials, Interviews, and Other Evidence Reviewed:

- Interviews PREA Coordinator and PREA Manager
- Interviews with Random staff
- Mecklenburg County Sheriff's Policy 6.18 – Sexual Misconduct/PREA
- Completed Pre-Audit Questionnaire submitted by the Mecklenburg County Sheriff's Office Jail Central

Standard 115.65 Coordinated response

- 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.

The Mecklenburg County Sheriff's Office Jail Central has a zero tolerance policy in regard to sexual assault/sexual harassment. During interviews of random selected staff they all reported a working knowledge of reporting based upon their agency policy. Anyone receiving knowledge shall report it immediately to the supervisors, Office of Professional Compliance, PREA Compliance Manager or PREA Coordinator. Through the interviews of the specialized staff (medical, local police department, etc) that there is a coordinated, committed effort between all partners. It should be noted that in the event there is an incident of sexual assault/sexual harassment the facility team to include all the partners come together to debrief the incident in an effort to make sure they have given the best possible response.

Policy, Materials, Interviews, and Other Evidence Reviewed:

- Interviews with PREA Coordinator and PREA Manager
- Interview with Major Collins (Office of Professional Compliance)
- Interview with Medical Staff
- Interview with SAFE/SANE Nurse at local hospital
- Interview with Lieutenant Peacock (Local Police Department)
- Mecklenburg County Sheriff’s Office Flow Chart
- Mecklenburg County Sheriff’s Policy 6.18 – Sexual Misconduct/PREA
- Completed Pre-Audit Questionnaire submitted by the Mecklenburg County Sheriff’s Office Jail Central

Standard 115.66 Preservation of ability to protect inmates from contact with abusers

- 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.

The Mecklenburg County Sheriff’s Office Jail Central has a zero tolerance policy in regard to sexual assault/sexual harassment. During interviews of random selected staff they all reported a working knowledge of reporting based upon their agency policy. Anyone receiving knowledge shall report it immediately to the supervisors, Office of Professional Compliance, PREA Compliance Manager or PREA Coordinator. Any officer that receives a complaint from an inmate regarding sexual assault/sexual harassment is immediately removed from the housing unit to prevent further trauma. Officers reported that once the inmate is safe and secure, the notify medical and their supervisor. After the inmate is medically treated and safe they are moved to a housing unit separate from the attacker. If the inmates requests protective custody the facility will honor that request and reevaluate the inmate’s status every 30 days.

Policy, Materials, Interviews, and Other Evidence Reviewed:

- Interviews with PREA Coordinator and PREA Manager
- Mecklenburg County Sheriff’s Policy 6.18 – Sexual Misconduct/PREA
- Mecklenburg County Sheriff’s Office Inmate Handbook
- Completed Pre-Audit Questionnaire submitted by the Mecklenburg County Sheriff’s Office Jail Central

Standard 115.67 Agency protection against retaliation

- 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.

Agency has a policy and takes precautions to protect inmates from contact with abusers. In conducting interviews with random staff and random inmates policy and practice align. Staff had knowledge of how to ensure that an inmate is free from retaliation if an allegation of under PREA is reported. In interview with inmates they had had knowledge of their right to be free from retaliation and that they could choose protective custody if they felt the need. The inmates still have privileges of visitation, commissary, tv and exercise. They are reassessed every 30 days by the Classification Sergeant.

Policy, Materials, Interviews, and Other Evidence Reviewed:

- Interviews with PREA Coordinator and PREA Manager
- Mecklenburg County Sheriff’s Policy 6.18 – Sexual Misconduct/PREA
- Mecklenburg County Sheriff’s Office Inmate Handbook
- Completed Pre-Audit Questionnaire submitted by the Mecklenburg County Sheriff’s Office Jail Central

Standard 115.68 Post-allegation 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.

Agency has a policy and takes precautions to protect inmates from contact with abusers. In conducting interviews with random staff and random inmates policy and practice align. Staff had knowledge of how to ensure that an inmate is free from retaliation if an allegation of under PREA is reported. In interview with inmates they had had knowledge of their right to be free from retaliation and that they could choose protective custody if they felt the need. The inmates still have privileges of visitation, commissary, tv and exercise. They are reassessed every 30 days by the Classification Sergeant.

Policy, Materials, Interviews, and Other Evidence Reviewed:

- Visual inspection of housing area.
- Interviews with PREA Coordinator and PREA Manager
- Interview with Classification Sergeant Deleon
- Mecklenburg County Sheriff’s Classification Division – Prison Rape Elimination Act
- Mecklenburg County Sheriff’s Office Inmate Handbook
- Completed Pre-Audit Questionnaire submitted by the Mecklenburg County Sheriff’s Office Jail Central

Standard 115.71 Criminal and administrative agency 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.

All reports of sexual assault/sexual harassment submitted at the facility are investigated to the fullest. In conducting interviews with random staff all were able to tell me the responsible party(s) for conducting investigations. After the report is logged and investigated by the PREA Coordinator, the report is then turned over to the agency's Office of Professional Compliance if the incident may result in violation of agency policy. If the incident is criminal in nature, the incident is forward to the local police department (Charlotte Mecklenburg Police Department) to be investigated. The incident will be investigated in conjunction with Office of Professional Standards if the incident involves a staff member. In interviewing Lieutenant Peacock with the Charlotte Mecklenburg Police Department, she stated that the two agencies have a good working relationship in dealing with incidents of sexual assault/sexual harassment and share information. Lieutenant Peacock stated that they also have a good working relationship with the local District Attorney's office in the event the case rises to the level to criminal prosecution.

Policy, Materials, Interviews, and Other Evidence Reviewed:

- Interview with PREA Coordinator
- Interview with Major Collins (Office of Professional Compliance)
- Interviews with Random Staff
- Mecklenburg County Sheriff's Office Policy 6.18 – Sexual Misconduct/PREA
- Mecklenburg County Sheriff's Office General Order #18 – Sexual Harassment and other prohibited employee practices
- Mecklenburg County Sheriff's Office General Oder #4 – Discipline, Internal Investigations and Employee Rights
- Flow chart for reporting staff on inmate allegations
- Mecklenburg County Sheriff's Office Inmate Handbook
- Completed Pre-Audit Questionnaire submitted by the Mecklenburg County Sheriff's Office Jail Central

Standard 115.72 Evidentiary standard for administrative 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.

All reports of sexual assault/sexual harassment submitted at the facility are investigated to the fullest. In conducting interviews with random staff all were able to tell me the responsible party(s) for conducting investigations. After the report is logged and investigated by the PREA Coordinator, the report is then turned over to the agency's Office of Professional Compliance if the incident may result in violation of agency policy. If the incident is criminal in nature, the incident is forward to the local police department (Charlotte Mecklenburg Police Department) to be investigated. The incident will be investigated in conjunction with Office of Professional Standards if the incident involves a staff member. In interviewing Lieutenant Peacock with the Charlotte Mecklenburg Police Department, she stated that the two agencies have a good working relationship in dealing with incidents of sexual assault/sexual harassment and share information. Lieutenant Peacock stated that they also have a good working relationship with the local District Attorney's office in the event the case rises to the level to criminal prosecution. The agency does not impose an evidentiary standard higher than a preponderance of the evidence in determining whether allegations of sexual abuse or sexual harassment are substantiated.

Policy, Materials, Interviews, and Other Evidence Reviewed:

- Interview with PREA Coordinator
- Interview with Major Collins (Office of Professional Compliance)
- Completed Pre-Audit Questionnaire submitted by the Mecklenburg County Sheriff's Office Jail Central

Standard 115.73 Reporting to 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.

In conducting the interview with the PREA Coordinator, Captain Youngblood, she explained her role in investigating Incidents of sexual assault/sexual harassment. She stated that every report that is submitted is acknowledged by that it is received. The incident is investigated thoroughly by either the Office of Professional Compliance or the local police department depending on the allegation. Upon conclusion of the investigation the PREA Coordinator meets with the victim in the incident.

Policy, Materials, Interviews, and Other Evidence Reviewed:

- Interview with PREA Coordinator
- Mecklenburg County Sheriff's Office Policy 6.18 – Sexual Misconduct/PREA
- Completed Pre-Audit Questionnaire submitted by the Mecklenburg County Sheriff's Office Jail Central

Standard 115.76 Disciplinary sanctions for staff

- 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.

In speaking with random selected staff members they all confirmed that if a staff member is found to have violated the agency's policy regarding sexual assault/sexual harassment then they are subject to disciplinary action to include but not limited to dismissal if found to have violated policy. During the interview with Major Collins, Office of Professional Compliance, he confirmed the range of disciplinary actions to reference the fact the agency has a zero tolerance to sexual assault/sexual harassment and takes it very seriously.

Policy, Materials, Interviews, and Other Evidence Reviewed:

- Interview with PREA Coordinator
- Interview with Major Collins (Office of Professional Compliance)
- Mecklenburg County Sheriff's Office General Order #4 – Discipline, Internal Investigations and Employee Rights
- Mecklenburg County Sheriff's Office General Order #13 – Ethics and Conduct with Inmates
- Mecklenburg County Sheriff's Office General Order #18 – Sexual Harassment and other Prohibited Employee Practices
- Completed Pre-Audit Questionnaire submitted by the Mecklenburg County Sheriff's Office Jail Central

Standard 115.77 Corrective action for contractors and volunteers

- 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.

In speaking with random selected staff members they all confirmed that if a staff member is found to have violated the agency's policy regarding sexual assault/sexual harassment then they are subject to disciplinary action to include but not limited to dismissal if found to have violated policy. During the interview with Major Collins, Office of Professional Compliance, he confirmed the range of disciplinary actions to reference the fact the agency has a zero tolerance to sexual assault/sexual harassment and takes it very seriously.

Policy, Materials, Interviews, and Other Evidence Reviewed:

- Interview with PREA Coordinator
- Interview with Major Collins (Office of Professional Compliance)
- Mecklenburg County Sheriff's Office General Order #4 – Discipline, Internal Investigations and Employee Rights
- Mecklenburg County Sheriff's Office General Order #13 – Ethics and Conduct with Inmates

- Mecklenburg County Sheriff’s Office General Order #18 – Sexual Harassment and other Prohibited Employee Practices
- Completed Pre-Audit Questionnaire submitted by the Mecklenburg County Sheriff’s Office Jail Central

Standard 115.78 Disciplinary sanctions for 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.

Mecklenburg County Sheriff’s Office Jail Central has an inmate handbook that outlines the rules of the facility for the inmates and the consequences associated with violating the facility rules to include sexual assault/sexual harassment. During the interviews with the random selected inmates they all reported officers going over the rules and consequences at the beginning of every shift (2 times in a 24 period). In interviews with the random selected staff they reported what can be done if an inmate is the aggressor in an incident of sexual assault/sexual harassment to include but not limited to being removed from the housing unit.

Policy, Materials, Interviews, and Other Evidence Reviewed:

- Interview with PREA Coordinator
- Mecklenburg County Sheriff’s Office Inmate Handbook
- Mecklenburg County Sheriff’s Office Policy CP 6.01 – Inmate Rules and Sanctions
- Mecklenburg County Sheriff’s Office Inmate Disciplinary Hearing Report
- Completed Pre-Audit Questionnaire submitted by the Mecklenburg County Sheriff’s Office Jail Central

Standard 115.81 Medical and mental health screenings; history of sexual abuse

- 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.

All inmates are screened upon admission into the facility to ensure proper housing. The screening instrument entails questions about medical, mental health, special needs and previous accounts of sexual assault/harassment. There are also question that would indicate if an inmate would be considered a predator. During the tour of the facility the booking officered showed me the computerized screening form that is completed on every person. If an individual

responds that they have been previously sexually assaulted/harassed they are immediately taken to the medical station in the booking area for a more in depth screening. Upon completion of the booking process inmates are taken to the classification housing unit until they are properly classified to the appropriate housing unit. In interviewing Classification Sergeant, she stated that inmates are reclassified for any changes to their status.

Policy, Materials, Interviews, and Other Evidence Reviewed:

- Interview with Medical staff
- CCS Policy E-05 Medical Screening and Evaluation
- Consent Documentation
- Sample Medical /Mental Health Materials
- Completed Pre-Audit Questionnaire submitted by the Mecklenburg County Sheriff’s Office Jail Central

Standard 115.82 Access to emergency medical and mental health 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.

If an inmate in the Mecklenburg County Sheriff’s Office Jail Central is sexually assaulted while in custody they are given medical and mental health treatment. In the interview with the Medical Director, she stated that the victim would be sent out to the local hospital for a forensic examination then returned to the facility for continued care. They are also seen by mental health while in custody. Care is given to all inmates whether they have money or not. Additionally, upon release inmates are given contact information for outside services to continue their care. In speaking with Safe Alliance, area service provider, they indicated they have had several inmates to contact them for services not related to sexual assault/sexual harassment. There is an MOA in place with the facility for services.

Policy, Materials, Interviews, and Other Evidence Reviewed:

- Interview with Medical staff
- CCS Policy A-01a Patient Co-Payment for Health Services
- CCS Policy B-05 Response to Sexual Abuse
- Mecklenburg County Sheriff’s Office Inmate Handbook
- Completed Pre-Audit Questionnaire submitted by the Mecklenburg County Sheriff’s Office Jail Central

Standard 115.83 Ongoing medical and mental health care for sexual abuse victims and abusers

- 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.

If an inmate in the Mecklenburg County Sheriff’s Office Jail Central is sexually assaulted while in custody they are given medical and mental health treatment. In the interview with the Medical Director, she stated that the victim would be sent out to the local hospital for a forensic examination then returned to the facility for continued care. They are also seen by mental health while in custody. Care is given to all inmates whether they have money or not. Additionally, upon release inmates are given contact information for outside services to continue their care. In speaking with Safe Alliance, area service provider, they indicated they have had several inmates to contact them for services not related to sexual assault/sexual harassment. There is an MOA in place with the facility for services.

Policy, Materials, Interviews, and Other Evidence Reviewed:

- Interview with Medical staff
- CCS Policy A-01a Patient Co-Payment for Health Services
- CCS Policy B-05 Response to Sexual Abuse
- Mecklenburg County Sheriff’s Office Inmate Handbook
- Completed Pre-Audit Questionnaire submitted by the Mecklenburg County Sheriff’s Office Jail Central

Standard 115.86 Sexual abuse incident reviews

- 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.

In interviewing the PREA Coordinator, Captain Youngblood, stated that every 30 days after an allegation of sexual assault/sexual harassment the facility team will meet to review for adjustments if necessary to policy and procedure before submitting a final report to the agency head. While conducting interviews with selected random staff several of the staff are of the team review to include the Medical Director, the Facility Manager, PREA Manager, PREA Coordinator and Chief Deputy of the agency.

Policy, Materials, Interviews, and Other Evidence Reviewed:

- Interview with PREA Coordinator
- Administrative Report
- Mecklenburg County Sheriff’s Office Policy 6.18 – Sexual Misconduct/PREA
- Completed Pre-Audit Questionnaire submitted by the Mecklenburg County Sheriff’s Office Jail Central

Standard 115.87 Data collection

- 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.

The Mecklenburg County Sheriff’s Office Jail Central has a policy that all data related to occurrences of sexual assault/sexual harassment are to be collected. In interviewing the PREA Coordinator, she stated that she collects and compiles the data regarding incidents of sexual assault/sexual harassment into an annual report that is published to the agency’s website minus and identifying information.

Policy, Materials, Interviews, and Other Evidence Reviewed:

- Interview with PREA Coordinator
- Data Collection Instrument
- Mecklenburg County Sheriff’s Office Policy 6.18 – Sexual Misconduct/PREA
- Completed Pre-Audit Questionnaire submitted by the Mecklenburg County Sheriff’s Office Jail Central

Standard 115.88 Data review for corrective action

- 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.

In interviewing the PREA Coordinator, Captain Youngblood, stated that every 30 days after an allegation of sexual assault/sexual harassment the facility team will meet to review for adjustments if necessary to policy and procedure before submitting a final report to the agency head. While conducting interviews with selected random staff several of the staff are of the team review to include the Medical Director, the Facility Manager, PREA Manager, PREA Coordinator and Chief Deputy of the agency.

Policy, Materials, Interviews, and Other Evidence Reviewed:

- Interview with PREA Coordinator
- Annual Report
- Agency Website
- Completed Pre-Audit Questionnaire submitted by the Mecklenburg County Sheriff’s Office Jail Central

Standard 115.89 Data storage, publication, and destruction

- 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.

All incidents of sexual assault/sexual harassment are investigated and ultimately forwarded to the PREA Coordinator. All investigations are stored in a locked file cabinet located in a locked file room. Access to the files are limited to the PREA Coordinator and the compliance team. The PREA Coordinator compiles an annual report that is published on the agency’s website with identifying information being redacted. I reviewed the agency’s website while conducting the audit to confirm the posting of the annual reports.

Policy, Materials, Interviews, and Other Evidence Reviewed:

- Interview with PREA Coordinator
- Mecklenburg County Sheriff’s Office Policy 6.18 – Sexual Misconduct/PREA
- Completed Pre-Audit Questionnaire submitted by the Mecklenburg County Sheriff’s Office Jail Central

AUDITOR CERTIFICATION

I certify that:

- The contents of this report are accurate to the best of my knowledge.
- No conflict of interest exists with respect to my ability to conduct an audit of the agency under review, and
- I have not included in the final report any personally identifiable information (PII) about any inmate or staff member, except where the names of administrative personnel are specifically requested in the report template.

Timothy L. Fuss

March 20, 2017

Auditor Signature

Date

**PREA AUDIT REPORT Interim Final
ADULT PRISONS & JAILS**

Date of report: 11/12/2016

Auditor Information			
Auditor name: Timothy Fuss			
Address: 48 E. Hiawasse Rd Fletcher, NC			
Email: tfuss@gmail.com			
Telephone number: 9106209506			
Date of facility visit: October 31 – November 3, 2016			
Facility Information			
Facility name: Mecklenburg County Jail North			
Facility physical address: 5235 Spector Dr Charlotte, NC 28269			
Facility mailing address: <i>(if different from above)</i> Click here to enter text.			
Facility telephone number: 9803145530			
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 Irwin Carmichael			
Number of staff assigned to the facility in the last 12 months: 94			
Designed facility capacity: 723			
Current population of facility: 88			
Facility security levels/inmate custody levels: min and med			
Age range of the population: 16 - >=55			
Name of PREA Compliance Manager: Celeste Youngblood		Title: Captain	
Email address: Celeste.Youngblood@MecklenburgCountyNC.gov		Telephone number: 9803145438	
Agency Information			
Name of agency: Mecklenburg County Sheriff's Office			
Governing authority or parent agency: <i>(if applicable)</i> Mecklenburg County			
Physical address: 704 East 4 th Street Charlotte, NC 28202			
Mailing address: <i>(if different from above)</i> Click here to enter text.			
Telephone number: 7043362543			
Agency Chief Executive Officer			
Name: Irwin Carmichael		Title: Sheriff	
Email address: Irwin.Carmichael@mecklenburgcountync.gov		Telephone number: 7043362543	
Agency-Wide PREA Coordinator			
Name: Celeste D. Youngblood		Title: Captain	
Email address: Celeste.Youngblood@MecklenburgCountyNC.gov		Telephone number: 9803145438	

AUDIT FINDINGS

NARRATIVE

The Prison Rape Elimination Act (PREA) on-site audit of the Mecklenburg County Sheriff's Office Jail North in Charlotte, North Carolina was conducted October 31 – November 3, 2016 by Timothy L. Fuss, from Fletcher, North Carolina, and a U.S. Department of Justice Certified PREA Auditor for adult facilities. Pre-audit preparation included a thorough review of all documentation and materials submitted by the facility along with the data included in the completed Pre-Audit Questionnaire. The documentation reviewed included agency policies, procedures, forms, education materials, training curriculum, organizational charts, posters, brochures, and other PREA related materials that were provided to demonstrate compliance with the PREA standards. In addition to reviewing the materials prior to arrival I conducted a tour of the facility and interviewed random selected staff and inmates chosen by the auditor by reviewing rosters provided the day of the visit.

During the two and one half days of the on-site audit, the auditor was provided a private, conference room in the facility from which to work and conduct confidential interviews. Time spent at the facility began in the morning each day and continued into the late evening to ensure a good cross representation of interviews. Formal personal interviews were conducted with facility staff, residents and contractors. The auditor interviewed 9 residents representing 1 per housing unit in the facility chosen at random. Due to only having 9 housing units open at the time of the audit, an additional resident was chosen while touring the facility. This random inmate chosen was interviewed in terms of how to report a PREA incident. The resident was able to describe and demonstrate how to reach an outside provider to report. The auditor was able to speak to this person confirming that the residents are educated on reporting and that numbers posted within the housing units are correct. Fifteen facility staff members were interviewed representing both shifts (1st shift 7am-7pm; and 2nd shift 7pm to 7 am) that covered a good representation of the number of years on the job from 1-2 years to 15+ years). It should be noted that time on the job was not viewed in making the random selection. Included in the 15 interviews were specialty staff including medical (contract staff), first responders, investigators, intake and screening, human resources and training individuals. Also interviewed were the agency Chief Deputy, PREA Coordinator, and PREA Compliance Manager. Residents were interviewed using the recommended DOJ protocols that question their knowledge of a variety of PREA protections generally and specifically their knowledge of reporting mechanisms available to residents to report abuse or harassment. Staff was questioned using the DOJ protocols that question their PREA training and overall knowledge of the agency's zero tolerance policy, reporting mechanisms available to residents and staff, the response protocols when a resident alleges abuse, and first responder duties. The auditor reviewed personnel files for random staff members to determine compliance with training mandates and background check procedures. Case files for random residents in the facility were reviewed to evaluate screening and intake procedures, resident education and other general programmatic areas. The Mecklenburg County Sheriff's Office Jail North reports no allegations of sexual abuse or sexual harassment in the past 12 months so the auditor was not able to review any investigations, related documentation or interview any victims. However, the auditor did review the secure file storage area that investigations are kept and how files would be setup by reviewing files from outside of the 12 month period.

The auditor toured the facility escorted by the PREA Coordinator and PREA Compliance Manager and observed among other things the facility configuration, location of cameras and mirrors, staff supervision of residents, dorm layout including shower/toilet areas, placement of posters and PREA informational resources, security monitoring, resident entrance and search procedures, and resident programming. The auditor noted that shower areas allow residents to shower separately and shower stalls have stall doors for additional privacy and locking mechanisms for additional safety. Toilet stalls are also separated via laminated partitions and have partition doors to allow privacy and locking mechanisms for additional safety. Notices of the PREA audit were posted throughout the facility in common areas. The auditor was given security access to all parts of the facility via an officer and toured the facility escorted to review the DOJ tour protocol. The auditor talked informally to staff and residents during multiple walk-throughs of the facility during the course of the visit.

The auditor was treated with great hospitality during the visit and residents and staff were made readily available to the auditor at all times. It is clear that the leadership of the Mecklenburg County Sheriff's Office and Jail North have made PREA compliance a high priority and have expended great effort to ensure the sexual safety of residents in their care. It was further evident that staff and residents were invested in PREA as demonstrated through their knowledge and understanding of the protections and requirements. It should be noted that the agency has spent the last year and a half preparing for this audit and just recently passed their audit with the American Correction Association.

DESCRIPTION OF FACILITY CHARACTERISTICS

Though PREA standards require a minimum of 10 inmates to be interviewed at a facility, it should be noted that due to a decreased inmate population this facility only contains 1 housing unit for adult males and 8 housing units for male youthful inmates on the opposite side of the building. Therefore only 9 inmates were interviewed.

The following was taken directly from the agency's website. "Opened in 1994, this Direct Supervision Facility was designed to house 614 sentenced inmates and places special emphasis on inmate programming. Substance abuse education, life skills, domestic violence, parenting, health education, GED, and a high school curriculum provide opportunities for inmates.

In the Spring of 2010 Jail North expanded and opened the Vocational Training Building, Greenhouse, and 108 bed Youthful Offender Housing Unit. Inmates are able to learn horticulture and carpentry skills that may transition into employment opportunities upon their release. The Youthful Offender Housing Unit allows 6 -17 year old population to be housed in smaller groups with an emphasis on education, structure, and counseling.

Jail North also houses the main production kitchen which utilizes cook to chill method and serves all of the Detention Facilities.

Inmates housed at MCJ- North are classified as minimum-medium security risk. They can have county, state or federal charges.

BUILDING SPECS

- Size: 281,838 sq. ft.
- Cost: \$33,200,000
- Capacity: 614 inmates
- Eight 56-bed Pods, 52 dry cell and 4 wet cell, utilized for General Housing
- One 55-bed wet cell Pod utilized for Work Crew and County Garage Workers [This is an open dormitory style]
- One 56-bed wet cell Pod which is subdivided into smaller units for Disciplinary and Classification purposes [The subdivision is created by a wall]
- One 55-bed wet cell Pod which is subdivided into smaller units for Disciplinary, High Security, and Inmate Worker Housing [The subdivision is created by a wall]
- 108 Bed Youthful Offender Unit – 34,830 sq. ft. [The youthful offender unit is broken down into 8 identical housing units with adequate space for exercise within the housing unit]
- Vocational Training Building – 8,330 sq. ft.
 - (2) General Classroom
 - Multi-purpose Room
 - Carpentry Workshop
 - Masonry Workshop
- Greenhouse Building – 3,360 sq. ft.
 - Plant Propagation Area
 - Plant Benches, Evaporative Cooling & Irrigation System"

SUMMARY OF AUDIT FINDINGS

I find the agency to be in compliance with all PREA standards after reviewing their documentation, touring the facility and the hours spent interviewing inmates and staff. It should be noted that the agency has worked the last year and a half to get ready for the audit and their work was clearly evident.

During the past 12 months, the Mecklenburg County Sheriff's Office Jail North reported that no allegations of sexual abuse or sexual harassment were received; thus, there were zero administrative investigations and zero criminal investigations related to sexual abuse or sexual harassment conducted at Mecklenburg County Sheriff's Office Jail North.

Overall, the interviews of residents reflected that they were aware of and understood the PREA protections and the agency's zero tolerance policy. Residents receive written materials at intake that provide detailed information about PREA protections, the multiple ways to report sexual abuse or harassment and ways to protect themselves from abuse. Subsequent to intake, residents are provided the opportunity to watch a video educating them on PREA while waiting to complete the booking process. This videos runs 24/7 in the booking area. Residents indicated they understand the various ways to report abuse and discussed the posters throughout the facility with the telephone number to call to report sexual abuse or harassment. Residents were able to articulate to the auditor what they would do and who they would tell if they were sexually abused. Residents consistently indicated to the auditor that they felt safe in the facility.

All facility staff interviewed indicated they had received detailed PREA training and could articulate the meaning of the agency's zero tolerance policy. Staff was knowledgeable about their roles and responsibilities in the prevention, reporting and response to sexual abuse and sexual harassment. Staff consistently articulated the variety of reporting mechanisms for residents and staff to use to report sexual abuse or sexual harassment. Additionally, staff was well trained on the PREA first responder's protocol for any PREA related allegation and staff could clearly articulate exactly the steps they would follow if they were the first responder to an incident.

The auditor also spoke to the Executive Director of the Safe Alliance to discuss and confirm the agreement in place with the Mecklenburg County Sheriff's Office to provide rape crisis intervention services. Further, the auditor spoke to the Program Coordinator for Carolina's Medical Center - Main Hospital Forensic Nursing Department to discuss the SANE forensic services and procedures provided for victims of sexual abuse.

In summary, after reviewing all pertinent information and after conducting resident and staff interviews, the auditor found that department and agency leadership have clearly made PREA compliance a high priority and have devoted a significant amount of time and resources to policy development, training of staff and education of residents on all the key aspects of PREA. Discussions with Mecklenburg County Sheriff's Office Jail North executive leadership and facility management reinforced the agency's commitment to ensuring the sexual safety of residents and staff in the Mecklenburg County Sheriff's Office Jail North.

Number of standards exceeded: 10

Number of standards met: 33

Number of standards not met: 0

Number of standards not applicable: 0

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.

The facility has implemented a zero tolerance policy for the agency (Policy 6.18). The policy contains necessary definitions, sanctions and descriptions of the agency strategies and responses to sexual abuse and sexual harassment. This policy forms the foundation for the program's training efforts with residents, staff, volunteers, contractors, and others. Through interviews of random staff selected chosen by the auditor from the staff line ups working day and night shift, it is clear that staff are familiar with the agency's policy and understand their role in ensuring a zero tolerance within the agency. In speaking with company representatives providing contract services to the facility are familiar with the agency's zero tolerance policy and adhere to it. In addition, the company representatives providing contract services indicated they have policies within their policies regarding zero tolerance. This was evident by reviewing policies of the companies providing contract services. The agency has a PREA Compliance Manager, Sergeant Henderson and a PREA Coordinator, Captain Youngblood, both of whom were interviewed. Both indicated they have has sufficient time and authority to develop, implement, and oversee the agency efforts toward PREA compliance. The PREA Compliance Manger reports to the PREA Coordinator and in turn the PREA Coordinator reports to the agency head. The agency clearly has signage throughout the facility, posted approximately every 10 feet, indicating the agency's zero tolerance policy position. It was evident that the facility wants everyone that enters the facility to know the agency takes PREA seriously.

Policy, Materials, Interviews, and Other Evidence Reviewed:

- Mecklenburg County Sheriff's Policy 6.18 – Sexual Misconduct/ PREA
- Interviews with PREA Compliance Manager and PREA Coordinator
- Completed Pre-Audit Questionnaire submitted by the Mecklenburg County Sheriff's Office Jail North

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.

As of the time of the on-site audit, the Mecklenburg County Sheriff's Office Jail North does not house any of its inmates outside with other entities. This was confirmed by interviewing the agency head and the facility manager.

Also through the tour it was noticed that the jail population was lower than the past. Jail North houses male youthful offenders and 1 unit for lowest classified adult male inmates. There is sufficient staff in the event the population should increase.

Policy, Materials, Interviews, and Other Evidence Reviewed:

- Interviews with Agency Head or designee (Chief Deputy McAdoo) and Facility Manager (Major White)
- Completed Pre-Audit Questionnaire submitted by the Mecklenburg County Sheriff’s Office Jail North

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.

➤ **Staffing Plan**

The facility has a staffing plan that addresses the number of staff needed for each position on each shift to be able to detect and deter sexual assaults and sexual harassment. The staffing plan was determined by the agency using the National Institute of Corrections Staffing Analysis tool. It was determined that 80 employees, 20 per shift were needed to operate Jail North. The staffing plan was reviewed prior to arrival for the audit. Through interviews with random selected staff they acknowledge there are openings within the agency. Speaking with supervisors they indicated that overtime is allowed to ensure staff coverage of the staffing plan is met. My observations upon the tour of the facility and interviews with staff I found that the number of staff working matched the determined staffing levels with the staffing analysis tool. The staffing plan is reviewed on an annual basis to ensure that staffing levels are adequate. This was confirmed by interviewing the PREA Compliance Manager who is a part of the review team

➤ **Unannounced Rounds**

The Mecklenburg County Sheriff’s Office Jail North conducted unannounced rounds on all shifts as required by their policy 8.28 – Supervisory Rounds. Commanders are required to conduct a minimum of 2 unannounced rounds per shift and sergeants are required to conduct a minimum of 4 unannounced rounds to detect instances of sexual assault and/or sexual harassment. Unannounced supervisory rounds are documented according to policy via the computer round system and verified by documentation of shift rounds and interviews with staff. Random selected staff confirmed the practice of the unannounced rounds and showed the auditor how the rounds are recorded. Through my observations while at the facility I observed a supervisor making a round while I was in a housing unit. Upon exiting the unit the officer assigned showed me the electronic computer documentation of the days activities to include the supervisor making an unannounced round as well as myself being in the housing unit.

Policy, Materials, Interviews, and Other Evidence Reviewed:

- Mecklenburg County Sheriff’s Office Staffing Plan
- Mecklenburg County Sheriff’s Office Policy 8.28 – Supervisory Rounds
- Completed Pre-Audit Questionnaire submitted by the Mecklenburg County Sheriff’s Office Jail North

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.

As indicated by the standard, a youthful inmate shall not be placed in a housing unit in which the youthful inmate will have sight, sound, or physical contact with any adult inmate through use of a shared dayroom or other common space, shower area, or sleeping quarters. Youthful inmates housed in Mecklenburg County Sheriff's Office Jail North facility are housed on the opposite side of the building in separate housing units from adult offenders prohibiting sight and sound separation. In addition, anytime an inmate (youthful or adult) is moved through the facility they are escorted by an officer. In interviewing a random sample of youthful inmates, each one indicated they are not in contact with the adult inmates on the opposite of the building. During the interviews with random staff, they indicated that if both adults and youthful inmates are together in the medical clinic for example the officers keep the youthful inmates separate from the adults and are under constant supervision. Also youthful inmates have the ability to participate in programs at the facility as well as opportunity for exercise. While conducting the audit I saw toured the facility and saw several programs occurring.

Policy, Materials, Interviews, and Other Evidence Reviewed:

- Mecklenburg County Sheriff's Office Policy Classification Division – Prison Rape Elimination Act
- Interview with Classification Division Sergeant Deleon
- Completed Pre-Audit Questionnaire submitted by the Mecklenburg County Sheriff's Office Jail North

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.

Mecklenburg County Sheriff's Office Jail North has a policy on conducting searches and cross gender searches. The policy outlines that same sex are to conduct searches of the same sex. A cross gender search if it is to be conducted is only in an emergency. In addition the search is to be documented to include by whom and reason for the search. Then forwarded to the shift supervisor and the PREA Coordinator. During the interviews with the random staff selected by the auditor, all confirmed that they had knowledge of the policy and practice established by the facility. In addition, they all stated that they had received training on conducting cross gender searches if necessary. I

reviewed the training materials that contained both agency policy and practice (use of the back of the hands when conducting a cross gender search). It was interesting during the interviews that even though the officers know how to conduct the search they would rather call an officer of the same sex to avoid any possible allegation that could be made. During the interviews with the random selected inmates, all confirmed that when they were searched they were searched by an officer of the same sex. Also there is signage on the outside of every housing unit to remind officers that members of the opposite sex must be announced when making rounds. During the interviews with the inmates they all confirmed that this announcement occurs.

Policy, Materials, Interviews, and Other Evidence Reviewed:

- Mecklenburg County Sheriff’s Office Policy 3.03 – Searches
- Cross Gender Training Materials
- Interviews with staff regarding policy and training received
- Interviews with inmates regarding practice
- Training records
- Completed Pre-Audit Questionnaire submitted by the Mecklenburg County Sheriff’s Office Jail North

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.

Information regard PREA is available in both Spanish and English. As I toured the facility I asked the booking officer to walk me through the process as if I was an inmate. At the initial booking inmates are given an information sheet about PREA available in both English and Spanish. In the intake area the PREA information video runs 24/7 with closed captioning to accommodate the hearing impaired. If an interpreter is needed, a bilingual staff member is available on every shift or there is use of a language line available. In conducting interviews with random staff members they all answered that at no time is an inmate used to translate. In conducting interviews with random selected inmates at least one was selected that was English limited speaking. During the interview a bilingual staff member from the shift working was present to translate as I am not proficient in speaking Spanish. During the interview the inmate was able to confirm that he was explained upon admission what PREA was and how to report if necessary.

Policy, Materials, Interviews, and Other Evidence Reviewed:

- Mecklenburg County Sheriff’s Office Policy 1.34 – Arrest of Deaf or Hearing Impaired Persons
- Mecklenburg County Sheriff’s Office Policy 1.35 – Limited English Speaking Inmates
- Interview with resident that is limited English speaking
- Completed Pre-Audit Questionnaire submitted by the Mecklenburg County Sheriff’s Office Jail North
- PREA Information sheet at time of intake

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.

The Mecklenburg County Sheriff's Office Jail North complies with the hiring practices as outlined by the North Carolina Sheriffs' Education Training and Standards Commission which requires a background investigation to include but not limited to a criminal records check that encompasses local, state and federal records for deputies and detention officers. The agency follows the same standard for all employees that provide contract services in the agency. Anyone with an unacceptable background will be removed from the hiring process and have their access restricted from entering the building. Also any unacceptable behavior under the PREA standards are considered when decisions are being made regarding promotions. In addition, the standard states that every five years all employees are to have a records check on the national level (NCIC) completed to ensure there are no charges as outlined in the PREA standards. The Mecklenburg County Sheriff's Office Jail North exceeds this standard in regards to conducting records checks as required under the standard. The agency conducts record checks on a national level (NCIC) yearly upon each employee's anniversary date of hire. In conducting interviews with random staff/specialized staff this was confirmed by the Human Resources Representative and Sergeant Metford of the agency compliance team. Upon further inspection of the random employee selected for interviews, their personal files reflect this practice.

Policy, Materials, Interviews, and Other Evidence Reviewed:

- Mecklenburg County Sheriff's Office Policy 1.13 – Recruiting, Hiring, and Personnel Issues
- Mecklenburg County Sheriff's Office Policy 1.25 – Promotional Process
- Interviews with Compliance Team Leader (Sgt Metford) and Human Resources
- Inspection of Random Employee Files
- Completed Pre-Audit Questionnaire submitted by the Mecklenburg County Sheriff's Office Jail North

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.

There are no scheduled upgrades to facilities or technologies at Mecklenburg County Sheriff's Office Jail North. As I toured the facility I noted sufficient cameras and staff to monitor the facility's activities to ensure the prevention,

detection and response to sexual assault/sexual harassment.

Policy, Materials, Interviews, and Other Evidence Reviewed:

- Interviews with PREA Coordinator (Captain Youngblood) and Facility Manager (Major White)
- Mecklenburg County Sheriff’s Office Staffing Plan
- Completed Pre-Audit Questionnaire submitted by the Mecklenburg County Sheriff’s Office Jail North

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.

The Mecklenburg County Sheriff’s Office Jail North policy and practice for investigating an instances of sexual assault that occur are to be investigated by the local police department. An interview with Lieutenant Peacock, Charlotte Mecklenburg Police Department, confirmed they handle all investigations related to sexual assault that occurs in the detention facility. There is an MOA in place between the agencies for the purposes of these types of investigations. Lieutenant Peacock stated they have an excellent working relationship with the sheriff’s office and share any information regarding the sexual assault investigations.

An interview CCS Medical Director, contract services for the detention facility, revealed that an inmate that has been sexually assaulted is immediately sent out to the local hospital for a forensic medical examination to be conducted. I spoke with Angie Alexander, SAFE/SANE nurse of the local hospital, who stated that they do all forensic medical examinations on behalf of the detention facility. There is always a SAFE/SANE nurse on call to handle any incidents. A MOA is in place between the local hospital and the detention facility for such services.

The detention facility provides follow up care to an inmate that has been sexually assaulted upon return from the forensic medical examination to include both physical and mental. During an interview with a random selected inmate that had been sexually assaulted prior to coming to detention facility stated that she had been offered services by the medical staff while she was in the facility.

Policy, Materials, Interviews, and Other Evidence Reviewed:

- Interview with Charlotte Police Department Investigations Lieutenant Peacock
- Interview with CCS Medical Manager Diane
- Interview with Coordinator over Forensics at CMC Hospital Angie Alexander
- CCS Policy A-01a – Patient Co-Payment for Health Services
- CC Policy B-05 – Response to Sexual Assault
- Policy CP 6.10 – Evidence Handling
- Completed Pre-Audit Questionnaire submitted by the Mecklenburg County Sheriff’s Office Jail North
- Agreements for services

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.

Mecklenburg County Sheriff's Office Jail North has policies in place for reporting instances of sexual assault/sexual harassment in the facility. As I conducted the tour of the facility I observed signage throughout the building on how to report any allegations of sexual assault/sexual harassment. During the interviews with random staff, they were able to tell me how to report an incident of sexual assault/sexual harassment in the facility. The reporting can be done via written documentation to the supervisor which is then forward to the PREA Compliance Manager then PREA Coordinator. They can also make an anonymous report to the agency's Office of Professional Compliance. During interviews with random selected inmates all stated that they knew how to report an incident either by telling an officer, reporting it through the kiosk, by calling a posted number, or anonymous third party reporting. While on the tour I had a random selected inmate aid me in calling the posted number to ensure that it did reach someone on the outside that could take the information regarding an allegation of sexual assault/sexual harassment.

All incidents are thoroughly investigated and further referred to the agency Office of Professional Compliance for policy violation and local police department for criminal violation.

Policy, Materials, Interviews, and Other Evidence Reviewed:

- Interview with Charlotte Police Department Investigations Lieutenant Peacock
- Interview with PREA Coordinator Captain Youngblood
- Mecklenburg County Sheriff's Office Policy 6.18 Sexual Misconduct/PREA
- Completed Pre-Audit Questionnaire submitted by the Mecklenburg County Sheriff's Office Jail North
- Agreements for services

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.

The PREA standard specifies that staff are to receive training regarding PREA. Mecklenburg County Sheriff's

Office Jail North offers multiple training opportunities for staff via online or in a traditional classroom regarding PREA, cross gender pat down searches, and policy. Interviews with random staff support this standard in that they have received training regarding PREA, cross gender pat down searches in addition to reviewing the training material delivered. The Compliance Team in conjunction with the Agency's Training Division schedule and offer multiple trainings for members of the agency ranging from 1 to 4 hours per course. To ensure consistency, the Compliance Team trains volunteers and contract staff. From my observations of the training records everyone is tested to ensure comprehension of the materials. Due to noting multiple trainings offered during the year is an example of how the agency exceeds the standard. For the agency training is not a onetime event but an ongoing event. During interviews with staff they responded that they had received training on multiple occasions and were able to answer questions pertaining to PREA asked by myself without delay and with accuracy.

Policy, Materials, Interviews, and Other Evidence Reviewed:

- Interviews with various staff members
- Interviews with various residents
- Interview with PREA Coordinator Captain Youngblood
- Mecklenburg County Sheriff's Office Policy 1.12 Staff Training and Development
- Completed Pre-Audit Questionnaire submitted by the Mecklenburg County Sheriff's Office Jail North
- Training Records
- Training Materials

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.

The PREA standard specifies that staff are to receive training regarding PREA. Mecklenburg County Sheriff's Office Jail North offers multiple training opportunities for staff via online or in a traditional classroom regarding PREA, cross gender pat down searches, and policy. Interviews with random staff support this standard in that they have received training regarding PREA, cross gender pat down searches in addition to reviewing the training material delivered. Due to noting multiple trainings offered during the year is an example of how the agency exceeds the standard. For the agency training is not a onetime event but an ongoing event. In addition to contractors and volunteers receiving the same training as the staff members ensuring consistency, the contract service providers also have training on a quarterly basis in regards to PREA as a requirement of their respective companies.

Policy, Materials, Interviews, and Other Evidence Reviewed:

- Interviews with various staff members
- Interviews with various residents
- Interview with PREA Coordinator Captain Youngblood
- Mecklenburg County Sheriff's Office Policy 1.12 Staff Training and Development
- Completed Pre-Audit Questionnaire submitted by the Mecklenburg County Sheriff's Office Jail North

- Training Records
- Training Materials

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.

Inmates in Mecklenburg County Sheriff’s Jail North are educated on PREA from the point of entry into the facility and daily until their release from the facility. Upon entry into the facility the inmates watch a video on PREA that runs 24/7 in the booking area. At the time of booking they are given an information sheet in either English or Spanish depending on the inmate. In addition, once the inmates are classified and assigned to a housing unit they are informed of the facility rules to include PREA and how to report any allegations of sexual assault/sexual harassment. During interviews with random selected staff, they responded that as a part of their daily shift activities they inform the inmates about PREA. During interviews with the random selected inmates they responded that they had to watch the video on PREA upon entry to the facility and that two times a day, once each shift, the officers explains PREA along with the facility rules. As I toured the facility I noted signage throughout the facility to include each housing unit regarding PREA. In addition, the inmates receive information on the kiosk in the housing units and must acknowledge understanding of PREA before being able to order commissary. In addition, all inmates interviewed stated they felt safe and they know how to report an issue if they had one. Of the random selected inmates all responded that knew how to report any issues but they have not had the need.

Policy, Materials, Interviews, and Other Evidence Reviewed:

- Interviews with various residents
- Inmate Orientations CP 4.02
- Mecklenburg County Sheriff’s Office Policy 1.34 – Arrest of Deaf or Hearing Impaired Persons
- Mecklenburg County Sheriff’s Office Policy 1.35 – Limited English Speaking Inmates
- Mecklenburg County Sheriff’s Office Inmate Handbook
- Completed Pre-Audit Questionnaire submitted by the Mecklenburg County Sheriff’s Office Jail North
- Inmate Signage
- Inmate Kiosk

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.

The PREA standard specifies that staff are to receive training regarding PREA. Mecklenburg County Sheriff’s Office Jail North offers multiple training opportunities for staff via online or in a traditional classroom regarding PREA, cross gender pat down searches, and policy. Interviews with random staff support this standard in that they have received training regarding PREA, cross gender pat down searches in addition to reviewing the training material delivered. Due to noting multiple trainings offered during the year is an example of how the agency exceeds the standard. For the agency training is not a onetime event but an ongoing event. In addition, the investigators have had training in sexual assault investigations and interview and interrogations to name a few of the hundreds of investigative hours received. For consistency the agency requires all members of the agency to have the same baseline of training.

Policy, Materials, Interviews, and Other Evidence Reviewed:

- Interviews with various staff members
- Interviews with various residents
- Interview with PREA Coordinator Captain Youngblood
- Mecklenburg County Sheriff’s Office Policy 1.12 Staff Training and Development
- Completed Pre-Audit Questionnaire submitted by the Mecklenburg County Sheriff’s Office Jail North
- Training Records
- Training Materials

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.

The PREA standard specifies that staff are to receive training regarding PREA. Mecklenburg County Sheriff’s Office Jail North offers multiple training opportunities for staff via online or in a traditional classroom regarding PREA, cross gender pat down searches, and policy. Interviews with random staff support this standard in that they have received training regarding PREA, cross gender pat down searches in addition to reviewing the training material delivered. Due to noting multiple trainings offered during the year is an example of how the agency exceeds the standard. For the agency training is not a onetime event but an ongoing event. In addition, to contractors and volunteers receiving the same training as the staff members ensuring consistency, the contract service providers also have training on a quarterly basis in regards to PREA as a requirement of their respective companies. For consistency the agency requires all members of the agency to have the same baseline of training.

Policy, Materials, Interviews, and Other Evidence Reviewed:

- Interviews with medical staff
- Inmate Orientations CP 4.02
- Mecklenburg County Sheriff’s Office Policy 1.12 – Staff Training and Development
- Training Materials
- Training Records
- Completed Pre-Audit Questionnaire submitted by the Mecklenburg County Sheriff’s Office Jail North

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.

All inmates are screened upon admission into the facility to ensure proper housing. The screening instrument entails questions about medical, mental health, special needs and previous accounts of sexual assault/harassment. There are also question that would indicate if an inmate would be considered a predator. During the tour of the facility the booking officered showed me the computerized screening form that is completed on every person. If an individual responds that they have been previously sexually assaulted/harassed they are immediately taken to the medical station in the booking area for a more in depth screening. Upon completion of the booking process inmates are taken to the classification housing unit until they are properly classified to the appropriate housing unit. In interviewing Classification Sergeant, she stated that inmates are reclassified for any changes to their status.

Policy, Materials, Interviews, and Other Evidence Reviewed:

- Interviews with random staff
- Interviews with random residents
- Interviews with medical staff
- Mecklenburg County Sheriff’s Office Classification Division Policy – Prison Rape Elimination Act
- Screening Instrument
- Completed Pre-Audit Questionnaire submitted by the Mecklenburg County Sheriff’s Office Jail North

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.

All inmates are screened upon admission into the facility to ensure proper housing. The screening instrument entails questions about medical, mental health, special needs and previous accounts of sexual assault/harassment. There are also question that would indicate if an inmate would be considered a predator. During the tour of the facility the booking officered showed me the computerized screening form that is completed on every person. If an individual responds that they have been previously sexually assaulted/harassed they are immediately taken to the medical station in the booking area for a more in depth screening. Upon completion of the booking process inmates are taken to the classification housing unit until they are properly classified to the appropriate housing unit. In interviewing Classification Sergeant, she stated that inmates are reclassified for any changes to their status.

Policy, Materials, Interviews, and Other Evidence Reviewed:

- Interviews with random staff
- Interviews with random residents
- Interviews with medical staff
- Mecklenburg County Sheriff’s Office Classification Division Policy – Prison Rape Elimination Act
- Screening Instrument
- Completed Pre-Audit Questionnaire submitted by the Mecklenburg County Sheriff’s Office Jail North

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.

Inmates are classified and housed in the most appropriate housing unit based upon initial screening and by follow up with classification. In interviewing random staff, they confirmed policy and practice that if an inmate reports an issue related to sexual assault/sexual harassment they are immediately removed from the current housing unit and move to another more appropriate unit. During interviews with random selected inmates they responded that they could be moved to protective custody upon their request if they felt more comfortable. One of the inmates I interviewed specifically stated they made such request. Inmates placed into protective custody are done so at the request and evaluated every 30 days. During the interview with Classification Sergeant Deleon, she stated that she specifically follows up with inmates that are in protective custody to ensure their basic needs are still being met. While on the tour of the facility I observed the housing unit that is used for protective custody and individuals assigned to that unit are afforded the same privileges (TV, phone, visitation, and commissary) as everyone else in the other housing units.

Policy, Materials, Interviews, and Other Evidence Reviewed:

- Interview with Classification Sergeant Deleon
- Mecklenburg County Sheriff’s Office Classification Division Policy – Prison Rape Elimination Act
- Screening Instrument

- Completed Pre-Audit Questionnaire submitted by the Mecklenburg County Sheriff’s Office Jail North

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.

The standards outlines that there must be multiple ways of reporting instances of sexual assault/sexual harassment. Mecklenburg County Sheriff’s Office Jail North exceeds this standard due to having multiple ways of reporting both internally and posting the information for inmates to tell family members if they wish to report externally. Inmates have the ability to report any instances of sexual assault/sexual harassment by telling an officer, they can report through the kiosk, they can report by calling one of the phone numbers posted in the housing unit and they can make a report anonymously. While conducting the tour of the facility I observed the signage posted on how to make a report. Also I had a random inmate show my how to report on the kiosk and another random inmate to show my how to make a report by phone. I was able to speak to a person on the outside that was prepared to take the report. All of the inmates selected at random were able to tell me how they could go about report an instance of sexual assault/sexual harassment. Additionally, all felt safe inside the facility and had not had a reason to report any issues.

Policy, Materials, Interviews, and Other Evidence Reviewed:

- Interviews with random residents
- Mecklenburg County Sheriff’s Office Policy 6.18 Sexual Misconduct/PREA
- Inmate Signage
- Inmate Phone
- Completed Pre-Audit Questionnaire submitted by the Mecklenburg County Sheriff’s Office Jail North

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.

All reports of sexual assault, abuse or harassment are immediately investigated. Through interviews with random staff they know how to report an issue to their immediate supervisor or through third party reporting if they were not

comfortable reporting an issue involving a staff member. Additionally, knowledge was there among staff interviewed as to where a report involving PREA goes once reported (ie. PREA Manager, PREA Coordinator, OPC).

Policy, Materials, Interviews, and Other Evidence Reviewed:

- Interviews with PREA Coordinator (Captain Youngblood) and Major Collins (Office of Professional Compliance)
- Mecklenburg County Sheriff’s Office Policy 6.06 Inmate Grievances and Inmate Requests
- Completed Pre-Audit Questionnaire submitted by the Mecklenburg County Sheriff’s Office Jail North

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.

The standards outlines that there must be at least one way of reporting of instances of sexual assault/sexual harassment. Mecklenburg County Sheriff’s Office Jail North exceeds this standard due to having multiple ways of reporting. Inmates have the ability to report any instances of sexual assault/sexual harassment by telling an officer, they can report through the kiosk, they can report by calling one of the phone numbers posted in the housing unit and they can make a report anonymously. While conducting the tour of the facility I observed the signage posted on how to make a report. Also I had a random inmate show my how to report on the kiosk and another random inmate to show my how to make a report by phone. Facility has a MOA in place with Safe Alliance, local agency providing support services for domestic violence and sexual assault. Phone number is posted in the housing units where inmates can access services by calling. I was able to speak to a person on the outside that was prepared to take the report. All of the inmates selected at random were able to tell me how they could go about report an instance of sexual assault/sexual harassment.

Policy, Materials, Interviews, and Other Evidence Reviewed:

Agreement for Inmate Health Services

- Interview with Safe Alliance (Service Provider)
- Testing phone line for service
- Mecklenburg County Sheriff’s Office Inmate Handbook
- Completed Pre-Audit Questionnaire submitted by the Mecklenburg County Sheriff’s Office Jail North

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.

The standards outlines that there must be at least one way of reporting of instances of sexual assault/sexual harassment. Mecklenburg County Sheriff's Office Jail North exceeds this standard due to having multiple ways of reporting. Inmates have the ability to report any instances of sexual assault/sexual harassment by telling an officer, they can report through the kiosk, they can report by calling one of the phone numbers posted in the housing unit and they can make a report anonymously. While conducting the tour of the facility I observed the signage posted on how to make a report. This information is posted for the inmates to see in order to communicate with family members so they will know how to report on their behalf if necessary. Also I had a random inmate show me how to report on the kiosk and another random inmate to show me how to make a report by phone. I was able to speak to a person on the outside that was prepared to take the report. All of the inmates selected at random were able to tell me how they could go about report an instance of sexual assault/sexual harassment.

Policy, Materials, Interviews, and Other Evidence Reviewed:

- Signage indicating numbers for reporting
- Testing phone line for service
- Mecklenburg County Sheriff's Office Website
- Completed Pre-Audit Questionnaire submitted by the Mecklenburg County Sheriff's Office Jail North

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.

The Mecklenburg County Sheriff's Office Jail North has a zero tolerance policy in regard to sexual assault/sexual harassment. During interviews of random selected staff they all reported a working knowledge of reporting based upon their agency policy. Anyone receiving knowledge shall report it immediately to the supervisors, Office of Professional Compliance, PREA Compliance Manager or PREA Coordinator. It was clear while touring the facility and speaking with staff that they take PREA very seriously and spent the last year and a half getting ready for the audit.

Policy, Materials, Interviews, and Other Evidence Reviewed:

- Interviews PREA Coordinator and PREA Manager
- Interviews with random staff
- Mecklenburg County Sheriff's Policy 6.18 – Sexual Misconduct/PREA
- Completed Pre-Audit Questionnaire submitted by the Mecklenburg County Sheriff's Office Jail North

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.

The Mecklenburg County Sheriff's Office Jail North has a zero tolerance policy in regard to sexual assault/sexual harassment. During interviews of random selected staff they all reported a working knowledge of reporting based upon their agency policy. Anyone receiving knowledge shall report it immediately to the supervisors, Office of Professional Compliance, PREA Compliance Manager or PREA Coordinator. Any officer that receives a complaint from an inmate regarding sexual assault/sexual harassment is immediately removed from the housing unit to prevent further trauma.

Policy, Materials, Interviews, and Other Evidence Reviewed:

- Interviews PREA Coordinator and PREA Manager
- Interviews with random staff
- Mecklenburg County Sheriff's Policy 6.18 – Sexual Misconduct/PREA
- Completed Pre-Audit Questionnaire submitted by the Mecklenburg County Sheriff's Office Jail North

Standard 115.63 Reporting to other confinement facilities

- 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.

The Mecklenburg County Sheriff's Office Jail North has a zero tolerance policy in regard to sexual assault/sexual harassment. During interviews of random selected staff they all reported a working knowledge of reporting based upon their agency policy. Anyone receiving knowledge shall report it immediately to the supervisors, Office of Professional Compliance, PREA Compliance Manager or PREA Coordinator. In speaking with the PREA Coordinator there was one instance that an inmate reported to staff that they were sexually assaulted at the facility they came from before arriving at Mecklenburg. Mecklenburg County Sheriff's Office PREA Coordinator notified that agency and conducted the investigation that was determined to be unfounded.

Policy, Materials, Interviews, and Other Evidence Reviewed:

- Interviews PREA Coordinator and PREA Manager

- Mecklenburg County Sheriff’s Policy 6.18 – Sexual Misconduct/PREA
- Completed Pre-Audit Questionnaire submitted by the Mecklenburg County Sheriff’s Office Jail North

Standard 115.64 Staff first responder 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.

The Mecklenburg County Sheriff’s Office Jail North has a zero tolerance policy in regard to sexual assault/sexual harassment. During interviews of random selected staff they all reported a working knowledge of reporting based upon their agency policy. Anyone receiving knowledge shall report it immediately to the supervisors, Office of Professional Compliance, PREA Compliance Manager or PREA Coordinator. Any officer that receives a complaint from an inmate regarding sexual assault/sexual harassment is immediately removed from the housing unit to prevent further trauma. Officers reported that once the inmate is safe and secure, the notify medical and their supervisor. In the event that a sexual assault occurred within the housing unit of the reporting officer they take caution to secure the area of the incident to prevent damage to any potential evidence until the appropriate authorities arrive.

Policy, Materials, Interviews, and Other Evidence Reviewed:

- Interviews PREA Coordinator and PREA Manager
- Interviews with Random staff
- Mecklenburg County Sheriff’s Policy 6.18 – Sexual Misconduct/PREA
- Completed Pre-Audit Questionnaire submitted by the Mecklenburg County Sheriff’s Office Jail North

Standard 115.65 Coordinated response

- 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.

The Mecklenburg County Sheriff’s Office Jail North has a zero tolerance policy in regard to sexual assault/sexual harassment. During interviews of random selected staff they all reported a working knowledge of reporting based upon their agency policy. Anyone receiving knowledge shall report it immediately to the supervisors, Office of Professional Compliance, PREA Compliance Manager or PREA Coordinator. Through the interviews of the

specialized staff (medical, local police department, etc) that there is a coordinated, committed effort between all partners. It should be noted that in the event there is an incident of sexual assault/sexual harassment the facility team to include all the partners come together to debrief the incident in an effort to make sure they have given the best possible response.

Policy, Materials, Interviews, and Other Evidence Reviewed:

- Interviews with PREA Coordinator and PREA Manager
- Interview with Major Collins (Office of Professional Compliance)
- Interview with Medical Staff
- Interview with SAFE/SANE Nurse at local hospital
- Interview with Lieutenant Peacock (Local Police Department)
- Mecklenburg County Sheriff’s Office Flow Chart
- Mecklenburg County Sheriff’s Policy 6.18 – Sexual Misconduct/PREA
- Completed Pre-Audit Questionnaire submitted by the Mecklenburg County Sheriff’s Office Jail North

Standard 115.66 Preservation of ability to protect inmates from contact with abusers

- 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.

The Mecklenburg County Sheriff’s Office Jail North has a zero tolerance policy in regard to sexual assault/sexual harassment. During interviews of random selected staff they all reported a working knowledge of reporting based upon their agency policy. Anyone receiving knowledge shall report it immediately to the supervisors, Office of Professional Compliance, PREA Compliance Manager or PREA Coordinator. Any officer that receives a complaint from an inmate regarding sexual assault/sexual harassment is immediately removed from the housing unit to prevent further trauma. Officers reported that once the inmate is safe and secure, the notify medical and their supervisor. After the inmate is medically treated and safe they are moved to a housing unit separate from the attacker. If the inmates requests protective custody the facility will honor that request and reevaluate the inmate’s status every 30 days.

Policy, Materials, Interviews, and Other Evidence Reviewed:

- Interviews with PREA Coordinator and PREA Manager
- Mecklenburg County Sheriff’s Policy 6.18 – Sexual Misconduct/PREA
- Mecklenburg County Sheriff’s Office Inmate Handbook
- Completed Pre-Audit Questionnaire submitted by the Mecklenburg County Sheriff’s Office Jail North

Standard 115.67 Agency protection against retaliation

- 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.

Agency has a policy and takes precautions to protect inmates from contact with abusers. In conducting interviews with random staff and random inmates policy and practice align. Staff had knowledge of how to ensure that an inmate is free from retaliation if an allegation of under PREA is reported. In interview with inmates they had had knowledge of their right to be free from retaliation and that they could choose protective custody if they felt the need. The inmates still have privileges of visitation, commissary, tv and exercise. They are reassessed every 30 days by the Classification Sergeant.

Policy, Materials, Interviews, and Other Evidence Reviewed:

- Interviews with PREA Coordinator and PREA Manager
- Mecklenburg County Sheriff’s Policy 6.18 – Sexual Misconduct/PREA
- Mecklenburg County Sheriff’s Office Inmate Handbook
- Completed Pre-Audit Questionnaire submitted by the Mecklenburg County Sheriff’s Office Jail North

Standard 115.68 Post-allegation 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.

Agency has a policy and takes precautions to protect inmates from contact with abusers. In conducting interviews with random staff and random inmates policy and practice align. Staff had knowledge of how to ensure that an inmate is free from retaliation if an allegation of under PREA is reported. In interview with inmates they had had knowledge of their right to be free from retaliation and that they could choose protective custody if they felt the need. The inmates still have privileges of visitation, commissary, tv and exercise. They are reassessed every 30 days by the Classification Sergeant.

Policy, Materials, Interviews, and Other Evidence Reviewed:

- Visual inspection of housing area.
- Interviews with PREA Coordinator and PREA Manager
- Interview with Classification Sergeant Deleon
- Mecklenburg County Sheriff’s Classification Division – Prison Rape Elimination Act
- Mecklenburg County Sheriff’s Office Inmate Handbook

- Completed Pre-Audit Questionnaire submitted by the Mecklenburg County Sheriff's Office Jail North

Standard 115.71 Criminal and administrative agency 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.

All reports of sexual assault/sexual harassment submitted at the facility are investigated to the fullest. In conducting interviews with random staff all were able to tell me the responsible party(s) for conducting investigations. After the report is logged and investigated by the PREA Coordinator, the report is then turned over to the agency's Office of Professional Compliance if the incident may result in violation of agency policy. If the incident is criminal in nature, the incident is forward to the local police department (Charlotte Mecklenburg Police Department) to be investigated. The incident will be investigated in conjunction with Office of Professional Standards if the incident involves a staff member. In interviewing Lieutenant Peacock with the Charlotte Mecklenburg Police Department, she stated that the two agencies have a good working relationship in dealing with incidents of sexual assault/sexual harassment and share information. Lieutenant Peacock stated that they also have a good working relationship with the local District Attorney's office in the event the case rises to the level to criminal prosecution.

Policy, Materials, Interviews, and Other Evidence Reviewed:

- Interview with PREA Coordinator
- Interview with Major Collins (Office of Professional Compliance)
- Interviews with Random Staff
- Mecklenburg County Sheriff's Office Policy 6.18 – Sexual Misconduct/PREA
- Mecklenburg County Sheriff's Office General Order #18 – Sexual Harassment and other prohibited employee practices
- Mecklenburg County Sheriff's Office General Oder #4 – Discipline, Internal Investigations and Employee Rights
- Flow chart for reporting staff on inmate allegations
- Mecklenburg County Sheriff's Office Inmate Handbook
- Completed Pre-Audit Questionnaire submitted by the Mecklenburg County Sheriff's Office Jail North

Standard 115.72 Evidentiary standard for administrative 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.

All reports of sexual assault/sexual harassment submitted at the facility are investigated to the fullest. In conducting interviews with random staff all were able to tell me the responsible party(s) for conducting investigations. After the report is logged and investigated by the PREA Coordinator, the report is then turned over to the agency's Office of Professional Compliance if the incident may result in violation of agency policy. If the incident is criminal in nature, the incident is forward to the local police department (Charlotte Mecklenburg Police Department) to be investigated. The incident will be investigated in conjunction with Office of Professional Standards if the incident involves a staff member. In interviewing Lieutenant Peacock with the Charlotte Mecklenburg Police Department, she stated that the two agencies have a good working relationship in dealing with incidents of sexual assault/sexual harassment and share information. Lieutenant Peacock stated that they also have a good working relationship with the local District Attorney's office in the event the case rises to the level to criminal prosecution. The agency does not impose an evidentiary standard higher than a preponderance of the evidence in determining whether allegations of sexual abuse or sexual harassment are substantiated.

Policy, Materials, Interviews, and Other Evidence Reviewed:

- Interview with PREA Coordinator
- Interview with Major Collins (Office of Professional Compliance)
- Completed Pre-Audit Questionnaire submitted by the Mecklenburg County Sheriff's Office Jail North

Standard 115.73 Reporting to 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.

In conducting the interview with the PREA Coordinator, Captain Youngblood, she explained her role in investigating Incidents of sexual assault/sexual harassment. She stated that every report that is submitted is acknowledged by that it is received. The incident is investigated thoroughly by either the Office of Professional Compliance or the local police department depending on the allegation. Upon conclusion of the investigation the PREA Coordinator meets with the victim in the incident.

Policy, Materials, Interviews, and Other Evidence Reviewed:

- Interview with PREA Coordinator
- Mecklenburg County Sheriff's Office Policy 6.18 – Sexual Misconduct/PREA
- Completed Pre-Audit Questionnaire submitted by the Mecklenburg County Sheriff's Office Jail North

Standard 115.76 Disciplinary sanctions for staff

- 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.

In speaking with random selected staff members they all confirmed that if a staff member is found to have violated the agency's policy regarding sexual assault/sexual harassment then they are subject to disciplinary action to include but not limited to dismissal if found to have violated policy. During the interview with Major Collins, Office of Professional Compliance, he confirmed the range of disciplinary actions to reference the fact the agency has a zero tolerance to sexual assault/sexual harassment and takes it very seriously.

Policy, Materials, Interviews, and Other Evidence Reviewed:

- Interview with PREA Coordinator
- Interview with Major Collins (Office of Professional Compliance)
- Mecklenburg County Sheriff's Office General Order #4 – Discipline, Internal Investigations and Employee Rights
- Mecklenburg County Sheriff's Office General Order #13 – Ethics and Conduct with Inmates
- Mecklenburg County Sheriff's Office General Order #18 – Sexual Harassment and other Prohibited Employee Practices
- Completed Pre-Audit Questionnaire submitted by the Mecklenburg County Sheriff's Office Jail North

Standard 115.77 Corrective action for contractors and volunteers

- 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.

In speaking with random selected staff members they all confirmed that if a staff member is found to have violated the agency's policy regarding sexual assault/sexual harassment then they are subject to disciplinary action to include but not limited to dismissal if found to have violated policy. During the interview with Major Collins, Office of Professional Compliance, he confirmed the range of disciplinary actions to reference the fact the agency has a zero tolerance to sexual assault/sexual harassment and takes it very seriously.

Policy, Materials, Interviews, and Other Evidence Reviewed:

- Interview with PREA Coordinator

- Interview with Major Collins (Office of Professional Compliance)
- Mecklenburg County Sheriff’s Office General Order #4 – Discipline, Internal Investigations and Employee Rights
- Mecklenburg County Sheriff’s Office General Order #13 – Ethics and Conduct with Inmates
- Mecklenburg County Sheriff’s Office General Order #18 – Sexual Harassment and other Prohibited Employee Practices
- Completed Pre-Audit Questionnaire submitted by the Mecklenburg County Sheriff’s Office Jail North

Standard 115.78 Disciplinary sanctions for 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.

Mecklenburg County Sheriff’s Office Jail North has an inmate handbook that outlines the rules of the facility for the inmates and the consequences associated with violating the facility rules to include sexual assault/sexual harassment. During the interviews with the random selected inmates they all reported officers going over the rules and consequences at the beginning of every shift (2 times in a 24 period). In interviews with the random selected staff they reported what can be done if an inmate is the aggressor in an incident of sexual assault/sexual harassment to include but not limited to being removed from the housing unit.

Policy, Materials, Interviews, and Other Evidence Reviewed:

- Interview with PREA Coordinator
- Mecklenburg County Sheriff’s Office Inmate Handbook
- Mecklenburg County Sheriff’s Office Policy CP 6.01 – Inmate Rules and Sanctions
- Mecklenburg County Sheriff’s Office Inmate Disciplinary Hearing Report
- Completed Pre-Audit Questionnaire submitted by the Mecklenburg County Sheriff’s Office Jail North

Standard 115.81 Medical and mental health screenings; history of sexual abuse

- 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.

All inmates are screened upon admission into the facility to ensure proper housing. The screening instrument entails questions about medical, mental health, special needs and previous accounts of sexual assault/harassment. There are also question that would indicate if an inmate would be considered a predator. During the tour of the facility the booking officered showed me the computerized screening form that is completed on every person. If an individual responds that they have been previously sexually assaulted/harassed they are immediately taken to the medical station in the booking area for a more in depth screening. Upon completion of the booking process inmates are taken to the classification housing unit until they are properly classified to the appropriate housing unit. In interviewing Classification Sergeant, she stated that inmates are reclassified for any changes to their status.

Policy, Materials, Interviews, and Other Evidence Reviewed:

- Interview with Medical staff
- CCS Policy E-05 Medical Screening and Evaluation
- Consent Documentation
- Sample Medical /Mental Health Materials
- Completed Pre-Audit Questionnaire submitted by the Mecklenburg County Sheriff’s Office Jail North

Standard 115.82 Access to emergency medical and mental health 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.

If an inmate in the Mecklenburg County Sheriff’s Office Jail North is sexually assaulted while in custody they are given medical and mental health treatment. In the interview with the Medical Director, she stated that the victim would be sent out to the local hospital for a forensic examination then returned to the facility for continued care. They are also seen by mental health while in custody. Care is given to all inmates whether they have money or not. Additionally, upon release inmates are given contact information for outside services to continue their care. In speaking with Safe Alliance, area service provider, they indicated they have had several inmates to contact them for services not related to sexual assault/sexual harassment. There is an MOA in place with the facility for services.

Policy, Materials, Interviews, and Other Evidence Reviewed:

- Interview with Medical staff
- CCS Policy A-01a Patient Co-Payment for Health Services
- CCS Policy B-05 Response to Sexual Abuse
- Mecklenburg County Sheriff’s Office Inmate Handbook
- Completed Pre-Audit Questionnaire submitted by the Mecklenburg County Sheriff’s Office Jail North

Standard 115.83 Ongoing medical and mental health care for sexual abuse victims and abusers

- 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.

If an inmate in the Mecklenburg County Sheriff’s Office Jail North is sexually assaulted while in custody they are given medical and mental health treatment. In the interview with the Medical Director, she stated that the victim would be sent out to the local hospital for a forensic examination then returned to the facility for continued care. They are also seen by mental health while in custody. Care is given to all inmates whether they have money or not. Additionally, upon release inmates are given contact information for outside services to continue their care. In speaking with Safe Alliance, area service provider, they indicated they have had several inmates to contact them for services not related to sexual assault/sexual harassment. There is an MOA in place with the facility for services.

Policy, Materials, Interviews, and Other Evidence Reviewed:

- Interview with Medical staff
- CCS Policy A-01a Patient Co-Payment for Health Services
- CCS Policy B-05 Response to Sexual Abuse
- Mecklenburg County Sheriff’s Office Inmate Handbook
- Completed Pre-Audit Questionnaire submitted by the Mecklenburg County Sheriff’s Office Jail North

Standard 115.86 Sexual abuse incident reviews

- 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.

In interviewing the PREA Coordinator, Captain Youngblood, stated that every 30 days after an allegation of sexual assault/sexual harassment the facility team will meet to review for adjustments if necessary to policy and procedure before submitting a final report to the agency head. While conducting interviews with selected random staff several of the staff are of the team review to include the Medical Director, the Facility Manager, PREA Manager, PREA Coordinator and Chief Deputy of the agency.

Policy, Materials, Interviews, and Other Evidence Reviewed:

- Interview with PREA Coordinator
- Administrative Report
- Mecklenburg County Sheriff’s Office Policy 6.18 – Sexual Misconduct/PREA
- Completed Pre-Audit Questionnaire submitted by the Mecklenburg County Sheriff’s Office Jail North

Standard 115.87 Data collection

- 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.

The Mecklenburg County Sheriff's Office Jail North has a policy that all data related to occurrences of sexual assault/sexual harassment are to be collected. In interviewing the PREA Coordinator, she stated that she collects and compiles the data regarding incidents of sexual assault/sexual harassment into an annual report that is published to the agency's website minus and identifying information.

Policy, Materials, Interviews, and Other Evidence Reviewed:

- Interview with PREA Coordinator
- Data Collection Instrument
- Mecklenburg County Sheriff's Office Policy 6.18 – Sexual Misconduct/PREA
- Completed Pre-Audit Questionnaire submitted by the Mecklenburg County Sheriff's Office Jail North

Standard 115.88 Data review for corrective action

- 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.

In interviewing the PREA Coordinator, Captain Youngblood, stated that every 30 days after an allegation of sexual assault/sexual harassment the facility team will meet to review for adjustments if necessary to policy and procedure before submitting a final report to the agency head. While conducting interviews with selected random staff several of the staff are of the team review to include the Medical Director, the Facility Manager, PREA Manager, PREA Coordinator and Chief Deputy of the agency.

Policy, Materials, Interviews, and Other Evidence Reviewed:

- Interview with PREA Coordinator
- Annual Report
- Agency Website

- Completed Pre-Audit Questionnaire submitted by the Mecklenburg County Sheriff's Office Jail North

Standard 115.89 Data storage, publication, and destruction

- 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.

All incidents of sexual assault/sexual harassment are investigated and ultimately forwarded to the PREA Coordinator. All investigations are stored in a locked file cabinet located in a locked file room. Access to the files are limited to the PREA Coordinator and the compliance team. The PREA Coordinator compiles an annual report that is published on the agency's website with identifying information being redacted. I reviewed the agency's website while conducting the audit to confirm the posting of the annual reports.

Policy, Materials, Interviews, and Other Evidence Reviewed:

- Interview with PREA Coordinator
- Mecklenburg County Sheriff's Office Policy 6.18 – Sexual Misconduct/PREA
- Completed Pre-Audit Questionnaire submitted by the Mecklenburg County Sheriff's Office Jail North

AUDITOR CERTIFICATION

I certify that:

- The contents of this report are accurate to the best of my knowledge.
- No conflict of interest exists with respect to my ability to conduct an audit of the agency under review, and
- I have not included in the final report any personally identifiable information (PII) about any inmate or staff member, except where the names of administrative personnel are specifically requested in the report template.

Timothy L. Fuss

3/20/2017

Auditor Signature

Date