PREA Facility Audit Report: Final

Name of Facility: Norwell Barracks Lockup
Facility Type: Lockups
Date Interim Report Submitted: NA
Date Final Report Submitted: 06/11/2026

Auditor Certification	
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.	☑
I have not included in the final report any personally identifiable information (PII) about any inmate/resident/detainee or staff member, except where the names of administrative personnel are specifically requested in the report template.	☑
Auditor Full Name as Signed: Jack Fitzgerald	**Date of Signature:** 06/11/2026

AUDITOR INFORMATION	
Auditor name:	Fitzgerald, Jack
Email:	jffitzgerald@snet.net
Start Date of On-Site Audit:	05/05/2026
End Date of On-Site Audit:	05/05/2026

FACILITY INFORMATION	
Facility name:	Norwell Barracks Lockup
Facility physical address:	6 West Street , Norwell, Massachusetts - 02061
Facility mailing address:	6 West Street, Norwell, Massachusetts - 02061

Primary Contact

Name:	Lt. Richard D. Lauria
Email Address:	Richard.LauriaJr@pol.state.ma.us
Telephone Number:	781-659-7911

Sheriff/Chief/Director	
Name:	Lt. Richard D. Lauria
Email Address:	Richard.LauriaJr@pol.state.ma.us
Telephone Number:	781-659-7911

Facility PREA Compliance Manager	
Name:	
Email Address:	
Telephone Number:	

Facility Characteristics	
Designed facility capacity:	3
Current population of facility:	0
Average daily population for the past 12 months:	1
Has the facility been over capacity at any point in the past 12 months?	No
What is the facility's population designation?	Both women/girls and men/boys
Age range of population:	>18
Facility security levels/detainee custody levels:	Secured
Does the facility hold juveniles or youthful detainees?	No
Number of staff currently employed at the	32

facility who may have contact with detainees:	
Number of individual contractors who have contact with detainees, currently authorized to enter the facility:	0
Number of volunteers who have contact with detainees, currently authorized to enter the facility:	0

AGENCY INFORMATION	
Name of agency:	Massachusetts State Police
Governing authority or parent agency (if applicable):	Executive Office of Public Safety and Security
Physical Address:	470 Worcester Road, Framingham, Massachusetts - 01702
Mailing Address:	
Telephone number:	5088202300

Agency Chief Executive Officer Information:	
Name:	Colonel Geoffrey D. Noble
Email Address:	Geoffrey.Noble@pol.state.ma.us
Telephone Number:	508-820-2300

Agency-Wide PREA Coordinator Information			
Name:	Kevin Dwyer	**Email Address:**	kevin.dwyer@pol.state.me.us

Facility AUDIT FINDINGS

Summary of Audit Findings

The OAS automatically populates the number and list of Standards exceeded, the number of Standards met, and the number and list of Standards not met.

Auditor Note: In general, no standards should be found to be "Not Applicable" or "NA." A compliance determination must be made for each standard. In rare instances where an auditor determines that a standard is not applicable, the auditor should select "Meets Standard" and include a comprehensive discussion as to why the standard is not applicable to the facility being audited.

Number of standards exceeded:	
2	• 115.115 - Limits to cross-gender viewing and searches • 115.141 - Screening for risk of victimization and abusiveness
Number of standards met:	
33	
Number of standards not met:	
0	

POST-AUDIT REPORTING INFORMATION

Please note: Question numbers may not appear sequentially as some questions are omitted from the report and used solely for internal reporting purposes.

GENERAL AUDIT INFORMATION

On-site Audit Dates

1. Start date of the onsite portion of the audit:	2026-05-05
2. End date of the onsite portion of the audit:	2026-05-05

Outreach

10. Did you attempt to communicate with community-based organization(s) or victim advocates who provide services to this facility and/or who may have insight into relevant conditions in the facility?	(●) Yes ( ) No
a. Identify the community-based organization(s) or victim advocates with whom you communicated:	The Auditor has spoken with state and local rape crisis agencies and reached out to the state to learn about certification requirements for SANE/SAFE nurses and Rape Crisis Agencies. The Auditor researched mandatory reporting laws and protections for juveniles and individuals with physical or intellectual disabilities. The Auditor completed outreach to confirm that local hospitals have access to SANE/SAFE services and reviewed various state websites. The Auditor made calls to both the agency's internal reporting system and the external reporting agency listed on the signage at the facilities. Finally, the Auditor searched for news stories or litigation to determine if there were any past cases reported in the news.

AUDITED FACILITY INFORMATION

14. Designated facility capacity:	3
15. Average daily population for the past 12 months:	1

16. Number of inmate/resident/detainee housing units:	1
17. Does the facility ever hold youthful inmates or youthful/juvenile detainees?	○ Yes ◉ No ○ Not Applicable for the facility type audited (i.e., Community Confinement Facility or Juvenile Facility)

Audited Facility Population Characteristics on Day One of the Onsite Portion of the Audit

Inmates/Residents/Detainees Population Characteristics on Day One of the Onsite Portion of the Audit

23. Enter the total number of inmates/ residents/detainees in the facility as of the first day of onsite portion of the audit:	0
25. Enter the total number of inmates/ residents/detainees with a physical disability in the facility as of the first day of the onsite portion of the audit:	0
26. Enter the total number of inmates/ residents/detainees with a cognitive or functional disability (including intellectual disability, psychiatric disability, or speech disability) in the facility as of the first day of the onsite portion of the audit:	0
27. Enter the total number of inmates/ residents/detainees who are Blind or have low vision (visually impaired) in the facility as of the first day of the onsite portion of the audit:	0
28. Enter the total number of inmates/ residents/detainees who are Deaf or hard-of-hearing in the facility as of the first day of the onsite portion of the audit:	0

29. Enter the total number of inmates/ residents/detainees who are Limited English Proficient (LEP) in the facility as of the first day of the onsite portion of the audit:	0
30. Enter the total number of inmates/ residents/detainees who identify as lesbian, gay, or bisexual in the facility as of the first day of the onsite portion of the audit:	0
31. Enter the total number of inmates/ residents/detainees who identify as transgender or intersex in the facility as of the first day of the onsite portion of the audit:	0
32. Enter the total number of inmates/ residents/detainees who reported sexual abuse in the facility as of the first day of the onsite portion of the audit:	0
33. Enter the total number of inmates/ residents/detainees who disclosed prior sexual victimization during risk screening in the facility as of the first day of the onsite portion of the audit:	0
34. Enter the total number of inmates/ residents/detainees who were ever placed in segregated housing/isolation for risk of sexual victimization in the facility as of the first day of the onsite portion of the audit:	0

35. Provide any additional comments regarding the population characteristics of inmates/residents/detainees in the facility as of the first day of the onsite portion of the audit (e.g., groups not tracked, issues with identifying certain populations):	Massachusetts State Police barracks rarely hold individuals overnight. The population of the state of Massachusetts State Police barracks primarily comes from roadside stops, including individuals with outstanding warrants. Individuals arrested by other state police units, such as the Fugitive Task Force or drug enforcement units, may also be booked into these barracks. Though all cells are individual, and it is rare for more than one detainee to be in custody at a time, the Troopers are trained to assess these risk factors and healthcare concerns in making cell assignments. If they believe a potential conflict would arise or if there is a need for gender separation, they may request to move an individual to another barracks. They do not track targeted populations as most individual who go through the booking process are released or transferred to court or a count jail and it is rare to have more than one person in holding at a time even though they are single celled.
Staff, Volunteers, and Contractors Population Characteristics on Day One of the Onsite Portion of the Audit	
36. Enter the total number of STAFF, including both full- and part-time staff, employed by the facility as of the first day of the onsite portion of the audit:	32
37. Enter the total number of VOLUNTEERS assigned to the facility as of the first day of the onsite portion of the audit who have contact with inmates/residents/detainees:	0
38. Enter the total number of CONTRACTORS assigned to the facility as of the first day of the onsite portion of the audit who have contact with inmates/residents/detainees:	0

39. Provide any additional comments regarding the population characteristics of staff, volunteers, and contractors who were in the facility as of the first day of the onsite portion of the audit:	No text provided.

INTERVIEWS

Inmate/Resident/Detainee Interviews

Random Inmate/Resident/Detainee Interviews

40. Enter the total number of RANDOM INMATES/RESIDENTS/DETAINEES who were interviewed:	0
41. Select which characteristics you considered when you selected RANDOM INMATE/RESIDENT/DETAINEE interviewees: (select all that apply)	☐ Age ☐ Race ☐ Ethnicity (e.g., Hispanic, Non-Hispanic) ☐ Length of time in the facility ☐ Housing assignment ☐ Gender ☐ Other ☑ None
If "None," explain:	There were no detainees on site the day of the audit to interview or to observe during a booking process where screening and education on right would occur.
42. How did you ensure your sample of RANDOM INMATE/RESIDENT/DETAINEE interviewees was geographically diverse?	There were no detainees in the facility on the day of the audit. The auditor was present on all three shifts to be able to interview anyone admitted overnight or to observe a booking to confirm the education and screening process occurs as reported and required in policy.

43. Were you able to conduct the minimum number of random inmate/ resident/detainee interviews?	○ Yes ◉ No
a. Explain why it was not possible to conduct the minimum number of random inmate/resident/detainee interviews:	There were no detainees in the facility on the day of the audit. The auditor was present on all three shifts to be able to interview anyone admitted overnight or to observe a booking to confirm the education and screening process occurs as reported and required in policy.
44. Provide any additional comments regarding selecting or interviewing random inmates/residents/detainees (e.g., any populations you oversampled, barriers to completing interviews, barriers to ensuring representation):	No text provided.
Targeted Inmate/Resident/Detainee Interviews	
45. Enter the total number of TARGETED INMATES/RESIDENTS/DETAINEES who were interviewed:	0

As stated in the PREA Auditor Handbook, the breakdown of targeted interviews is intended to guide auditors in interviewing the appropriate cross-section of inmates/residents/detainees who are the most vulnerable to sexual abuse and sexual harassment. When completing questions regarding targeted inmate/resident/detainee interviews below, remember that an interview with one inmate/resident/detainee may satisfy multiple targeted interview requirements. These questions are asking about the number of interviews conducted using the targeted inmate/ resident/detainee protocols. For example, if an auditor interviews an inmate who has a physical disability, is being held in segregated housing due to risk of sexual victimization, and disclosed prior sexual victimization, that interview would be included in the totals for each of those questions. Therefore, in most cases, the sum of all the following responses to the targeted inmate/resident/detainee interview categories will exceed the total number of targeted inmates/ residents/detainees who were interviewed. If a particular targeted population is not applicable in the audited facility, enter "0".

47. Enter the total number of interviews conducted with inmates/residents/ detainees with a physical disability using the "Disabled and Limited English Proficient Inmates" protocol:	0

a. Select why you were unable to conduct at least the minimum required number of targeted inmates/residents/ detainees in this category:	☒ Facility said there were "none here" during the onsite portion of the audit and/or the facility was unable to provide a list of these inmates/residents/detainees. ☐ The inmates/residents/detainees in this targeted category declined to be interviewed.
b. Discuss your corroboration strategies to determine if this population exists in the audited facility (e.g., based on information obtained from the PAQ; documentation reviewed onsite; and discussions with staff and other inmates/ residents/detainees).	The Auditor was present for all three shifts. The facility averages less than one booking per day and less than 30 overnight holds per year. As a result, no interviews with or observation of a detainee booking occurred. Trooper spoken with are aware of risk factors making individuals at greater risk of sexual abuse or sexual harassment. All detainees are single celled in the facility and are not allowed out of the cell with another detainee without Trooper present.
48. Enter the total number of interviews conducted with inmates/residents/ detainees with a cognitive or functional disability (including intellectual disability, psychiatric disability, or speech disability) using the "Disabled and Limited English Proficient Inmates" protocol:	0
a. Select why you were unable to conduct at least the minimum required number of targeted inmates/residents/ detainees in this category:	☒ Facility said there were "none here" during the onsite portion of the audit and/or the facility was unable to provide a list of these inmates/residents/detainees. ☐ The inmates/residents/detainees in this targeted category declined to be interviewed.

b. Discuss your corroboration strategies to determine if this population exists in the audited facility (e.g., based on information obtained from the PAQ; documentation reviewed onsite; and discussions with staff and other inmates/ residents/detainees).	The Auditor was present for all three shifts. The facility averages less than one booking per day and less than 30 overnight holds per year. As a result, no interviews with or observation of a detainee booking occurred. Trooper spoken with are aware of risk factors making individuals at greater risk of sexual abuse or sexual harassment. All detainees are single celled in the facility and are not allowed out of the cell with another detainee without Trooper present.
49. Enter the total number of interviews conducted with inmates/residents/ detainees who are Blind or have low vision (i.e., visually impaired) using the "Disabled and Limited English Proficient Inmates" protocol:	0
a. Select why you were unable to conduct at least the minimum required number of targeted inmates/residents/ detainees in this category:	■ Facility said there were "none here" during the onsite portion of the audit and/or the facility was unable to provide a list of these inmates/residents/detainees. ☐ The inmates/residents/detainees in this targeted category declined to be interviewed.
b. Discuss your corroboration strategies to determine if this population exists in the audited facility (e.g., based on information obtained from the PAQ; documentation reviewed onsite; and discussions with staff and other inmates/ residents/detainees).	The Auditor was present for all three shifts. The facility averages less than one booking per day and less than 30 overnight holds per year. As a result, no interviews with or observation of a detainee booking occurred. Trooper spoken with are aware of risk factors making individuals at greater risk of sexual abuse or sexual harassment. All detainees are single celled in the facility and are not allowed out of the cell with another detainee without Trooper present.
50. Enter the total number of interviews conducted with inmates/residents/ detainees who are Deaf or hard-of-hearing using the "Disabled and Limited English Proficient Inmates" protocol:	0

a. Select why you were unable to conduct at least the minimum required number of targeted inmates/residents/ detainees in this category:	☒ Facility said there were "none here" during the onsite portion of the audit and/or the facility was unable to provide a list of these inmates/residents/detainees. ☐ The inmates/residents/detainees in this targeted category declined to be interviewed.
b. Discuss your corroboration strategies to determine if this population exists in the audited facility (e.g., based on information obtained from the PAQ; documentation reviewed onsite; and discussions with staff and other inmates/ residents/detainees).	The Auditor was present for all three shifts. The facility averages less than one booking per day and less than 30 overnight holds per year. As a result, no interviews with or observation of a detainee booking occurred. Trooper spoken with are aware of risk factors making individuals at greater risk of sexual abuse or sexual harassment. All detainees are single celled in the facility and are not allowed out of the cell with another detainee without Trooper present.
51. Enter the total number of interviews conducted with inmates/residents/ detainees who are Limited English Proficient (LEP) using the "Disabled and Limited English Proficient Inmates" protocol:	0
a. Select why you were unable to conduct at least the minimum required number of targeted inmates/residents/ detainees in this category:	☒ Facility said there were "none here" during the onsite portion of the audit and/or the facility was unable to provide a list of these inmates/residents/detainees. ☐ The inmates/residents/detainees in this targeted category declined to be interviewed.

b. Discuss your corroboration strategies to determine if this population exists in the audited facility (e.g., based on information obtained from the PAQ; documentation reviewed onsite; and discussions with staff and other inmates/ residents/detainees).	The Auditor was present for all three shifts. The facility averages less than one booking per day and less than 30 overnight holds per year. As a result, no interviews with or observation of a detainee booking occurred. Trooper spoken with are aware of risk factors making individuals at greater risk of sexual abuse or sexual harassment. All detainees are single celled in the facility and are not allowed out of the cell with another detainee without Trooper present.
52. Enter the total number of interviews conducted with inmates/residents/ detainees who identify as lesbian, gay, or bisexual using the "Transgender and Intersex Inmates; Gay, Lesbian, and Bisexual Inmates" protocol:	0
a. Select why you were unable to conduct at least the minimum required number of targeted inmates/residents/ detainees in this category:	■ Facility said there were "none here" during the onsite portion of the audit and/or the facility was unable to provide a list of these inmates/residents/detainees. ☐ The inmates/residents/detainees in this targeted category declined to be interviewed.
b. Discuss your corroboration strategies to determine if this population exists in the audited facility (e.g., based on information obtained from the PAQ; documentation reviewed onsite; and discussions with staff and other inmates/ residents/detainees).	The Auditor was present for all three shifts. The facility averages less than one booking per day and less than 30 overnight holds per year. As a result, no interviews with or observation of a detainee booking occurred. Trooper spoken with are aware of risk factors making individuals at greater risk of sexual abuse or sexual harassment. All detainees are single celled in the facility and are not allowed out of the cell with another detainee without Trooper present.
53. Enter the total number of interviews conducted with inmates/residents/ detainees who identify as transgender or intersex using the "Transgender and Intersex Inmates; Gay, Lesbian, and Bisexual Inmates" protocol:	0

a. Select why you were unable to conduct at least the minimum required number of targeted inmates/residents/ detainees in this category:	☒ Facility said there were "none here" during the onsite portion of the audit and/or the facility was unable to provide a list of these inmates/residents/detainees. ☐ The inmates/residents/detainees in this targeted category declined to be interviewed.
b. Discuss your corroboration strategies to determine if this population exists in the audited facility (e.g., based on information obtained from the PAQ; documentation reviewed onsite; and discussions with staff and other inmates/ residents/detainees).	The Auditor was present for all three shifts. The facility averages less than one booking per day and less than 30 overnight holds per year. As a result, no interviews with or observation of a detainee booking occurred. Trooper spoken with are aware of risk factors making individuals at greater risk of sexual abuse or sexual harassment. All detainees are single celled in the facility and are not allowed out of the cell with another detainee without Trooper present.
54. Enter the total number of interviews conducted with inmates/residents/ detainees who reported sexual abuse in this facility using the "Inmates who Reported a Sexual Abuse" protocol:	0
a. Select why you were unable to conduct at least the minimum required number of targeted inmates/residents/ detainees in this category:	☒ Facility said there were "none here" during the onsite portion of the audit and/or the facility was unable to provide a list of these inmates/residents/detainees. ☐ The inmates/residents/detainees in this targeted category declined to be interviewed.
b. Discuss your corroboration strategies to determine if this population exists in the audited facility (e.g., based on information obtained from the PAQ; documentation reviewed onsite; and discussions with staff and other inmates/ residents/detainees).	The Auditor was present for all three shifts. The facility averages less than one booking per day and less than 30 overnight holds per year. As a result, no interviews with or observation of a detainee booking occurred. Trooper spoken with are aware of risk factors making individuals at greater risk of sexual abuse or sexual harassment. All detainees are single celled in the facility and are not allowed out of the cell with another detainee without Trooper present.

55. Enter the total number of interviews conducted with inmates/residents/ detainees who disclosed prior sexual victimization during risk screening using the "Inmates who Disclosed Sexual Victimization during Risk Screening" protocol:	0
a. Select why you were unable to conduct at least the minimum required number of targeted inmates/residents/ detainees in this category:	■ Facility said there were "none here" during the onsite portion of the audit and/or the facility was unable to provide a list of these inmates/residents/detainees. ☐ The inmates/residents/detainees in this targeted category declined to be interviewed.
b. Discuss your corroboration strategies to determine if this population exists in the audited facility (e.g., based on information obtained from the PAQ; documentation reviewed onsite; and discussions with staff and other inmates/ residents/detainees).	The Auditor was present for all three shifts. The facility averages less than one booking per day and less than 30 overnight holds per year. As a result, no interviews with or observation of a detainee booking occurred. Trooper spoken with are aware of risk factors making individuals at greater risk of sexual abuse or sexual harassment. All detainees are single celled in the facility and are not allowed out of the cell with another detainee without Trooper present.
56. Enter the total number of interviews conducted with inmates/residents/ detainees who are or were ever placed in segregated housing/isolation for risk of sexual victimization using the "Inmates Placed in Segregated Housing (for Risk of Sexual Victimization/Who Allege to have Suffered Sexual Abuse)" protocol:	0
a. Select why you were unable to conduct at least the minimum required number of targeted inmates/residents/ detainees in this category:	■ Facility said there were "none here" during the onsite portion of the audit and/or the facility was unable to provide a list of these inmates/residents/detainees. ☐ The inmates/residents/detainees in this targeted category declined to be interviewed.

b. Discuss your corroboration strategies to determine if this population exists in the audited facility (e.g., based on information obtained from the PAQ; documentation reviewed onsite; and discussions with staff and other inmates/residents/detainees).	The Auditor was present for all three shifts. The facility averages less than one booking per day and less than 30 overnight holds per year. As a result, no interviews with or observation of a detainee booking occurred. Trooper spoken with are aware of risk factors making individuals at greater risk of sexual abuse or sexual harassment. All detainees are single celled in the facility and are not allowed out of the cell with another detainee without Trooper present.
57. Provide any additional comments regarding selecting or interviewing targeted inmates/residents/detainees (e.g., any populations you oversampled, barriers to completing interviews):	No text provided.

Staff, Volunteer, and Contractor Interviews

Random Staff Interviews

58. Enter the total number of RANDOM STAFF who were interviewed:	12
59. Select which characteristics you considered when you selected RANDOM STAFF interviewees: (select all that apply)	☑ Length of tenure in the facility ☑ Shift assignment ☑ Work assignment ☑ Rank (or equivalent) ☐ Other (e.g., gender, race, ethnicity, languages spoken) ☐ None
60. Were you able to conduct the minimum number of RANDOM STAFF interviews?	◉ Yes ○ No

61. Provide any additional comments regarding selecting or interviewing random staff (e.g., any populations you oversampled, barriers to completing interviews, barriers to ensuring representation):	Two other staff were unable to be interviewed due to a roadside incident through the end of their overnight shift. The Auditor met with all other available staff across the three shifts.
Specialized Staff, Volunteers, and Contractor Interviews	
Staff in some facilities may be responsible for more than one of the specialized staff duties. Therefore, more than one interview protocol may apply to an interview with a single staff member and that information would satisfy multiple specialized staff interview requirements.	
62. Enter the total number of staff in a SPECIALIZED STAFF role who were interviewed (excluding volunteers and contractors):	6
63. Were you able to interview the Agency Head?	(●) Yes ( ) No
64. Were you able to interview the Warden/Facility Director/Superintendent or their designee?	(●) Yes ( ) No
65. Were you able to interview the PREA Coordinator?	(●) Yes ( ) No
66. Were you able to interview the PREA Compliance Manager?	( ) Yes ( ) No (●) NA (NA if the agency is a single facility agency or is otherwise not required to have a PREA Compliance Manager per the Standards)

67. Select which SPECIALIZED STAFF roles were interviewed as part of this audit from the list below: (select all that apply)	☑ Agency contract administrator ☐ Intermediate or higher-level facility staff responsible for conducting and documenting unannounced rounds to identify and deter staff sexual abuse and sexual harassment ☐ Line staff who supervise youthful inmates (if applicable) ☐ Education and program staff who work with youthful inmates (if applicable) ☐ Medical staff ☐ Mental health staff ☐ Non-medical staff involved in cross-gender strip or visual searches ☑ Administrative (human resources) staff ☐ Sexual Assault Forensic Examiner (SAFE) or Sexual Assault Nurse Examiner (SANE) staff ☑ Investigative staff responsible for conducting administrative investigations ☑ Investigative staff responsible for conducting criminal investigations ☑ Staff who perform screening for risk of victimization and abusiveness ☐ Staff who supervise inmates in segregated housing/residents in isolation ☐ Staff on the sexual abuse incident review team ☐ Designated staff member charged with monitoring retaliation ☐ First responders, both security and non-security staff ☑ Intake staff

	☐ Other
68. Did you interview VOLUNTEERS who may have contact with inmates/ residents/detainees in this facility?	○ Yes ◉ No
69. Did you interview CONTRACTORS who may have contact with inmates/ residents/detainees in this facility?	○ Yes ◉ No
70. Provide any additional comments regarding selecting or interviewing specialized staff.	The Auditor interviewed all troopers on the intake and education of detainees but did not include those numbers here. All troopers complete booking of individual under their arrest at the barracks. During this process all individuals are provided an explanation on the Prison Rape Elimination Act and the detainee's rights. Troopers screen all individuals for risk of sexual victimization or sexual aggressiveness as part of the process no matter in they are being place in a cell overnight or temporarily. Screenings are required even if the individual is going to be held on the booking bench until release or if they are being transported to court or a county jail. The agency head, PREA Coordinator, contract administrator, human resources, and Investigator positions were interviewed in separate of the site visit, as none of these positions would be filled by barracks staff. The agency employs 2600 uniformed officer and civilian support staff, and these upper management rolls are agency wide and separate from the barracks operation.

SITE REVIEW AND DOCUMENTATION SAMPLING

Site Review

PREA Standard 115.401 (h) states, "The auditor shall have access to, and shall observe, all areas of the audited facilities." In order to meet the requirements in this Standard, the site review portion of the onsite audit must include a thorough examination of the entire facility. The site review is not a casual tour of the facility. It is an active, inquiring process that includes talking with staff and inmates to determine whether, and the extent to which, the audited facility's practices demonstrate compliance with the Standards. Note: As you are conducting the site review, you must document your tests of critical functions, important information gathered through observations, and any issues identified with facility practices. The information you collect through the site review is a crucial part of the evidence you will analyze as part of your compliance determinations and will be needed to complete your audit report, including the Post-Audit Reporting Information.

71. Did you have access to all areas of the facility?	(●) Yes ( ) No
Was the site review an active, inquiring process that included the following:	
72. Observations of all facility practices in accordance with the site review component of the audit instrument (e.g., signage, supervision practices, cross-gender viewing and searches)?	(●) Yes ( ) No
73. Tests of all critical functions in the facility in accordance with the site review component of the audit instrument (e.g., risk screening process, access to outside emotional support services, interpretation services)?	(●) Yes ( ) No
74. Informal conversations with inmates/ residents/detainees during the site review (encouraged, not required)?	( ) Yes (●) No
75. Informal conversations with staff during the site review (encouraged, not required)?	(●) Yes ( ) No

76. Provide any additional comments regarding the site review (e.g., access to areas in the facility, observations, tests of critical functions, or informal conversations).	The Auditor observed staff in their daily activities. If a booking occurs during the site visit, the Auditor will sit in and observe the education about PREA at admission and the screening process. If more than one person is in lock-up, the auditor will ask the booking officer how he made the decision to place them in a holding cell or have them stay on the booking bench. The Auditors confirmed that the information posted was correct and the numbers and addresses were active. The Auditor had tested the outside reporting options posted. The Detainees are allowed to use the same phone as the staff use in the booking process. These calls are not recorded. The Auditor spent downtime observing the processes, speaking with troopers from the barracks or specialty units who may be passing through. This confirms that all state police officers, no matter their role, know about PREA and the requirements during booking.

Documentation Sampling

Where there is a collection of records to review-such as staff, contractor, and volunteer training records; background check records; supervisory rounds logs; risk screening and intake processing records; inmate education records; medical files; and investigative files-auditors must self-select for review a representative sample of each type of record.

77. In addition to the proof documentation selected by the agency or facility and provided to you, did you also conduct an auditor-selected sampling of documentation?	(●) Yes ( ) No

78. Provide any additional comments regarding selecting additional documentation (e.g., any documentation you oversampled, barriers to selecting additional documentation, etc.).	The Auditor requested a random sample of booking records from the past 6 months. Booking documents confirm the screening and education of detainees related to the Prison Rape Elimination Act. The documents also record if interpretive services were used to complete the intake process. The Auditor has also worked with the agency to identify new staff and those who have been employed for more than 5 years. The agency has provided training records and HR materials for these individuals. The Auditor reviewed 18 to 25 % of the current staff files and their corresponding training records.

SEXUAL ABUSE AND SEXUAL HARASSMENT ALLEGATIONS AND INVESTIGATIONS IN THIS FACILITY

Sexual Abuse and Sexual Harassment Allegations and Investigations Overview

Remember the number of allegations should be based on a review of all sources of allegations (e.g., hotline, third-party, grievances) and should not be based solely on the number of investigations conducted. Note: For question brevity, we use the term “inmate” in the following questions. Auditors should provide information on inmate, resident, or detainee sexual abuse allegations and investigations, as applicable to the facility type being audited.

79. Total number of SEXUAL ABUSE allegations and investigations overview during the 12 months preceding the audit, by incident type:

	# of sexual abuse allegations	# of criminal investigations	# of administrative investigations	# of allegations that had both criminal and administrative investigations
Inmate-on-inmate sexual abuse	0	0	0	0
Staff-on-inmate sexual abuse	0	0	0	0
Total	0	0	0	0

80. Total number of SEXUAL HARASSMENT allegations and investigations overview during the 12 months preceding the audit, by incident type:

	# of sexual harassment allegations	# of criminal investigations	# of administrative investigations	# of allegations that had both criminal and administrative investigations
Inmate-on-inmate sexual harassment	0	0	0	0
Staff-on-inmate sexual harassment	0	0	0	0
Total	0	0	0	0

Sexual Abuse and Sexual Harassment Investigation Outcomes

Sexual Abuse Investigation Outcomes

Note: these counts should reflect where the investigation is currently (i.e., if a criminal investigation was referred for prosecution and resulted in a conviction, that investigation outcome should only appear in the count for “convicted.”) Do not double count. Additionally, for question brevity, we use the term “inmate” in the following questions. Auditors should provide information on inmate, resident, and detainee sexual abuse investigation files, as applicable to the facility type being audited.

81. Criminal SEXUAL ABUSE investigation outcomes during the 12 months preceding the audit:

	Ongoing	Referred for Prosecution	Indicted/ Court Case Filed	Convicted/ Adjudicated	Acquitted
Inmate-on-inmate sexual abuse	0	0	0	0	0
Staff-on-inmate sexual abuse	0	0	0	0	0
Total	0	0	0	0	0

82. Administrative SEXUAL ABUSE investigation outcomes during the 12 months preceding the audit:

	Ongoing	Unfounded	Unsubstantiated	Substantiated
Inmate-on-inmate sexual abuse	0	0	0	0
Staff-on-inmate sexual abuse	0	0	0	0
Total	0	0	0	0

Sexual Harassment Investigation Outcomes

Note: these counts should reflect where the investigation is currently. Do not double count. Additionally, for question brevity, we use the term “inmate” in the following questions. Auditors should provide information on inmate, resident, and detainee sexual harassment investigation files, as applicable to the facility type being audited.

83. Criminal SEXUAL HARASSMENT investigation outcomes during the 12 months preceding the audit:

	Ongoing	Referred for Prosecution	Indicted/ Court Case Filed	Convicted/ Adjudicated	Acquitted
Inmate-on-inmate sexual harassment	0	0	0	0	0
Staff-on-inmate sexual harassment	0	0	0	0	0
Total	0	0	0	0	0

84. Administrative SEXUAL HARASSMENT investigation outcomes during the 12 months preceding the audit:

	Ongoing	Unfounded	Unsubstantiated	Substantiated
Inmate-on-inmate sexual harassment	0	0	0	0
Staff-on-inmate sexual harassment	0	0	0	0
Total	0	0	0	0

Sexual Abuse and Sexual Harassment Investigation Files Selected for Review

Sexual Abuse Investigation Files Selected for Review

85. Enter the total number of SEXUAL ABUSE investigation files reviewed/ sampled:	0
a. Explain why you were unable to review any sexual abuse investigation files:	There were no allegations made at this barracks.

86. Did your selection of SEXUAL ABUSE investigation files include a cross-section of criminal and/or administrative investigations by findings/outcomes?	○ Yes ○ No ◉ NA (NA if you were unable to review any sexual abuse investigation files)
Inmate-on-inmate sexual abuse investigation files	
87. Enter the total number of INMATE-ON-INMATE SEXUAL ABUSE investigation files reviewed/sampled:	0
88. Did your sample of INMATE-ON-INMATE SEXUAL ABUSE investigation files include criminal investigations?	○ Yes ○ No ◉ NA (NA if you were unable to review any inmate-on-inmate sexual abuse investigation files)
89. Did your sample of INMATE-ON-INMATE SEXUAL ABUSE investigation files include administrative investigations?	○ Yes ○ No ◉ NA (NA if you were unable to review any inmate-on-inmate sexual abuse investigation files)
Staff-on-inmate sexual abuse investigation files	
90. Enter the total number of STAFF-ON-INMATE SEXUAL ABUSE investigation files reviewed/sampled:	0
91. Did your sample of STAFF-ON-INMATE SEXUAL ABUSE investigation files include criminal investigations?	○ Yes ○ No ◉ NA (NA if you were unable to review any staff-on-inmate sexual abuse investigation files)

92. Did your sample of STAFF-ON-INMATE SEXUAL ABUSE investigation files include administrative investigations?	○ Yes ○ No ◉ NA (NA if you were unable to review any staff-on-inmate sexual abuse investigation files)
Sexual Harassment Investigation Files Selected for Review	
93. Enter the total number of SEXUAL HARASSMENT investigation files reviewed/sampled:	0
a. Explain why you were unable to review any sexual harassment investigation files:	There were no allegations made at this barracks.
94. Did your selection of SEXUAL HARASSMENT investigation files include a cross-section of criminal and/or administrative investigations by findings/outcomes?	○ Yes ○ No ◉ NA (NA if you were unable to review any sexual harassment investigation files)
Inmate-on-inmate sexual harassment investigation files	
95. Enter the total number of INMATE-ON-INMATE SEXUAL HARASSMENT investigation files reviewed/sampled:	0
96. Did your sample of INMATE-ON-INMATE SEXUAL HARASSMENT files include criminal investigations?	○ Yes ○ No ◉ NA (NA if you were unable to review any inmate-on-inmate sexual harassment investigation files)

97. Did your sample of INMATE-ON-INMATE SEXUAL HARASSMENT investigation files include administrative investigations?	○ Yes ○ No ◉ NA (NA if you were unable to review any inmate-on-inmate sexual harassment investigation files)
Staff-on-inmate sexual harassment investigation files	
98. Enter the total number of STAFF-ON-INMATE SEXUAL HARASSMENT investigation files reviewed/sampled:	0
99. Did your sample of STAFF-ON-INMATE SEXUAL HARASSMENT investigation files include criminal investigations?	○ Yes ○ No ◉ NA (NA if you were unable to review any staff-on-inmate sexual harassment investigation files)
100. Did your sample of STAFF-ON-INMATE SEXUAL HARASSMENT investigation files include administrative investigations?	○ Yes ○ No ◉ NA (NA if you were unable to review any staff-on-inmate sexual harassment investigation files)
101. Provide any additional comments regarding selecting and reviewing sexual abuse and sexual harassment investigation files.	No text provided.

SUPPORT STAFF INFORMATION

DOJ-certified PREA Auditors Support Staff

102. Did you receive assistance from any DOJ-CERTIFIED PREA AUDITORS at any point during this audit? REMEMBER: the audit includes all activities from the pre-onsite through the post-onsite phases to the submission of the final report. Make sure you respond accordingly.	○ Yes ◉ No

Non-certified Support Staff

103. Did you receive assistance from any NON-CERTIFIED SUPPORT STAFF at any point during this audit? REMEMBER: the audit includes all activities from the pre-onsite through the post-onsite phases to the submission of the final report. Make sure you respond accordingly.	○ Yes ◉ No

AUDITING ARRANGEMENTS AND COMPENSATION

108. Who paid you to conduct this audit?	◉ The audited facility or its parent agency ○ My state/territory or county government employer (if you audit as part of a consortium or circular auditing arrangement, select this option) ○ A third-party auditing entity (e.g., accreditation body, consulting firm) ○ Other

Standards

Auditor Overall Determination Definitions

- Exceeds Standard
  (Substantially exceeds requirement of standard)
- Meets Standard
  (substantial compliance; complies in all material ways with the stand for the relevant review period)
- Does Not Meet Standard
  (requires corrective actions)

Auditor Discussion Instructions

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.

115.111	Zero tolerance of sexual abuse and sexual harassment
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	Policies and written/electronic documentation reviewed. Norwell Pre-Audit Questionnaire DET -07 Detainee Sexual Abuse and Sexual Harassment DET- 07A Detainee Sexual Abuse and Sexual Harassment Investigations Article 1: Regulations for the Governance of the State Police Article 5: Rules of Conduct Article 6: Discipline Procedures and Temporary Relief of Duty Mass State Police Org Chart Individuals interviewed/ observations made.

	Interview with PREA Coordinator Interview with Massachusetts State Police Agency Head Representative PREA Postings Indicator Summary determination. Indicator (a). The Massachusetts State Police has a policy that mandates zero tolerance toward sexual assault or sexual harassment. Policy DET-07 Detainee Sexual Abuse and Sexual Harassment establishes on page 1, “a zero-tolerance policy toward all forms of sexual abuse and sexual harassment toward any detainee.” It further states the legal right to be free from such misconduct. It notifies the reader of the State Police's obligation to protect individuals from retaliation for reporting such incidents. The policy outlines the State Police’s efforts to prevent, detect, and respond to sexual abuse or sexual harassment incidents at Norwell Barracks. DET-07 is one of several policies or orders that mandate zero tolerance toward all forms of sexual abuse and sexual harassment and outline the agency’s approach to preventing, detecting, and responding to such conduct in all department locations. The policies reviewed by the Auditor set forth specific guidelines to support the prevention and detection of sexual misconduct among detainees. Policies defined the response to sexual abuse and sexual harassment claims, the investigatory process, and the disciplinary process for those engaging in misconduct. Articles 1,5 and 6 each futher describe elements that are relevant to the standards. Article 1 sets forth the principles and ethics expected of all uniform and civilian employees including “applying the law in a just , impartial and reasonable manor’ without ‘using the power of the office for personal advantage’. Article 5 sets forth conduct guideline for all staff which included the responsibility to report all actions. Subsection 5.15 defines abuse of position while Article 6 defines the consequences for violating the agency policies and the laws of the State of Massachusetts. The State Police can terminate employee who violate the law for first offense. The Auditor also reviewed training bulletins and command orders reinforcing the Prison Rape Elimination Act requirements. Interviews with staff confirm an understanding of the zero-tolerance culture and the individual officer’s role in ensuring this standard. Indicator (b). The Massachusetts State Police has an individual assigned to oversee the agency's efforts toward compliance with the Prison Rape Elimination Act (PREA). Policy DET-07 defines the PREA Coordinator's role on page two. The PREA Coordinator is “a management-level employee who oversees, develops, and implements Department efforts to comply with the PREA standards.” A Detective Captain from the Division of Investigative Services (DIS) is assigned as the agency’s PREA Coordinator. The PREA Coordinator works with the Station Commanders to ensure compliance with the PREA Lockup standards. His role includes tracking incidents, providing support to identified needs, ensuring all investigations are

	completed consistent with agency expectations, and ensuring staff are trained on PREA, including investigating sexual assault in lockups and monitoring standard requirements. Both the PREA Coordinator and the Massachusetts State Police Agency Head representative confirmed the PREA Coordinator's position provides the ability to develop and implement policies and procedures to ensure the sexually safe lockup of detainees across the State Police Department. The Auditor reviewed materials, including the agency's organizational chart, and confirmed the Station Commander's knowledge of the PREA Coordinator. This further supports the PREA Coordinator's promotion of a Zero Tolerance culture while ensuring compliance with the Prison Rape Elimination Act. In the interview with the Detective Captain, he described how information about allegations would be channeled to him and the steps he would take to resolve PREA compliance concerns and promote the zero-tolerance culture. The Auditor could see how concerns raised in the audit process would be resolved through the PREA Coordinator and the individual Station Commanders. The PREA Coordinator has been in their position for under a year, and staff have shown improvement in answering questions compared to previous years. This supports the idea that recommendations are being put into action plans to ensure training elements are fully understood. The PREA Coordinator also discussed at length efforts to continually improve the agency's preparations to be able to respond to any sexual misconduct situation. Compliance Determination The information in Policy DET-07 Detainee Sexual Abuse and Sexual Harassment supports Zero Tolerance's expectation of any form of sexual assault or sexual harassment. Interviews with the representative for the Colonel of the Massachusetts State Police and the PREA Coordinator confirm there are sufficient resources in place for preventing, detecting, and responding to any allegation of sexual abuse or sexual harassment. The interview with the Station Commander confirmed knowledge of communication with the PREA Coordinator in the event of issues arising. The Auditor reviewed the policy, saw materials posted in the facility, and interviewed random staff who understood their roles in preventing, detecting, and responding to sexual abuse or sexual harassment incidents. The Auditor also considered the staff members' knowledge of PREA training and the Zero Tolerance expectation. The Auditor confirmed with the PREA Coordinator the steps taken to ensure compliance. The Norwell Barracks has been able to maintain this expectation, having received no allegations of sexual abuse or sexual harassment in the past year. The Auditor finds that the standard is met based on the factors supporting a zero-tolerance culture. In determining compliance, the Auditor considered the interviews, the policy, and the other supporting documents provided and viewed at the facility. The Auditor, also considered as the state's lead law enforcement agency, the Massachusetts State Police, has sufficient resources available to complete an investigation into any allegation of sexual misconduct.

115.112	Contracting with other entities for the confinement of detainees
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	Policies and written/electronic documentation reviewed. Norwell Preaudit Questionnaire MOU with County Jails, Websites of County Sheriff's facilities Individuals interviewed/ observations made. Interview with Contract Manager Indicator Summary determination. Indicator (a). The Massachusetts State Police has entered into agreements with several County Jails to provide mutual aid, including housing Massachusetts State Police detainees awaiting an appearance in a District Court. The Mutual Aid agreement, reviewed by the Auditor, supports an agreement to hold weekend or overnight admissions for the State Police before their presentation in court. The documents required the facilities to have a zero-tolerance policy and be "compliant with the Prison Rape Elimination Act by the U.S. Department of Justice." The Auditor reviewed the websites of the county jails with which an MOU exists and found that the facilities were audited for PREA compliance in the past three years. There are no requirements to contract for Juveniles' housing as Massachusetts laws, as stated in 115.114, require all juveniles who can not be released to parent to be held in a DYS-approved bed or a regional Juvenile Detention facility. The Massachusetts State Police Deputy Chief Legal Counsel provided updated documentation supporting that the agreements are still in force during the audit period. The Deputy Chief Legal Counsel provided 11 MOUs with County Shreiff's Offices for temporary or 'safe keep' housing of Detainees. Seven of the MOUs were established or renewed since the last audit. Indicator (b). Each of the MOUs requires the Sheriff to hold a limited number of individuals for the State Police for no more than three days, pending presentation to a judge who will determine whether to remand or release them. If the detainee is remanded, they are no longer the responsibility of the Massachusetts State Police. Each facility has been PREA compliant with audits in the last three years and the county representative agree to remain in compliance with the Prison Rape Elimination Act. The respective agency's website has documentation of its PREA compliance efforts. If there were a criminal sexual abuse allegation at these

	facilities involving a detainee awaiting presentation in court, Court Officer from the barracks where the individual was arrested would be made aware, or the State Police Detective Unit assigned to the county prosecutor's office would be called, In both cases notification to the PREA Coordinator would occur through channels. Compliance Determination The Massachusetts State Police has limited-use-bed agreements with local counties to be able to hold detainees awaiting their court appearances. The Station Commander reports that the majority of detainees are held for under 8 hours, with no overnight holds, in the past year. Detainees may not even be put in the barracks cells before being released on bond or to the county jails. The Massachusetts State Police and the county Sheriffs have ensured the agreements include language on PREA compliance. The Auditor confirmed that the institution had completed a successful PREA Audit on the Sheriff’s office websites. Compliance is based on the policy, the MOU language requiring PREA Compliance, and discussions with the Station Commander, PREA Coordinator, and Deputy Chief Legal Counsel. The Auditor also considered the information posted on the various Sheriff’s Office websites, which support PREA zero-tolerance expectations within their respective agencies.

115.113	**Supervision and monitoring**
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	Policies and written/electronic documentation reviewed. Norwell Pre-Audit Questionnaire Staffing Plan Staffing plan annual review DET-02 Custodial Inventory DET-06 Detainee Monitoring DET-07 Detainee Sexual Abuse and Sexual Harassment DET-07a Detainee Sexual Abuse and Sexual Harassment Union Contract 17-DFS-03 17-DFS-34

Individuals interviewed/ observations made.

Interview with Station Commander

Indicator Summary determination.

Indicator (a). Norwell Barracks has a staffing plan for its lockup. Policy DET-07 Detainee Sexual Abuse and Sexual Harassment (page 3) states, “Station commanders for each barracks containing cells shall develop and document a staffing plan that provides for adequate levels of staffing, and, where applicable, video monitoring to protect detainees against abuse.” The document reviewed by the Auditor describes the steps taken to ensure ongoing supervision through video and audio monitoring of the cell blocks and random tours of the unit, conducted at a minimum of once every half hour. With one holding area within the cellblock, Norwell cannot separate male and female detainees. The setup of the physical plant has three (3) total cells. In cases of multiple gender admissions, one detainee will be transferred to another barracks if release does not appear imminent. The plan addresses the use of cameras, allowing for both video and audio monitoring of the entire lockup, including each cell. Interviews with the Station Commander and the PREA Coordinator confirmed that they considered the placement of cameras to aid in the supervision of detainees. The staffing plan also takes into consideration the number of allegations in the year. Zero allegations occurred during the Norwell Barracks lockup last year. The staffing plan is a two-page document that is supported by a policy outlining the requirements for consideration. Norwell Barracks has PREA live staff present in the area who can visually monitor detainees in lockup. The plan was developed at Norwell Barracks in a manner consistent with Massachusetts State Police policy and in cooperation with the agency’s central office administration and the Agency's PREA Coordinator. During the audit period, the station has not reportedly undergone any modifications that would impact PREA safety. The Massachusetts State Police invested in technology in the prior three years, as described in 115.118. The Staffing Plan is based on the facility's capacity; however, the facility reports an average of fewer than 1 detainee per day in custody over the past year (332 bookings), with 18 individuals held overnight. The agency also varies staffing on shifts and days of the week, particularly during periods of higher work volume. The agency requires all detainees in a cell block to be of the same gender and that all detainees be housed in single cells. The agency also has a contingency to add staffing in the barracks if an inmate needs direct supervision.

Indicator (b). There were zero situations in which the lockup supervision numbers were not met in the past year. Since there has been no situation in which the staffing minimums of Norwell Barracks were not met, this indicator is not applicable. The Station Commander reports they are notified of all vacancies through an email report three times daily and describes how the vacancies are filled. As a statewide

	entity, the Massachusetts State Police can assign guest troopers from other stations to fill a void or aid when detainee numbers increase. Each station is part of a district command structure that can assist in providing additional resources if needed. The Troop Duty Lieutenant is responsible for ensuring sufficient staffing at all barracks in the troop on every shift. Policy DET-07 (page 3) sets forth the expectation that if staffing cannot be met, it is documented as consistent with the standard. “Each time the staffing plan is not complied with, the station commander shall document and justify all deviations from the staffing plan and shall forward the document with justifications to the PREA Coordinator.” The Auditor also reviewed the Massachusetts State Police contract with the union, which confirmed the ability to require staff to stay beyond the shift to meet staffing requirements. The minimum staffing requirement is to have a desk officer in the facility at all times, with the remaining Troopers assigned to monitor state roads or represent the agency in court. If a detainee needs to be removed from a cell, a second officer is required to be present. The Massachusetts State Police system makes going under staffing almost impossible and the agency can obtain assistance from other barracks, troops or other duty assignments in an emergency. Indicator (c). There have been no reported incidents of PREA or other conflicts within the Norwell Barracks in the past year, and no recommendations were made to adjust the complement inside the barracks. The Station Commander reports they have received no allegations of sexual misconduct in the past year. The Detainees are under constant video surveillance in their cells. Rounds are conducted at a minimum of twice an hour and more frequently if the detainee is identified as having risk concerns. The staffing plan remained unchanged during the last year, and documentation of the annual review was provided. The Massachusetts State Police PREA Coordinator reviews staffing plans and the annual reviews. The Station Commander and the Massachusetts State Police PREA Coordinator understand the annual review process. The PREA Coordinator supported the idea that plans will be adjusted as needed to address any identified recommendations or concerns from a PREA Incident Investigation. The State Police have developed a process to document the annual review process. The annual review process was discussed in interviews with both the Station Commander and the PREA Coordinator. The State police add additional staff during the day shift hours to ensure appropriate coverage of the facility and their patrol area, while also presenting detainees' cases to the county courts. In addition to cameras that provide appropriate privacy for toileting in cells, the State Police have invested in other technologies that enhance officer safety while also enabling more effective monitoring of individuals in custody, including during transportation. The detainee is monitored by body camera systems and cruiser camera systems during transport and the booking process. Indicator (d) As noted in Indicator (c), the staffing plan accounts for protecting vulnerable detainees. Interviews with the Norwell Station Commander and Troopers confirmed the steps taken to protect vulnerable adults who may require direct supervision or a referral to the hospital if their symptoms include any concerns around suicidality. Officers were able to describe steps taken to keep detainees safe. The measures include the separation of sight and sound for all juveniles entering

	the booking area from contact with adults, ensuring that males and females are never housed in the same cell block. All detainees are secured in single cells under video surveillance. The officers interviewed support emotionally vulnerable detainees, who will be provided with additional supervision. These detainees can be assessed through mobile crisis services, taken to the hospital, or, if the situation escalates with another detainee, they may consider transferring one of the individuals to another station. All cells at Norwell Barracks are single cells and allow for remote observation. The number of single-use cells at Norwell Barracks and the fact that two detainees are never out of the cell at the same time prevent sexual assault from occurring. The small size of the complex limits the separation of vulnerable individuals from those who are verbally aggressive. Troopers confirmed they might leave the individual on the booking bench under their direct supervision until a plan can be made to ensure the detainee's safety if there is a concern about verbal escalation. Norwell has a single cellblock area, which limits staff options, especially when the population includes individuals of more than one gender or there are concerns about potential harassment. The Troop Management system allows for movement to other nearby barracks if a vulnerable detainee cannot be released, presented in court on the given day, or moved to a county facility. The Auditor asked the Troopers a situational question about handling potentially aggressive vs. potentially vulnerable individuals. All Troopers reported steps to keep these groups apart, understanding that though sexual abuse is not likely the way individuals are housed, sexual harassment is possible. The Auditor also reviewed Divisional Command Orders, which speak to protecting individuals from imminent risk or retaliation. 17-DFS-003 states, "All Department employees shall take immediate action to protect a detainee from imminent sexual abuse." Compliance Determination Norwell Barracks is compliant with the supervision and monitoring indicators of detainees in the facility. The Massachusetts State Police policy describes the content requirements consistent with the federal standard language in indicator (a). Interview with the Station Commander and the PREA Coordinator confirmed an understanding of the development and annual review process, including the requirements of indicators (a) and (c). Interviews with random staff confirm a practice of identifying individuals who may be vulnerable in a lockup setting and a plan to ensure their safety. The facility procedures do not put more than one individual in a cell and do not allow more than one detainee out of their cells at a time, further limiting any potential physical contact. The facility has had no allegations of sexual abuse or harassment in the past year, and the staffing pattern has always been met. The compliance determination was based on written plans, observations, interviews with administration and line staff, and other supporting documentation.

115.114	**Juveniles and youthful detainees**
	Auditor Overall Determination: Meets Standard

	Auditor Discussion
	Policies and written/electronic documentation reviewed. Norwell Pre-Audit Questionnaire INV-05 Special Protections for Juveniles DET 07 Detainee Sexual Abuse and Sexual Harassment DET 07A Detainee Sexual Abuse and Sexual Harassment DET-09 Juvenile Operations Massachusetts General Laws 39H DYS Website Individuals interviewed/ observations made. Interview with Troopers Interview with Station Commander. Posting in the Booking area about Juvenile processing Indicator Summary determination. Indicator (a). The Massachusetts State Police can arrest and detain juvenile offenders, but will not place them in a cell or hold them for more than 6 hours. Policy INV-05 defines the interactions between Troopers and juveniles based on age, with a commitment to protect the juvenile's rights. The policy sets forth that juveniles and adult detainees must be separated. The policy also states that if the child is not released, they should be placed in an appropriate Department of Youth Services facility or a Regional Juvenile Detention Facility. Policy DET-09 also instructs staff on the handling of Juvenile cases. Page 3 states, "A juvenile who has not yet attained his or her fourteenth (14) birthday shall not be placed in secured detention for any amount of time. No juvenile between fourteen (14) and eighteen (18) years of age shall be placed in a cell unless the cell has been certified by the Department of Youth Services (DYS). A juvenile who is securely detained in Department custody must be separated by sight and sound from adults in custody." The Massachusetts State Police Policy DET-09 provides a step-by-step guide on how to handle encounters with all juveniles, depending on factors such as age, the current offense (if the youth is a status offender), whether the youth is a child at risk, and whether there is no guardian to release the youth to. The Norwell Barracks does not have a DYS-approved cell for temporary use. Troopers report they will monitor the individual outside a cell until the youth is turned over to a guardian or the DYS. The

	Station Commander and troopers interviewed confirmed they would try to release the juveniles to their parents when possible. In interviews, the random Troopers and facility leadership confirmed that putting juveniles in holding cells is not allowed. The Troopers spoke with knew the need to keep juvenile detainees away from adult detainees. The Auditor learned that most juveniles they have contact with are released directly to their parents or guardians. The Station Commander confirmed that Troopers try to limit the time a juvenile is in the Barracks. The Auditor finds that the indicator does not apply based on policy language in DET-09, the stated practices at Norwell Barracks, and the methods in place to ensure there is no contact between the adult and juvenile detainees. Posting in the booking area spells out steps for handling juvenile cases. Troopers were aware of locations of DYS regional facilities that could take a juvenile if parents could not affect a release. Compliance Determination The Auditor finds the standard is compliant. The Massachusetts State Police has several policies that define the handling of juveniles in a manner consistent with the standard. The Norwell Barracks does not hold Juveniles in the Lock-up Area. The Troopers consistently reported that juveniles should not be placed in a holding cell, and all officers were aware of the need to maintain sight and sound separation between adult and juvenile detainees during their time in the station. The Station Commander described options to ensure that juveniles and adults do not cross paths during booking, including using other Barracks to book adults if a juvenile is present in the booking area. The agency takes steps to limit juvenile contact to the extent necessary to effectuate release to a parent or another suitable custodial situation for the juvenile. In addition to the interviews and documentation provided, the Auditor reviewed the corresponding state laws on the legislative website, and the Massachusetts Department of Youth Services website, which further supported compliance with the standard.

115.115	**Limits to cross-gender viewing and searches**
	Auditor Overall Determination: Exceeds Standard
	Auditor Discussion
	Policies and written/electronic documentation reviewed. Norwell Pre-Audit Questionnaire DET-02 Custodial Inventory 17-DSF-003 PREA

	17-DSF-034 PREA 2017 Training Bulletin on Transgender Searches DET-07 Detainee Sexual Abuse and Sexual Harassment DET-07a Detainee Sexual Abuse and Sexual Harassment DET-06 Detainee Monitoring DET-08 Gender Identity and Expression Individuals interviewed/ observations made. Interviews with random staff Interview with Station Commander Indicator Summary determination. Indicator (a). The Massachusetts State Police does not perform strip searches as part of their routine booking process. Norwell Barracks does not conduct any cross-gender strip search unless there is an exigent circumstance. The policy prohibits staff of a gender different from that of the detainee from conducting these searches. Random staff reported strip searches are only conducted in exigent circumstances, which would be if there was probable cause of a weapon or drugs on the person. They confirmed that determining an individual's genital status was not an appropriate reason to complete a strip search. MA State Police policy DET-02 states, "Strip searches shall only be conducted: · With the approval of a supervisor, unless exigent circumstances exist; · Whenever practicable, by two (2) members of the same gender identification as the detainee. If the detainee is an Intersex Individual or Gender Non-Conforming Male or Gender Non-Conforming Female, refer to DET-08 Gender Identity and Expression; · In an area that affords complete privacy (strip searches shall not be conducted outside of a Department facility unless exigent circumstances exist); · Out of the public view (including video cameras, windows, etc.); · Without any touching of the detainee (although the detainee may be asked to bend at the waist and spread their buttocks); · In a reasonable, non-abusive, and professional manner; and · Only for the duration necessary to complete the search."

Similarly, the policy goes on to address expectations for body cavity searches. “A body cavity search is:

· A search conducted pursuant to a warrant, issued by a judge, that is based on a strong showing of particularized need supported by a high degree of probable cause; that

· Authorizes a medical professional to conduct an internal manual inspection of any human body cavity. A member or supervisor seeking such a warrant must:

· Show a high degree of probable cause that the detainee has contraband or weapons hidden in a body cavity that may jeopardize the health and safety of the detainee and/or anyone with whom the detainee may come in contact. Body cavity searches shall only be performed:

· By a medical practitioner in appropriate medical surroundings; and

· Pursuant to a search warrant issued by a judge that authorizes a body cavity search.

The policy requiring strip or body cavity searches has to be approved by a Supervisor. By requiring this the State Police ensures the situation is exigent. No officer interviewed reported completion of a strip search of any detainee in the past three years, including any cross-gender strip or body cavity searches.

Indicator (b). As stated in indicator (a), the State police require officers completing a strip search to be of the same gender as the detainee. Random staff interviewed confirmed that all strip searches are required to be the same gender, and since strip or body cavity searches were required, they would be considered exigent circumstances with required documentation. Policy DET-02 states under its section on strip searches, “The reasons for the search shall be documented in the arrest report.”

The staff reported that they routinely request a staff member of the same gender, if available, to complete any pat-down or frisk search if the detainee is of a different gender. They also reported that they could request assistance from other barracks or local police departments.

Indicator (c). Divisional Command 17-DFS-003 (page 1) outlines the requirements for detainees to shower, change clothes, or use the bathroom without staff supervision. ‘Absent any exigent circumstance, detainees will be able to perform bodily functions without Members or Employees viewing their breast, buttocks or genitalia.” Staff interviewed were able to describe how they are required to announce their presence when entering the lockup when an opposite-gender

detainee is being held.

The announcement requirement is echoed in policy DET-06, which states in the section on entering a cell area, “Department members shall announce themselves prior to entering the cell area containing a member(s) of the opposite sex. Staff shall not place themselves in a position where they can view the breasts, buttocks, or genitalia of a detainee of the opposite gender.” There are no showers or changes of clothes in the lock-up. The Policy goes on to support the other required language of this indicator. Staff reported that they conduct random checks throughout the shift and will make announcements as they enter the cellblock area. There was no detainee in custody to confirm that they were not strip-searched and that the staff who completed the PAT search were the same gender as the detainee. The Auditor considered policy and staff explanations of the practices in the facility to support compliance. In the lockup cell block at Norwell Barracks, the Auditor observed a camera that looked into each of the detained individuals' cells. The cameras allow for pixelation or blacking out the area where a detainee would be using the bathroom to enable appropriate privacy from cross-gender viewing.

Indicator (d). This indicator is suspended from consideration in the Auditor’s determination of compliance.

Indicator (e). This indicator is suspended from consideration in the Auditor’s determination of compliance.

Compliance Determination

The Massachusetts State Police has provided sufficient training to the staff on limiting the use of cross-gender searches. Agency policy only allows strip searches or body cavity searches in exigent circumstances, but requires that same-gender staff complete such searches. The policies and training provide staff with an understanding of the importance of announcing their presence when entering the block area. The agency has installed digital obscuring in the toileting area to ensure privacy for detainees. Detainees are not allowed to shower or change clothes, and there is signage informing them of the cell's monitoring capabilities. The Troopers were able to describe the practices they would employ if there was a need to perform a cross-gender pat search. Staff consistently reported that they would take steps to have searches completed by the gender of staff with whom the detainee feels most comfortable. The Auditor finds that the standard is being complied with based on policy, reviewed training materials, and staff interviews. The Auditor also considered the description of the detainee in custody, including the intake process and the PAT search, which was consistent with agency policy and staff training. The auditor will also find that the standard has been exceeded. The Massachusetts State Police has created a process of maintaining security while limiting the use of strip searches to exigent circumstances. Further supporting the determination of exceeds

	are the Troopers' descriptions of the use of local police to aid in the search of detainees on the roadside stop or in the barracks to reduce incidents of cross-gender pat searches.

115.116	Detainees with disabilities and detainees who are limited English proficient
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	Policies and written/electronic documentation reviewed. Norwell Pre-Audit Questionnaire Contract for interpretive services (Century Link) DET-06 Detainee Monitoring DET-07 Detainee Sexual Abuse and Sexual Harassment DET-07a Detainee Sexual Abuse and Sexual Harassment ADM- 41 Use of Phone ADM-49 Deaf or Hard of Hearing Individuals Postings on interpretive services Postings on Hearing-impaired interpretive services and support for cognitive challenges DMH Extreme Risk Resource Guide Individuals interviewed/ observations made. Posting in the Station on interpretive services. Posting on services for the deaf or hearing impaired Interview with Random Staff Interview with Station Commander Interview with a representative for the Agency's Head Indicator Summary determination.

	Indicator (a). The Massachusetts State Police has experience in ensuring detainees understand their rights as part of the booking process. Only individuals with the most serious charges would be placed in lockup. Troopers have experience working with diverse groups of individuals, including individuals with physical and emotional disabilities. If the detainee has an apparent mental illness or physical ailments, they can be taken to county jails or emergency rooms. All staff are aware of the interpretive services and that it is inappropriate to utilize another detainee to interpret for one who does not speak English. They have access to services for deaf and blind individuals who might enter custody. The state also assists individuals with intellectual disabilities through the Disabled Persons Protection Commission. Policy DET-07 addresses the agency's commitment when it states, “Detainees with disabilities include detainees who are deaf, hard of hearing, blind or have low vision and those who have intellectual, psychiatric, or speech disabilities. Members shall take appropriate steps to ensure that detainees with disabilities have an equal opportunity to benefit from all aspects of the Department’s efforts to prevent, detect, and respond to sexual abuse and sexual harassment. Such steps shall include providing access to interpreters who can interpret effectively, accurately, and impartially when necessary to ensure effective communication with detainees who are deaf or hard of hearing. In addition, members shall ensure that written materials are provided in formats and through methods that ensure effective communication with detainees with disabilities.” During the tour, the Auditor found information posted on accessing assistance in communication with individuals with disabilities. Interviews with staff also confirmed they will take whatever steps necessary to ensure LEP, disabled, and cognitively challenged individuals understand all their rights, including those guaranteed under PREA. The Auditor was also provided with other resources available to the Troopers. Troopers spoken with ensure those with reading or cognitive challenges understand the information being presented. They will take additional time to repeat information to ensure significant comprehension of what is being stated. They report that they will offer to write down information for the detainee, including the PREA Reporting methods. All officers have access to a quick reference document developed by the Department of Mental Health called “An Extreme Risk Protective Order Service Guide.” Troopers are also provided information in policy ADM-49 on the importance of communication with individuals with hearing loss or deafness. Troopers are warned not to assume individuals comprehend information; it tells them to ask the individual for their preferred communication method. The policy highlights the identification of individuals with hearing loss, things to do during communication to improve comprehension, and how to access the state’s Commission on Deaf and Hard of Hearing. The Commission's phone number for day and after-hour calls is listed in the policy. Indicator (b). As noted in indicator (a), the Massachusetts State Police has experience working with Limited English Proficient (LEP) and the resources for providing interpretive services. The agency has access to interpretive services through a contract with Century Link Interpretive Services. Policy DET-07 states,

	"Members shall take reasonable steps to ensure that detainees with limited English proficiency have meaningful access to information regarding the Department's policies and efforts to prevent, detect, and respond to sexual abuse and sexual harassment, including by providing interpreters who can interpret effectively, accurately, and impartially." The agency added PREA notification materials in a second language (Spanish) in the last Audit Cycle. The Auditor suggests that they track the frequency of interpretive servicess used (through the contract or multilingual staff) in the various barracks to determine if other languages are used, ensuring appropriate postings in each facility. Troopers utilize interpretive services to ensure detainees understand all their legal rights, including those outlined in PREA. The Troopers interviewed reported that they would ask for assistance on the radio to find an available officer who could speak the detainee's language. As a large police force, the Massachusetts State Police has a diverse staff with sufficient communication experience with LEP individuals. The Norwell Barracks staff reported some interactions with LEP individuals during roadside stops, but not often during booking arrests. On each booking report, the booking officer will document whether the individual had a language barrier and the name of the individual who provided the translation services. The Auditor reviewed the booking reports form to see if cases included the use of a formal interpreter or a bilingual staff member. Troopers can request mutual aid from local Police Departments, which can also provide assistance if a language barrier exists. All bookings are videotaped, allowing the administration to review the process to ensure all rights notifications are provided to detainees, including their education on the Prison Rape Elimination Act. The Agency policy ADM-41, Telephone Use/Access, further addresses the standard by instructing officers on using interpreter services. It states, "Department members needing foreign language interpreter services by telephone, for official State Police use, should follow the procedure outlined below: 1. Call Telelanguage (833) 254-4575; 2. State the language needed when prompted; 3. State your barracks name (e.g. "SP South Boston") Note: Members not assigned to a specific Troop or Barracks should use "GHQ"; 4. Wait to be connected to an interpreter; and 5. Make an administrative journal entry into RAMS or ACISS indicating the usage of same." Indicator (c) All staff interviewed at Norwell Barracks knew that utilization of detainee interpreters other than in emergencies, such as a medical crisis, is inappropriate. Staff were aware of the various concerns that could arise from using a detainee to interpret. Policy DET-07 addresses the indicator's concern by stating, "No member shall use detainees as interpreters or readers or otherwise request assistance from another detainee except in limited circumstances where an extended delay in obtaining an effective interpreter could compromise the

	detainee's safety, the performance of first-responder duties, or the investigation of the detainee's sexual abuse/harassment allegations." The OAS pre-audit tool indicates that there were no instances in the past year where detainee interpreters were utilized. A review of the booking forms supports that the use of interpretive services or bilingual officers for educating and screening detainees is documented. All officers knew the use of detainee interpreters was not appropriate. Compliance Determination The Massachusetts State Police policies on Detainee Sexual Abuse and Sexual Harassment, as well as Deaf or Hearing-Impaired individuals, provided language consistent with the standard. The Norwell Barracks has appropriately trained staff to ensure they provide each individual with the appropriate information about their right, including those covered in the Prison Rape Elimination Act. The facility has information in alternative languages. Without a detainee with a significant disability or language barrier to interview, the Auditor relied on policy, the staff's understanding of standard expectations, and examples of how they previously worked with individuals with disabilities or LEP. An interview with the Agency Head representative further supported a determination of compliance. His comments on the agency's commitment to ensuring LEP and disabled individuals understand their rights and information to keep themselves safe or report a concern set an expectation for the individual Trooper. The staff confirmed this expectation and provided examples of procedures consistent with the standard. As a law enforcement agency, the Massachusetts State Police is experienced in ensuring clients can understand their rights. Troopers interviewed reported experience of using interpreters to ensure detainees understand their rights and obtain accurate information. The facility is compliant based on interviews, policy, documentation visible to detainees, and the interpretive services contracts in place.

115.117	**Hiring and promotion decisions**
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	Policies and written/electronic documentation reviewed. Norwell Pre-Audit Questionnaire DET-07-Detainee Sexual Abuse and Sexual Harassment Article 5: Rules of Conduct Job Application PREA Questionnaire Massachusetts Law GL 22c- 14 (employment requirements of Massachusetts State

Police staff)

Massachusetts State Police Website

Documentation of cooperating with the background investigations of other agencies

Individuals interviewed/ observations made.

Interview with Human Resource Staff

Interview with PREA Coordinator

Interview with Station Commander

Summary Determination

Indicator (a). The Massachusetts State Police Policy DET-07, Detainee Sexual Abuse and Sexual Harassment (pages 9-10), addresses this indicator's requirements in the section on employee eligibility. The Policy strictly prohibits the employment or contracting of the services of individuals who have engaged in, have been convicted of engaging in, or have attempted to engage in, or have administratively been adjudicated for sexual assault. Massachusetts State law has listed prohibitions for employment by the state's police departments. DET-07-Detainee Sexual Abuse and Sexual Harassment utilizes the same language requirements for contracted employees. The Massachusetts State Police does not employ contractors or volunteers who would have contact with detainees. Interviews with HR staff support the screening process for all applicants seeking employment at the Norwell Barracks.

The employee application process requires potential candidates to confirm that they have not engaged in any form of sexual misconduct described in indicator (a). The document states, "including sexual assault in a prison or jail, any attempt to engage in sexual activity by force in the community or through coercion or engagement with an individual who could not consent." The Background Questionnaire is similar to the applications of other law enforcement agencies that the Auditor has reviewed. The auditor confirmed that the questions were asked at the time of hire and during promotional periods. The Auditor reviewed 8 of the 32 staff files in determining compliance, including those of individuals hired in the last class of State Police Troopers. The auditor requested a random sample of the Human Resource files at the Massachusetts State Police Headquarters in Norwell, MA, and found that the background check process is thorough, consistent with those of many police departments. The Auditor was able to see the pre-employment applicant investigation that is completed before the individual is offered an opportunity to attend the state police academy. The process involves more than an electronic review of past criminal records; it also includes in-depth interviews with the candidates, their family and neighbors, and prior employers.

Indicator (b). As noted in indicator (a), the Massachusetts State Police does not employ the use of contracted staff or volunteers at Norwell Barracks. The Massachusetts State Police policy prohibits the employment or contracting of individuals who may have engaged in behaviors described in indicator (a). The Auditor confirmed with the Human Resources staff that the Massachusetts State Police performs criminal background checks on all hired applicants. The Human Resources staff confirmed that all individuals recommended for hire or promotion who have potential concerns in their work or personal history would be brought to the attention of their supervisor before any offer of a position is made at the institution. The agency’s central office controls all hiring and promotional opportunities. The Massachusetts State Police's prescreening process for its employees aims to identify information on criminal offenses, and the agency also contacts former employers to gather information on other behaviors that may have led to disciplinary action. The agency will speak to past institutional and non-institutional employers. Some troopers have prior experience in local police work and at colleges, while others have worked in correctional settings.

Indicator (c). The Massachusetts State Police completes criminal background checks on all employees. Agency policy DET-07, Detainee Sexual Abuse and Sexual Harassment covers the requirements of this standard. In discussions with the Human Resources staff, the Agency consistently requires a criminal background check and prior institutional checks as part of the pre-employment application process. The Human Resources staff confirmed the process and demonstrated to the Auditor how it was completed. The Auditor was also provided with examples of criminal background documents, including the documents on the 8 randomly selected files. There were 6 reported new staff at the barracks in the past year.

Indicator (d). As noted in indicator (a), the Massachusetts State Police do not employ the services of contractors or volunteers who would have contact with detainees

Indicator (e). Discussions with the Human Resources staff confirmed that staff undergo criminal background checks at the time of hire and at least every five years thereafter. The 5-year checks were met by documentation of the background checks of all employees in 2021. The Human Resources staff confirmed the process and how the information would be processed through the agency’s command structure if new charges were found. The Auditor also spoke with the PREA Coordinator and the Human Resources Officer on options to further support compliance documentation.

Indicator (f). As noted in Indicator (a), all Norwell Barracks employees are required to complete the Employee Application, which includes the questions specified in Indicator (a). The employees, after being hired, also sign to confirm that they understand their duties and all policy requirements, as well as divisional orders, including those that are updated. Employees interviewed supported that they understood the requirement includes an ongoing commitment to report misconduct. During the last audit cycle, the agency took steps to ensure that the questions asked of potential candidates at the time of hire or promotion included language aligned with the standard. Older employees were asked about the related topic across different sets of questions used in past background surveys. Article 5 Rule of Conduct further informs the officer on the continued need to report sexual or other misconduct when it states, “Members who have been arrested or indicted, members against whom a criminal complaint, restraining order, or warrant for arrest has issued, and members who know or have reason to believe that they have been identified as a suspect in any criminal investigation shall notify their duty assignment supervisor forthwith of said incident or belief. Members are further required to provide a copy of any order modifying any previously issued permanent or temporary court order.” The Auditor was also provided a copy of the forms used during the promotional application, which required them to answer the questions described in indicator a) again. During previous audit cycles, the agency had all existing staff answer these questions. This included all officers, not just those who worked in barracks.

Indicator (g). The Massachusetts State Police notifies employees at the time of hire about the consequences for individuals who falsify or omit information in their applications. Contained in the PREA Employee Questionnaire is the following passage: “I, _____, hereby certify that all statements made in this questionnaire/interview are true and complete. I understand that false, incomplete, or misleading information given herein may be sufficient cause for disqualification from further consideration and/or termination from employment with the Department of State Police.”

Indicator (h). The Massachusetts State Police allow the agency, with proper releases of information, to disclose any PREA-related concerns to other institutions. Interviews with human resources staff confirm that they make requests from both internal and outside employers when hiring. The Human Resources Auditor stated police departments or Jails might come on-site with appropriate releases to review the former employee’s file. The Human Resource staff member understood the importance of attempting to obtain information from previous institutional employers. The agency provided the Auditor with documentation supporting the fact that they cooperate with background investigations conducted by other agencies and would provide information on ongoing investigations.

	Compliance Determination: The Massachusetts State Police has policies in place to address the requirements of the standard, including the completion of background checks and pre-employment screening that supports the agency's efforts to screen out predatory candidates from employment. The Auditor interviewed the Human Resources staff at the Massachusetts State Police headquarters. All Troopers undergo thorough criminal and personal background checks. The process for candidates is thorough; beyond criminal background checks and past employment checks, Trooper candidates undergo a comprehensive investigation. According to the agency website, candidates are told the agency "conducts personal interviews focused on your character with individuals such as past supervisors, coworkers, family members, neighbors, and more." The Human Resources staff reports that she works closely with agency management to maintain open lines of communication. The Massachusetts State Police has implemented a policy to document staff understanding of the requirements related to the various indicators in this standard through forms. The agency provided timely additional documentation when requested to support compliance. The Auditor also reviewed a random sample of staff from the Norwell Barracks. Interviews with the Human Resources staff and PREA Coordinator further confirmed the process to ensure individuals who have engaged in sexual misconduct are not employed at Norwell Barracks or able to get a job at another correctional institution if that facility requests information. As outlined above, the Auditor used several factors to determine compliance.

115.118	**Upgrades to facilities and technologies**
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	Policies and written/electronic documentation reviewed. Norwell Pre-Audit Questionnaire DET-07 Detainee Sexual Abuse and Sexual Harassment PREA Individuals interviewed/ observations made. Interview with Station Commander Tour of the facility Interview with PREA Coordinator.

	Indicator Summary determination. Indicator (a). The Station Commander confirmed there had been no physical plant modifications at this facility in the past three years that would impact detainee supervision. Discussions with the PREA Coordinator included how he should be involved in any modification plans for state facilities. The PREA Policy DET-07 speaks to the standard language, “When designing or updating holding cells, the Department will consider the effect of the design upon the ability to protect detainees from sexual contact.” Indicator (b). The Station Commander confirmed there had been no video or monitoring technology upgrades inside the facility in the past three years that would impact the Detainee's supervision. The agency added body cameras to all officers' standard-issued equipment during the previous round of PREA Audits. The Troopers use them when dealing with an individual in custody, including through the booking process. The Auditor observed that the desk officer can observe the location of all the station vehicles on duty through GPS. This technology could help determine the validity of allegations during the detainee's transport to lock-up or to court. The agency has also issued cruiser cameras in the past three years, which will record the detainee in transport. As with the indicator (a) policy, DET-07 also addresses expectations regarding the safety of detainees in the purchase of monitoring technology. “When installing or updating video monitoring systems, the Department will consider how the technology may enhance the ability to protect detainees from sexual contact.” Compliance Determination The Auditor finds the standard is compliant. The State of Massachusetts has invested significantly in providing monitoring technology that would aid in any investigation. Interviews support systems to facilitate requests related to staffing or technology, and the PREA Coordinator would be part of that conversation. Agency policy also addresses expectations consistent with this standard.

115.121	**Evidence protocol and forensic medical examinations**
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	Policies and written/electronic documentation reviewed. Norwell Pre-Audit Questionnaire DET-07 Detainee Sexual Abuse and Sexual Harassment PREA

	INV-01 Criminal Investigations INV-10 Evidence Collection and Presentation Evidence Handling and Submission Manual 10.1 ECU- Sexual Assault Evidence Collection Kit Evidence Collection Unit- related documents PREA Investigator Training Materials Massachusetts Sexual Assault Law Enforcement Guidelines 2017 Sexual Assault Evidence Collection Tracking Policy Mass.gov listing of SANE Hospitals Mass.gov information on SPDU Mass.gov information on Rape Crisis Services 2023 training bulletin Individuals interviewed/ observations made. Interview with Station Commander Interview with Criminal Investigator Interview with Random Staff Indicator Summary determination. Indicator (a). The Massachusetts State Police is responsible for investigating Sexual Abuse allegations in the Massachusetts State Police lockups. DET-07 states, “The Department shall ensure that an administrative or criminal investigation is completed for all allegations of detainee sexual abuse and/or sexual harassment.” DET-07A further qualifies the expectation when it states under the responsibilities of the investigator, “Follow uniform evidence protocol that maximizes the potential for obtaining usable physical evidence.” Massachusetts State Police is the state's highest law enforcement agency and is responsible for completing PREA investigations at its facilities and the state’s correctional facilities. The state has several documents that direct investigators in Massachusetts to collect evidence for use in criminal or administrative investigations. Though each Barracks has law enforcement officers, all allegations will be investigated by individuals outside the station's command structure. This process further supports an objective investigatory process. Criminal Investigators trained in completing sexual assault

	investigations are in each county's State Police Detective Units (SPDU). The state website describes the investigator's role as a rapid response team working to investigate abuse and further supports coordination with the state's 11 District Attorney's Offices. There were no allegations of Sexual Abuse at the Norwell Barracks. The Auditor spoke with a trained investigator who had worked in the State Police Detective Unit. The SPDU may also investigate allegations that may occur in County Jails. The materials provided by the State Police complement the state's Attorney General's 2017 Sexual Assault Law Enforcement Guidelines. Indicator (b). The Auditor has reviewed several documents provided by the State Police and state websites on steps to ensure the uniform collection of forensic evidence at the scene and from individuals alleged to be involved. The State Police have several documents that direct investigators in properly collecting and storing evidence at a sexual abuse crime scene. The Auditor also confirmed with a local hospital representative and SANE nurses that the state has a statewide protocol governing the hospital staff's evidence-collection process. The Investigator also confirmed that statewide protocols are in place for both adult and juvenile victims. The Auditor reviewed the various documents for consistency with the National Protocols for sexual assault medical forensic examinations. Victims of sexual abuse will be sent to one of the state's 39 hospitals. The Massachusetts AG document was developed in collaboration with individuals from medical, legal, scientific, SANE, victim advocacy, and mental health organizations, as well as representatives of the State Police and the State Crime Lab. The 72-page document covers all aspects of both the medical professional and law enforcement duties in collecting evidence of a sexual assault crime. Topics cover the trauma in its effect on the victim, the investigative process, the role of the initial law enforcement responder, the role of the sexual assault investigator, the process for collection of evidence, crime scene preservation, and the role of the Sexual Assault Nurse Examiner. The protocol also defines the process for completing a Massachusetts Sexual Assault Evidence Collection Kit. No volunteers or civilian employees would ever have contact with a detainee at the Norwell Barracks. Indicator (c). All victims of Sexual Abuse would be transported to a local hospital to check their overall health and to offer a forensic examination. The State Police Investigator confirms that each District has local hospitals where a trained SAFE/ SANE can transport victims for a forensic exam. The state has an up-to-date list of hospitals with trained staff. With twenty-two certified SANE emergency rooms and hospitals, the investigator is confident that they can find a hospital with a SANE-trained individual on duty in the state at all times. The Auditor confirmed that the hospital staff reported they would most likely transport a victim to a designated "SANE site." The SANE website on Mass.gov provides an updated list of hospitals with trained Sexual Assault Nurse Examiners. There are several hospitals in the area with SANE services. Troopers were asked about local hospitals where victims would be taken. The Auditor found the hospital identified by most staff on the state list.

	The Facility has a PREA Binder at the Desk Officer's station with information on where victims of sexual assault should be transported. Indicator (d). The Massachusetts State Police policy DET-07A sets forth the requirement to try to offer individuals the support of a rape crisis agency. It states, "Attempt to make a victim advocate from a rape crisis center available to the detainee." The Auditor confirmed with the investigator that any victim of sexual abuse would be allowed to be accompanied during the forensic exam or interview by a Rape Crisis Advocate. The Auditor spoke with a local hospital and confirmed their protocol has the nurse offer the victim the support of a rape crisis agency. This practice is consistent with the state's forensic exam protocol for sexual abuse. The Auditor has also spoken with different rape crisis agencies who support providing accompaniment services in the state for examinations and investigatory interviews. The State website provides a complete list of rape crisis advocacy centers that can support victims of sexual assault. As noted above, there were no allegations of sexual assault at this facility, and as a result, no individual was transported to a hospital for an exam. Indicator (e). The indicator is not applicable. The Massachusetts State Police is responsible for completing both criminal and administrative investigations. Indicator (f). The Auditor is not required to review this provider. Compliance Determination The Auditor finds the standard has been met. The compliance determination is based on policy reviews, observations, documentation, web searches, and interviews with both the Massachusetts State Police and hospital staff. There were no actual allegations, so there was no investigative file to review as part of the compliance determination.

115.122	Policies to ensure referrals of allegations for investigations
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	Policies and written/electronic documentation reviewed. Norwell Pre-Audit Questionnaire

	DET-07 Detainee Sexual Abuse and Sexual Harassment PREA INV-01 Criminal Investigations INV-01A Case Management PREA Investigator Training Individuals interviewed/ observations made. Interview with the Agency Head Representative Interview with Criminal Investigator Interview with PREA Coordinator Random Troopers Indicator Summary determination. Indicator (a). The Massachusetts State Police have several policies that set forth the obligation for investigations of sexual abuse that occur in MSP’s lockups. The policy requires that “all allegations of sexual abuse or sexual harassment are referred to an investigating agency with legal authority to conduct such criminal investigations, and less the behavior does not involve potentially criminal behaviors, and to document all such referrals.” The State Police do have the authority to investigate such crimes. The policy also requires that all investigators receive special training to investigate sexual abuse cases in a confinement setting. The Auditor reviewed the training documents for the content. Topics included sexual abuse evidence collection, interviewing victims of sexual abuse, using Miranda and Garrity warnings properly, and the criteria and evidence required to substantiate a case for administrative action or prosecutorial referral. There were no allegations of sexual abuse at the Norwell Barracks of sexual abuse. Random troopers interviewed said they must refer all allegations of sexual abuse or sexual harassment for investigation. Interviews with the Station Commander and the Investigator describe the immediate steps to take once an allegation is received. Any internal investigation that identifies criminal activity or involves a staff member is immediately referred to the department's State Police Detective Unit (SPDU) and the Office of Professional Integrity and Accountability (OPIA), which will conduct internal affairs investigations. The criminal investigation of sexual assault crimes at state facilities is the responsibility of the trained State Police detectives assigned to the County’s State Attorney’s office. These investigators are out of the chain of command of the local barracks to ensure impartial and transparent investigations. In addition to these reports, the Station Commander must provide an initial report to Headquarters within days of the allegation.

	Indicator (b). The indicator is not applicable. The Massachusetts State Police is Responsible for both criminal and administrative investigations. Indicator (c). The Auditor is not required to audit this provision. Indicator (d). The Auditor is not required to audit this provision. Compliance Determination The Auditor finds the standard has been met. The compliance determination is based on policy reviews, observations, documentation, web searches, and interviews with various Massachusetts State Police staff. Absent an actual investigation at a lockup, the Auditor had to rely on the investigator's knowledge of completing a sexual assault investigation. The Investigator described the steps he would undertake to complete a PREA investigation. The Massachusetts State Police reports having 34 trained Criminal Investigators in investigating sexual abuse and sexual harassment in confinement settings. The agency also has trained Office of Professional Integrity and Accountability (OPIA) staff who can perform administrative investigations.

115.131	**Employee and volunteer training**
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	Policies and written/electronic documentation reviewed. Norwell Pre-Audit Questionnaire DET-07 Detainee Sexual Abuse and Sexual Harassment 17-DSF-03 17-DSF-34 Article 5: Rules of Conduct Online Training Academy Materials Online Training Bulletin

Staff Training Records

Individuals interviewed/ observations made.

Interview with Random Staff

Interview with PREA Coordinator

Indicator Summary determination.

Indicator a). The Auditor reviewed the training materials used to educate employees when hired and during annual refreshers. The new officer training materials examined contained all the required elements of this indicator across the 23-slide PowerPoint presentation. All existing staff must review training bulletins which refress key elements of the law and the Trooper’s role in protectining individuals from sexual abuse or sexual harassment. Employees are trained, and random staff interviews help ensure an understanding of the agency’s zero-tolerance policy regarding sexual misconduct. Policy DET-07 sets forth the training requirement elements: “All employees and members who may have contact with lockup detainees shall receive training regarding:

• The Department’s zero-tolerance policy and detainees’ right to be free from sexual abuse and sexual harassment;

• How to fulfill their responsibilities regarding prevention, detection, reporting, and response to sexual abuse and sexual harassment;

• The right of detainees and employees to be free from retaliation for reporting sexual abuse and sexual harassment;

• The dynamics of sexual abuse and sexual harassment in confinement;

• The common reactions of sexual abuse and sexual harassment victims;

• How to detect and respond to signs of threatened and actual sexual abuse;

• How to avoid inappropriate relationships with detainees;

• How to communicate effectively and professionally with detainees, including lesbian, gay, bisexual, transgender, intersex, or gender nonconforming detainees; and

• Compliance with relevant laws related to mandatory reporting of sexual abuse.”

The Random staff provided examples of their daily tasks that help protect, detect, and respond to incidents of sexual misconduct. The Troopers reported awareness of the detainees' and staff's rights to report a concern without fear of retaliation. Staff were aware of individuals at greater risk and the symptoms of individuals who might

	be victims of abuse. A portion of the materials goes over staff standards of conduct, professional boundaries, and the mandatory responsibility to report individuals who violate the policy. The staff members were also able to discuss what they had learned. The Troopers report that they are given updates as policies are adjusted and signed for them electronically. A copy of the 2025 updated training materials was also provided, along with electronic documentation of staff who have completed the training. The Massachusetts State Police will not allow volunteers to come into contact with detainees. During the random interviews, staff provided information consistent with the training documents. Staff report they have constant access through the online training and agency resource portal. Article 5, Rule of Conduct, defines the requirements for officers in ensuring that all laws are enforced and outlines their responsibility to refrain from abusing their authority. The policy states, “Members shall conduct themselves at all times in such a manner as to reflect most favorably upon themselves and the Massachusetts State Police. Conduct unbecoming shall include that which brings the Massachusetts State Police into disrepute or reflects discredit upon the person as a member of the Massachusetts State Police, or that which impairs the operation, efficiency, or effectiveness of the Massachusetts State Police or the member.” Indicator (b). The Massachusetts State Police trains all employees annually on PREA. The records provided support it is not just Troopers working in the Barracks, but all MSP employees complete the training annually. Training records confirm information received through random staff interviews and informal questions the Auditor asked of staff during the tour. In addition to annualized formal training on PREA, the state issued training bulletins that all members are required to read and acknowledge, as described in Indicator a). Staff members confirm that policy updates are distributed in the same manner. Training Bulletins provide information and serve as updates to all Troopers. All employees were required to confirm that they had read and understood the information electronically in ‘Power DMS’. The Auditor was provided with training records for all troopers in the state for the past two years. 17-DFS-03 and 17-DSF-34 provide information to troopers on continued access to information about the Prison Rape Elimination Act. All troopers can access information electronically through their state computers. Indicator (c). The training records reviewed by the Auditor confirmed that staff sign an acknowledgment form stating that they understand the content of the training. The Auditor was also provided with examples of the acknowledgment forms corresponding to live training or policy distribution. The Massachusetts State Police also provides an Online Academy in which officers are required to review materials online and pass a competency test. Online education requires the Trooper to pass the test and acknowledge that they understand the materials presented electronically. Policy DET-07 also addresses this requirement: “Every member or employee who may have contact with detainees shall acknowledge either in a written or electronic format that he or she understands the Department’s PREA

	policies and protocols and the PREA training he or she has received." The Troopers confirmed that they had been required to pass quizzes as part of the process. They also state that they have confirmed the training in Power DMS. All officers have continued access to all PREA training materials through a shared folder on their computer system. Troopers also report that training bulletins are passed out routinely to further clarify information. The Auditor reviewed bulletins from 2025 and was able to see how troopers can access the information at any time through their learning management system. Compliance Determination: The Auditor has determined that the facility has appropriately trained its staff in the areas required by this standard. Norwell Barracks Troopers were well-educated on the training topics mandated by the standard. Staff provided examples to the auditor's questions related to the required training elements. The Auditor reviewed agency policies and procedures, training curricula, materials, and reports to verify who had completed the requirements. In addition to training its staff, it also requires them to pass a test. The Auditor reviewed training as part of the HR review of employee records. The agency provides training more frequently than required by this standard, as it trains its staff annually. The training unit further supports ongoing training by publishing training bulletins periodically that reinforce PREA topics and training modules. The Auditor determined compliance based on staff having retained the knowledge received from training, training materials, and staff training records. New employees confirm that they received classroom instruction during their academy training. Volunteers are not permitted at Norwell Barracks.

115.132	**Detainee, contractor, and inmate worker notification of the agency's zero-tolerance policy**
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	Policies and written/electronic documentation reviewed. Norwell Pre-Audit Questionnaire DET-07 Detainee Sexual Abuse and Sexual Harassment 17-DFS-034 Prison Rape Elimination Training Bulletin Individuals interviewed/ observations made.

	Interview with Troopers Interview with Station Commander Indicator Summary determination. Indicator (a). All Troopers are trained to ensure Detainee understands the Massachusetts State Police zero-tolerance policy toward sexual abuse, sexual harassment, or retaliation. Training materials direct Troopers, “At booking, you shall advise detainees of the Department’s Zero Tolerance to sexual abuse and sexual harassment.” Policy DET-07 includes language instructing Troopers to educate detainees. ‘Members shall take appropriate steps to ensure detainees an opportunity to benefit from all aspects of the Department’s efforts to prevent, detect, and respond to sexual abuse and sexual harassment.’ Signage is posted in the booking area, and the agency has brochures on PREA rights. All Troopers interviewed reported that they reviewed PREA and how to report a concern during all bookings, not just for overnight stays. The Troopers described the process they go through to educate all detainees during the booking process. There were 332 bookings in the past year were educated on PREA, with 18 individuals held overnight. There were no individuals booked during the audit site visit for the auditor to see the initial education process. All education is documented by the trooper in the electronic case management system. Officers wear body cameras during the booking, allowing the agency to review the information provided. All staff were aware of the interpretive service phone line for LEP or hearing-impaired individuals. The Auditor observed signage available in English and Spanish about the agency’s zero-tolerance stance toward sexual assault. The signs had information on how to report concerns internally and externally. All staff members were asked about their practices in educating individuals at the time of booking on PREA, the Agency’s Zero Tolerance policy toward sexual abuse and sexual harassment, and their rights to report a concern. Troopers confirmed they would read the PREA Signage aloud and encouraged the detainee to read along from the posted signs. If the individual is LEP, they will have the person interpreting the booking process read the information to them. A review of the sign confirms the following elements are included. · The Massachusetts state police has zero tolerance toward sexual abuse or sexual harassment of detainees · That all complaints of sexual assault or sexual harassment will be investigated · Methods of reporting include: directly to staff, filing a written complaint, having a third party make a complaint on their behalf, or utilizing the Attorney General’s office as an outside method of reporting. · They are provided phone numbers for internal or external reporting and website information for also reporting a concern to the internal affairs department of

	the MSP. Troopers confirmed that they will record any information the detainee needs or requests. They also understand that they may need to break down the information further to individuals with cognitive challenges. The agency has policy language on effective communication with individuals with disabilities or Limited English proficiency. Indicator (b). As previously noted, no contractors are allowed in the cellblock area when detainees are present. State procedures prohibit non-law enforcement individuals from coming in contact with a detainee. The agency does not use detainees to perform work duties. Compliance Determination The Norwell Barracks is compliant with the standard expectation. The Auditor relied on policy, staff knowledge of expectations, and a booking description to determine that all detainees are provided information on the agency's Zero Tolerance stance toward sexual misconduct. All Troopers booked their own arrest, so the Auditor asked the intake education questions of all the Troopers interviewed.

115.134	**Specialized training: Investigations**
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	Policies and written/electronic documentation reviewed. Norwell Pre-Audit Questionnaire DET-07 Detainee Sexual Abuse and Sexual Harassment DET-07a Detainee Sexual Abuse and Sexual Harassment Training Materials for Criminal Investigators Individuals interviewed/ observations made. Interview with a Trained Criminal Investigator Interview with PREA Coordinator

Summary Determination

Indicator (a) As the state's highest law enforcement agency, the Massachusetts State Police employs its own investigative body for criminal and administrative investigation of crimes at a state police barracks or when a detainee is in custody. The department's Division of Investigative Services would be responsible for a criminal investigation of sexual abuse. As noted previously, the State Police Detective Units (SPDU) are positioned in each of the state's 11 district attorney's offices to allow for a rapid response to allegations of abuse. Administrative investigations of staff actions or complaints are filed through the department's Division Office of Professional Integrity and Accountability (OPIA), the agency's internal affairs office. The Massachusetts State Police currently reports that they have 43 investigators trained in completing PREA investigations. The PREA Coordinator reports that individuals working in the internal affairs unit (OPIA) have completed the required training. The Massachusetts State Police are responsible for conducting PREA investigations at county correctional facilities, Department of Youth Services facilities, and their own lockups. Policy DET-07A addresses the indicator's requirement, "Department Investigators shall receive special training in detainee sexual abuse and sexual harassment investigations according to Code of Federal Regulations (CFR) 28 CFR § 115.34, which shall include:

· Techniques for interviewing sexually abused or sexually harassed victims;

· Proper use of Miranda and Garrity warnings;

· Sexual abuse evidence collection in confinement settings; and

· The criteria and evidence required to substantiate a case for administrative action or prosecution referral."

The Agency provided curriculum from both the 2014 and 2022 courses and training attendance documents for those officers who are approved to complete sexual assault investigations in a correctional setting. As noted, though all state Troopers are trained in criminal investigatory techniques, none of the Barrack's staff would act as an investigator of a sexual abuse incident at the Norwell Barracks.

Indicator (b) Policy DET-07A, as stated above, provides some direction on the items required in the training of staff approved to complete sexual abuse investigations in state barracks. The 2022 topics included the following.

"Participants in the SAIT program will learn concepts, processes, and skills through a variety of learning strategies. Required courses include:

1. Introduction to Sexual Assault Investigation

2. Defining PREA Allegations

3. Evidence Protocol and Forensic Medical Examinations
4. Interviewing Victims and Suspected Perpetrators
5. Investigative Outcomes
6. Documentation
7. Post-Allegation Tracking and Monitoring

As such, Massachusetts State Police Detectives have received training in conducting investigations in accordance with the standard. The Massachusetts Department of Corrections developed the training. The program further confirmed that Miranda and Garrity are covered, as well as the protocols for evidence collection and expected elements in the final report. The Agency course reviewed by the Auditor contained all the relevant topics needed in this standard. The interview with a trained investigator confirmed that the training he attended covered how to communicate with a victim of sexual assault and the use of Miranda and Garrity warnings. The Investigator described the steps involved in collecting and preserving evidence, as well as deciding on substantiation for administrative action or prosecutorial referral.

Indicator (c) Training records were provided for staff who completed the specialized investigations training in 2014, 2022 and 2023. The supporting OAS document states that 72 individuals who have completed the required training are still employed. Some of these individuals have been promoted, but the agency still maintains a robust number of officers who can respond to any allegation. The PREA Coordinator discussed his plans to ensure a consistent number of staff are trained in completing investigations of sexual abuse in a correctional setting, including senior officers.

Indicator (d) The Auditor is not required to review this indicator

Compliance Determination:

The Massachusetts State Police ensures that staff who complete investigations have received appropriate specialized training on investigating sexual assault in a correctional setting. All MSP Investigators of sexual assault are trained law enforcement officers with specialized training in completing investigations in correctional settings. Each state county has a State Police Detective responsible for conducting criminal investigations into sexual abuse cases at state and county facilities. The agency’s internal affairs unit also has staff trained in completing administrative investigations into staff actions that directly or indirectly lead to abuse. The agency has worked with the state Department of Corrections to ensure the investigators get additional specialized training for completing sexual assault investigations in a correctional setting. Documents and interviews support that the

	MSP Investigators are trained in the requirements of a PREA-related investigation. In the absence of a case to review, the Auditor relied on training materials, policies, and interviews to support compliance.

115.141	Screening for risk of victimization and abusiveness
	Auditor Overall Determination: Exceeds Standard
	Auditor Discussion
	Policies and written/electronic documentation reviewed. Norwell Pre-Audit Questionnaire DET-04 Holding Facility Design and Inspection DET-07 Detainee Sexual Abuse and Sexual Harassment DET-07A Detainee Sexual Abuse and Sexual Harassment Booking Screens with PREA Questions PREA Training Bulletin Individuals interviewed/ observations made. Interview with Random Troopers Interview with Desk Officer Interview with Station Commander Indicator Summary determination. Indicator (a). This indicator is N/A. The Norwell Barracks has limited overnight stays; in the previous 12 months, they reported having 18 overnight stays. The facility does not regularly hold individuals overnight; most persons are released in under 8 hours. The Station Commander confirmed the facility had 332 bookings in the past year. Consistent with Massachusetts State Police policy, they will screen all individuals who undergo the booking process for a risk of victimization or abuse. Agency policy DET-07 requires all individuals to be screened for the perceived risk of being sexually abused or harassed. “In accordance with training, when booking detainees, sworn members shall screen all detainees to assess their risk of being sexually abused by other detainees or sexually abusive toward other detainees. Sworn members shall also advise detainees of the Department’s zero-tolerance

policy toward all forms of sexual abuse and sexual harassment toward any detainee. The screening and the advisement of the Department's zero-tolerance policy shall both be documented in the Department Records Management System. If, after screening, the sworn member determines that the detainee may be at risk, the detainee shall be housed alone in a holding cell for the duration of his/her detainment at a State Police facility. This includes post-screening transportation in a Department vehicle to/from court, jail, prison, or other agency."

The Station Commander confirmed that the facility's attempts to evaluate all individuals in lockup and determine the safest holding plan for any individual booked into the barracks. This is because all detainees are single-celled, and no more than one individual is allowed out of their cell at a time, necessitating that they be escorted by staff. The lockup allows the desk officer to have constant video and audio surveillance of the area. If a detainee is seriously misbehaving, the facility can reportedly relocate that detainee or any other individual in the cell block to other barracks to prevent harassment. The facility will not house both males and females in the same area of the lockup. The Norwell Barracks was designed with three (3) cells in one area, failing to allow detainees to be separated by gender. As noted in 115.114, Juveniles are not allowed in lockup and must be moved to a DYS-approved facility if arrested, but they are also screened for risk. The Norwell barracks was not built with DYS-approved cells. The Massachusetts State Police has established the practice of not using DYS-approved cells even in sites where they exist; instead, they will expedite the juveniles to a guardian or DYS. DET-04 also directs staff on the use of approved temporary holding spaces, such as the booking area, where detainees can be under constant supervision. The policy goes on to reinforce this as an option of keeping males, females, and juveniles apart, as well as protecting those deemed at a higher risk for sexual vulnerability.

Indicator (b). The Massachusetts State Police has trained their staff on a screening process which is done during all bookings no matter if the individual is going to be placed in a cell or not. It is rare for detainees to be held overnight at the Norwell Barracks lockup. The Auditor asked random staff who could potentially complete a booking how individuals are screened for vulnerabilities or aggressive histories. The staff reports that they complete screenings and will document the concerns in the electronic case management file. The Auditor was able to verify that the trooper had asked screening questions on the booking screens. Troopers ask all individuals about their perception of safety in the environment after explaining that they will be housed by themselves. The Norwell Barracks has three (3) cells in one unit, all of which are designed for single occupancy. The Norwell Barracks reported eighteen (18) overnight stays in the past year, but had completed screening on 332 individuals who had gone through the booking process. Troopers report they will never put two individuals in a cell and closely monitor individuals at risk of abuse or have difficulties adjusting to the arrest. The Troopers confirm they consider the person's emotional state, reported medical issues, reported disabilities, including hearing or visual impairments, reported psychiatric history, and current or past suicidal ideation. Detainees are allowed to disclose their gender identity, even if it differs from what is indicated on their identification documents. The Auditor

confirmed that two detainees would never be out of their cells simultaneously or out of the cell without two troopers. Detainees with high anxiety about cell placement, who may be getting released, may be allowed to remain on the cuffing bench even if the cell block is empty.

Indicator (c). Staff report that they ask all individuals if they have concerns about their custody safety. Although all detainees are in single cells, they will try to further separate individuals within the cells when necessary. That could mean allowing one to stay on the booking bench until a release occurs or moving them to another facility. Once arrested, the detainee remains in the cell and is not allowed to be outside of it at the same time as another detainee. Staff reported that they watch closely for individuals who appear to be at greater emotional risk. Troopers will provide extra tours of the cellblock, especially if concerns about an individual's emotional stability exist. Officers reported they would call for an emergency health screening or have the detainee taken to a hospital if there was a suicidal concern. The Desk officer can observe and hear in the cellblock between tours. If a detainee is identified with a significant emotional or medical state, a second trooper would provide direct observation until medical evaluation could be completed at a hospital or by EMTs.

Indicator (d). Troopers must ask and document the following information on a detainee’s risk factors, regardless of the time of booking. The Training Material requires “At booking, you shall advise detainees of the department's zero-tolerance to sexual abuse and sexual harassment. Also, you shall screen all detainees to assess their risk of being sexually abused by other detainees or sexually abusive towards other detainees. The screening shall consist of: 1) asking the detainee about his or her perception of vulnerability, e.g., “If you are placed in the cell, do you have any concerns about your safety or bout about being abused in any way? and 2) assessing the detainee’s risk of sexual abuse or sexual abuseiveness by considering the following factors

- • whether the detainee has a mental, physical, or developmental disability
- • the age of the detainee, the physical build, and appearance of the detainee
- • whether the detainee has previously been incarcerated
- • the nature of the detainee's alleged offense in criminal history

You must consider whether a detainee is at high risk of being sexually abused or sexually abusive on a case-by-case basis.” Troopers confirm they ask questions on physical and mental health including (Q-5) suicide question. They also acknowlwdge that they can review the detainee’s current and past charges and will make an assessment of their age, size, and outward presentation indetermining if they were at risk of sexual abuse or harassment compared to any other individual in the lock up. The Auditor reviewed several files and was provided with copies of the 12 random booking reports, which showed the completed screenings. The Auditor

	asked Troopers situational questions to understand how they would use the information obtained in the screening process. The operational procedures in place eliminate two detainees from having physical contact. As a result, sexual abuse between detainees is, in essence, eliminated. Troopers also understood that detainees need to be protected from repeated verbal sexual harassment. No detainees were on site to be interviewed or admitted during the audit day, which prevented observation of the screening process. Compliance Determination The Massachusetts State Police has in place the ability to screen individuals for risk of abuse or aggression. Given the procedures and physical plant, detainees would not have access to each other to sexually assault one another. The Agency has policies in place and has trained staff on steps to protect individuals in custody from sexual abuse or sexual harassment. The facility reports that it rarely has more than one individual in the cell block at a time, as most individuals are released within 8 hours. The staff members interviewed are aware of assessing each detainee and providing additional monitoring as needed on an individual basis. Staff compared the steps taken to protect individuals at risk of suicide and the steps they would implement to keep a person safe. The agency attempts to limit the use of overnight custody, and when an individual cannot make bail, they will utilize county lockups if possible. The Auditor finds the standard is compliant. In determining compliance, the Auditor relied on staff knowledge of required screening elements, examples of how they would utilize the information to protect individuals, policies, training materials provided, and the random records reviewed. The Auditor find that the facility exceeds by completing screenings on all individuals being booked, and staff were able to verbalize plans to keep potential victims away from sexually harassing behaviors of other detainees.

115.151	**Detainee reporting**
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	Policies and written/electronic documentation reviewed. Norwell Pre-Audit Questionnaire DET-03 Detainee Transportation DET-04 Holding Facility Design and Inspection DET-07 Detainee Sexual Abuse and Sexual Harassment DET-06 Detainee Monitoring

17-DFS-03

Prison Rape Elimination Act signage (English/Spanish)

Documentation of the Attorney General’s Office to serve as an alternative reporting

Massachusetts State Police Website

PREA Brochure

Individuals interviewed/ observations made.

Interview with PREA Coordinator

Signage in the facility

Indicator Summary determination.

Indicator (a). All troopers are required to educate detainees about their rights including how to report a concern. Divisional Command Orders state, “All Department f acilities that house prisoners shall conspicuously POST the PREA Rights Notification Signage; Sexual Assault is an Act of Violence, visible to all detainees, which explains their rights and reporting mechanisms under PREA.” The Massachusetts State Police have set up multiple ways for detainees to report Sexual Abuse, Sexual harassment, retaliation, or staff neglect that may have contributed to an abuse incident. The Troopers are trained to educate all individuals they come in contact with through the booking process. Troopers are required to complete a series of notifications during the booking process, including educating detainees on their rights related to PREA. Detainees can report any incident of misconduct to any trooper or supervisor they have contact with while in custody or after release. Detainees are provided information on filing a PREA Complaint through the citizens' complaint department, which also notifies the Agency's PREA Coordinator. The Auditor filed an email to the citizen complaint through this process, and I received a return call.

The Information on filing a complaint is read to them from a posted sign in English and Spanish in the Booking area. They are told that the information is available on the state’s website. The Tropers inform the detainee that they will provide the information in writing if requested. Staff reported that the detainees could report to any uniformed officers or the Station Commander. The staff also acknowledged that they could report outside the chain of command, if necessary, without fear of consequences. They stated they must report all allegations of sexual harassment or sexual abuse and report any concerns of retaliation or staff failings that led to abuse. Detainees are allowed to make phone calls in the booking area or after they have been released. The detainees do not have a separate phone they use, as one

might find in a correctional center, so the calls are not recorded. The population does not have access to mail or writing materials while in the brief custody of the State Police. Troopers will provide the phone numbers or addresses that appear on the signage to any detainee. All records of the education and screening of detainees are done in the state's electronic case management system. The Auditor has tested the internal reporting mechanism through the MSP Citizens' Complaint line, which is available on the state website, and the external method through the AG's Office. The Station Commander would be responsible for monitoring the retaliation of staff. If a sexual assault occurred, that victim would be transferred to another barracks or a county correctional center after being seen in the hospital. In addition to reporting to an officer, detainees can receive an informational brochure on PREA and learn about ways to report a concern, including filing an SP 340 citizen complaint form in person, online, or by calling the state police headquarters or the AG's office. The document also lists each of the state's rape crisis agencies.

Indicator (b). The Massachusetts State Police have established the Attorney General's Office as an external reporting entity for detainees to report concerns related to PREA. The Office of the Attorney General is a separate public entity from the Massachusetts State Police. The phone call allows detainees to remain anonymous if they so request. Upon receiving an alleged incident, this outside agency can immediately forward detainee reports of sexual abuse and sexual harassment to the Massachusetts State Police PREA Coordinator for investigation. The language on the PREA signage viewed during the audit expressly states that the Attorney General's Office is separate from the State Police. The outside reporting option reassures any victim that the incident will be investigated. During the interviews with Troopers, the Auditor reviewed the importance of ensuring all the information is read directly to the detainees, including reporting options. Troopers interviewed also knew they could report a concern about sexual misconduct in the same way. Policy language also covers expectations of the standard. "Detainees are informed of at least one way to report sexual abuse and/or sexual harassment to a public or private entity or office that is not part of the Department, allowing the detainee to remain anonymous if so requested."

Indicator (c). In interviews with the Auditor, all Troopers confirm that they will accept allegations of sexual abuse or sexual harassment verbally, in writing, anonymously, from third parties, and report the information to their supervisor or Station Commander. The Troopers describe various methods that detainees could use to report sexual abuse or sexual harassment. They also explained how detainees are educated about PREA information upon arrival in the booking area. The Auditor could see signage informing detainees how to report a concern. Policy DET-07 states, "Alleged detainee sexual abuse and/or sexual harassment incidents, including third-party and anonymous reports, are reported to designated

investigators.” All troopers spoke with knew to report all allegations, regardless of their own perception of the validity of the allegation. The officers also knew that all allegations of sexual abuse at other correctional centers must be reported to the Duty Lieutenant so that the other agencies could be informed. No bookings occurred during the Auditor’s presence on the three shifts, so he relied on the staff’s description of the educational process and how they tell detainees about options for reporting a concern.

Indicator (d). State Troopers can submit reports themselves to the Attorney General's Office or the Massachusetts State Police OPIA office. They can also submit the report anonymously. Staff confirmed they would not be disciplined if they went outside the chain of command to report a concern about a coworker or supervisor engaging in sexual abuse or harassment of a detainee. Agency policy addresses the ability of staff to report a concern about a coworker or supervisor. DET-07 states, “Department employees may privately report sexual abuse and/or sexual harassment by contacting the PREA Coordinator, filing a complaint with the Office of Professional Integrity and Accountability, or utilizing the PREA third party contact number posted on the Department’s website and on the PREA informational brochure. Methods of reporting shall include: in-person, phone, mail, email, fax or any means by which the employee feels comfortable in reporting to a supervisor and/or the PREA Coordinator. Employees are expected to report any knowledge or suspicion of abuse. The methods of reporting are expected to vary based on the situation and the individual involved. Should there be any question as to the most appropriate method, the PREA Coordinator or Supervisor should be contacted.”

Compliance Determination

The Massachusetts State Police have several policies and orders that direct staff to ensure all allegations of sexual abuse or sexual harassment are reported. No matter if they are placed in a cell, all detainees are educated about their rights to report sexual abuse or harassment by staff or other detainees. These reports would also include any claims of retaliation or neglectful actions of a Massachusetts State Police staff member. The policy language outlines both internal and external reporting methods. Detainees use the phone at the booking desk, and Troopers confirmed they would provide the information posted in writing if requested. Staff demonstrated knowledge of the standard’s expectations. The staff knew the elements they had to educate detainees about. The Troopers confirmed their obligation to document all reports, regardless of the source and whether they received it verbally, in writing, or anonymously. The agency's policies, interviews with staff, and observations during the facility tour supported compliance with the standard.

115.154	Third-party reporting
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	Policies and written/electronic documentation reviewed. Norwell Pre-Audit Questionnaire DET-07 Detainee Sexual Abuse and Sexual Harassment DET-07a Detainee Sexual Abuse and Sexual Harassment Massachusetts State Police Website Agreement documentation from the Attorney General's Office Individuals interviewed/ observations made. Massachusetts State Police Citizen Complaint Line Interview with Random Troopers Postings in the facility. Indicator Summary determination. Indicator (a). There are multiple avenues through which the Massachusetts State Police may receive a third-party complaint. All Troopers interviewed knew they must take forward for investigation all allegations of sexual misconduct, no matter the source or their own beliefs as to the validity of the claim. They knew that family or friends could call with a concern that should be immediately passed up the chain of command to the Duty Lieutenant. The Detainees can see postings informing them they can report a concern to the Attorney General's Office or the State Police headquarters through the citizen response report. The posting gives information about the state's website, which was also reviewed to determine compliance. The Auditor has tested the systems to ensure that complaints are forwarded to the appropriate individuals for investigation. The MSP website features a PREA page that provides the following information, supporting their ability to receive third-party complaints. "Detainees experiencing sexual abuse or harassment may report the behavior to any Massachusetts State Police employee, or to a third party, such as a friend or family member, attorney or advocate, who may make the report for them. If you were assaulted as a detainee while in State Police custody, or you know someone who was assaulted while in State Police custody, you can report the incident by calling the Massachusetts State Police Citizen Response Intake Line at (508) 988-7003 and following the prompts; by

	contacting a State Police facility for instructions; by appearing in person at a State Police facility and completing an SP 340 citizen complaint form; or by downloading the SP 340 form from the State Police. When reporting an alleged incident, please provide, as best you can, a description of the alleged incident, the location of the incident, the date, time, identity or ID number of the individual(s) whom you believe assaulted or harassed you, the identity of any witnesses, your name, if you choose, and a telephone number or address where you can be reached. Please visit here on how to submit a complaint." Compliance Determination No PREA-related complaints were reported to the facility directly by another agency, interested party, or family member at the Norwell Barracks. The state website and subsequent reporting line have not received an allegation of sexual misconduct in the past year. The Auditor based compliance on interviews and the systems in place, which he was able to test to see if the inquiry was forwarded.

115.161	**Staff and agency reporting duties**
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	Policies and written/electronic documentation reviewed. Norwell Pre-Audit Questionnaire DET-06 Detainee Monitoring DET-07 Detainee Sexual Abuse and Sexual Harassment 17-DFS-003 17-DFS-034 MA.GOV information on reporting abuse and neglect of Juveniles and vulnerable persons PREA Brochure Individuals interviewed/ observations made. Interview with Station Commander Interview with Random Staff

PREA Posters in the facility

Indicator Summary determination.

Indicator (a). Several policies and Division Command Orders support the requirement that all knowledge, suspicion, or information about an incident of sexual assault, sexual harassment, or retaliation against individuals who cooperated in an investigation is immediately reported. DET-07 Detainee Sexual Abuse and Sexual Harassment states, “Alleged detainee sexual abuse and/or sexual harassment incidents, including third-party and anonymous reports, are reported to designated investigators.” It goes on to state that staff must take “appropriate measures to prevent retaliation against individuals who report and/or cooperate with an investigation.” The expedience of this obligation is reiterated in Divisional Commander’s Orders, which states, “All Department employees shall report to their immediate supervisor any knowledge, suspicion, or information regarding detainee sexual abuse or sexual harassment that occurred within a Department lockup facility. All Department employees shall take immediate action to protect a detainee from imminent sexual abuse.”

A review of the coordinated action plan indicates that the State Police Detective Unit (SPDU) of the jurisdiction and the Troop Duty Office must be notified by the responding officer or desk officer. The SPDUs are the individuals trained to complete sexual assault investigations at the agency’s facilities. Interviews with random Troopers at Norwell Barracks confirmed the understanding that all allegations of sexual assault, sexual harassment, or retaliation, no matter the source, must be reported immediately. Staff were able to describe the process by which an incident would be reported. The staff also confirmed that the reporting would occur immediately. Finally, in random interviews, the Auditor confirmed with the staff the obligation to report on a co-worker’s actions or inactions that may have contributed to an incident of sexual misconduct.

Indicator (b). Random Troopers interviewed supported an understanding of protecting the investigation of a sexual abuse allegation by only sharing information with those charged with investigating the crime and the necessary supervisors to effectuate medical treatment. Policy DET-07 (page 7) states, “Staff shall not reveal any information related to a sexual assault to anyone other than to the extent necessary to make treatment and investigatory decisions.” Staff stated they would be required to complete written documentation on all allegations in the form of an incident report. Reports would be forwarded to the station commander if on-site or the Duty Lieutenant and the State Police Detective Unit Investigator. As trained law enforcement officers, State Troopers understood the importance of protecting information during the investigation.

Indicator (c). The Auditor reviewed materials on mandated reporting in Massachusetts for crimes against juveniles and vulnerable adults. The state website

	confirms that Police Officers are all mandated reporters, and the appropriate agency responsible for the protected population must be notified promptly. Interviews with the Station Commander and the PREA Coordinator confirmed how notifications are made to the proper agencies and how the State Police can charge an individual differently than in crimes against normal adults. The State Police has a unit dedicated to investigating the mistreatment of the elderly and other vulnerable adults. Indicator (d). The Divisional Commander Orders and Policy DET-07 requires staff to report all allegations, including third-party and anonymous sources, for investigation. Interviews with random staff confirm this expectation is understood. The Station Commander states that they take all allegations seriously and will ensure a thorough investigation is completed, regardless of the source of the complaint. He was able to explain how allegations can be made by third-party sources and the immediate response that would occur. The Auditor was able to file a complaint using the email address posted on the agency's PREA brochures. Compliance Determination The Massachusetts State Police has in place the appropriate resources following a detainee report of sexual abuse, harassment, or retaliation to ensure an investigation occurs. The agency has policies in place that address the standard requirements. Massachusetts State Police have trained staff to report any knowledge, suspicion, or information regarding an incident of sexual abuse or sexual harassment that occurs at Norwell Barracks. The Auditor has found that the standard has been met. In reaching this conclusion, the Auditor considered interviews with randomly selected staff and the Station Commander. Interviews support individuals who are trained in the policy and procedures to ensure all allegations are investigated. The staff was aware of the importance of reporting the incident promptly, maintaining confidentiality for those with a need to know, and the duty to potentially report on a coworker whose action or inaction may have caused the abuse. The Auditor had to make the determination based on policy, interviews, and materials posted in the facility, since there had been no investigations to review.

115.162	**Agency protection duties**
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	Policies and written/electronic documentation reviewed. Norwell Pre-Audit Questionnaire DET-06 Detainee Monitoring

DET-07 Detainee Sexual Abuse and Sexual Harassment

17-DFS-034

Individuals interviewed/ observations made.

Interview with the Agency Head Representative

Interview with Station Commander

Random Staff

Indicator Summary determination.

Indicator (a). The Division Commander's Order 17-DFS-34 clearly states the employee's obligation to protect individuals in custody who are at imminent risk of sexual abuse. The order states, “All Department employees shall take immediate action to protect a detainee from imminent sexual abuse.” Random staff members were able to explain what they would do to eliminate the risk to the individual. The Station Commander and the Agency Head’s representative were able to describe further the steps taken to eliminate risk, including the potential transfer of an individual to another holding facility if necessary. The operational practice is reportedly to never have two detainees out of the lockup cell at a given time. As a short-term facility, once a detainee is placed in a cell, they do not leave the cell until a court appearance or are released on bond. Agency policy only allows one individual out of the cell at a time with direct staff supervision, making detainee-on-detainee sexual abuse almost impossible. The Auditor ensured staff understanding about protecting individuals not only from sexual assault but also from sexual harassment through a scenario-based situation. Individual Troopers’ answers consistently ensured safety from sexual harassment. They reported that they would recommend either transferring one of the individuals if the harassing behaviors continued or leaving one on the booking bench. As a state agency with multiple barracks, the agency has experience in relocating detainees who require separate accommodations. Detainees are processed and taken to court during the day, Monday through Friday. Detainees can be released on bond or transferred to county jails. This practice further limits the occasions when more than one individual is in the lockup area at a given time. If more than one detainee is in custody at Norwell, they can keep individuals in cells that are separated from each other. There were no cases in the past year where staff had to put into action steps to protect a detainee from sexual abuse.

Compliance Determination

The Massachusetts State Police policy DET-07 speaks to the commitment to protecting detainees' safety. “The safety and well-being of members and detainees

	is the Department’s paramount concern and shall guide the application of this policy. Continuous supervision is essential for maintaining and ensuring the safety and welfare of both detainees in custody and the members responsible for monitoring them. To ensure the safety of all, necessary precautions shall be taken whenever a person is taken into custody.” The Auditor finds that the standard has been met. The Norwell Barracks staff have been appropriately trained on how to handle imminent risk situations. Though detainees are not in physical contact, the Troopers report they would take strides to limit any verbal abuse from one detainee to another, even if it meant moving one of the detainees to another barracks. They are aware of the importance of responding immediately and of their options to resolve the situation. The Norwell Barracks does not often have large numbers of detainees at a time, allowing for the ability to keep individuals separated in the environment. Interviews with the Massachusetts State Police Colonel’s representative and the Station Commander confirm the state’s ability to relocate detainees in the event of a significant conflict.

115.163	**Reporting to other confinement facilities**
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	Policies and written/electronic documentation reviewed. Norwell Pre-Audit Questionnaire DET-07 Sexual Assault and Sexual Harassment DET-07A Sexual Abuse and Sexual Harassment Investigations, Review and Data Collections Individuals interviewed/ observations made. Interview with the Colonel of the Massachusetts State Police’s representative Interview with Station Commander PREA Coordinator Indicator Summary determination Indicator (a). Policy DET-07 Sexual Assault and Sexual Harassment addresses the standard's requirements on notification to outside agencies where abuse has occurred previously. The policy states on page 11, "A member or employee who receives an allegation that a detainee was sexually abused and/or sexually harassed

	while confined at a non-Department facility, shall notify through channels: The Colonel/Superintendent; and the Department PREA Coordinator. Colonel/Superintendent shall 1 Notify the head of the facility or appropriate office of the agency where the alleged abuse occurred; 2 Make notification, as soon as possible, but no later than seventy-two (72) hours after receiving the allegation; and 3 Document such notification." In the past year, there were no allegations that a detainee who was booked at the Norwell Barracks had reported being abused at another correctional setting. The Auditor spoke with the Troopers and court officers who transport prisoners to court about what they would do if a detainee reported a concern about a particular county jail to which they may be remanded if the court does not release them. All staff knew that it would be reported up the chain of command to the Troop Commander and then to the headquarters. The PREA Coordinator also confirmed he would be notified of any such allegations. Indicator (b). As noted in Indicator a), the policy states notifications must be made within seventy-two (72) hours after receiving an allegation. Interviews with the Massachusetts State Police Colonel's representative, PREA Coordinator, and the Station Commander confirmed time frame expectations. The Station Commander confirmed that Norwell Barracks received no abuse allegations regarding a crime at another facility in the past year. Indicator (c). If notifications are made, the policy, as shown in indicator a), requires such notifications to be documented. The Colonel's representative confirmed that there would be both verbal and written documentation of the notification. Indicator (d). In the interview with the Massachusetts State Police, the Colonel's representative confirmed the State Police's commitment to ensuring all allegations of sexual misconduct will be investigated. There were no allegations received from other correctional institutions of past sexual abuse occurring at the Norwell Barracks. The agency would utilize its state police detective unit to complete criminal investigations. The State Police internal affairs staff would complete a corresponding administrative investigation. The utilization of this process ensures the impartiality of the investigative process. The Agency has an Office of Professional Integrity and Accountability, which can investigate staff actions administratively.

	Compliance Determination Norwell Barracks has not reportedly received any complaints from a detainee about abuse at another correctional setting. The Station Commander reports that he has also not received any complaints from other institutions about any alleged sexual assaults or sexual harassment that have occurred at Norwell Barracks. Interviews with the Massachusetts State Police Colonel's representative, the Station Commander, and the state PREA Coordinator all confirm an understanding of the standard expectations. The Auditor also reviewed the policy to ensure compliance with the standard requirement. The standard is compliant based on interviews, policy, and the absence of prior complaints requiring notification or investigation.

115.164	**Staff first responder duties**
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	Policies and written/electronic documentation reviewed. Norwell Pre-Audit Questionnaire DET-07 Detainee Sexual Abuse and Sexual Harassment DET-07A Detainee Sexual Abuse and Sexual Harassment Investigations PREA Training Bulletins PREA Training PowerPoints Individuals interviewed/ observations made. Interview with Random Staff Indicator Summary determination. Indicator (a). The Massachusetts State Police policy DET-07 Detainee Sexual Abuse and Sexual Harassment defines the steps of the first responding Trooper to an incident of sexual abuse. Page 4 of the policy states the requirements of the first responder: "The first law enforcement member to respond to a report of a sexual assault or sexual harassment shall: • Immediately separate the alleged victim and abuser;

	• Take immediate action to protect the detainee from a substantial risk of imminent sexual abuse; • Keep the detainee either with the officer or in the cell and under surveillance until a supervisor can investigate and determine any further actions to take to protect the detainee; • Follow uniform evidence protocol that maximizes the potential for obtaining usable physical evidence, including preserving and protecting any crime scene until appropriate steps can be taken to collect any evidence; • If the abuse occurred within a time period that still allows for the collection of physical evidence, request that the alleged victim not take any action(s) that could destroy physical evidence, including, as appropriate, washing, brushing teeth, changing clothes, urinating, defecating, smoking, drinking, or eating; • Offer all victims access to forensic medical examinations performed by a Sexual Assault Forensic Examiner (SAFE), Sexual Assault Nurse Examiners (SANEs), or qualified medical practitioner without financial cost to the victim, if evidentiarily or medically appropriate; • If the detainee is transported for a forensic examination to an outside hospital that offers victim advocacy services, ensure that the detainee be permitted to use such services to the extent available, consistent with security needs; • Document all efforts to provide a SAFE or medical practitioner; • Attempt to make a victim advocate from a rape crisis center or other facilities available to the detainee if transported to a hospital or other medical facility, consistent with security needs; and • Accompany the victim through the forensic medical examination process and interviews.” The Auditor also reviewed the training materials and completed random staff interviews to review the standard elements. Norwell Barracks has had zero incidents of sexual assault, requiring staff to act as first responders. All Troopers interviewed were able to describe the steps they would take as first responders, consistent with the policy and standard expectations. The Troopers reported that the expected response is immediate, and they are responsible for protecting evidence, including locking down the area where the alleged assault occurred. They also knew it was important to encourage the detainee not to do anything that would destroy evidence that may be on the victim's or aggressor's body. There were no cases at the Norwell Barracks where staff had to act as first responders to a sexual assault allegation. Indicator (b). Policy DET-07 further addresses the expected actions if the first responder is not a law enforcement officer. It states, “If the first staff responder is

	not a law enforcement staff member, that responder shall: Request that the alleged victim not take any actions that could destroy physical evidence; and immediately notify law enforcement staff." Absent any allegations in which a Trooper acted as a first responder to a sexual assault claim, the Auditor considered the random staff interviews to determine compliance. All staff interviewed explained the steps they would take to keep a victim safe, protect evidence, access treatment, and make proper notifications. The Norwell barracks prohibit any non-law enforcement individual from being in the area with a detainee. Compliance Determination The Massachusetts State Police have appropriately trained Norwell Barracks staff to respond as first responders. The agency has a policy language consistent with the standard's expectations. In the absence of an individual who had acted as a first responder and a corresponding investigation file to review, the Auditor had to rely on other materials to determine compliance. The Auditor reviewed the agency's training materials and training bulletins and utilized random staff interviews to determine compliance. Random staff were able to lay out their responsibilities as first responders to an allegation of sexual abuse. The staff described how they would separate the individuals, preserve the crime scene, and maintain physical evidence. They knew to request that the alleged victim and perpetrator take no action that would destroy evidence, including refraining from eating, drinking, cleaning, or using the bathroom, if possible.

115.165	**Coordinated response**
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	Policies and written/electronic documentation reviewed. Norwell Pre-Audit Questionnaire DET-07 Detainee Sexual Abuse and Sexual Harassment DET-07A Detainee Sexual Abuse and Sexual Harassment MA General Laws – 41.97D Sexual Abuse Information Confidentiality Individuals interviewed/ observations made. Interview with Station Commander

	Indicator Summary determination. Indicator (a). The agency policy has put forth an agency-wide coordinated response plan for incidents of sexual abuse and sexual harassment cases. Policy DET-07, Detainee Sexual Abuse, and Sexual Harassment, pages 6-8, defines the coordinated efforts to respond to allegations. The policy addresses staff responsibilities at eight different levels of the agency, ranging from the first responder to the station commander, troop leadership, and SPDU investigators. The Document also sets the requirement for reporting initial findings to the Field Services Divisional Commander, who will make recommendations to the Colonel/Superintendent to prevent reoccurrence. An interview with the Troopers and Station Commander supports understanding of how to implement the coordinated response plan. The Massachusetts State Police does not employ medical or mental health staff. All victims will be seen at the local hospital. The Policy requires the Desk Officer to educate the detainee on the role of a sexual assault advocate and the importance of sending them to a hospital for a forensic exam with a Sexual Assault Nurse Examiner. All officers have access to the coordinated action plan covered in the policy through the agency's common-use files in Power DMS. Indicator (b). The Coordinated Response Plan charges the station’s Duty Officer to “In the event that the victim is transferred from the lockup to a jail, prison, or medical facility, ensure that the receiving facility is informed of the incident and the victim’s potential need for medical or social services unless the victim requests otherwise.”. There were no instances where Norwell Barracks staff had to transfer a victim to the local hospital for a sexual assault examination due to an incident in the State Police's custody. Nothing in the state laws reviewed by the Auditor prevented the notification of the hospital. Staff interviews support that they will offer medical assistance to all victims of sexual abuse. Compliance Determination The Massachusetts State Police has put in place a coordinated plan that can help staff ensure a consistent process to respond to incidents of sexual assault. The Auditor was provided with documentation that speaks explicitly to the confidentiality of all victims. The Auditor reviewed the policy and spoke with staff who were aware of the plan and their respective duties. The information provided and interviews support a determination of compliance with this standard. Absent an actual case, the Auditor had to rely on the policy and staff’s understanding of their responsibilities in responding to incidents of sexual abuse or sexual harassment.

115.166	**Preservation of ability to protect detainees from contact with abusers**

	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	Policies and written/electronic documentation reviewed. Norwell Pre-Audit Questionnaire Article 6 – Disciplinary Procedures and Temporary Leave Collective Bargaining Agreement with the State Police Association of Massachusetts with updates Individuals interviewed/ observations made. Interview with the representative of the Colonel of the Massachusetts State Police Interview with Station Commander Indicator Summary determination. Indicator (a). The Massachusetts State Police can protect detainees from contact with abusers. The State Police can remove an employee from work during an investigation into an allegation of sexual abuse. As stated previously, the agency can move a detainee to other barracks or a county jail to further protect the individual from contact with abusive staff or retaliation. Article 6 of Department Rules and Regulations states, “A Troop/Section/Unit Commanding Officer, through channels, may recommend to a Division Commander that a member who: Is the subject of an internal investigation; Be placed on Administrative Leave with pay for a period NOT to exceed five work days.” The policy goes on to describe the process required to extend such leave if determined necessary through a Duty Status Hearing. The language on Duty Status hearings states, “A Division Commander, with the approval of the Colonel / Superintendent, may convene a duty status hearing relative to the member's duty status if: • The member is the subject of a criminal investigation, is arrested or indicted or, if a criminal complaint or warrant is issued against the member; or • The member is the subject of an internal investigation. Given the short term population individuals would not be in the custody of the state police more than 72 hours. The Auditor reviewed the employment contracts that cover the staff working at the Norwell Barracks. The representative of the Colonel of the Massachusetts State Police and the Station Commander confirm the ability to place employees on administrative leave. The Norwell Barracks Commander reports that there were no instances in this audit cycle in which an employee at Norwell Barracks was put out

	of work to protect an alleged victim of sexual assault from contact. Indicator (b). The Auditor is not required to review this indicator. Compliance Determination The provided contractual documents and policies support the ability to protect victims from their abuser if the staff are the subject of an allegation. The interviews support the Massachusetts State Police's ability to place an employee out of work who is the subject of an allegation of sexual abuse of a detainee. The Auditor finds the standard to be compliant based on the stated factors.

115.167	**Agency protection against retaliation**
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	Policies and written/electronic documentation reviewed. Norwell Pre-Audit Questionnaire DET-07 Detainee Sexual Abuse and Sexual Harassment 17-DFS-034 Individuals interviewed/ observations made. Interview with a representative of the Colonel of the Massachusetts State Police Interview with Station Commander Interview with Troopers Indicator Summary determination. Indicator (a). The Massachusetts State Police has designated the responsibility of monitoring the retaliation of individuals who report or cooperate with investigations of sexual abuse or sexual harassment of a detainee to the Station Commander. Policy DET-07 Detainee Sexual Abuse and Sexual Harassment (page 11) states, "Each Barracks Station Commander shall monitor all employees who report sexual abuse or sexual harassment to ensure that the employee(s) are not subject to

retaliatory actions by other employees and shall document the same." Detainees are rarely held for more than one day in a lockup. It would be unlikely that a detainee victim would remain in the facility for any significant period. The Station Commander supports close supervision of the victim until custody can be turned over to the correctional or court systems. Agency Directive 17-DSF-034 requires the Station Commander to assign an individual to monitor the detainee while they remain in custody. There have been no situations requiring the monitoring of detainees who reported sexual abuse or harassment.

Indicator (b). The Massachusetts State Police has multiple measures in place to protect victims and provide emotional support to staff who fear retaliation for reporting or cooperating in an investigation of a coworker's sexual assault or sexual harassment of a detainee. Policy DET-07 states, "Supervisors who receive reports of retaliation shall employ multiple protection measures which may include:

- • Cell changes or transfer of detainee victims or abusers
- • Removal of Alleged staff or detainee from contact with victims:
- • Providing emotional support services for detainees or staff who fear retaliation for reporting sexual abuse or sexual harassment or for cooperating with investigations and/or
- • Closely monitoring detainee or staff retaliation."

Interviews with the Massachusetts State Police Colonel's representative and the Norwell Barracks Commander confirm that the steps outlined in the policy would be put into action if there were concerns about potential retaliatory actions. The Station Commander reports that the potential victims would be taken to the hospital, and if they had to remain in custody, they would be transferred to another station or a county jail instead of returning to where the assault was alleged to have occurred.

Indicator (c). As noted in Indicator (a), the Station Commander is responsible for monitoring detainee victims and staff who fear retaliation. The station commander described what he would consider if a staff member were being retaliated against. He was able to explain that staff would be spoken with periodically, and he would review duty assignments and performance reviews. As noted previously, Detainees are rarely in custody for more than a few hours.

Indicator (d) As noted in Indicator (a), the Massachusetts State Police has in place several options to support any individual who cooperates in the investigation of the sexual abuse of a detainee. Interviews with the Massachusetts State Police Colonel's representative and the Station Commander show they have sufficient resources to protect any individual who fears retaliation. Interviews with Troopers confirm an obligation to report not only sexual abuse or harassment but also if a coworkers actions or inaction led to sexual abuse or sexual harassment of a detainee. These

	officer understood they can go outside the chain of command if necessary to make such notification. They described other supervisors they could approach or reporting it to the PREA Coordinator. Indicator (e). The Auditor is not required to consider this provision. Compliance Determination The Massachusetts State Police leadership believes they have sufficient resources to protect detainee victims, staff reporters, and staff who cooperate in sexual misconduct investigations. The Massachusetts State Police Colonel's representative and the station commander were able to explain the multiple steps in place that could protect both staff and detainees from retaliation. The Agency has a policy outlining the expectations of this standard, and the interviewees were descriptive on how the Station Commander would complete the monitoring and documentation. Since the facility has not had an incident that required retaliation monitoring, the Auditor had to rely on interviews and policy statements to determine compliance.

115.171	**Criminal and administrative agency investigations**
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	Policies and written/electronic documentation reviewed. Norwell Pre-Audit Questionnaire INV-01 Criminal Investigations DET-07 Detainee Sexual Abuse and Sexual Harassment DET-07A Detainee Sexual Abuse and Sexual Harassment (investigations) State of Massachusetts Record Retention Rules Individuals interviewed/ observations made. Interview with Investigator Interview with PREA Coordinator Interview with a Massachusetts State Police Colonel's representative. Interview with Random Troopers Massachusetts State Police Officer responsible for receiving third-party complaints

Posting in the Facility

Indicator Summary determination.

Indicator (a). The Massachusetts State Police is responsible for investigating all criminal and administrative investigations at its lockup facilities. As the state's law enforcement agency, the Massachusetts State Police has several policies that direct staff in investigations in addition to the ones used here. The policies include topics on Internal affairs investigations, evidence collection and storage, Personnel Investigations, and crime scene evidence handling, including cases of sexual assault. MSP Policy DET-07 states, "The Department shall ensure that an administrative or criminal investigation is completed for all allegations of detainee sexual abuse and/or sexual harassment.". The Investigator confirmed that an individual with training in investigating sexual abuse claims in correctional settings is assigned to each district and is on call to respond to allegations. The agency has 43 officers trained in completing the investigation in the lockup, and those authorized to conduct Internal Affairs Investigations if the accused is a Trooper. All troopers interviewed were aware they must report all allegations, including those from third parties or anonymous sources. The Massachusetts State Police have established a citizen complaint line for filing third-party allegations of sexual misconduct, along with other public concerns. The Auditor tested the reporting process by calling the number located on the Massachusetts State Police website and received a return call. The same number is also posted in the lockup facilities. Although each officer in the State Police is trained to investigate crimes, the agency has implemented measures to ensure an unbiased review by investigators from outside the barracks' command structure. The Auditor reviewed INV-01 Criminal Investigations policy. As the state's law enforcement agency, the Massachusetts State Police has several policies and directives that guide investigative allegations, including those related to criminal, internal affairs, evidence collection, and personnel investigations.

Indicator (b). As stated in 115.134, the Massachusetts State Police has trained 43 officers in Investigations of Sexual abuse claims in correctional settings. The training was a collaborative process involving other state agencies, including the District Attorney's Office and the Department of Corrections.

Indicator (c). There have been no allegations of sexual abuse at Norwell Barracks. As a result, the Auditor had to rely on the training materials presented in 115.134 and the Investigator's related experience in completing sexual assault investigations in other settings outside the Massachusetts State Police. The investigator described the steps taken to preserve and collect evidence. He reports that he would interview all individuals present as part of the investigation, review written statements and historical complaints, and review any available electronic

surveillance data. As noted above, several policies and documents define the investigative process. Documents reviewed by the Auditor included general investigations, internal affairs investigations, personnel investigations, and sexual assault investigative protocols.

Indicator (d). Investigators assigned to complete allegations at Massachusetts State Police barracks work out of the corresponding county's district attorney's office. According to the Investigator interviewed, there would be close communication with the prosecutorial authorities throughout the case, including, if necessary, the requirement for interviews.

Indicator (e). The investigator confirmed that the individual’s status as a detainee or Trooper would not determine the credibility of the statements. He reports that all evidence is reviewed in addition to interview statements for consistency. The Auditor also confirmed that polygraphs or other truth-telling devices are not required of a detainee to proceed with the investigation.

Indicator (f). There have been no allegations of sexual misconduct that would have resulted in an administrative investigation at Norwell Barracks. Random staff interviewed knew that they must report if a co-worker’s action or inaction leads to a sexual abuse incident. The Massachusetts State Police Colonel’s representative and the Investigator interviewed both supported the idea that an administrative investigation would be completed whenever a staff member was involved. The Massachusetts State Police Colonel’s representative is required to report a preliminary status update on the investigation within four days of the allegation. Each administrative investigation would include a final written report, which would then be reviewed through the Massachusetts State Police command structure, including the agency’s PREA Coordinator, Detective Captain.

Indicator (g). The Criminal Investigator reported that he would document his findings in a written report for the agency administration and the prosecuting authorities. He confirmed the report would thoroughly describe the physical, testimonial, and documentary evidence, including logs and electronic evidence. The Auditor reviewed several policies and procedures the state has in place to define the investigative process and written reports.

Indicator (h). As noted in Indicator (f), the administrative investigations would result in a written report with a determination based on the evidence presented and the author's conclusion. The Auditor confirmed that Administrative Investigations would also seek to determine if staff actions or inaction played any role in the abuse.

	Indicator (I). The Agency policy, as stated in DET-07A, is, “Retain all written reports pertaining to the administrative or criminal investigation of alleged sexual abuse or sexual harassment in accordance with the Commonwealth’s retention schedule or for as long as the alleged abuser is incarcerated or employed by the agency, plus five years, whichever is longer.” The Investigator and the state PREA Coordinator are both aware of the need to retain all records for this period at a minimum. Indicator (j). The Auditor confirmed that the detainee's release from custody or the staff person's departure from employment would not cause an investigation to be halted. Given the short time detainees are in custody, the Auditor was assured the same investigative steps would be taken even if the individual reported the PREA complaint after being released. State Police Detective Unit (SPDU) can investigate crimes throughout the state and will travel wherever needed to interview individual victims, alleged perpetrators of the crime, or witnesses. Indicator (k). The Auditor is not required to audit this provision. Indicator (l). The Massachusetts State Police is responsible for both criminal and administrative investigations at its facilities. Administrative Investigations are completed by the Office of Professional Integrity and Accountability (OPIA), while SPDU will complete criminal investigations. Compliance Determination The Massachusetts State Police have sufficient resources available to ensure that all allegations are investigated promptly and thoroughly. The agency has a large pool of trained investigators who can complete investigations in the state’s lockups. However, there were no case files to review at Norwell Barracks. The agency has sufficient law enforcement policies that specify the process for investigating sexual abuse allegations. The Auditor reviewed several state policies and documents from the state crime lab that direct investigators throughout the investigation. Absent an actual investigation to review, the Auditor determined compliance based on policy, documentation, training records from 115.134, and interviews.

115.172	Evidentiary standard for administrative investigations
	Auditor Overall Determination: Meets Standard
	Auditor Discussion

	Policies and written/electronic documentation reviewed. Norwell Pre-Audit Questionnaire ADM-14 Personnel Investigations ADM-15 Internal Affairs Article 5 Article 6 DET-07 Detainee Sexual Abuse and Sexual Harassment Evidence Collection Standards for Massachusetts Individuals interviewed/ observations made. Interview with Investigator Interview with the Massachusetts State Police Colonel's representative Indicator Summary determination. Indicator (a). The Criminal Investigator confirmed a parallel administrative investigation undertaken by the agency's Office of Professional Integrity and Accountability (OPIA) if the allegation involves a staff member. The trained investigator reported that if, during the investigation of the criminal case, they believes there is evidence that staff actions or inactions played a part in the abuse, that information will be provided to the individual conducting the administrative investigation. The investigator confirmed that there is no higher standard for administrative investigation than the preponderance of the evidence. Agency policy ADM-14 states a sustained allegation is one in which "The complaint or incident is supported by sufficient evidence to prove employee misconduct." The procedures for an administrative investigation are covered in ADM-15 including the definitions of potential outcomes of the investigation. "Prepare a report on the investigation for DST, with supporting facts for each allegation and a classification of the complaint: • Unfounded - Complaint or incident is false and not factual. • Exonerated - Incident occurred, but employee's action was lawful. • Not Sustained - Insufficient evidence to prove or disprove the complaint. • Sustained - The complaint or incident is supported by sufficient evidence to prove employee misconduct." Article 5 outlines the rules of conduct for members of the Massachusetts State

	Police, including adherence to state and federal laws, as well as agency policies and directives. Article 6 outlines the authority to place a member on administrative leave during an investigation. Compliance Determination The Massachusetts State Police does not apply a higher standard than a preponderance of evidence in administrative investigations. Administrative Investigations policies define serious misconduct, including criminal conduct and civil rights violations, and outline the procedures for determining them. Policies and interviews were used to determine compliance. The agency has separately trained investigators to complete criminal and administrative investigations. The Office of Professional Integrity and Accountability (OPIA) will complete administrative investigations. The staff members have been trained in the federal requirements of the Prison Rape Elimination Act, including the threshold to sustain investigations of sexual abuse is based on the preponderance of the evidence.

115.176	**Disciplinary sanctions for staff**
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	Policies and written/electronic documentation reviewed. Norwell Pre-Audit Questionnaire DET-07 Detainee Sexual Abuse and Sexual Harassment ADM 15 Internal Affairs Investigations ADM 14 Personnel Investigations ADM 18 Unlawful Harassment, Sexual Harassment, and Discrimination ADM-29 Workplace Violence Article 5: Rules of Conduct Article 6: Disciplinary Process and Temporary Leave Appendix A: Discipline Guidelines Massachusetts Peace Officer Standards and Training (POST) Individuals interviewed/ observations made.

	Interview with the Massachusetts State Police Colonel’s representative Interview with PREA Coordinator Indicator Summary determination. Indicator (a). Massachusetts State Police Policy DET-07 states, “Any member or employee determined to have engaged in sexual abuse or sexual harassment of detainees as defined by the policy shall be subject to discipline. The presumptive sanction for having engaged in prohibited behavior under this policy is termination.” The agency’s Article 5 Rules of Conduct outline the professional expectations of department members. “Members shall maintain a level of conduct in their personal and business affairs which is in keeping with the highest standards of the law enforcement profession. Members shall not participate in any act which impairs their ability to perform as members of the State Police or causes the State Police to be brought into disrepute”. No individuals at Norwell Barracks have been disciplined for engaging in sexual misconduct with a detainee. The Agency has several policies that direct staff investigations and discipline. The Auditor reviewed information from the POST Commission. The POST Commission was part of the 2020 Police Reform Act in Massachusetts. The POST Commission is empowered to remove an individual's certification as a law enforcement officer in the state. The Document provided confirmed that the POST Commission will look at sexual misconduct by officers and confirms that an individual “in custody is incapable of giving consent for a sexual act with a law enforcement officer.” MSP Rules and Regulations, Articles 5 and 6 define unacceptable behaviors by an officer and outline the potential disciplinary consequences for such actions. MSP General Orders 14, 15, 18, and 29 further define procedures for the investigation and possible consequences for actions unbecoming of a member of the Massachusetts State Police. Indicator (b). As noted in Indicator (a), staff who engage in the sexual abuse of a detainee will be disciplined, and the presumptive sanction will be termination. The discipline policy defines sexual abuse as a Class A violation reserved for discipline that can cause termination on the first offense. The Massachusetts State Police Colonel’s representative confirmed that termination would be the State Police's presumptive action for individuals who sexually abuse detainees, and criminal charges would be sought. The Article 5 Document clearly defines various elements for which staff can be terminated for violating state laws, agency policy, and abusing their authority. The POST Commission document further supports that all sexual contact with individuals in custody is abuse since there is no consent. Indicator (c). The Massachusetts State Police have a range of disciplinary actions that can be imposed on staff who engage in conduct that would not be considered criminal. The Auditor reviewed the policy and confirmed that no individuals had

	been disciplined for such behavior with the Station Commander. Discipline ranges from written reprimands to various lengths of suspension and, in cases of prior disciplinary actions, up to termination. No individuals in the Barracks were issued other forms of discipline for sexual misconduct that was not criminal in behavior towards a detainee. The Agency policy ADM 18 Unlawful Harassment, Sexual Harassment, and Discrimination define sexual harassment and discrimination as including actions toward someone based on gender identity, expression, or sexual orientation. Indicator (d). The Massachusetts State Police is a law enforcement agency. The department does not employ individuals with medical or mental health licenses. Compliance Determination Norwell Barracks has not had any disciplinary action against its staff for violating the agency's zero-tolerance policy. Staff members understood the consequences for individuals violating the agency's PREA Policy. All staff confirmed an obligation to report such behavior and the responsibility to report a fellow Trooper's actions or inactions that may have led to the sexual abuse. Interviews with the agency's PREA Coordinator and the Massachusetts State Police Colonel's representative confirmed the agency's intention to pursue criminal and disciplinary actions against staff who engage in sexual misconduct with detainees.

115.177	**Corrective action for contractors and volunteers**
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	Policies and written/electronic documentation reviewed. Norwell Pre-Audit Questionnaire DET-07 Detainee Sexual Abuse and Sexual Harassment DET-07A Detainee Sexual Abuse and Sexual Harassment INV-01 Criminal Investigations Adm-18 Unlawful Harassment, Sexual Harassment, and Discrimination Individuals interviewed/ observations made.

	Interview with Station Commander Observations during the site visit Indicator Summary determination. Indicator (a). The Norwell Barracks does not employ any contractors or volunteers who have contact with detainees. The Massachusetts State Police procedures do not permit civilians to have any contact with individuals in custody. Repairs or maintenance of the booking area or cell block can only occur when no detainees are present. Agency policy requires that all claims of sexual abuse must be investigated. The facility would bar an individual's access if there was a claim of sexual abuse by a contractor or volunteer. A victim's maximum length of stay would be three days on a holiday weekend at the Norwell Barracks temporary lockup. As a law enforcement agency, the Massachusetts State Police Division of Investigative Services would respond to complete the criminal investigation in conjunction with the Attorney General's Office. The interview with the Investigator confirmed that all cases would be investigated, including those involving volunteers or contractors who had access to Detainees. The state prosecutes individuals, and the appropriate certification board is notified if the individual is licensed. The Auditor reviewed several policies that would apply if the barracks had volunteers or contractors. DET-07, the agency's PREA policy, states, "In the event that a contractor or volunteer has engaged in sexual abuse or has been convicted or adjudicated of having engaged in sexual abuse, they shall have no access or contact with detainees in Department custody." The policy language also requires that contractors be educated on detainee rights related to the agency's zero-tolerance stance toward sexual abuse or harassment of detainees. Indicator (b). Indicator (a) noted that Norwell Barracks does not employ volunteers or contractors whose services would be in contact with detainees. Compliance Determination The Auditor finds the standard is compliant. The Massachusetts State Police has in place appropriate policies that include the education of contractors and volunteers if its current stance on no contact were to change. If an outside contractor was needed to work on plumbing, cameras, etc., in the lockup area, it would only occur when the lockup was reportedly empty. Compliance is based on interviews with Troopers, the Station Commander, and on-site observations.

115.178	**Referral for prosecution for detainee-on-detainee sexual abuse**

	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	Policies and written/electronic documentation reviewed. Norwell Pre-Audit Questionnaire INV-01 Criminal Investigations DET-07A Detainee Sexual Abuse and Sexual Harassment Investigations, Review, and Data Collection Individuals interviewed/ observations made. Interview with Criminal Investigator Interview with PREA Coordinator Interview with the Massachusetts State Police Colonel's representative Indicator Summary determination. Indicator (a) Once an allegation of sexual abuse has occurred to an individual in Massachusetts State Police custody, a trained officer in completing criminal investigations in correctional settings will be notified. The criminal investigator, who is normally a detective assigned to the county district attorney's office, confirmed that they are on call and would report immediately to the scene. At that point, they are in charge of the investigation. The investigator will determine if probable cause exists after reviewing the evidence, including the testimony of the victim and witnesses. If it is determined that a crime has probably occurred, the case is referred for prosecution. Policy DET-07A Detainee Sexual Abuse and Sexual Harassment Investigations, Review, and Data Collection, states, "When there is probable cause to believe that a detainee or a Department employee had sexual contact with another detainee in a holding cell, the Department will make a criminal referral to the District Attorney's Office of jurisdiction or to the Attorney General's Office." There were no allegations in the past year where a probable cause determination was required at Norwell Barracks as part of an investigation of sexual misconduct. The operational procedures in the Massachusetts State Police Barracks prohibit more than one individual from being out of the cell at a time. Since all individuals are held in single-person cells, the capacity for sexual assault of one detainee by another is essentially eliminated. The Troopers report that having multiple individuals in custody at a given time is rare.

	Indicator (b) This indicator does not apply to the Massachusetts State Police, who are responsible for investigating both criminally and administratively any allegation of sexual abuse of a detainee in their custody. The investigation is performed by Troopers Assigned to the District Attorney's Office, who are trained to complete investigations in correctional settings. These individuals are assigned to work out of the District Attorney's office, so they are separate from the local barracks command structure, which further supports the impartiality of the investigative process. Indicator (c) The Auditor is not required to review this provision Compliance Determination Since there has been no allegation of detainee-on-detainee sexual abuse at Norwell Barracks, the Auditor had to rely on policy, observation, and interviews to determine compliance. The Massachusetts State Police have in place the appropriate steps to ensure all allegations of Sexual Abuse or Sexual harassment are investigated. The agency has rules in place to limit any physical contact between detainees. The investigator interviewed described the steps taken in an investigation, including the referral for prosecution. The Massachusetts State Police Colonel's representative also outlined for the Auditor how once probable cause is determined. The Investigator will work with either the District Attorney or the Massachusetts Attorney General's office to ensure the case is referred for prosecution. Compliance is based on interviews, existing policies, and observations made during the tour.

115.182	**Access to emergency medical and mental health services**
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	Policies and written/electronic documentation reviewed. Norwell Pre-Audit Questionnaire INV-01 Criminal Investigations DET-07A Detainee Sexual Abuse and Sexual Harassment Investigations, Review, and Data Collection Individuals interviewed/ observations made.

	Interview with Criminal Investigator Interview with PREA Coordinator Interview with the Massachusetts State Police Colonel's representative Indicator Summary determination. Indicator (a) Once an allegation of sexual abuse has occurred to an individual in Massachusetts State Police custody, a trained officer in completing criminal investigations in correctional settings will be notified. The criminal investigator, who is normally a detective assigned to the county district attorney's office, confirmed that they are on call and would report immediately to the scene. At that point, they are in charge of the investigation. The investigator will determine if probable cause exists after reviewing the evidence, including the testimony of the victim and witnesses. If it is determined that a crime has probably occurred, the case is referred for prosecution. Policy DET-07A Detainee Sexual Abuse and Sexual Harassment Investigations, Review, and Data Collection, states, "When there is probable cause to believe that a detainee or a Department employee had sexual contact with another detainee in a holding cell, the Department will make a criminal referral to the District Attorney's Office of jurisdiction or to the Attorney General's Office." There were no allegations in the past year where a probable cause determination was required at Norwell Barracks as part of an investigation of sexual misconduct. The operational procedures in the Massachusetts State Police Barracks prohibit more than one individual from being out of the cell at a time. Since all individuals are held in single-person cells, the capacity for sexual assault of one detainee by another is essentially eliminated. The Troopers report that having multiple individuals in custody at a given time is rare. Indicator (b) This indicator does not apply to the Massachusetts State Police, who are responsible for investigating both criminally and administratively any allegation of sexual abuse of a detainee in their custody. The investigation is performed by Troopers Assigned to the District Attorney's Office, who are trained to complete investigations in correctional settings. These individuals are assigned to work out of the District Attorney's office, so they are separate from the local barracks command structure, which further supports the impartiality of the investigative process. Indicator (c) The Auditor is not required to review this provision Compliance Determination

	Since there has been no allegation of detainee-on-detainee sexual abuse at Norwell Barracks, the Auditor had to rely on policy, observation, and interviews to determine compliance. The Massachusetts State Police have in place the appropriate steps to ensure all allegations of Sexual Abuse or Sexual harassment are investigated. The agency has rules in place to limit any physical contact between detainees. The investigator interviewed described the steps taken in an investigation, including the referral for prosecution. The Massachusetts State Police Colonel's representative also outlined for the Auditor how once probable cause is determined. The Investigator will work with either the District Attorney or the Massachusetts Attorney General's office to ensure the case is referred for prosecution. Compliance is based on interviews, existing policies, and observations made during the tour.

115.186	**Sexual abuse incident reviews**
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	Policies and written/electronic documentation reviewed. Norwell Pre-Audit Questionnaire DET-07 Detainee Sexual Abuse and Sexual Harassment DET-07A Detainee Sexual Abuse and Sexual Harassment Investigations, Review, and Data Collection PREA Sexual Abuse Incident Review Form 3 Individuals interviewed/ observations. Interviews with the Massachusetts State Police Colonel's representative Interview with PREA Coordinator Interview with the facility Station Commander Indicator Summary Determination Indicator (a) Policy DET-07A Detainee Sexual Abuse and Sexual Harassment Investigations, Review, and Data Collection (page 3) sets forth the requirement of an incident review on all cases of sexual misconduct unless the investigation has determined the allegation was unfounded. The policy states, "The PREA Coordinator in consultation with the incident review team, which shall include the Station Commander, PREA Coordinator, and other pertinent individuals, shall conduct a

sexual abuse incident review at the conclusion of every investigation into allegations of sexual abuse of a detainee in Department custody." The Auditor was unable to review any Incident Review documentation as Norwell Barracks has had no cases of Sexual Abuse in the past three years. The Auditor discussed the review's required elements with the Agency PREA Coordinator and the Station Commander.

Indicator (b) The policy DET-07A requires, "Such review shall ordinarily occur within 30 days of the conclusion of the investigation; such review will be conducted even when the allegation has not been substantiated unless the allegation has been determined to be unfounded." Absent an incident to review, the Auditor can only base findings on policy and staff knowledge of the timeliness of the review required.

Indicator (c) As noted in Indicator (a), Massachusetts State Police policy DET-07A sets forth the requirement of a multidisciplinary team that would "include both the Station Commander and the PREA Coordinator and other pertinent individuals" in the investigation. Discussions with the PREA Coordinator confirmed that the agency routinely completes critical reviews of other significant incidents. The agency has developed a questionnaire to document the committee's findings. The form goes beyond the standard questions, asking 19 questions in total.

Indicator (d) The elements described in this indicator are all covered in policy DET-07A. which states,

"The review will:

• Include input from supervisors and investigators as necessary.

• consider whether the allegation or investigation indicates a need to change policy or practice to better prevent, detect, or respond to sexual contact;

• consider whether the incident or allegation was motivated by bias or gang affiliation;

• examine the area where the incident allegedly occurred to assess whether physical barriers in the area may enable abuse;

• assess the adequacy of staffing levels in the area during different shifts; And

• assess whether monitoring technologies should be deployed or augmented to supplement supervision by staff. "

In the absence of a case to review, the Auditor relied on policy and interviews. A review of the form confirmed that all the required elements are in the review form.

	Indicator (e) Interviews with the Station Commander, the PREA Coordinator, and the Massachusetts State Police Colonel's representative support systems are in place to ensure information from the review can be used to make changes in a facility or agency when needed. These individuals support the idea that critical after-action reviews should be completed on all major incidents within the agency. They support the process described in this standard, which is akin to their routine reviews of major incidents. Compliance Determination The Massachusetts State Police policy requires the completion of the steps outlined in this standard. The policy outlines the steps to provide for a critical incident review on all PREA sexual assault cases. The policy requires that specific information be included in the incident review, as specified in the standard. In the absence of an incident review, compliance was determined based on policy language, documentation, and staff understanding of the requirements.

115.187	**Data collection**
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	Policies and written/electronic documentation reviewed. Norwell Pre-Audit Questionnaire DET-07A Detainee Sexual Abuse and Sexual Harassment Investigation, Review, and Data Collection Barracks Annual Reporting Form Individuals interviewed/ observations made. Interviews with the PREA Coordinator Interviews with the Massachusetts State Police Colonel's representative Indicator Summary Determination Indicator (a) The agency collects data that is consistent with the policy definitions

developed to be consistent with the standard. Consistent with Policy DET-07A, the Massachusetts State Police collects accurate, uniform data on every allegation of sexual abuse at facilities under its direct control using a standardized instrument and set of definitions. The policy states, “The PREA coordinator shall annually collect accurate, uniform data for every allegation of sexual abuse / harassment from each Barracks. The incident-based data collected shall include, at a minimum, the data necessary to answer all questions from the most recent version of the Local Jail Jurisdiction Survey of Sexual Violence or other instrument developed by the Department of Justice and designated lockups.” The agency aggregates the incident-based sexual abuse data at least annually. The Auditor reviewed the state’s past PREA annual reports, which show consistent information from each of the agency’s lockup facilities. The Massachusetts State Police Colonel’s representative confirmed that data would be used to improve the agency's ongoing effort to protect, detect, and respond to sexual abuse and sexual harassment incidents. There were no incidents in the past year at any of the Massachusetts Barracks.

Indicator (b) The agency completes an annual report with aggregate data from the Norwell Barracks. The Auditor was able to see the data form used by Station Commanders to report data uniformly across the system. The Auditor also reviewed the agency’s annual report, which is published on the state website.

Indicator (c) The Auditor confirmed the various elements of the Survey of Sexual Violence are maintained and could be used to complete the report if requested by the Department of Justice. There has been no request by the Department of Justice for a Survey of Sexual Violence reports at Norwell Barracks in the past three years. Interviews with the facility Station Commander and the state PREA Coordinator confirmed the required elements were tracked.

Indicator (d) The agency has rules on the retention of records at all Massachusetts State Police facilities. Copies of criminal files involving detainees who are in contact with the agency will be retained locally, with a copy sent to the agency's PREA Coordinator. The PREA Coordinator would receive all incident outcomes and ensure data accuracy.

Indicator (e) The Massachusetts State Police has access to data from county jail facilities with whom they have mutual aid agreements instead of contracts. The facilities are required to be PREA-compliant for the State Police to use them. The detainee is only the State Police's responsibility until they are presented in court (generally under 24 hours (weekdays) to 48-72 hours (weekends). If the detainee is remanded, they become the county Jail's custodial responsibility. The State Police would be made aware of any abuse of a detainee during jail housing as the barracks

	have a court officer who attends court jurisdictions. Indicator (f) The Department of Justice has not requested PREA-related information from the Norwell Barracks in the past year. Compliance Determination: The Auditor has found the standard to be compliant. The Massachusetts State Police has a system in place for collecting uniform data that could be used to complete the Survey of Sexual Violence. The Massachusetts State Police annual PREA report outlines the efforts, including data for the agency's facilities. The agency policy DET-07A, Detainee Sexual Abuse and Sexual Harassment Investigation, Review, and Data Collection, commits the agency to comply with the standard's data collection requirements. The Massachusetts State Police Colonel's representative stated his commitment to utilizing data in the agency's ongoing efforts to prevent sexual misconduct. Interviews with the Massachusetts State Police Colonel's representative and the PREA Coordinator support a system to collect uniform data. The Auditor took into consideration the interviews and the various documents supporting the data collection. Information from reviews would be used to make changes at a facility and on a statewide basis.

115.188	**Data review for corrective action**
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	Policies and written/electronic documentation reviewed. Norwell Pre-Audit Questionnaire DET-07A Detainee Sexual Abuse and Sexual Harassment Investigation, Review, and Data Collection Barracks Annual Reporting Form Individuals interviewed/ observations made. Interviews with the PREA Coordinator Interviews with the Massachusetts State Police Colonel's representative

Indicator Summary Determination

Indicator (a) The agency collects data that is consistent with the policy definitions developed to be consistent with the standard. Consistent with Policy DET-07A, the Massachusetts State Police collects accurate, uniform data on every allegation of sexual abuse at facilities under its direct control using a standardized instrument and set of definitions. The policy states, “The PREA coordinator shall annually collect accurate, uniform data for every allegation of sexual abuse / harassment from each Barracks. The incident-based data collected shall include, at a minimum, the data necessary to answer all questions from the most recent version of the Local Jail Jurisdiction Survey of Sexual Violence or other instrument developed by the Department of Justice and designated lockups.” The agency aggregates the incident-based sexual abuse data at least annually. The Auditor reviewed the state’s past PREA annual reports, which show consistent information from each of the agency’s lockup facilities. The Massachusetts State Police Colonel’s representative confirmed that data would be used to improve the agency's ongoing effort to protect, detect, and respond to sexual abuse and sexual harassment incidents. There were no incidents in the past year at any of the Massachusetts Barracks.

Indicator (b) The agency completes an annual report with aggregate data from the Norwell Barracks. The Auditor was able to see the data form used by Station Commanders to report data uniformly across the system. The Auditor also reviewed the agency’s annual report, which is published on the state website.

Indicator (c) The Auditor confirmed the various elements of the Survey of Sexual Violence are maintained and could be used to complete the report if requested by the Department of Justice. There has been no request by the Department of Justice for a Survey of Sexual Violence reports at Norwell Barracks in the past three years. Interviews with the facility Station Commander and the state PREA Coordinator confirmed the required elements were tracked.

Indicator (d) The agency has rules on the retention of records at all Massachusetts State Police facilities. Copies of criminal files involving detainees who are in contact with the agency will be retained locally, with a copy sent to the agency's PREA Coordinator. The PREA Coordinator would receive all incident outcomes and ensure data accuracy.

Indicator (e) The Massachusetts State Police has access to data from county jail facilities with whom they have mutual aid agreements instead of contracts. The facilities are required to be PREA-compliant for the State Police to use them. The

	detainee is only the State Police's responsibility until they are presented in court (generally under 24 hours (weekdays) to 48-72 hours (weekends). If the detainee is remanded, they become the county Jail's custodial responsibility. The State Police would be made aware of any abuse of a detainee during jail housing as the barracks have a court officer who attends court jurisdictions. Indicator (f) The Department of Justice has not requested PREA-related information from the Norwell Barracks in the past year. Compliance Determination: The Auditor has found the standard to be compliant. The Massachusetts State Police has a system in place for collecting uniform data that could be used to complete the Survey of Sexual Violence. The Massachusetts State Police annual PREA report outlines the efforts, including data for the agency's facilities. The agency policy DET-07A, Detainee Sexual Abuse and Sexual Harassment Investigation, Review, and Data Collection, commits the agency to comply with the standard's data collection requirements. The Massachusetts State Police Colonel's representative stated his commitment to utilizing data in the agency's ongoing efforts to prevent sexual misconduct. Interviews with the Massachusetts State Police Colonel's representative and the PREA Coordinator support a system to collect uniform data. The Auditor took into consideration the interviews and the various documents supporting the data collection. Information from reviews would be used to make changes at a facility and on a statewide basis.

115.189	**Data storage, publication, and destruction**
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	Policies and written/electronic documentation reviewed. Norwell Pre-Audit Questionnaire DET-07A Detainee Sexual Abuse and Sexual Harassment Investigation, Review, and Data Collection MSP Annual PREA Reports from the state website Individuals interviewed/ observations made. Interview with the Colonel of the Massachusetts State Police representative

	Interview with Station Commander Interview with PREA Coordinator Indicator Summary Determination Indicator (a). The Massachusetts State Police utilizes data related to PREA incidents and other critical safety incidents to determine program improvements. The department's central office staff and the facility's administrative teams review critical incidents to improve safety. Interviews with the Station Commander and the representative of the Colonel of the Massachusetts State Police support critical analysis at the facility and system levels. The PREA Coordinator also confirmed that his position allows him to participate in the critical review process. Agency Policy DET-07A outlines the expectation for data collection and the thoughtful review process. "The Department shall annually review data collected and aggregated in order to assess and improve the effectiveness of its sexual abuse prevention, detection, response policies, and training, including identifying problem areas; taking corrective action on an on-going basis; and preparing an annual report of its findings from its data review and any corrective actions for each lockup, as well as the agency as a whole." Indicator (b) The Massachusetts State Police annual report has a comparison of the number of sexual assault and sexual harassment claims across the series of years. The report shows whether the accused was a staff member or a detainee and provides the outcome determination. There have been no allegations of detainee-on-detainee abuse in the past three years. The Massachusetts State Police has added body cameras and cruiser camera systems and requires Troopers to tell individuals they are being filmed. This technology enables a rapid review of allegations. Indicator (c) The Massachusetts State Police Colonel's representative confirms he approves the PREA report developed by the agency's PREA Coordinator before being placed on the agency's website. Policy DET-07A states, "The PREA Coordinator's annual report shall include a comparison of the current year's data and corrective actions with those from prior years and provide an assessment of the agency's progress in addressing sexual abuse. Upon the approval of the Colonel, said report shall be made publicly available upon request, subject to redaction if appropriate." The Auditor was able to view the 2025 report on the agency website. Indicator (d) The Massachusetts State Police removes all identifiers from summary reports. The Auditor was able to review documented reports on PREA that show cumulative data across 5 years without utilizing identifiers.

	Compliance Determination: The Massachusetts State Police meets the requirements of this standard. Policy DET-07A, Detainee Sexual Abuse, and Sexual Harassment Investigation, Review, and Data Collection (page 4), defines the use of data. The representative for the MSP Colonel and the Station Commander of Norwell Barracks supported the agency's use of data to inform decisions on programmatic and policy needs. This is consistent with the standard expectation of critically reviewing data to identify problem areas and implementing corrective actions. The PREA Coordinator has access to all data to identify trends that can be reviewed and support change at both the facility and system levels. The agency also complied with PREA standards by publishing annual reports that combine data and narrative information on MSP’s efforts over the last 5 years to develop PREA-safe facilities. The report tracks incident trends without identifying information.

115.401	**Frequency and scope of audits**
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	Policies and written/electronic documentation reviewed. Norwell Pre-Audit Questionnaire DET-07 Detainee Sexual Abuse and Sexual Harassment DET-07A Detainee Sexual Abuse and Sexual Harassment Investigation, Review and Data Collection Massachusetts State Police Website Individuals interviewed/ observations. Interviews with the PREA Coordinator Tour of Norwell Barracks Indicator Summary Determination Indicator (a) The Massachusetts State Police has several of its 33 facilities audited in a year. All 33 PREA Audit Reports are available on the state website, organized by the year they were completed during the prior audit cycle. In 2025-26, the Agency

	has 11 Audits scheduled. The auditor also confirmed that the state's county jails had been audited in the past three years. Indicator (b) The Audit occurred in year three of the Audit cycle. The Auditor confirmed, based on the information provided and found on the agency website, that at least one-third of the facilities will be completed. Indicator (h) The Auditor did have open access to all parts of the facility. The Auditor was able to move freely about the complex on tour and speak informally with staff to ensure they were aware of the Audit. There were no overnight holds for me to interview, and no bookings were made on the day of the site visit. The various troopers interviewed provided information on how they educate individuals about their rights as it relates to the Prison Rape Elimination Act. The agencies post information to educate detainees on how to seek assistance if the need arises. The signage is in two languages, similar to all other booking rights read to detainees, including Miranda. Indicator (i) The Massachusetts State Police provided the Auditor with information on the Online Audit System (OAS) in advance and subsequently provided information after the site visit. The Auditor, the PREA Coordinator, and the legal counsel for the MSP had several phone meetings to review material and set up information the Auditor would like to review on-site. The Agency provided materials in an organized manner. Indicator (m) The Auditor was able to interview staff in private spaces. The space provided was appropriate to allow the Auditor and the staff to speak freely without others being able to hear our conversations. Indicator (n) The Auditor did not receive confidential mailings from detainees, staff, or other interested parties. The Auditor’s information was posted, and the facility Station Commander and PREA Coordinator were informed that the posting should remain up until the final report is issued. Compliance Determination: The Massachusetts State Police has had PREA audits of each of its 33 facilities in the last three years. The MSP has spread its facility audits over the three-year PREA cycle and has requirements in mutual aid agreements that the County Jails used are to be PREA compliant, including undergoing formal audits. The Auditor was given

	full access to the lockup and booking areas and was not prohibited from returning to areas of the facility if requested. The Auditor was provided ample space and privacy to conduct confidential interviews with staff. Compliance is based on the aforementioned facts, which support a culture of daily monitoring of PREA.

115.403	Audit contents and findings
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	Policies and written/electronic documentation reviewed. Norwell Pre-Audit Questionnaire Massachusetts State Police Website Individuals interviewed/ observations made. Interview with PREA Coordinator Indicator Summary Determination Indicator: (f) The Massachusetts State Police website has posted all the previous PREA Audits. The Auditor confirmed this through a review of the state's MSP Website. The MSP has published all PREA reports over the past three years. The Norwell Barrack's previous PREA Audit report was viewed on the state's website. Compliance Determination: The Massachusetts State Police website posts all previous facility PREA audits under its PREA information link. The Auditor also considered that the Agency PREA Coordinator was also aware of the timing requirement for posting the audit report.

Appendix: Provision Findings		
115.111 (a)	**Zero tolerance of sexual abuse and sexual harassment**	
	Does the agency have a written policy mandating zero tolerance toward all forms of sexual abuse and sexual harassment?	yes
	Does the written policy outline the agency's approach to preventing, detecting, and responding to sexual abuse and sexual harassment?	yes
115.111 (b)	**Zero tolerance of sexual abuse and sexual harassment**	
	Has the agency employed or designated an agency-wide PREA Coordinator?	yes
	Is the PREA Coordinator position in the upper-level of the agency hierarchy?	yes
	Does the PREA Coordinator have sufficient time and authority to develop, implement, and oversee agency efforts to comply with the PREA standards in all of its lockups?	yes
115.112 (a)	**Contracting with other entities for the confinement of detainees**	
	If this agency is law enforcement and it contracts for the confinement of its lockup detainees in lockups operated by private agencies or other entities, including other government agencies, has the agency included the entity's obligation to adopt and comply with the PREA standards in any new contract or contract renewal signed on or after August 20, 2012? (N/A if the law enforcement agency does not contract with private agencies or other entities for the confinement of detainees.)	yes
115.112 (b)	**Contracting with other entities for the confinement of detainees**	
	Does any new contract or contract renewal signed on or after August 20, 2012 provide for agency contract monitoring to ensure that the contractor is complying with the PREA standards? (N/A if the law enforcement agency does not contract with private agencies or other entities for the confinement of detainees OR the response to 115.112(a)-1 is "NO".)	yes
115.113 (a)	**Supervision and monitoring**	

	Does the agency ensure that it has developed for each lockup a staffing plan that provides for adequate levels of staffing and, where applicable, video monitoring, to protect detainees against sexual abuse?	yes
	Does the agency ensure that it has documented for each lockup a staffing plan that provides for adequate levels of staffing and, where applicable, video monitoring, to protect detainees against sexual abuse?	yes
	Does the agency ensure that it takes into consideration the 4 criteria below in calculating adequate staffing levels and determining the need for video monitoring: The physical layout of each lockup?	yes
	Does the agency ensure that it takes into consideration the 4 criteria below in calculating adequate staffing levels and determining the need for video monitoring: The composition of the detainee population?	yes
	Does the agency ensure that it takes into consideration the 4 criteria below in calculating adequate staffing levels and determining the need for video monitoring: The prevalence of substantiated and unsubstantiated incidents of sexual abuse?	yes
	Does the agency ensure that it takes into consideration the 4 criteria below in calculating adequate staffing levels and determining the need for video monitoring: Any other relevant factors?	yes
115.113 (b)	**Supervision and monitoring**	
	In circumstances where the staffing plan is not complied with, does the lockup document and justify all deviations from the plan? (N/A if no deviations from staffing plan.)	na
115.113 (c)	**Supervision and monitoring**	
	In the past 12 months, has the lockup assessed, determined, and documented whether adjustments are needed to: 1. The staffing plan established pursuant to paragraph (a) of this section?	yes
	In the past 12 months, has the lockup assessed, determined, and documented whether adjustments are needed to: Prevailing staffing patterns?	yes
	In the past 12 months, has the lockup assessed, determined, and documented whether adjustments are needed to: The lockup’s	yes

	deployment of video monitoring systems and other monitoring technologies?	
	In the past 12 months, has the lockup assessed, determined, and documented whether adjustments are needed to: The resources the lockup has available to commit to ensure adequate staffing levels?	yes
115.113 (d)	**Supervision and monitoring**	
	If vulnerable detainees are identified pursuant to the screening required by § 115.141, does security staff provide such detainees with heightened protection, to include: Continuous direct sight and sound supervision?	yes
	If vulnerable detainees are identified pursuant to the screening required by § 115.141, does security staff provide such detainees with heightened protection, to include: Single-cell housing or placement in a cell actively monitored on video by a staff member sufficiently proximate to intervene, unless no such option is determined to be feasible?	yes
115.114 (a)	**Juveniles and youthful detainees**	
	Are juveniles and youthful detainees held separately from adult detainees? (N/A if the facility does not hold juveniles or youthful detainees (detainees <18 years old).)	yes
115.115 (a)	**Limits to cross-gender viewing and searches**	
	Does the lockup always refrain from conducting any cross-gender strip searches or cross-gender visual body cavity searches, except in exigent circumstances or by medical practitioners?	yes
115.115 (b)	**Limits to cross-gender viewing and searches**	
	Does the lockup document all cross-gender strip searches and cross-gender visual body cavity searches?	yes
115.115 (c)	**Limits to cross-gender viewing and searches**	
	Does the lockup implement policies and procedures that enable detainees to shower, perform bodily functions, and change clothing without nonmedical staff of the opposite gender viewing their breasts, buttocks, or genitalia, except in exigent	yes

	circumstances or when such viewing is incidental to routine cell checks?	
	Does the lockup require staff of the opposite gender to announce their presence when entering an area where detainees are likely to be showering, performing bodily functions, or changing clothing?	yes
115.115 (d)	**Limits to cross-gender viewing and searches**	
	This provision is no longer applicable to your compliance finding, please select N/A.	na
115.115 (e)	**Limits to cross-gender viewing and searches**	
	This provision is no longer applicable to your compliance finding, please select N/A.	na
115.116 (a)	**Detainees with disabilities and detainees who are limited English proficient**	
	Does the agency take appropriate steps to ensure that detainees with disabilities have an equal opportunity to participate in or benefit from all aspects of the agency's efforts to prevent, detect, and respond to sexual abuse and sexual harassment, including: Detainees who are deaf or hard of hearing?	yes
	Does the agency take appropriate steps to ensure that detainees with disabilities have an equal opportunity to participate in or benefit from all aspects of the agency's efforts to prevent, detect, and respond to sexual abuse and sexual harassment, including: Detainees who are blind or have low vision?	yes
	Does the agency take appropriate steps to ensure that detainees with disabilities have an equal opportunity to participate in or benefit from all aspects of the agency's efforts to prevent, detect, and respond to sexual abuse and sexual harassment, including: Detainees who have intellectual disabilities?	yes
	Does the agency take appropriate steps to ensure that detainees with disabilities have an equal opportunity to participate in or benefit from all aspects of the agency's efforts to prevent, detect, and respond to sexual abuse and sexual harassment, including: Detainees who have psychiatric disabilities?	yes
	Does the agency take appropriate steps to ensure that detainees with disabilities have an equal opportunity to participate in or	yes

	benefit from all aspects of the agency's efforts to prevent, detect, and respond to sexual abuse and sexual harassment, including: Detainees who have speech disabilities?	
	Does the agency take appropriate steps to ensure that detainees with disabilities have an equal opportunity to participate in or benefit from all aspects of the agency's efforts to prevent, detect, and respond to sexual abuse and sexual harassment, including: Other? (if "other," please explain in the overall determination notes.)	yes
	Do such steps include, when necessary, ensuring effective communication with detainees who are deaf or hard of hearing?	yes
	Do such steps include, when necessary, providing access to interpreters who can interpret effectively, accurately, and impartially, both receptively and expressively, using any necessary specialized vocabulary?	yes
	Does the agency ensure that written materials are provided in formats or through methods that ensure effective communication with detainees with disabilities including detainees who: Have intellectual disabilities?	yes
	Does the agency ensure that written materials are provided in formats or through methods that ensure effective communication with detainees with disabilities including detainees who: Have limited reading skills?	yes
	Does the agency ensure that written materials are provided in formats or through methods that ensure effective communication with detainees with disabilities including detainees who: are blind or have low vision?	yes
115.116 (b)	**Detainees with disabilities and detainees who are limited English proficient**	
	Does the agency take reasonable steps to ensure meaningful access to all aspects of the agency's efforts to prevent, detect, and respond to sexual abuse and sexual harassment to detainees who are limited English proficient?	yes
	Do these steps include providing interpreters who can interpret effectively, accurately, and impartially, both receptively and expressively, using any necessary specialized vocabulary?	yes
115.116 (c)	**Detainees with disabilities and detainees who are limited English proficient**	
	Does the agency always refrain from relying on detainee	yes

	interpreters, detainee readers, or other types of detainee assistants except in limited circumstances where an extended delay in obtaining an effective interpreter could compromise the detainee's safety, the performance of first-response duties under §115.164, or the investigation of the detainee's allegations?	
115.117 (a)	**Hiring and promotion decisions**	
	Does the agency prohibit the hiring or promotion of anyone who may have contact with detainees who: Has engaged in sexual abuse in a prison, jail, lockup, community confinement facility, juvenile facility, or other institution (as defined in 42 U.S.C. 1997)?	yes
	Does the agency prohibit the hiring or promotion of anyone who may have contact with detainees who: Has been convicted of engaging or attempting to engage in sexual activity in the community facilitated by force, overt or implied threats of force, or coercion, or if the victim did not consent or was unable to consent or refuse?	yes
	Does the agency prohibit the hiring or promotion of anyone who may have contact with detainees who: Has been civilly or administratively adjudicated to have engaged in the activity described in the bullet immediately above?	yes
	Does the agency prohibit the enlistment of services of any contractor who may have contact with detainees who: o Has engaged in sexual abuse in a prison, jail, lockup, community confinement facility, juvenile facility, or other institution (as defined in 42 U.S.C. 1997)?	yes
	Does the agency prohibit the enlistment of services of any contractor who may have contact with detainees who: Has been convicted of engaging or attempting to engage in sexual activity in the community facilitated by force, overt or implied threats of force, or coercion, or if the victim did not consent or was unable to consent or refuse?	yes
	Does the agency prohibit the enlistment of services of any contractor who may have contact with detainees who: Has been civilly or administratively adjudicated to have engaged in the activity described in the bullet immediately above?	yes
115.117 (b)	**Hiring and promotion decisions**	
	Does the agency consider any incidents of sexual harassment in determining whether to hire or promote anyone, or to enlist the	yes

	services of any contractor, who may have contact with detainees?	
115.117 (c)	**Hiring and promotion decisions**	
	Before hiring new employees who may have contact with detainees, does the agency: Perform a criminal background records check?	yes
	Before hiring new employees who may have contact with detainees, does the agency: Consistent with Federal, State, and local law, make its best efforts to contact all prior institutional employers for information on substantiated allegations of sexual abuse or any resignation during a pending investigation of an allegation of sexual abuse?	yes
115.117 (d)	**Hiring and promotion decisions**	
	Does the agency perform a criminal background records check before enlisting the services of any contractor who may have contact with detainees?	yes
115.117 (e)	**Hiring and promotion decisions**	
	Does the agency either conduct criminal background records checks at least every five years of current employees and contractors who may have contact with detainees or have in place a system for otherwise capturing such information for current employees?	yes
115.117 (f)	**Hiring and promotion decisions**	
	Does the agency ask all applicants and employees who may have contact with detainees directly about previous misconduct described in paragraph (a) of this section in written applications or interviews for hiring or promotions?	yes
	Does the agency ask all applicants and employees who may have contact with detainees directly about previous misconduct described in paragraph (a) of this section in any interviews or written self-evaluations conducted as part of reviews of current employees?	yes
	Does the agency impose upon employees a continuing affirmative duty to disclose any such misconduct?	yes
115.117	**Hiring and promotion decisions**	

(g)		
	Does the agency consider material omissions regarding such misconduct, or the provision of materially false information, grounds for termination?	yes
115.117 (h)	**Hiring and promotion decisions**	
	Unless prohibited by law, does the agency provide information on substantiated allegations of sexual abuse or sexual harassment involving a former employee upon receiving a request from an institutional employer for whom such employee has applied to work? (N/A if providing information on substantiated allegations of sexual abuse or sexual harassment involving a former employee is prohibited by law.)	yes
115.118 (a)	**Upgrades to facilities and technologies**	
	If the agency designed or acquired any new lockup or planned any substantial expansion or modification of existing lockups, did the agency consider the effect of the design, acquisition, expansion, or modification upon the agency's ability to protect detainees from sexual abuse? (N/A if agency/facility has not acquired a new facility or made a substantial expansion to existing facilities since August 20, 2012, or since the last PREA audit, whichever is later.)	na
115.118 (b)	**Upgrades to facilities and technologies**	
	If the agency installed or updated a video monitoring system, electronic surveillance system, or other monitoring technology, did the agency consider how such technology may enhance the agency's ability to protect detainees from sexual abuse? (N/A if agency/facility has not installed or updated a video monitoring system, electronic surveillance system, or other monitoring technology since August 20, 2012, or since the last PREA audit, whichever is later.)	na
115.121 (a)	**Evidence protocol and forensic medical examinations**	
	If the agency is responsible for investigating allegations of sexual abuse in its lockups, does the agency follow a uniform evidence protocol that maximizes the potential for obtaining usable physical evidence for administrative proceedings and criminal prosecutions? (N/A if the agency/facility is not responsible for	yes

	conducting any form of criminal OR administrative sexual abuse investigations.)	
115.121 (b)	**Evidence protocol and forensic medical examinations**	
	Is this protocol developmentally appropriate for youth where applicable? (N/A if the agency/facility is not responsible for conducting any form of criminal OR administrative sexual abuse investigations.)	yes
	Is this protocol, as appropriate, adapted from or otherwise based on the most recent edition of the U.S. Department of Justice's Office on Violence Against Women publication, "A National Protocol for Sexual Assault Medical Forensic Examinations, Adults/ Adolescents," or similarly comprehensive and authoritative protocols developed after 2011? (N/A if the agency/facility is not responsible for conducting any form of criminal OR administrative sexual abuse investigations.)	yes
115.121 (c)	**Evidence protocol and forensic medical examinations**	
	Does the agency offer all victims of sexual abuse access to forensic medical examinations, whether on-site or at an outside facility, without financial cost, where evidentiarily or medically appropriate?	yes
	Are such examinations performed by Sexual Assault Forensic Examiners (SAFEs) or Sexual Assault Nurse Examiners (SANEs) where possible?	yes
	If SAFEs or SANEs cannot be made available, is the examination performed by other qualified medical practitioners (they must have been specifically trained to conduct sexual assault forensic exams)?	yes
	Has the agency documented its efforts to provide SAFEs or SANEs?	yes
115.121 (d)	**Evidence protocol and forensic medical examinations**	
	If the detainee is transported for a forensic examination to an outside hospital that offers victim advocacy services, does the agency permit the detainee to use such services to the extent available, consistent with security needs?	yes

115.121 (e)	**Evidence protocol and forensic medical examinations**	
	If the agency itself is not responsible for investigating allegations of sexual abuse, has the agency requested that the investigating entity follow the requirements of paragraphs (a) through (e) of this section? (N/A if the agency/facility is responsible for conducting any form of criminal or administrative sexual abuse investigations.)	na
115.122 (a)	**Policies to ensure referrals of allegations for investigations**	
	Does the agency ensure an administrative or criminal investigation is completed for all allegations of sexual abuse?	yes
	Does the agency ensure an administrative or criminal investigation is completed for all allegations of sexual harassment?	yes
115.122 (b)	**Policies to ensure referrals of allegations for investigations**	
	If another law enforcement agency is responsible for conducting investigations of allegations of sexual abuse and sexual harassment in its lockups, does the agency have a policy in place to ensure that such allegations are referred for investigation to an agency with the legal authority to conduct criminal investigations, unless the allegation does not involve potentially criminal behavior? (N/A if agency is responsible for conducting administrative and criminal investigations of sexual abuse or sexual harassment. See 115.121(a).)	yes
	Has the agency published such policy, including a description of responsibilities of both the agency and the investigating entity, on its website or, if it does not have one, made the policy available through other means? (N/A if agency is responsible for conducting administrative and criminal investigations of sexual abuse or sexual harassment. See 115.121(a).)	yes
	Does the agency document all such referrals? (N/A if agency is responsible for conducting administrative and criminal investigations of sexual abuse or sexual harassment. See 115.121(a).)	yes
115.131 (a)	**Employee and volunteer training**	
	Does the agency train all employees and volunteers who may	yes

	have contact with lockup detainees to be able to fulfill their responsibilities under agency sexual abuse prevention, detection, and response policies and procedures, including training on: Its zero-tolerance policy and detainees' right to be free from sexual abuse and sexual harassment?	
	Does the agency train all employees and volunteers who may have contact with lockup detainees to be able to fulfill their responsibilities under agency sexual abuse prevention, detection, and response policies and procedures, including training on: The dynamics of sexual abuse and sexual harassment in confinement, including which detainees are most vulnerable in lockup settings?	yes
	Does the agency train all employees and volunteers who may have contact with lockup detainees to be able to fulfill their responsibilities under agency sexual abuse prevention, detection, and response policies and procedures, including training on: The right of detainees and employees to be free from retaliation for reporting sexual abuse or harassment?	yes
	Does the agency train all employees and volunteers who may have contact with lockup detainees to be able to fulfill their responsibilities under agency sexual abuse prevention, detection, and response policies and procedures, including training on: How to detect and respond to signs of threatened and actual sexual abuse?	yes
	Does the agency train all employees and volunteers who may have contact with lockup detainees to be able to fulfill their responsibilities under agency sexual abuse prevention, detection, and response policies and procedures, including training on: How to communicate effectively and professionally with all detainees?	yes
	Does the agency train all employees and volunteers who may have contact with lockup detainees to be able to fulfill their responsibilities under agency sexual abuse prevention, detection, and response policies and procedures, including training on: How to comply with relevant laws related to mandatory reporting of sexual abuse to outside authorities?	yes
115.131 (b)	**Employee and volunteer training**	
	Have all current employees and volunteers who may have contact with detainees received such training?	yes
	Does the agency provide each employee and volunteer with annual refresher information to ensure that they know the agency's current sexual abuse and sexual harassment policies and	yes

	procedures?	
115.131 (c)	**Employee and volunteer training**	
	Does the agency document, through employee signature or electronic verification, that employees understand the training they have received?	yes
115.132 (a)	**Detainee, contractor, and inmate worker notification of the agency's zero-tolerance policy**	
	During the intake process, do employees notify all detainees of the agency’s zero-tolerance policy regarding sexual abuse and sexual harassment?	yes
115.132 (b)	**Detainee, contractor, and inmate worker notification of the agency's zero-tolerance policy**	
	Does the agency ensure that, upon entering the lockup, all contractors and any inmates who work in the lockup are informed of the agency’s zero-tolerance policy regarding sexual abuse and sexual harassment?	yes
115.134 (a)	**Specialized training: Investigations**	
	In addition to the general training provided to all employees and volunteers pursuant to §115.131, does the agency ensure that, to the extent the agency itself conducts sexual abuse investigations, its investigators have received training in conducting such investigations in confinement settings? (N/A if the agency does not conduct any form of administrative or criminal sexual abuse investigations. See 115.121(a).)	yes
115.134 (b)	**Specialized training: Investigations**	
	Does this specialized training include: Techniques for interviewing sexual abuse victims? (N/A if the agency does not conduct any form of administrative or criminal sexual abuse investigations. See 115.121(a).)	yes
	Does this specialized training include: Proper use of Miranda and Garrity warnings? (N/A if the agency does not conduct any form of administrative or criminal sexual abuse investigations. See 115.121(a).)	yes
	Does this specialized training include: Sexual abuse evidence	yes

	collection in confinement settings? (N/A if the agency does not conduct any form of administrative or criminal sexual abuse investigations. See 115.121(a).)	
	Does this specialized training include: The criteria and evidence required to substantiate a case for administrative action or prosecution referral? (N/A if the agency does not conduct any form of administrative or criminal sexual abuse investigations. See 115.121(a).)	yes
115.134 (c)	**Specialized training: Investigations**	
	Does the agency maintain documentation that agency investigators have completed the required specialized training in conducting sexual abuse investigations? (N/A if the agency does not conduct any form of administrative or criminal sexual abuse investigations. See 115.121(a).)	yes
115.141 (a)	**Screening for risk of victimization and abusiveness**	
	If the lockup is not utilized to house detainees overnight, before placing any detainees together in a holding cell do staff consider whether, based on the information before them, a detainee may be at a high risk of being sexually abused? (N/A if the lockup is utilized to house detainees overnight.)	yes
	When appropriate, do staff take necessary steps to mitigate such danger to the detainee? (N/A if the lockup is utilized to house detainees overnight.)	yes
115.141 (b)	**Screening for risk of victimization and abusiveness**	
	If the lockup is utilized to house detainees overnight, are all detainees screened to assess their risk of being sexually abused by other detainees or sexually abusive toward other detainees? (N/A if lockup is NOT used to house detainees overnight.)	yes
115.141 (c)	**Screening for risk of victimization and abusiveness**	
	In lockups described in paragraph (b) of this section, do staff always ask the detainee about his or her own perception of vulnerability? (N/A if lockup is NOT used to house detainees overnight.)	yes
115.141	**Screening for risk of victimization and abusiveness**	

(d)		
	Does the screening process in the lockups described in paragraph (b) of this section consider, to the extent that the information is available, the following criteria to screen detainees for risk of sexual victimization: Whether the detainee has a mental, physical, or developmental disability. (N/A if lockup is NOT used to house detainees overnight.)	yes
	Does the screening process in the lockups described in paragraph (b) of this section consider, to the extent that the information is available, the following criteria to screen detainees for risk of sexual victimization: The age of the detainee? (N/A if lockup is NOT used to house detainees overnight.)	yes
	Does the screening process in the lockups described in paragraph (b) of this section consider, to the extent that the information is available, the following criteria to screen detainees for risk of sexual victimization: The physical build and appearance of the detainee? (N/A if lockup is NOT used to house detainees overnight.)	yes
	Does the screening process in the lockups described in paragraph (b) of this section consider, to the extent that the information is available, the following criteria to screen detainees for risk of sexual victimization: Whether the detainee has previously been incarcerated? (N/A if lockup is NOT used to house detainees overnight.)	yes
	Does the screening process in the lockups described in paragraph (b) of this section consider, to the extent that the information is available, the following criteria to screen detainees for risk of sexual victimization: The nature of the detainee’s alleged offense and criminal history? (N/A if lockup is NOT used to house detainees overnight.)	yes
115.151 (a)	**Detainee reporting**	
	Does the agency provide multiple ways for detainees to privately report: Sexual abuse and sexual harassment?	yes
	Does the agency provide multiple ways for detainees to privately report: Retaliation by other detainees or staff for reporting sexual abuse and sexual harassment?	yes
	Does the agency provide multiple ways for detainees to privately report: Staff neglect or violation of responsibilities that may have contributed to such incidents?	yes

115.151 (b)	**Detainee reporting**	
	Does the agency also provide at least one way for idetainees to report sexual abuse or sexual harassment to a public or private entity or office that is not part of the agency?	yes
	Is that entity or office able to receive and immediately forward detainee reports of sexual abuse and sexual harassment to agency officials?	yes
	Does that private entity or office allow the detainee to remain anonymous upon request?	yes
115.151 (c)	**Detainee reporting**	
	Do staff members accept reports of sexual abuse and sexual harassment made verbally, in writing, anonymously, and from third parties?	yes
	Do staff members promptly document any verbal reports of sexual abuse and sexual harassment ?	yes
115.151 (d)	**Detainee reporting**	
	Does the agency provide a method for staff to privately report sexual abuse and sexual harassment of detainees?	yes
115.154 (a)	**Third-party reporting**	
	Has the agency established a method to receive third-party reports of sexual abuse and sexual harassment in its lockups?	yes
	Has the agency distributed publicly information on how to report sexual abuse and sexual harassment on behalf of a detainee?	yes
115.161 (a)	**Staff and agency reporting duties**	
	Does the agency require all staff to report immediately and according to agency policy any knowledge, suspicion, or information regarding an incident of sexual abuse or sexual harassment that occurred in an agency lockup?	yes
	Does the agency require all staff to report immediately and according to agency policy any knowledge, suspicion, or information regarding retaliation against detainees or staff who	yes

	reported such an incident?	
	Does the agency require all staff to report immediately and according to agency policy any knowledge, suspicion, or information regarding any staff neglect or violation of responsibilities that may have contributed to an incident of sexual abuse or sexual harassment or retaliation?	yes
115.161 (b)	**Staff and agency reporting duties**	
	Apart from reporting to designated supervisors or officials, do staff always refrain from revealing any information related to a sexual abuse report to anyone other than to the extent necessary, as specified in agency policy, to make treatment, and investigation decisions?	yes
115.161 (c)	**Staff and agency reporting duties**	
	If the alleged victim is under the age of 18 or considered a vulnerable adult under a State or local vulnerable persons statute, does the agency report the allegation to the designated State or local services agency under applicable mandatory reporting laws?	yes
115.161 (d)	**Staff and agency reporting duties**	
	Does the agency report all allegations of sexual abuse, including third-party and anonymous reports, to the agency’s designated investigators?	yes
115.162 (a)	**Agency protection duties**	
	When the agency learns that a detainee is subject to a substantial risk of imminent sexual abuse, does it take immediate action to protect the detainee?	yes
115.163 (a)	**Reporting to other confinement facilities**	
	Upon receiving an allegation that a detainee was sexually abused while confined at another facility, does the head of the facility that received the allegation notify the head of the facility or appropriate office of the agency where the alleged abuse occurred?	yes
115.163 (b)	**Reporting to other confinement facilities**	

	Is such notification provided as soon as possible, but no later than 72 hours after receiving the allegation?	yes
115.163 (c)	**Reporting to other confinement facilities**	
	Does the agency document that it has provided such notification?	yes
115.163 (d)	**Reporting to other confinement facilities**	
	Does the facility head or agency office that receives such notification ensure that the allegation is investigated in accordance with these standards?	yes
115.164 (a)	**Staff first responder duties**	
	Upon learning of an allegation that a detainee was sexually abused, is the first law enforcement staff member to respond to the report required to: Separate the alleged victim and abuser?	yes
	Upon learning of an allegation that a detainee was sexually abused, is the first law enforcement staff member to respond to the report required to: Preserve and protect any crime scene until appropriate steps can be taken to collect any evidence?	yes
	Upon learning of an allegation that a detainee was sexually abused, is the first law enforcement staff member to respond to the report required to: Request that the alleged victim not take any actions that could destroy physical evidence, including, as appropriate, washing, brushing teeth, changing clothes, urinating, defecating, smoking, drinking, or eating, if the abuse occurred within a time period that still allows for the collection of physical evidence?	yes
	Upon learning of an allegation that a detainee was sexually abused, is the first law enforcement staff member to respond to the report required to: Ensure that the alleged abuser does not take any actions that could destroy physical evidence, including, as appropriate, washing, brushing teeth, changing clothes, urinating, defecating, smoking, drinking, or eating, if the abuse occurred within a time period that still allows for the collection of physical evidence?	yes
115.164 (b)	**Staff first responder duties**	
	If the first staff responder is not a law enforcement staff member,	yes

	is the responder required to request that the alleged victim not take any actions that could destroy physical evidence, and then notify law enforcement staff?	
115.165 (a)	**Coordinated response**	
	Has the agency developed a written institutional plan to coordinate actions among staff first responders, medical and mental health practitioners, investigators, and facility leadership taken in response to a lockup incident of sexual abuse?	yes
	If a victim is transferred from the lockup to a jail, prison, or medical facility, does the agency, as permitted by law and unless the victim requests otherwise, inform the receiving facility of the incident and the victim's potential need for medical or social services?	yes
115.165 (b)	**Coordinated response**	
	If a victim is transferred from the lockup to a jail, prison, or medical facility, does the agency, as permitted by law, inform the receiving facility of the incident unless the victim requests otherwise? (N/A if the agency is not permitted by law to inform a receiving facility, where a victim is transferred from the lockup to a jail, prison, or medical facility as a result of an allegation of sexual abuse of the incident and the victim's potential need for medical or social services.)	yes
	If a victim is transferred from the lockup to a jail, prison, or medical facility, does the agency, as permitted by law, inform the receiving facility of the victim[1]s potential need for medical or social services unless the victim requests otherwise? (N/A if the agency is not permitted by law to inform a receiving facility, where a victim is transferred from the lockup to a jail, prison, or medical facility as a result of an allegation of sexual abuse of the incident and the victim's potential need for medical or social services.)	yes
115.166 (a)	**Preservation of ability to protect detainees from contact with abusers**	
	Are both the agency and any other governmental entities responsible for collective bargaining on the agency's behalf prohibited from entering into or renewing any collective bargaining agreement or other agreement that limits the agency's ability to remove alleged staff sexual abusers from contact with detainees pending the outcome of an investigation or of a	yes

	determination of whether and to what extent discipline is warranted?	
115.167 (a)	**Agency protection against retaliation**	
	Has the agency established a policy to protect all detainees and staff who report sexual abuse or sexual harassment or cooperate with sexual abuse or sexual harassment investigations from retaliation by other detainees or staff?	yes
	Has the agency designated which staff members or departments are charged with monitoring retaliation?	yes
115.167 (b)	**Agency protection against retaliation**	
	Does the agency employ multiple protection measures, such as housing changes or transfers for detainee victims or abusers, removal of alleged staff or detainee abusers from contact with victims, and emotional support services for detainees or staff who fear retaliation for reporting sexual abuse or sexual harassment or for cooperating with investigations?	yes
115.167 (c)	**Agency protection against retaliation**	
	Except in instances where the agency determines that a report of sexual abuse is unfounded, does the agency: Monitor the conduct and treatment of detainees or staff who have reported sexual abuse?	yes
	Except in instances where the agency determines that a report of sexual abuse is unfounded, does the agency: Monitor the conduct and treatment of detainees who were reported to have suffered sexual abuse?	yes
	Except in instances where the agency determines that a report of sexual abuse is unfounded, does the agency: Act promptly to remedy any such retaliation?	yes
115.167 (d)	**Agency protection against retaliation**	
	If any other individual who cooperates with an investigation expresses a fear of retaliation, does the agency take appropriate measures to protect that individual against retaliation?	yes
115.171 (a)	**Criminal and administrative agency investigations**	

	When the agency conducts its own investigations into allegations of sexual abuse and sexual harassment, does it do so promptly, thoroughly, and objectively? (N/A if the agency/facility is not responsible for conducting any form of criminal OR administrative sexual abuse investigations. See 115.121(a).)	yes
	Does the agency conduct such investigations for all allegations, including third party and anonymous reports? (N/A if the agency/ facility is not responsible for conducting any form of criminal OR administrative sexual abuse investigations. See 115.121(a).)	yes
115.171 (b)	**Criminal and administrative agency investigations**	
	Where sexual abuse is alleged, does the agency use investigators who have received specialized training in sexual abuse investigations as required by 115.134?	yes
115.171 (c)	**Criminal and administrative agency investigations**	
	Do investigators gather and preserve direct and circumstantial evidence, including any available physical and DNA evidence and any available electronic monitoring data?	yes
	Do investigators interview alleged victims, suspected perpetrators, and witnesses?	yes
	Do investigators review prior reports and complaints of sexual abuse involving the suspected perpetrator?	yes
115.171 (d)	**Criminal and administrative agency investigations**	
	When the quality of evidence appears to support criminal prosecution, does the agency conduct compelled interviews only after consulting with prosecutors as to whether compelled interviews may be an obstacle for subsequent criminal prosecution?	yes
115.171 (e)	**Criminal and administrative agency investigations**	
	Do agency investigators assess the credibility of an alleged victim, suspect, or witness on an individual basis and not on the basis of that individual’s status as detainee or staff?	yes
	Does the agency investigate allegations of sexual abuse without requiring a detainee who alleges sexual abuse to submit to a polygraph examination or other truth-telling device as a condition	yes

	for proceeding?	
115.171 (f)	**Criminal and administrative agency investigations**	
	Do administrative investigations include an effort to determine whether staff actions or failures to act contributed to the abuse?	yes
	Are administrative investigations documented in written reports that include a description of the physical evidence and testimonial evidence, the reasoning behind credibility assessments, and investigative facts and findings?	yes
115.171 (g)	**Criminal and administrative agency investigations**	
	Are criminal investigations documented in a written report that contains a thorough description of the physical, testimonial, and documentary evidence and attaches copies of all documentary evidence where feasible?	yes
115.171 (h)	**Criminal and administrative agency investigations**	
	Are all substantiated allegations of conduct that appears to be criminal referred for prosecution?	yes
115.171 (i)	**Criminal and administrative agency investigations**	
	Does the agency retain all written reports referenced in 115.171(f) and (g) for as long as the alleged abuser is incarcerated or employed by the agency, plus five years?	yes
115.171 (j)	**Criminal and administrative agency investigations**	
	Does the agency ensure that the departure of an alleged abuser or victim from the employment or control of the lockup or agency does not provide a basis for terminating an investigation?	yes
115.171 (l)	**Criminal and administrative agency investigations**	
	When outside agencies investigate sexual abuse, does the agency cooperate with outside investigators and endeavor to remain informed about the progress of the investigation? (N/A if an outside agency does not conduct administrative or criminal sexual abuse investigations. See 115.121(a).)	yes

115.172 (a)	**Evidentiary standard for administrative investigations**	
	Is it true that the agency does not impose a standard higher than a preponderance of the evidence in determining whether allegations of sexual abuse or sexual harassment are substantiated?	yes
115.176 (a)	**Disciplinary sanctions for staff**	
	Are staff subject to disciplinary sanctions up to and including termination for violating agency sexual abuse or sexual harassment policies?	yes
115.176 (b)	**Disciplinary sanctions for staff**	
	Is termination the presumptive disciplinary sanction for staff who have engaged in sexual abuse?	yes
115.176 (c)	**Disciplinary sanctions for staff**	
	Are disciplinary sanctions for violations of agency policies relating to sexual abuse or sexual harassment (other than actually engaging in sexual abuse) commensurate with the nature and circumstances of the acts committed, the staff member’s disciplinary history, and the sanctions imposed for comparable offenses by other staff with similar histories?	yes
115.176 (d)	**Disciplinary sanctions for staff**	
	Are all terminations for violations of agency sexual abuse or sexual harassment policies, or resignations by staff who would have been terminated if not for their resignation, reported to: o Law enforcement agencies, unless the activity was clearly not criminal?	yes
	Are all terminations for violations of agency sexual abuse or sexual harassment policies, or resignations by staff who would have been terminated if not for their resignation, reported to: Relevant licensing bodies?	yes
115.177 (a)	**Corrective action for contractors and volunteers**	
	Is any contractor or volunteer who engages in sexual abuse prohibited from contact with detainees?	yes

	Is any contractor or volunteer who engages in sexual abuse reported to: Law enforcement agencies(unless the activity was clearly not criminal)?	yes
	Is any contractor or volunteer who engages in sexual abuse reported to: Relevant licensing bodies?	yes
115.177 (b)	**Corrective action for contractors and volunteers**	
	In the case of any other violation of agency sexual abuse or sexual harassment policies by a contractor or volunteer, does the facility take appropriate remedial measures, and consider whether to prohibit further contact with detainees?	yes
115.178 (a)	**Referral for prosecution for detainee-on-detainee sexual abuse**	
	When there is probable cause to believe that a detainee sexually abused another detainee in a lockup, does the agency refer the matter to the appropriate prosecuting authority?	yes
115.178 (b)	**Referral for prosecution for detainee-on-detainee sexual abuse**	
	If the agency itself is not responsible for investigating allegations of sexual abuse, does the agency inform the investigating entity of this policy? (N/A if the agency/facility is responsible for administrative and criminal investigations. See 115.121(a).)	na
115.182 (a)	**Access to emergency medical and mental health services**	
	Do detainee victims of sexual abuse in lockups receive timely, unimpeded access to emergency medical treatment?	yes
115.182 (b)	**Access to emergency medical and mental health services**	
	Are treatment services provided to the victim without financial cost and regardless of whether the victim names the abuser or cooperates with any investigation arising out of the incident?	yes
115.186 (a)	**Sexual abuse incident reviews**	
	Does the lockup conduct a sexual abuse incident review at the conclusion of every sexual abuse investigation, including where	yes

	the allegation has not been substantiated, unless the allegation has been determined to be unfounded?	
115.186 (b)	**Sexual abuse incident reviews**	
	Does such review ordinarily occur within 30 days of the conclusion of the investigation?	yes
115.186 (c)	**Sexual abuse incident reviews**	
	Does the review team include upper-level management officials, with input from line supervisors and investigators?	yes
115.186 (d)	**Sexual abuse incident reviews**	
	Does the review team: Consider whether the allegation or investigation indicates a need to change policy or practice to better prevent, detect, or respond to sexual abuse?	yes
	The subsection of this provision is no longer applicable to your compliance finding, please select N/A.	na
	Does the review team: Examine the area in the lockup where the incident allegedly occurred to assess whether physical barriers in the area may enable abuse?	yes
	Does the review team: Assess the adequacy of staffing levels in that area during different shifts?	yes
	Does the review team: Assess whether monitoring technology should be deployed or augmented to supplement supervision by staff?	yes
	Does the review team: Prepare a report of its findings, including but not necessarily limited to determinations made pursuant to §§ 115.186(d)(1)-(d)(5), and any recommendations for improvement and submit such report to the lockup head and agency PREA coordinator?	yes
115.186 (e)	**Sexual abuse incident reviews**	
	Does the lockup implement the recommendations for improvement, or document its reasons for not doing so?	yes
115.187	**Data collection**	

(a)		
	Does the agency collect accurate, uniform data for every allegation of sexual abuse at lockups under its direct control using a standardized instrument and set of definitions?	yes
115.187 (b)	**Data collection**	
	Does the agency aggregate the incident-based sexual abuse data at least annually?	yes
115.187 (c)	**Data collection**	
	Does the incident-based data include, at a minimum, the data necessary to answer all questions from the most recent version of the Local Jail Jurisdictions Survey of Sexual Violence conducted by the Department of Justice, or any subsequent form developed by the Department of Justice and designated for lockups?	yes
115.187 (d)	**Data collection**	
	Does the agency maintain, review, and collect data as needed from all available incident-based documents, including reports, investigation files, and sexual abuse incident reviews?	yes
115.187 (e)	**Data collection**	
	Does the agency also obtain incident-based and aggregated data from every private facility with which it contracts for the confinement of its detainees? (N/A if the agency does not contract for the confinement of its detainees.)	na
115.187 (f)	**Data collection**	
	Does the agency, upon request, provide all such data from the previous calendar year to the Department of Justice no later than June 30? (N/A if DOJ has not requested agency data.)	na
115.188 (a)	**Data review for corrective action**	
	Does the agency review data collected and aggregated pursuant to § 115.187 in order to assess and improve the effectiveness of its sexual abuse prevention, detection, and response policies, practices, and training, including by: Identifying problem areas?	yes

	Does the agency review data collected and aggregated pursuant to § 115.187 in order to assess and improve the effectiveness of its sexual abuse prevention, detection, and response policies, practices, and training, including by: Taking corrective action on an ongoing basis?	yes
	Does the agency review data collected and aggregated pursuant to § 115.187 in order to assess and improve the effectiveness of its sexual abuse prevention, detection, and response policies, practices, and training, including by: Preparing an annual report of its findings and corrective actions for each lockup, as well as the agency as a whole?	yes
115.188 (b)	**Data review for corrective action**	
	Does the agency's annual report include a comparison of the current year's data and corrective actions with those from prior years and provide an assessment of the agency's progress in addressing sexual abuse?	yes
115.188 (c)	**Data review for corrective action**	
	Is the agency's annual report approved by the agency head and made readily available to the public through its website or, if it does not have one, through other means?	yes
115.188 (d)	**Data review for corrective action**	
	Does the agency indicate the nature of the material redacted where it redacts specific material from the reports when publication would present a clear and specific threat to the safety and security of a lockup?	yes
115.189 (a)	**Data storage, publication, and destruction**	
	Does the agency ensure that data collected pursuant to § 115.187 are securely retained?	yes
115.189 (b)	**Data storage, publication, and destruction**	
	Does the agency make all aggregated sexual abuse data, from lockups under its direct control and any private agencies with which it contracts, readily available to the public at least annually through its website or, if it does not have one, through other	yes

	means?	
115.189 (c)	**Data storage, publication, and destruction**	
	Does the agency remove all personal identifiers before making aggregated sexual abuse data publicly available?	yes
115.189 (d)	**Data storage, publication, and destruction**	
	Does the agency maintain sexual abuse data collected pursuant to § 115.187 for at least 10 years after the date of the initial collection, unless Federal, State, or local law requires otherwise?	yes
115.401 (a)	**Frequency and scope of audits**	
	During the prior three-year audit period, did the agency ensure that each facility operated by the agency, or by a private organization on behalf of the agency, was audited at least once? (Note: The response here is purely informational. A "no" response does not impact overall compliance with this standard.)	yes
115.401 (b)	**Frequency and scope of audits**	
	Is this the first year of the current audit cycle? (Note: a “no” response does not impact overall compliance with this standard.)	yes
	If this is the second year of the current audit cycle, did the agency ensure that at least one-third of each facility type operated by the agency, or by a private organization on behalf of the agency, was audited during the first year of the current audit cycle? (N/A if this is not the second year of the current audit cycle.)	na
	If this is the third year of the current audit cycle, did the agency ensure that at least two-thirds of each facility type operated by the agency, or by a private organization on behalf of the agency, were audited during the first two years of the current audit cycle? (N/A if this is not the third year of the current audit cycle.)	na
115.401 (h)	**Frequency and scope of audits**	
	Did the auditor have access to, and the ability to observe, all areas of the audited facility?	yes
115.401 (i)	**Frequency and scope of audits**	

	Was the auditor permitted to request and receive copies of any relevant documents (including electronically stored information)?	yes
115.401 (m)	**Frequency and scope of audits**	
	Was the auditor permitted to conduct private interviews with inmates, residents, and detainees?	yes
115.401 (n)	**Frequency and scope of audits**	
	Were inmates permitted to send confidential information or correspondence to the auditor in the same manner as if they were communicating with legal counsel?	yes
115.403 (f)	**Audit contents and findings**	
	The agency has published on its agency website, if it has one, or has otherwise made publicly available, all Final Audit Reports. The review period is for prior audits completed during the past three years PRECEDING THIS AUDIT. The pendency of any agency appeal pursuant to 28 C.F.R. § 115.405 does not excuse noncompliance with this provision. (N/A if there have been no Final Audit Reports issued in the past three years, or, in the case of single facility agencies, there has never been a Final Audit Report issued.)	yes