

Ada County Jail 2020 Annual PREA Report

The Ada County Sheriff's Office mission is to make safer places for you to live, work and play. This includes protecting any inmate in the Ada County Jail from an instance of sexual abuse. In accordance with the Prison Rape Elimination Act (PREA), my office has established a zero tolerance standard for incidents of rape or sexual abuse and has put strict policies in place regarding the handling of any such instances. My zero tolerance standard is well communicated and includes that no retaliation shall occur against any person who reports an incident.

I know that regular training for staff, volunteers and contractors, as well as education to inmates, are important to prevent instances of sexual abuse. Our jail staff, contractors, and volunteers are trained on a regular basis that there is a zero tolerance policy of sexual contact or sexual behavior in the jail. That training also includes how to effectively detect and prevent sexual abuse and how to respond to those allegations to protect any potential victims. In addition to training, my office also does an annual review of our policies and procedures and the data regarding incidents. This process makes me confident we are providing our jail residents, staff, contractors, and volunteers the right information so everyone knows the jail's PREA mandates and my expectations as Sheriff.

A PREA review is conducted on all PREA allegations that are substantiated or unsubstantiated. The results of the reviews are used to evaluate and improve our effectiveness and take any corrective action necessary pursuant to PREA standard 115.88. In 2019 and 2020, our jail had a low number of substantiated sexual abuse incidents. In 2019, there were five incidents all involving unwanted touching which meets the PREA definition of sexual abuse. In 2020, there were six incidents, all of which were instances of unwanted touching. Looking at these incidents, our incident review team did not detect any group dynamics, lack of staffing, nor violations of policy and procedures that contributed to these incidents. Our team will continue to use advances in technology and video recording in the jail to thoroughly investigate incidents. I take pride in knowing my staff is committed to making sure our policies, procedures, and training provide adequate prevention, detection, and response to these PREA incidents.

Finally, it is important to know that inmates are provided several ways to report PREA incidents to include anonymous reporting. Members of the public are also encouraged to report any incident. If you become aware of an allegation of sexual abuse or sexual harassment, you can report it by calling (208) 577-3370 or by going to our website at www.adasheriff.org or clicking here on our [Ada County Sheriff Citizen Complaint Form](#).



Stephen Bartlett
Ada County Sheriff

Prison Rape Elimination Act (PREA) Audit Report Adult Prisons & Jails

☐ Interim ☒ Final

Date of Report June 8, 2020

Auditor Information

Name: Cynthia Malm	Email: cmalm@idahosherriffs.org
Company Name: Idaho Sheriffs' Association	
Mailing Address: 3100 Vista Ave., Ste. 203	City, State, Zip: Boise, ID 83705
Telephone: 208-346-1065	Date of Facility Visit: February 18 – 21, 2020

Agency Information

Name of Agency: Ada County Sheriff's Office		Governing Authority or Parent Agency (If Applicable): <small>Click or tap here to enter text.</small>	
Physical Address: 7200 Barrister Dr.		City, State, Zip: Boise, ID 83704	
Mailing Address: 7200 Barrister Dr.		City, State, Zip: Boise, ID 83704	
The Agency Is:	<input type="checkbox"/> Military	<input type="checkbox"/> Private for Profit	<input type="checkbox"/> Private not for Profit
<input type="checkbox"/> Municipal	<input checked="" type="checkbox"/> County	<input type="checkbox"/> State	<input type="checkbox"/> Federal
Agency Website with PREA Information: https://adacounty.id.gov/sheriff/ada-county-jail/prea/			

Agency Chief Executive Officer

Name: Stephen Bartlett	
Email: sbartlett@adacounty.id.gov	Telephone: 208-577-3303

Agency-Wide PREA Coordinator

Name: Lt. Aaron Shepherd	
Email: ashepherd@adacounty.id.gov	Telephone: 208-577-3402
PREA Coordinator Reports to: Captain John Dilibert	Number of Compliance Managers who report to the PREA Coordinator 1

Facility Information

Name of Facility: Ada County Jail

Physical Address: 7200 Barrister Dr.

City, State, Zip: Boise, ID 83704

Mailing Address (if different from above):

Click or tap here to enter text.

City, State, Zip: Click or tap here to enter text.

The Facility Is:

☐ Military

☐ Private for Profit

☐ Private not for Profit

☐ Municipal

☐ County

☐ State

☐ Federal

Facility Type:

☐ Prison

☒ Jail

Facility Website with PREA Information: <https://adacounty.id.gov/sheriff/ada-county-jail/prea/>

Has the facility been accredited within the past 3 years? ☒ Yes ☐ No

If the facility has been accredited within the past 3 years, select the accrediting organization(s) – select all that apply (N/A if the facility has not been accredited within the past 3 years):

☐ ACA

☒ NCCHC

☐ CALEA

☐ Other (please name or describe: Click or tap here to enter text.

☐ N/A

If the facility has completed any internal or external audits other than those that resulted in accreditation, please describe:
Yearly Idaho Jail Standards Inspections

Warden/Jail Administrator/Sheriff/Director

Name: Captain John Dilibert

Email: jdilibert@adacounty.id.gov

Telephone: 208-577-3799

Facility PREA Compliance Manager

Name: Sergeant Gary Grunewald

Email: ggrunewald@adacounty.id.gov

Telephone: 208-577-3093

Facility Health Service Administrator ☐ N/A

Name: Kate Pape

Email: kpape@adacounty.id.gov

Telephone: 208-577-3430

Facility Characteristics	
Designated Facility Capacity:	1116
Current Population of Facility:	1089
Average daily population for the past 12 months:	1026
Has the facility been over capacity at any point in the past 12 months?	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No Hasn't been overall but has been over in some units
Which population(s) does the facility hold?	<input type="checkbox"/> Females <input type="checkbox"/> Males <input checked="" type="checkbox"/> Both Females and Males
Age range of population:	18 - 78
Average length of stay or time under supervision:	24 days
Facility security levels/inmate custody levels:	Northpointe Classification Level 1 - 9
Number of inmates admitted to facility during the past 12 months:	15,093
Number of inmates admitted to facility during the past 12 months whose length of stay in the facility was for 72 hours or more:	6101
Number of inmates admitted to facility during the past 12 months whose length of stay in the facility was for 30 days or more:	3081
Does the facility hold youthful inmates?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Number of youthful inmates held in the facility during the past 12 months: (N/A if the facility never holds youthful inmates)	1 <input type="checkbox"/> N/A
Does the audited facility hold inmates for one or more other agencies (e.g. a State correctional agency, U.S. Marshals Service, Bureau of Prisons, U.S. Immigration and Customs Enforcement)?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Select all other agencies for which the audited facility holds inmates: Select all that apply (N/A if the audited facility does not hold inmates for any other agency or agencies):	<input type="checkbox"/> Federal Bureau of Prisons <input checked="" type="checkbox"/> U.S. Marshals Service <input type="checkbox"/> U.S. Immigration and Customs Enforcement <input type="checkbox"/> Bureau of Indian Affairs <input type="checkbox"/> U.S. Military branch <input checked="" type="checkbox"/> State or Territorial correctional agency <input checked="" type="checkbox"/> County correctional or detention agency <input checked="" type="checkbox"/> Judicial district correctional or detention facility <input checked="" type="checkbox"/> City or municipal correctional or detention facility (e.g. police lockup or city jail) <input type="checkbox"/> Private corrections or detention provider <input type="checkbox"/> Other - please name or describe: Click or tap here to enter text. <input type="checkbox"/> N/A
Number of staff currently employed by the facility who may have contact with inmates:	263

Number of staff hired by the facility during the past 12 months who may have contact with inmates:	115
Number of contracts in the past 12 months for services with contractors who may have contact with inmates:	2
Number of individual contractors who have contact with inmates, currently authorized to enter the facility:	Some medical, dentist and hygienist, and commissary
Number of volunteers who have contact with inmates, currently authorized to enter the facility:	139
Physical Plant	
Number of buildings: Auditors should count all buildings that are part of the facility, whether inmates are formally allowed to enter them or not. In situations where temporary structures have been erected (e.g., tents) the auditor should use their discretion to determine whether to include the structure in the overall count of buildings. As a general rule, if a temporary structure is regularly or routinely used to hold or house inmates, or if the temporary structure is used to house or support operational functions for more than a short period of time (e.g., an emergency situation), it should be included in the overall count of buildings.	1
Number of inmate housing units: Enter 0 if the facility does not have discrete housing units. DOJ PREA Working Group FAQ on the definition of a housing unit: How is a "housing unit" defined for the purposes of the PREA Standards? The question has been raised in particular as it relates to facilities that have adjacent or interconnected units. The most common concept of a housing unit is architectural. The generally agreed-upon definition is a space that is enclosed by physical barriers accessed through one or more doors of various types, including commercial-grade swing doors, steel sliding doors, interlocking sally port doors, etc. In addition to the primary entrance and exit, additional doors are often included to meet life safety codes. The unit contains sleeping space, sanitary facilities (including toilets, lavatories, and showers), and a dayroom or leisure space in differing configurations. Many facilities are designed with modules or pods clustered around a control room. This multiple-pod design provides the facility with certain staff efficiencies and economies of scale. At the same time, the design affords the flexibility to separately house inmates of differing security levels, or who are grouped by some other operational or service scheme. Generally, the control room is enclosed by security glass, and in some cases, this allows inmates to see into neighboring pods. However, observation from one unit to another is usually limited by angled site lines. In some cases, the facility has prevented this entirely by installing one-way glass. Both the architectural design and functional use of these multiple pods indicate that they are managed as distinct housing units.	12
Number of single cell housing units:	0 that are only single
Number of multiple occupancy cell housing units:	5 have both single cells and multiple occupancy
Number of open bay/dorm housing units:	7
Number of segregation cells (for example, administrative, disciplinary, protective custody, etc.):	82 possible but aren't always used as such
In housing units, does the facility maintain sight and sound separation between youthful inmates and adult inmates? (N/A if the facility never holds youthful inmates)	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A
Does the facility have a video monitoring system, electronic surveillance system, or other monitoring technology (e.g. cameras, etc.)?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No

Has the facility installed or updated a video monitoring system, electronic surveillance system, or other monitoring technology in the past 12 months?		<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Medical and Mental Health Services and Forensic Medical Exams		
Are medical services provided on-site?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	
Are mental health services provided on-site?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	
Where are sexual assault forensic medical exams provided? Select all that apply.	<input type="checkbox"/> On-site <input checked="" type="checkbox"/> Local hospital/clinic <input type="checkbox"/> Rape Crisis Center <input type="checkbox"/> Other (please name or describe: Click or tap here to enter text.)	
Investigations		
Criminal Investigations		
Number of investigators employed by the agency and/or facility who are responsible for conducting CRIMINAL investigations into allegations of sexual abuse or sexual harassment:	14	
When the facility received allegations of sexual abuse or sexual harassment (whether staff-on-inmate or inmate-on-inmate), CRIMINAL INVESTIGATIONS are conducted by: Select all that apply.	<input type="checkbox"/> Facility investigators <input checked="" type="checkbox"/> Agency investigators <input checked="" type="checkbox"/> An external investigative entity	
Select all external entities responsible for CRIMINAL INVESTIGATIONS: Select all that apply (N/A if no external entities are responsible for criminal investigations)	<input checked="" type="checkbox"/> Local police department <input checked="" type="checkbox"/> Local sheriff's department <input type="checkbox"/> State police <input type="checkbox"/> A U.S. Department of Justice component <input type="checkbox"/> Other (please name or describe: Click or tap here to enter text.) <input type="checkbox"/> N/A	
Administrative Investigations		
Number of investigators employed by the agency and/or facility who are responsible for conducting ADMINISTRATIVE investigations into allegations of sexual abuse or sexual harassment?	22	
When the facility receives allegations of sexual abuse or sexual harassment (whether staff-on-inmate or inmate-on-inmate), ADMINISTRATIVE INVESTIGATIONS are conducted by: Select all that apply	<input checked="" type="checkbox"/> Facility investigators <input checked="" type="checkbox"/> Agency investigators <input checked="" type="checkbox"/> An external investigative entity	
Select all external entities responsible for ADMINISTRATIVE INVESTIGATIONS: Select all that apply (N/A if no external entities are responsible for administrative investigations)	<input checked="" type="checkbox"/> Local police department <input checked="" type="checkbox"/> Local sheriff's department <input type="checkbox"/> State police <input type="checkbox"/> A U.S. Department of Justice component <input type="checkbox"/> Other (please name or describe: Click or tap here to enter text.) <input type="checkbox"/> N/A	

Audit Findings

Audit Narrative

The auditor's description of the audit methodology should include a detailed description of the following processes during the pre-onsite audit, onsite audit, and post-audit phases: documents and files reviewed, discussions and types of interviews conducted, number of days spent on-site, observations made during the site-review, and a detailed description of any follow-up work conducted during the post-audit phase. The narrative should describe the techniques the auditor used to sample documentation and select interviewees, and the auditor's process for the site review.

The Prison Rape Elimination Act (PREA) on-site audit of the Ada County Jail in Boise, Idaho was conducted on February 18 - 21, 2020 by Cynthia Malm from Boise, Idaho, a U.S. Department of Justice Certified PREA auditor for adult facilities. Pre-audit preparation included a thorough review of all documentation and materials submitted by the facility on a flash drive along with the data included in the completed Pre-Audit Questionnaire. The auditor reviewed documentation that included agency policies and procedures, detention policies and procedures, forms, education materials, training curriculum, organizational charts, mission statements, checklists, posters, inmate handbooks, flyers, investigation reports, website information, and other PREA related materials that were provided to demonstrate compliance with the PREA standards. This review prompted a series of questions that were noted on the auditor's compliance tool and the auditor posed the questions to the PREA Coordinator and PREA Compliance Manager at the on-site audit.

Prior to the onsite audit, the facility sent the auditor verification that the notices of the audit were posted on September 23, 2019. The auditor received three letters from three inmates between the posting of the notice and the onsite audit. One letter was about an operational issue with the facility and was not PREA related. The auditor sent a letter back to this inmate explaining that the issue described was a jail process and what was described in the letter did not contain any PREA related information. The two other inmates were interviewed by the auditor during the onsite audit and the auditor reviewed their investigations, determinations of their allegations, and their complaints on the handling of the investigations detailed in the letters. The auditor found the investigation and determinations were conducted properly in the case of each inmates.

An entrance meeting was held with Sheriff Stephen Bartlett, Chief Deputy Scott Johnson, Captain John Dilibert, Lt. Aaron Shepherd, the PREA Coordinator, Lt. Jared Watson, Lt. Mike Fratusco, Delanie Valentine, Sgt. Gary Grunewald, PREA Compliance Manager, Melissa Ogilvie, and Ashley Rino. The auditor explained the process of the audit and answered any questions the agency had about the audit process.

Lt. Shepherd, PREA Coordinator, Sgt. Grunewald, PREA Compliance Manager, and DeLanie Valentine, Jail Administrative Services Manager, provided the auditor a list of all of the staff of the facility and their schedules, including specialized staff, and a list of all of the inmates in the facility and where they were housed. DeLanie contacted the auditor prior to the audit and the auditor gave her a list of specialty staff to be interviewed at the onsite audit. Delanie arranged the interviews and sent the schedule to the auditor prior to the audit.

Assisting Cynthia Malm in the audit was Tammara Tarvin who works for the Idaho Sheriffs' Association. Tammara conducted interviews with inmates during the onsite audit.

During the four days (39 hours) of the on-site audit, the auditor was provided a private room within the Sheriff's Office from which to work and conduct confidential interviews of staff. A private room was also

provided within the secure perimeter of the Detention Center to conduct interviews of inmates. Formal personal interviews were conducted with facility staff, specialty staff, inmates, and contract employees. The auditor's assistant interviewed a total of twenty-nine inmates who were randomly selected from each of the twelve housing units in the Detention Center by using pencil points on the list in each housing unit. One additional inmate was interviewed who speaks only Spanish. There are several deputies who speak Spanish in the facility and one of these deputies helped with translation in the interview. Also interviewed was one deaf inmate who was able to pass notes back and forth to the interviewer, two inmates with a cognitive disability, three inmates who had reported being sexually abused in the community or other institution, one inmate who reported sexual abuse, and three inmates who identified with being gay, bisexual, or lesbian. There were no youthful, transgender or intersex inmates in the facility to interview. There were no inmates in segregated housing who had been a victim of sexual abuse for the auditor to interview. Inmates were interviewed using the recommended DOJ protocols that question their knowledge of a variety of PREA protections, generally and specifically, their knowledge of reporting mechanisms available to inmates to report abuse or harassment. All of the inmates interviewed acknowledged that they had received training on PREA at booking and received a PREA handout. An inmate handbook that contains information on how to report a sexual assault or sexual harassment is available on the kiosk in each housing unit. All stated a video explaining PREA runs continually in the booking room waiting area and inmates watch it prior to being classified to housing. The inmates also stated that deputies meet with them within 30 days of booking and go over the information with them again. The auditor selected and reviewed six forms inmates had signed at booking acknowledging that they had been given information on the zero-tolerance policy for sexual abuse and sexual harassment and how to report incidents. Twelve more forms had been sent to the auditor to review prior to the audit bringing the total viewed to eighteen. Inmates sign acknowledgement electronically that they have received the information. Risk screening is done during the booking process by health services in a private screening room located in the booking room.

The auditor interviewed twenty random staff members representing two shifts (1st shift 7:00 a.m. to 7:00 p.m. and 2nd shift 7:00 p.m. to 7:00 a.m.). In addition to the twenty random staff interviews were twelve specialty staff interviews including the Mental Health Provider, a Medical Provider, Human Resources, an Administrative Investigator, a Criminal Investigator, one Intake Deputy, one Risk Screening Nurse, one Classification Officer, a Sergeant, a Volunteer, a Retaliation Monitor, and a member of the Incident Review Team. Also interviewed were the Chief Deputy, Jail Administrator, PREA Coordinator, and PREA Compliance Manager. Staff were interviewed using the DOJ protocols that question their PREA training and overall knowledge of the agency's zero tolerance policy, reporting mechanisms available to inmates and staff, the response protocols when an inmate alleges sexual abuse or sexual harassment, and first responder duties. There are no SAFE or SANE employees at the facility as they are made available at the St. Alphonsus Hospital in Boise, Idaho. However, the auditor was able to talk to a County Prosecutor who is in charge of FACES of Hope Victim's Center, a counseling center, which provides SAFE and SANE staff at their facility and at the hospital emergency rooms. Inmates will be taken to the hospital emergency room for exams but none have been needed at the time of the audit. The auditor was also able to interview Kim Keys, LLC who provides victim services and trauma reforms to the jail and has an MOU with the jail for these services.

All staff were very knowledgeable about PREA and their responsibilities in preventing, detecting, and reporting sexual abuse and sexual harassment. All confirmed that they have extensive yearly training on those responsibilities. The auditor reviewed random staff training records, rosters for attendance at PREA training and the curriculum taught at the training to determine compliance with training mandates. The auditor also reviewed background check procedures with the Human Resources representative. A Booking Officer explained, in detail, the intake and booking process with the auditor and led the tour of the booking room, holding cells, health screening room, and changeout/shower room. Case files for six inmates in the facility were reviewed to evaluate screening and intake procedures, inmate education, and inmate signatures of acknowledgement.

Following the entrance meeting and some interviews, the auditor toured the facility from 10:30 a.m. – 12:30 p.m. and was escorted by Sgt. Gary Grunewald, PREA Compliance Manager. During the tour, the auditor reviewed the booking process, observed the facility configuration, viewed the kitchen, laundry, and sewing room, looked at camera and mirror placement throughout the facility, blind spots, staff placement for supervision of inmates, toilet and shower areas, notices posted throughout the building, PREA pamphlets and flyers posted throughout the building, and documentation to assist in determining compliance with the standards. The auditor noted that shower areas allow inmates to shower separately and shower stalls have shower curtains or walls for privacy. Toilet areas have either metal or cement barriers that limit viewing and some of the cells are wet cells that have toilets inside the cell that can't be seen from the cell door. The Medical Unit has frosted glass on the door windows to shield the view of the toilet and shower curtains on the showers. The auditor reviewed the camera views on a monitor in a Control Room and verified that toilets and showers were not monitored by the cameras. Notices of the PREA audit were posted throughout the facility in the dayrooms and the date on the notices was September 23, 2019. During the tour, the auditor was given privacy to talk informally to staff and inmates in the booking room, housing units, program areas, and work areas. Inmates were able to tell the auditor how to report a sexual abuse or sexual harassment and verified that they receive a lot of information on PREA. They also verified that the notice of the audit had been on the wall for months. The auditor interviewed several staff members working their posts to ask questions about their positions, procedures in their areas, and how their areas contributed to protection from sexual abuse and sexual harassment. No blind spots were noticed in the facility.

On the fourth day of the onsite audit, the auditor reviewed questions noted on the auditor's compliance tool with the PREA Coordinator and the PREA Compliance Manager and reviewed additional documentation to verify compliance with the standards.

At the conclusion of the on-site audit on February 21, an exit meeting was held between the auditor, Capt. Dilibert, and Sgt. Grunewald to discuss the audit findings and corrective actions that were needed.

Facility Characteristics

The auditor's description of the audited facility should include details about the facility type, demographics and size of the inmate, resident or detainee population, numbers and type of staff positions, configuration and layout of the facility, numbers of housing units, description of housing units including any special housing units, a description of programs and services, including food service and recreation. The auditor should describe how these details are relevant to PREA implementation and compliance.

The Ada County Sheriff's Office serves a community of 416,464 people within its county lines.

The Ada County Sheriff's Office operates the Ada County Jail which is a direct/indirect/linear facility with a rated capacity of 1,116 beds. The count on the day of the audit was 1047.

The Ada County Jail consists of one building and is located at 7210 Barrister Drive, Boise, Idaho. In 1977, the original structure of the jail was built and could house 160 inmates at a time. Since then, the jail has acquired many additions and upgrades to the building. Currently the facility is 134,000 sq. feet and can house a maximum of 1,116 inmates. The jail houses both male and female inmates and can accommodate youthful inmates when needed.

The Ada County Jail has a staff of 257 full time employees. The staffing plan shows 257 people are assigned to the Jail and 176 are commissioned and 81 are administration and medical staff. The jail requires a minimum of thirty-one jail staff on duty during the day shift and a minimum of 28 jail employees on night shift. There is at least one supervisor on each shift. The jail requires a minimum of 21 jail staff on each shift to be PREA compliant and any number below this would be considered a deviation. Medical staff are on duty 24/7 in the facility and mental health practitioners and social workers are available daily to talk to inmates.

The jail consists of five types of housing structures. Housing units Pod A and B contain dorms 1 – 6 and are all direct supervision open dormitory style housing that house up to 92 inmates each with the exception of Dorm 1 which holds 56 inmates. Pod A hosts Dorms 1, 2 and 3 while Pod B hosts Dorms 4, 5, 6. Dorms 2 and 3 are assigned to female housing only while all other dorms are assigned to male housing. Dorm 1 is a programs dorm assigned to the Transition Jail to Community programs (TJC). There are no single cells in the dorms. Inmates each have their own bed but share a common dayroom area.

The Medium Custody Unit (MCU) contains Dorms 7 and 8 and consists of two-story tiers built around a one-story dayroom. The maximum capacity for both dorms is 308 beds. Inmates in the dayroom are directly supervised while inmates in the housing units are intermittent supervision by well-being checks completed a minimum of every 30 minutes. Only the dayrooms are monitored by video. The housing units are divided into 4 inmate groups and only one fourth of the unit's capacity are in the dayroom at any one time. Both units are male only and no female inmates have access to the area.

The health care facility (HSU) of the Ada County Jail houses special management inmates and contains three transition dorms (HSU Dorms), each with 14 beds. One unit is for female inmates and the other two are for male inmates. The open design and layout of the unit with the officer's station just outside the units provides for some level of remote supervision. The primary supervision comes from intermittent wherein 30-minute well-being checks are required. Male and female inmates are not allowed to co-mingle. The transition dorms are an area for those inmates with special medical or mental health needs to reside in a group setting that is smaller than and not as difficult on them as 92 person dorms might be. They are also closer to the 24/7 health care staff.

HSU North and South Infirmary are two distinctly separate units with North being for male inmates and South for female inmates. The units contain a combination of single cells and multiple occupancy cells (MOC). Most of the cells have video cameras in them. Inmates with more acute issues that do not allow them to be in transition housing or general population are housed in this area. All classification levels can live in this area and classification separations are maintained as much as possible. Males and females do not co-mingle. The open design of the housing around the dayroom with the officer station in it provides for some level of remote supervision with the primary supervision being given by 15-minute well-being checks. Inmates with very serious issues can be on constant supervision. HSU has its own dedicated control room which can facilitate inmate movement and provide for video monitoring. The HSU clinic is just a clinic and is only staffed when inmates are in the clinic being seen by medical providers, typically during daytime hours only.

The Close Custody Unit (CCU) was the original jail built in 1997 and has since been added onto with the other housing units mentioned. It is a linear jail that holds 100 inmates. It has a combination of single cell tiers and MOC. Most of the MOC cells have video cameras in them. Male and female inmates are housed on the unit but are not allowed to co-mingle and are physically separated. Supervision of the unit is intermittent supervision with 30-minute well-being checks unless more frequent are needed. Housed in CCU are pre-classification inmates and classified special management inmates such as protective custody, discipline, or others that need to be kept separate from the general population.

Pod D (MSU) is the maximum-security unit for male inmates and is the newest housing unit, opening in 2014. It is an intermittent supervision unit built in a remote supervision configuration. Housing is on two floors with a single floor dayroom. Each cell can hold up to two inmates and there are a total of 88 beds in the unit. The cells have video cameras in them. On the lower level is a deputy station with open views into the dayrooms and limited open view into the cells. On the second story is a control room staffed by a security control officer (SCSO). This post is mandatory as the SCSO is responsible for inmate and staff movement (operating the doors and monitoring) as well as monitoring inmates via video. The SCSO also has audio contact via the jail speaker systems. Intermittent supervision is accomplished by a jail deputy doing 30-minute well-being checks. High risk maximum-security inmates are only let out of their cells one at a time. Lower risk inmates can use the dayrooms two or more at a time.

All housing units have access to outdoor recreation areas and indoor recreation rooms for when there is inclement weather preventing the inmates from being able to access the outdoor recreation areas. There are also several program rooms throughout the facility for the numerous programs that are offered to inmates. All recreation and program areas are on camera view.

The Ada County Jail has a booking/intake room to process all inmates brought to the facility for incarceration. In addition to several cells in the booking area, there is a general waiting area where inmates who are cooperative and low risk of violent behavior can sit and watch TV or make phone calls to try to bond out. The PREA video is also shown in this open seating area.

The kitchen is a direct supervision area with some remote supervision when staff is in the office doing paperwork. The office is elevated above the kitchen and has glass windows so staff can see into the kitchen. There is always a minimum of one Food Service Officer in the kitchen. There are camera views all around the kitchen. A staff dining room is off of the kitchen and no inmates are allowed in the staff dining room.

Laundry and sewing work are done by inmate workers. Laundry runs 24/7 and is supervised by a combination of methods. Monday through Friday dayshift's laundry is supervised by the sewing

program officer who also supervises sewing. Sewing is directly across the hall from laundry with large windows in each room that see into the other room. Well-being checks are done in laundry and the area has cameras which are monitored by security control staff. The sewing area is typically directly supervised other than when the supervisor does a walkthrough of the laundry room. Sewing does not operate unless the supervisor is available for shift.

Administrative offices are located just outside the secure perimeter of the jail and have quick access to the facility. These offices house the Jail Bureau Director, the three Lieutenants and various administrative services offices. No inmates are allowed access to the administrative offices.

There is a main central control that facilitates the movement in and out of jail as well as within the jail. The control center also provides safety monitoring via the video system in the jail. There is also a hub control during daytime hours to facilitate inmate movement in hallways, monitoring visiting areas, and monitoring inmates in recreation yards. And, MSU has a control station as previously described.

The jail utilizes video monitoring and recording equipment throughout the jail. Around the facility, there are 441 cameras. The only areas of the jail that do not have complete camera coverage are the restrooms and showers which are physically checked through well-being checks for inmate privacy. Cameras in the dorms, MSU, HSU, the recreation yard, the cell blocks in CCU and the entrances of the building all have video coverage that can be viewed on the video system VICON (Vantage Motion Capture Camera). All areas also have call buttons or intercom systems that allow for communication between the inmates and deputies.

Summary of Audit Findings

The summary should include the number and list of standards exceeded, number of standards met, and number and list of standards not met.

Auditor Note: No standard should be found to be “Not Applicable” or “NA”. A compliance determination must be made for each standard.

Standards Exceeded

Number of Standards Exceeded: 5

List of Standards Exceeded: 115.31, 115.34, 115.41, 115.42, 115.65

Standards Met

Number of Standards Met: 40

Standards Not Met

Number of Standards Not Met: 0

List of Standards Not Met:

Summary of Corrective Action:

115.17 (a) requires that the agency has policies that the facility contacts all prior institutional employers for information on substantiated allegations of sexual abuse or any pending investigations of allegations of sexual abuse. The Ada County Jail has this in practice but not in policy. The Ada County Jail will put this into policy and will send a copy of the policy to the auditor within 180 days of the date of this interim report.

Successfully corrected May 29, 2020

115.17(c) requires the agency to have a policy that a criminal background records check will be done on all employees at least every five years. The Ada County Jail will add this to policy and will complete a criminal background records check on all employees in the Jail who have worked in the Jail for five years and have not had a five-year background records check done. The Ada County Jail will send the policy and a list of the employees who have had the five-year background records check to the auditor within 180 days of the date of this interim report.

Successfully corrected May 29, 2020

115.17(f) requires the agency to have policies and procedures for asking the questions in 115.17(a) to employees seeking promotion and yearly either in self-evaluations, yearly training, or other avenues. The Ada County Jail will develop policy that states the questions are on the hiring application and details the procedures for asking the questions to those employees seeking promotion and asking employees yearly on self-evaluations, yearly training, etc. The policy and procedures will be sent to the auditor within 180 days of the date of this interim report.

Successfully corrected May 29, 2020

115.17(f) requires the agency to have policy that that the employees have a continuing affirmative duty to disclose any such conduct listed above. The Ada County Jail will develop this policy and will send the policy to the auditor within 180 days of the date of this interim report.

Successfully corrected May 29, 2020

115.17(h) requires the agency to have policy that requires the agency to 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. The Ada County Jail has this in practice but not in policy. The Ada County Jail will put this in policy and will send the policy to the auditor within 180 days of the date of this interim report.

Successfully corrected May 29, 2020

115.67 requires the facility to monitor all inmates and staff who report sexual abuse for possible retaliation for reporting. The Ada County Jail has policy and procedures in place but no documentation has been completed for the monitoring. The Ada County Jail will begin documenting the retaliation monitoring and will send the auditor documentation of the monitoring within 180 days of the date of this interim report.

Successfully corrected May 29, 2020

PREVENTION PLANNING

Standard 115.11: Zero tolerance of sexual abuse and sexual harassment; PREA coordinator

All Yes/No Questions Must Be Answered by The Auditor to Complete the Report

115.11 (a)

- Does the agency have a written policy mandating zero tolerance toward all forms of sexual abuse and sexual harassment? ☒ Yes ☐ No
- Does the written policy outline the agency's approach to preventing, detecting, and responding to sexual abuse and sexual harassment? ☒ Yes ☐ No

115.11 (b)

- Has the agency employed or designated an agency-wide PREA Coordinator? ☒ Yes ☐ No
- Is the PREA Coordinator position in the upper-level of the agency hierarchy? ☒ Yes ☐ No
- 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 facilities?
☒ Yes ☐ No

115.11 (c)

- If this agency operates more than one facility, has each facility designated a PREA compliance manager? (N/A if agency operates only one facility.) ☒ Yes ☐ No ☐ NA
- Does the PREA compliance manager have sufficient time and authority to coordinate the facility's efforts to comply with the PREA standards? (N/A if agency operates only one facility.)
☒ Yes ☐ No ☐ NA

Auditor Overall Compliance Determination

- ☐ **Exceeds Standard** (*Substantially exceeds requirement of standards*)
- ☒ **Meets Standard** (*Substantial compliance; complies in all material ways with the standard for the relevant review period*)
- ☐ **Does Not Meet Standard** (*Requires Corrective Action*)

Instructions for Overall Compliance Determination Narrative

The narrative below must include a comprehensive discussion of all 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 the standard. These recommendations must be included in the Final Report, accompanied by information on specific corrective actions taken by the facility.

115.11(a) The Ada County Jail has implemented a zero-tolerance policy as detailed in PREA Policy 6B which comprehensively outlines the agency's approach to preventing, detecting, and responding to all forms of sexual abuse and sexual harassment. The policy contains necessary definitions, sanctions, and descriptions of the agency strategies and responses to sexual abuse and harassment. This policy forms the foundation for the program's training efforts with inmates, staff, volunteers, contractors, and others. All interviews reflected that staff and inmates are aware of this zero-tolerance policy.

115.11(b) The facility has designated an upper-level, agency-wide PREA Coordinator, Lt. Aaron Shepherd, to oversee policy and procedure development and operations in reference to sexual abuse and sexual harassment. Policy 6B details the duties and responsibilities of the PREA Coordinator. The PREA Coordinator reports directly to Capt. John Dilibert, who, in turn, reports directly to the Ada County Chief Deputy, Scott Johnson. Lt. Shepherd indicated that he has sufficient time and authority to develop, implement, and oversee the agency's efforts toward PREA compliance and Sheriff Stephen Bartlett confirmed that Capt. Dilibert and his staff have full support of the Sheriff's Office in all of their efforts to bring the Detention Center into compliance with the PREA standards. Lt. Shepherd also has two assistants from the Jail Administrative Services Division who help with some of the PREA responsibilities.

115.11(c) The Ada County Sheriff's Office operates only one facility but has assigned a PREA Compliance Manager, Sgt. Gary Grunewald to help Lt. Shepherd ensure the facility complies with the PREA policies and procedures.

Based on the information discovered in the facility's policies, documents received prior to the audit, observations made and documents reviewed during the onsite audit, as well as information obtained through staff interviews, the auditor has determined the facility meets the above standard.

POLICY, MATERIALS, INTERVIEWS AND OTHER EVIDENCE REVIEWED:

Ada County Jail's PREA Policy 6B
Completed Pre-Audit Questionnaire submitted by Sgt. Gary Grunewald
Ada County Jail's Organizational Chart
Entrance Meeting and Remarks from Sheriff Stephen Bartlett
Interview with Chief Deputy Scott Johnson
Interview with Lt. Aaron Shepherd, PREA Coordinator
Interview with Sgt. Gary Grunewald, PREA Compliance Manager

Standard 115.12: Contracting with other entities for the confinement of inmates

All Yes/No Questions Must Be Answered by the Auditor to Complete the Report

115.12 (a)

- If this agency is public and it contracts for the confinement of its inmates with private agencies or other entities including other government agencies, has the agency included the entity's obligation to comply with the PREA standards in any new contract or contract renewal signed on or after August 20, 2012? (N/A if the agency does not contract with private agencies or other entities for the confinement of inmates.) ☐ Yes ☐ No ☒ NA

115.12 (b)

- 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 agency does not contract with private agencies or other entities for the confinement of inmates.) ☐ Yes ☐ No ☒ NA

Auditor Overall Compliance Determination

- ☐ **Exceeds Standard** (*Substantially exceeds requirement of standards*)
- ☒ **Meets Standard** (*Substantial compliance; complies in all material ways with the standard for the relevant review period*)
- ☐ **Does Not Meet Standard** (*Requires Corrective Action*)

Instructions for Overall Compliance Determination Narrative

The narrative below must include a comprehensive discussion of all 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 the standard. These recommendations must be included in the Final Report, accompanied by information on specific corrective actions taken by the facility.

115.12(a-b) The Ada County Jail does not contract with external facilities to house or confine any of its inmates and there haven't been any contracts of this type during the twelve months prior to the PREA audit. This standard is, therefore, not applicable to the Ada County Jail.

Based on the information discovered in the facility's policies, documents received prior to the audit, observations made and documents reviewed during the onsite audit, as well as information obtained through staff interviews, the auditor has determined the facility meets the above standard.

POLICY, MATERIALS, INTERVIEWS AND OTHER EVIDENCE REVIEWED:

Completed Pre-Audit Questionnaire submitted by Sgt. Gary Grunewald
Interview with Chief Deputy Scott Johnson
Interview with Capt. John Dilibert, Jail Administrator
Interview with Lt. Aaron Shepherd, PREA Coordinator
Interview with Sgt. Gary Grunewald, PREA Compliance Manager

Standard 115.13: Supervision and monitoring

All Yes/No Questions Must Be Answered by the Auditor to Complete the Report

115.13 (a)

- Does the facility have a documented staffing plan that provides for adequate levels of staffing and, where applicable, video monitoring, to protect inmates against sexual abuse? Yes
- In calculating adequate staffing levels and determining the need for video monitoring, does the staffing plan take into consideration: Generally accepted detention and correctional practices?
☒ Yes ☐ No
- In calculating adequate staffing levels and determining the need for video monitoring, does the staffing plan take into consideration: Any judicial findings of inadequacy? ☒ Yes ☐ No
- In calculating adequate staffing levels and determining the need for video monitoring, does the staffing plan take into consideration: Any findings of inadequacy from Federal investigative agencies? ☒ Yes ☐ No
- In calculating adequate staffing levels and determining the need for video monitoring, does the staffing plan take into consideration: Any findings of inadequacy from internal or external oversight bodies? ☒ Yes ☐ No
- In calculating adequate staffing levels and determining the need for video monitoring, does the staffing plan take into consideration: All components of the facility's physical plant (including "blind-spots" or areas where staff or inmates may be isolated)? ☒ Yes ☐ No
- In calculating adequate staffing levels and determining the need for video monitoring, does the staffing plan take into consideration: The composition of the inmate population? ☒ Yes ☐ No
- In calculating adequate staffing levels and determining the need for video monitoring, does the staffing plan take into consideration: The number and placement of supervisory staff? ☒ Yes ☐ No

- In calculating adequate staffing levels and determining the need for video monitoring, does the staffing plan take into consideration: The institution programs occurring on a particular shift? ☒ Yes ☐ No ☐ NA
- In calculating adequate staffing levels and determining the need for video monitoring, does the staffing plan take into consideration: Any applicable State or local laws, regulations, or standards? ☒ Yes ☐ No
- In calculating adequate staffing levels and determining the need for video monitoring, does the staffing plan take into consideration: The prevalence of substantiated and unsubstantiated incidents of sexual abuse? ☒ Yes ☐ No
- In calculating adequate staffing levels and determining the need for video monitoring, does the staffing plan take into consideration: Any other relevant factors? ☒ Yes ☐ No

115.13 (b)

- In circumstances where the staffing plan is not complied with, does the facility document and justify all deviations from the plan? (N/A if no deviations from staffing plan.)
☒ Yes ☐ No ☐ NA

115.13 (c)

- In the past 12 months, has the facility, in consultation with the agency PREA Coordinator, assessed, determined, and documented whether adjustments are needed to: The staffing plan established pursuant to paragraph (a) of this section? ☒ Yes ☐ No
- In the past 12 months, has the facility, in consultation with the agency PREA Coordinator, assessed, determined, and documented whether adjustments are needed to: The facility's deployment of video monitoring systems and other monitoring technologies? ☒ Yes ☐ No
- In the past 12 months, has the facility, in consultation with the agency PREA Coordinator, assessed, determined, and documented whether adjustments are needed to: The resources the facility has available to commit to ensure adherence to the staffing plan? ☒ Yes ☐ No

115.13 (d)

- Has the facility/agency implemented a policy and practice of having intermediate-level or higher-level supervisors conduct and document unannounced rounds to identify and deter staff sexual abuse and sexual harassment? ☒ Yes ☐ No
- Is this policy and practice implemented for night shifts as well as day shifts? ☒ Yes ☐ No
- Does the facility/agency have a policy prohibiting staff from alerting other staff members that these supervisory rounds are occurring, unless such announcement is related to the legitimate operational functions of the facility? ☒ Yes ☐ No

Auditor Overall Compliance Determination

- ☐ **Exceeds Standard** (*Substantially exceeds requirement of standards*)
- ☒ **Meets Standard** (*Substantial compliance; complies in all material ways with the standard for the relevant review period*)
- ☐ **Does Not Meet Standard** (*Requires Corrective Action*)

Instructions for Overall Compliance Determination Narrative

The narrative below must include a comprehensive discussion of all 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 the standard. These recommendations must be included in the Final Report, accompanied by information on specific corrective actions taken by the facility.

115.13(a) The Ada County Jail ensures that the facility develops, documents, and makes its best efforts to comply on a regular basis with a staffing plan that provides for adequate levels of staffing and, where applicable, video monitoring, to protect inmates against sexual abuse. The average number of inmates incarcerated in the Ada County Jail during the twelve months prior to the audit was 1026 and the staffing plan was predicated on the rated capacity of 1116 inmates. The staffing plan requires a minimum of twenty-one detention staff to be PREA compliant and at least one supervisor in each of three sections on each shift. The facility strives to have thirty-one detention staff on each dayshift and twenty-eight detention staff on each night shift. The facility also has several medical staff, mental health, and social workers on duty. There are also food service employees and programs staff.

In calculating adequate staffing levels and determining the need for video monitoring, the facility takes into consideration the eleven mandatory elements and considerations required by this PREA Standard:

- (1) Generally accepted detention and correctional practices;
- (2) Any judicial findings of inadequacy;
- (3) Any findings of inadequacy from Federal investigative agencies;
- (4) Any findings of inadequacy from internal or external oversight bodies;
- (5) All components of the facility's physical plant (including "blind-spots" or areas where staff or inmates may be isolated;
- (6) The composition of the inmate population;
- (7) The number and placement of supervisory staff;
- (8) Institution programs occurring on a particular shift;
- (9) Any applicable State or local laws, regulations, or standards;
- (10) The prevalence of substantiated and unsubstantiated incidents of sexual abuse; and
- (11) Any other relevant factors.

During the audit tour and looking at camera views on the monitor, the auditor did not notice any blind spots. There are no cameras in many of the cells but there are cameras in all of the dayrooms. Doors to the cells within the dorm housing units must be locked open while inmates are out in the dayroom areas and if the inmate wants to enter his cell, the door is locked closed while he is in the cell. The deputies working in these units watch who enters the cell. Cells in other housing units are locked and deputies watch who goes in and out of the cells. It is a disciplinary action for inmates to enter a cell other than the one assigned to that inmate.

115.13(b) The facility rarely goes over the minimum staffing in the staffing plan but, when they do, the deviations are logged in the staffing plan. Staff sick calls were the primary reason for deviations and overtime budgets maxed out to where the shifts could not always be covered with overtime. When overtime is available, it is open to both detention officers and patrol who would like to earn overtime.

115.13(c) The staffing plan is reviewed once a year to determine if it is still adequate to meet the needs of the Ada County Jail and protect inmates from sexual abuse. The last review was completed January 6, 2020 and it was very detailed and documented by Lt. Shepherd. During the staffing review, the facility considered whether the current staffing plan was adequate, what video monitoring systems were in place and if they were sufficient to detect sexual abuse and sexual harassment within the facility. The staffing plan shows 257 people are assigned to the Jail and 176 are commissioned and 81 are administration and medical staff. The staffing plan showed that four new people were added to the Control team and eight new people were added for pod support. In addition, for better supervision, two deputies were added to the Health Services Unit, two deputies were added to the Close Custody Unit, and one kitchen/Hub control deputy was added.

The staffing plan showed that the video systems were upgraded by adding two viewing stations to the Jail Operation's Lieutenant's offices, one viewing station to the food service officer's office for monitoring inmate workers, one viewing station added for the Classification staff, and one viewing station for the Sergeant's office. Upgrades were done for the cameras and monitors for the day reporting center, a server, and the video storage so retention is now at 194 days.

115.13(d) The Ada County Jail has detailed in PREA Policy 6B the practice of having intermediate-level or higher-level supervisors conduct and document unannounced rounds irregularly on both shifts to identify and deter staff sexual abuse and sexual harassment. The policy states that "All staff members are expressly prohibited from alerting others that rounds are being conducted." A review of the documentation of unannounced supervisor rounds confirmed that the rounds are done randomly in all housing units as required by the policy. This was also verified through formal interviews with random staff and supervisors.

Interviews with staff also confirmed that the rounds are unannounced and staff are prohibited from alerting other staff that the rounds are taking place.

Based on the information discovered in the facility's policies, documents received prior to the audit, observations made and documents reviewed during the onsite audit, as well as information obtained through staff interviews, the auditor has determined the facility meets the above standard.

POLICY, MATERIALS, INTERVIEWS AND OTHER EVIDENCE REVIEWED:

Ada County Jail's PREA Policy 6B
Completed Pre-Audit Questionnaire submitted by Sgt. Gary Grunewald
Idaho Jail Standards
Ada County Jail Staffing Plan
January 6, 2020 Review of the Staffing Plan
Documentation evidencing the conduct of unannounced supervisor rounds on every shift
Informal interviews with inmates during the audit tour
Formal interviews with random staff and intermediate or higher-level staff
Interview with Capt. John Dilibert, Jail Administrator
Interview with Lt. Aaron Shepherd, PREA Coordinator

Standard 115.14: Youthful inmates

All Yes/No Questions Must Be Answered by the Auditor to Complete the Report

115.14 (a)

- Does the facility place all youthful inmates in housing units that separate them from sight, sound, and physical contact with any adult inmates through use of a shared dayroom or other common space, shower area, or sleeping quarters? (N/A if facility does not have youthful inmates [inmates <18 years old].) ☒ Yes ☐ No ☐ NA

115.14 (b)

- In areas outside of housing units does the agency maintain sight and sound separation between youthful inmates and adult inmates? (N/A if facility does not have youthful inmates [inmates <18 years old].) ☒ Yes ☐ No ☐ NA
- In areas outside of housing units does the agency provide direct staff supervision when youthful inmates and adult inmates have sight, sound, or physical contact? (N/A if facility does not have youthful inmates [inmates <18 years old].) ☒ Yes ☐ No ☐ NA

115.14 (c)

- Does the agency make its best efforts to avoid placing youthful inmates in isolation to comply with this provision? (N/A if facility does not have youthful inmates [inmates <18 years old].) ☒ Yes ☐ No ☐ NA
- Does the agency, while complying with this provision, allow youthful inmates daily large-muscle exercise and legally required special education services, except in exigent circumstances? (N/A if facility does not have youthful inmates [inmates <18 years old].) ☒ Yes ☐ No ☐ NA
- Do youthful inmates have access to other programs and work opportunities to the extent possible? (N/A if facility does not have youthful inmates [inmates <18 years old].) ☒ Yes ☐ No ☐ NA

Auditor Overall Compliance Determination

- ☐ **Exceeds Standard** (*Substantially exceeds requirement of standards*)
- ☒ **Meets Standard** (*Substantial compliance; complies in all material ways with the standard for the relevant review period*)
- ☐ **Does Not Meet Standard** (*Requires Corrective Action*)

Instructions for Overall Compliance Determination Narrative

The narrative below must include a comprehensive discussion of all 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 the standard. These recommendations must be included in the Final Report, accompanied by information on specific corrective actions taken by the facility.

115.14(a) The Ada County Jail only houses youthful inmates being charged as adults, or who had been convicted as adults, in accordance with Idaho law. Youthful inmates are normally housed in a juvenile facility but, occasionally, they are placed in the adult jail. If a youthful inmate is placed in the Ada County Jail, the Jail will not place the inmate in a housing unit in which the youthful inmate will have sight, sound, or physical contact with any adult inmate through use of a shared dayroom or other common space, shower area, or sleeping quarters.

During the 12 months prior to the audit, the Ada County Jail reported that it housed one youthful inmate. The inmate was housed in the Health Services Unit which is direct supervision and was housed in a cell within the unit where the youthful inmate could not communicate with adult inmates.

115.14(b) The Ada County Jail will either maintain sight and sound separation between youthful inmates and adult inmates in areas outside of housing units or will provide direct supervision when youthful inmates and adult inmates have sight, sound, or physical contact.

115.14(c) The Ada County Jail's Policy 6D.2c.02 ensures that the jail will make its best efforts to avoid placing a youthful inmate in restrictive housing to comply with this standard. The one inmate who was housed in the jail during the twelve months prior to the audit was the only youthful inmate in the facility and, therefore, was housed in a cell by himself. Absent exigent circumstances, the facility does not deny youthful inmates daily large-muscle exercise and any legally required special education services while in the facility. The policy also states that youthful inmates are given access to other programs and work opportunities to the extent possible. Jail logs and Classification notes showed that the youthful offender was offered recreation and programs while incarcerated.

Based on the information discovered in the facility's policies, documents received prior to the audit, observations made and documents reviewed during the onsite audit, as well as information obtained through staff interviews, the auditor has determined the facility meets the above standard.

POLICY, MATERIALS, INTERVIEWS AND OTHER EVIDENCE REVIEWED:

Ada County Jail Policy 6D.2c.02
Completed Pre-Audit Questionnaire submitted by Sgt. Gary Grunewald
Classification notes
Housing logs of youthful inmate
Interview with Lt. Aaron Shepherd PREA Coordinator
Interview with Sgt. Gary Grunewald, PREA Compliance Manager
Interviews with random staff
Ada County Jail Population Report for 2019

Standard 115.15: Limits to cross-gender viewing and searches

All Yes/No Questions Must Be Answered by the Auditor to Complete the Report

115.15 (a)

- Does the facility always refrain from conducting any cross-gender strip or cross-gender visual body cavity searches, except in exigent circumstances or by medical practitioners?
☒ Yes ☐ No

115.15 (b)

- Does the facility always refrain from conducting cross-gender pat-down searches of female inmates, except in exigent circumstances? (N/A if the facility does not have female inmates.)
☒ Yes ☐ No ☐ NA
- Does the facility always refrain from restricting female inmates' access to regularly available programming or other out-of-cell opportunities in order to comply with this provision? (N/A if the facility does not have female inmates.) ☒ Yes ☐ No ☐ NA

115.15 (c)

- Does the facility document all cross-gender strip searches and cross-gender visual body cavity searches? ☒ Yes ☐ No
- Does the facility document all cross-gender pat-down searches of female inmates? (N/A if the facility does not have female inmates.) ☒ Yes ☐ No ☐ NA

115.15 (d)

- Does the facility have policies that enables inmates to shower, perform bodily functions, and change clothing without nonmedical staff of the opposite gender viewing their breasts, buttocks, or genitalia, except in exigent circumstances or when such viewing is incidental to routine cell checks? ☒ Yes ☐ No
- Does the facility have procedures that enables inmates to shower, perform bodily functions, and change clothing without nonmedical staff of the opposite gender viewing their breasts, buttocks, or genitalia, except in exigent circumstances or when such viewing is incidental to routine cell checks? ☒ Yes ☐ No
- Does the facility require staff of the opposite gender to announce their presence when entering an inmate housing unit? ☒ Yes ☐ No

115.15 (e)

- Does the facility always refrain from searching or physically examining transgender or intersex inmates for the sole purpose of determining the inmate's genital status? ☒ Yes ☐ No

- If an inmate's genital status is unknown, does the facility determine genital status during conversations with the inmate, by reviewing medical records, or, if necessary, by learning that information as part of a broader medical examination conducted in private by a medical practitioner? ☒ Yes ☐ No

115.15 (f)

- Does the facility/agency train security staff in how to conduct cross-gender pat down searches in a professional and respectful manner, and in the least intrusive manner possible, consistent with security needs? ☒ Yes ☐ No
- Does the facility/agency train security staff in how to conduct searches of transgender and intersex inmates in a professional and respectful manner, and in the least intrusive manner possible, consistent with security needs? ☒ Yes ☐ No

Auditor Overall Compliance Determination

- ☐ **Exceeds Standard** (*Substantially exceeds requirement of standards*)
- ☒ **Meets Standard** (*Substantial compliance; complies in all material ways with the standard for the relevant review period*)
- ☐ **Does Not Meet Standard** (*Requires Corrective Action*)

Instructions for Overall Compliance Determination Narrative

The narrative below must include a comprehensive discussion of all 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 the standard. These recommendations must be included in the Final Report, accompanied by information on specific corrective actions taken by the facility.

115.15(a) The Ada County Jail's Policies 6B and 6D.2b.01 detail that cross gender strip searches are prohibited unless exigent circumstances exist or when performed by medical practitioners. Only medical practitioners can perform intrusive or invasive body cavity searches under all circumstances. There weren't any cross-gender strip searches done in the 12 months prior to the audit for the auditor to review. Prior to conducting a cross gender strip search, Jail Staff must contact the Supervisor for authorization for the search and Supervisor will determine if exigent circumstances exist for the search.

115.15(b) The Ada County Jail's Policies 6B and 6D.2b.01 state that security staff are prohibited from conducting cross gender pat down searches of inmates except in exigent circumstances. If the facility cannot find the same gender to conduct the pat down search, policy states that the Shift Commander must be notified in order for that search to be conducted. In the past 12 months, no cross-gender pat down searches of inmates have been done. Interviews with random staff and female inmates confirmed that female deputies conduct all pat down searches of female inmates and the facility does not restrict female inmate's programming or other out-of-cell activities when a female deputy is not available to conduct a pat down search.

115.15(c) The Ada County Jail requires that all cross-gender strip searches of male and female inmates and all cross-gender pat down searches of female inmates must be documented in that inmate's electronic file.

115.15(d) The Ada County Jail policy and practice ensures that inmates are able to shower, perform bodily functions, and change clothing with privacy. Policy and practice require announcement when staff of the opposite gender enter the housing unit and the shower/toilet areas. The auditor observed staff conducting rounds in cross gender housing units and announcing their presence entering the units. Interviews with inmates and staff confirm this is policy and actual practice of the policy on a consistent basis. In their interviews, many of the inmates stated the deputies make sure the inmates know when a deputy of the opposite gender of the inmates enters the housing unit because they loudly announce, "CROSS GENDER SUPERVISION" and most of the deputies wait for a response before entering the unit. The majority of inmates felt that all of the deputies were very respectful of their privacy.

115.15(e) Ada County Jail policy and practice prohibit searching or physically examining a transgender or intersex inmate for the sole purpose of determining the inmate's genital status. Interviews with staff confirmed they knew the policy and no searches of this type have been done. The Ada County Jail reported there were no searches of this type during the previous twelve months.

115.15(f) The Ada County Jail has provided training to 100% of the staff regarding how to conduct cross gender pat down searches and searches of transgender and intersex inmates in a professional manner. Training is done at the in-house P.O.S.T. Basic Academy and training is done annually in the PREA curriculum. Interviews with the majority of the staff indicated that they all were aware of how to physically conduct the searches and all knew the importance of being professional during the searches. They confirmed that they receive, at least yearly, training how to conduct themselves during these searches. Policy requires that transgender and intersex inmates are allowed to designate their search preference and their requests are honored whenever possible.

There were no transgender or intersex inmates in the facility at the time of the audit.

Based on the information discovered in the facility's policies, documents received prior to the audit, observations made and documents reviewed during the onsite audit, as well as information obtained through staff and inmate interviews, the auditor has determined the facility meets the above standard.

POLICY, MATERIALS, INTERVIEWS AND OTHER EVIDENCE REVIEWED:

Ada County Jail's Policies 6B and 6D.2b.01
Completed Pre-Audit Questionnaire submitted by Sgt. Gary Grunewald
Interview with Lt. Aaron Shepherd, PREA Coordinator
Interview with Sgt. Gary Grunewald, PREA Compliance Manager
Interviews with random inmates and staff
Facility PREA training curriculum
P.O.S.T. PREA training curriculum
Training rosters of staff

Standard 115.16: Inmates with disabilities and inmates who are limited English proficient

All Yes/No Questions Must Be Answered by the Auditor to Complete the Report

115.16 (a)

- Does the agency take appropriate steps to ensure that inmates 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: inmates who are deaf or hard of hearing? ☒ Yes ☐ No
- Does the agency take appropriate steps to ensure that inmates 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: inmates who are blind or have low vision? ☒ Yes ☐ No
- Does the agency take appropriate steps to ensure that inmates 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: inmates who have intellectual disabilities? ☒ Yes ☐ No
- Does the agency take appropriate steps to ensure that inmates 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: inmates who have psychiatric disabilities? ☒ Yes ☐ No
- Does the agency take appropriate steps to ensure that inmates 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: inmates who have speech disabilities? ☒ Yes ☐ No
- Does the agency take appropriate steps to ensure that inmates 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 overall determination notes)? ☒ Yes ☐ No
- Do such steps include, when necessary, ensuring effective communication with inmates who are deaf or hard of hearing? ☒ Yes ☐ No
- 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 ☐ No
- Does the agency ensure that written materials are provided in formats or through methods that ensure effective communication with inmates with disabilities including inmates who: Have intellectual disabilities? ☒ Yes ☐ No

- Does the agency ensure that written materials are provided in formats or through methods that ensure effective communication with inmates with disabilities including inmates who: Have limited reading skills? ☒ Yes ☐ No
- Does the agency ensure that written materials are provided in formats or through methods that ensure effective communication with inmates with disabilities including inmates who: Are blind or have low vision? ☒ Yes ☐ No

115.16 (b)

- 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 inmates who are limited English proficient? ☒ Yes ☐ No
- Do these steps include providing interpreters who can interpret effectively, accurately, and impartially, both receptively and expressively, using any necessary specialized vocabulary? ☒ Yes ☐ No

115.16 (c)

- Does the agency always refrain from relying on inmate interpreters, inmate readers, or other types of inmate assistance except in limited circumstances where an extended delay in obtaining an effective interpreter could compromise the inmate's safety, the performance of first-response duties under §115.64, or the investigation of the inmate's allegations? ☒ Yes ☐ No

Auditor Overall Compliance Determination

- ☐ **Exceeds Standard** (*Substantially exceeds requirement of standards*)
- ☒ **Meets Standard** (*Substantial compliance; complies in all material ways with the standard for the relevant review period*)
- ☐ **Does Not Meet Standard** (*Requires Corrective Action*)

Instructions for Overall Compliance Determination Narrative

The narrative below must include a comprehensive discussion of all 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 the standard. These recommendations must be included in the Final Report, accompanied by information on specific corrective actions taken by the facility.

115.16(a) The Ada County Jail's PREA Policy 6B ensures that inmates 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.

The facility had two deaf inmates at the time of the audit. Both inmates are able to read and write and can communicate with deputies by passing notes. They are able to read the PREA information and can write questions to the deputy. If a deaf inmate cannot read and write, the facility has access to the sign language interpreters who assist the courts in Ada County.

The facility has a mental health provider who comes in six days a week and several social workers who can assist with those with mental illness, cognitive disabilities, and psychiatric disabilities.

A staff member will read the information on reporting and responding to sexual abuse or sexual harassment to inmates who have low vision or who are blind. Inmate handbooks are on the kiosk and can be expanded by the inmate to large print editions. There is also a flyer available in braille to the inmates. And, the jail provides reading glasses to inmates who cannot see clearly to read.

All staff receive yearly training on PREA compliant practices for inmates with disabilities and inmates with limited English proficiency in their annual PREA training. There are also some deputies who have been trained to communicate with inmates with disabilities. The auditor reviewed the training curriculum and verified that the information was in the training. There were four inmates with disabilities that would limit their ability to understand the procedures for reporting sexual abuse or sexual harassment in the facility at the time of the audit and all of the inmates were able to explain the PREA reporting methods to the auditor or assistant.

115.16(b) The Ada County Jail has established procedures to provide inmates with limited English proficiency 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. Pamphlets explaining the inmate's right to be free from sexual abuse and sexual harassment are available in a Spanish version. Posters in both English and Spanish are hung on the wall of the housing unit and explain how to report a sexual abuse or sexual harassment. And, the inmate handbook is available in both English and Spanish on the kiosk. The agency also has an agreement with a language line that provides immediate translation services via the telephone. All detention staff have access to the language line and the instructions for its use are on the network servers. The facility also has access to the court interpreters, if needed. There are several detention deputies who speak fluent Spanish and do a lot of interpretation as well as PREA training to the inmates who are limited English proficient. The facility tries to make sure there are Spanish speaking deputies on each shift. Interviews with staff confirmed they were all very familiar with using the language line and a few stated they and other deputies have used it several times. Staff also stated they sometimes use Google translate on their cell phones to communicate with inmates who do not speak English.

There was one limited English proficient inmate in the facility at the time of the audit and the auditor's assistant interviewed the inmate with the help of a staff interpreter. The inmate was able to tell the assistant about the zero-tolerance policy for sexual abuse and sexual harassment and knew how to report an incident. The translator and inmate were able to easily understand each other.

115.16(c) Ada County Jail PREA Policy 6B prohibits the facility from using inmate interpreters, readers, or other inmate assistants except in limited circumstances where safety could be compromised waiting for other assistance. The Jail reports that there have been no instances in the past 12 months where inmate interpreters have been used. Interviews with random staff confirmed that inmate interpreters are not used unless there are exigent circumstances and no one could remember a time that inmate interpreters were used. The majority of the interviews confirmed they would never use inmate interpreters, readers, or other inmate assistants because they had enough resources available, they can get immediate assistance.

Based on the information discovered in the facility's policies, documents received prior to the audit, observations made and documents reviewed during the onsite audit, as well as information obtained through staff and inmate interviews, the auditor has determined the facility meets the above standard.

POLICY, MATERIALS, INTERVIEWS AND OTHER EVIDENCE REVIEWED:

Ada County Jail's PREA Policy 6B
Completed Pre-Audit Questionnaire submitted by Sgt. Gary Grunewald
Interview with Lt. Aaron Shepherd, PREA Coordinator
Interview with Sgt. Gary Grunewald, PREA Compliance Manager
Interviews with random facility staff
Interview with a deaf inmate
Interview with two inmates with a cognitive disability
Interview with a limited English proficient inmate
Samples of PREA posters and pamphlets translated into Spanish
PREA information in Braille
Inmate handbook in Spanish
Agreement with language line
Yearly PREA training curriculum for staff

Standard 115.17: Hiring and promotion decisions

All Yes/No Questions Must Be Answered by the Auditor to Complete the Report

115.17 (a)

- Does the agency prohibit the hiring or promotion of anyone who may have contact with inmates 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 ☐ No
- Does the agency prohibit the hiring or promotion of anyone who may have contact with inmates 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 ☐ No
- Does the agency prohibit the hiring or promotion of anyone who may have contact with inmates who has been civilly or administratively adjudicated to have engaged in the activity described in the question immediately above? ☒ Yes ☐ No
- Does the agency prohibit the enlistment of services of any contractor who may have contact with inmates 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 ☐ No
- Does the agency prohibit the enlistment of services of any contractor who may have contact with inmates 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 ☐ No
- Does the agency prohibit the enlistment of services of any contractor who may have contact with inmates who has been civilly or administratively adjudicated to have engaged in the activity described in the question immediately above? ☒ Yes ☐ No

115.17 (b)

- Does the agency consider any incidents of sexual harassment in determining whether to hire or promote anyone who may have contact with inmates? ☒ Yes ☐ No
- Does the agency consider any incidents of sexual harassment in determining whether to enlist the services of any contractor who may have contact with inmates? ☒ Yes ☐ No

115.17 (c)

- Before hiring new employees, who may have contact with inmates, does the agency perform a criminal background records check? ☒ Yes ☐ No
- Before hiring new employees who may have contact with inmates, 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 ☐ No

115.17 (d)

- Does the agency perform a criminal background records check before enlisting the services of any contractor who may have contact with inmates? ☒ Yes ☐ No

115.17 (e)

- Does the agency either conduct criminal background records checks at least every five years of current employees and contractors who may have contact with inmates or have in place a system for otherwise capturing such information for current employees? ☒ Yes ☐ No

115.17 (f)

- Does the agency ask all applicants and employees who may have contact with inmates directly about previous misconduct described in paragraph (a) of this section in written applications or interviews for hiring or promotions? ☒ Yes ☐ No
- Does the agency ask all applicants and employees who may have contact with inmates 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 ☐ No
- Does the agency impose upon employees a continuing affirmative duty to disclose any such misconduct? ☒ Yes ☐ No

115.17 (g)

- Does the agency consider material omissions regarding such misconduct, or the provision of materially false information, grounds for termination? ☒ Yes ☐ No

115.17 (h)

- 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 ☐ No ☐ NA

Auditor Overall Compliance Determination

- ☐ **Exceeds Standard** (*Substantially exceeds requirement of standards*)
- ☒ **Meets Standard** (*Substantial compliance; complies in all material ways with the standard for the relevant review period*)
- ☐ **Does Not Meet Standard** (*Requires Corrective Action*)

Instructions for Overall Compliance Determination Narrative

The narrative below must include a comprehensive discussion of all 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 the standard. These recommendations must be included in the Final Report, accompanied by information on specific corrective actions taken by the facility.

115.17(a) Ada County Sheriff's Office Employee Conduct Policy 2B.1.01.B#30 prohibits the hiring, promotion or retention of any employee who may have contact with inmates and will not enlist the services of any contractor that has the prohibited conduct specified in this standard. The background investigation also includes a criminal background check of all applicants for employment or contracting services. In addition to policy, detention deputies are required to be state certified within one year of hire and the Idaho P.O.S.T. Academy requires a thorough background check on any detention deputy who attends the inhouse P.O.S.T training academy.

115.17(b) The Ada County Jail and Ada County Sheriff's Office considers any incidents of sexual harassment in determining whether to hire or promote anyone, or to enlist the services of any contractor, who may have contact with inmates. The question is on the Ada County Sheriff's Office hiring application personal history statement.

115.17(c) In addition to conducting criminal background checks prior to hiring an applicant, the Ada County Sheriff's Office contacts all prior institutional employers for information on substantiated allegations of sexual abuse or any pending investigations of allegations of sexual abuse. However, the standard is done in practice but it is not in policy. Therefore, the auditor finds that the Ada County Jail does not meet this part of the standard.

The Ada County Jail reports that 100% of the 115 employees hired over the prior twelve months have had extensive background and criminal history checks completed prior to their hiring.

115.17(d) Ada County Sheriff's Office Policy requires that a criminal background records check be completed before enlisting the services of any contractor who may have contact with inmates.

115.17(e) Ada County Jail Policy does not require a criminal background records check on all employees at least every five years and no checks have been done since the last audit. Therefore, the auditor finds that the Ada County Jail does not meet this part of the standard.

115.17(f) The Ada County Jail doesn't have in policy that it asks all applicants on the written application for hiring, hiring and promotion interviews, self-evaluations, or any other forum about any prior sexual misconduct of the type specified in 115.17(a) of this section. The questions are asked on the hiring application but not during promotion boards, self-evaluations, or any other time after filling out the application. Therefore, the auditor finds that the Ada County Jail does not meet this part of the standard.

The Ada County Jail does not have in policy that employees have a continuing affirmative duty to disclose any such conduct. Therefore, the auditor finds that the Ada County Jail does not meet this part of the standard.

115.17(g) The Ada County Sheriff's Office Employee Conduct Policy 2B.1.01.B#30 states that material omissions regarding such misconduct or provision of materially false information shall be grounds for termination.

115.17(h) While it is done in practice, the Ada County Jail doesn't have in policy the requirement to 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. Therefore, the auditor finds that the Ada County Jail does not meet this part of the standard.

POLICY, MATERIALS, INTERVIEWS AND OTHER EVIDENCE REVIEWED:

Ada County Sheriff's Office Employee Conduct Policy 2B.1.01.B#30
Completed Pre-Audit Questionnaire submitted by Sgt. Gary Grunewald
Interview with Lt. Aaron Shepherd, PREA Coordinator
Interview with Sgt. Gary Grunewald, PREA Compliance Manager
Idaho P.O.S.T. IDAPA Rules
Idaho Jail Standards
Ada County Sheriff's Office hiring application

CORRECTIVE ACTION REQUIRED:

1. The Ada County Jail should add to policy that the Ada County Sheriff's Office contacts all prior institutional employers for information on substantiated allegations of sexual abuse or any pending investigations of allegations of sexual abuse.
2. The Ada County Jail should add to policy that a criminal background records check will be done on all employees at least every five years.
3. The Ada County Jail will conduct a criminal background records check on all employees who have been with the facility for five years and have not had the five-year check.
4. The Ada County Jail should create procedures for asking the questions in 115.17(a) to employees seeking promotion and yearly either in self-evaluations, yearly training, or other avenues.

5. The Ada County Jail should add to policy the questions are on the hiring application and outline the procedures developed in #4 above.
6. The Ada County Jail should add to policy that the employees have a continuing affirmative duty to disclose any such conduct.
7. The Ada County Jail should add to policy the requirement to 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.

The Ada County Jail will complete the corrective actions listed above and will send the policies and documentation verifying the corrective action has been complete to the auditor within 180 days of the date of this interim report.

VERIFICATION OF CORRECTIVE ACTION SINCE THE AUDIT:

On May 29, 2020, the Ada County Jail sent the auditor verification and copies of documentation that the corrective action noted in the PREA interim report has been corrected as follows:

1. The Ada County Jail and Ada County Sheriff's Office emailed an Interim Directive agency wide on April 15, 2020 addressing contacting all prior institutional employers for information on substantiated allegations of sexual abuse or any pending investigations of allegations of sexual abuse and the Directive was followed up on May 6, 2020 with a policy update.
2. The Ada County Jail and Ada County Sheriff's Office emailed an Interim Directive agency wide on April 15, 2020 addressing a criminal background records check will be done on all employees at least every five years and the Directive was followed up on May 6, 2020 with a policy update.
3. On May 14, 2020 updated background checks were completed for 137 jail employees.
4. The Ada County Jail and Ada County Sheriff's Office emailed an Interim Directive agency wide on April 15, 2020 addressing asking the questions in 115.17(a) to employees seeking promotion and yearly either in self-evaluations, yearly training, or other avenues and the Directive was followed up on May 6, 2020 with a policy update.
5. On May 8, 2020, the Human Resources implemented the questions from 115.17(a) to the screening review process and the same questions are asked during the promotion board reviews.
6. The Ada County Jail and Ada County Sheriff's Office updated the PREA policy on May 6, 2020, stating the employees have a continuing affirmative duty to disclose any such conduct of sexual abuse or sexual harassment.
7. The Ada County Jail and Ada County Sheriff's Office updated the PREA policy on May 6, 2020, with the requirement to 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.

The auditor has reviewed all of the documents that were sent and the Ada County Jail is now fully compliant with this standard.

Standard 115.18: Upgrades to facilities and technologies

All Yes/No Questions Must Be Answered by the Auditor to Complete the Report

115.18 (a)

- If the agency designed or acquired any new facility or planned any substantial expansion or modification of existing facilities, did the agency consider the effect of the design, acquisition, expansion, or modification upon the agency's ability to protect inmates 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.)
☐ Yes ☐ No ☒ NA

115.18 (b)

- 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 inmates 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.)
☒ Yes ☐ No ☐ NA

Auditor Overall Compliance Determination

- ☐ **Exceeds Standard** (*Substantially exceeds requirement of standards*)
- ☒ **Meets Standard** (*Substantial compliance; complies in all material ways with the standard for the relevant review period*)
- ☐ **Does Not Meet Standard** (*Requires Corrective Action*)

Instructions for Overall Compliance Determination Narrative

The narrative below must include a comprehensive discussion of all 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 the standard. These recommendations must be included in the Final Report, accompanied by information on specific corrective actions taken by the facility.

115.18(a) The Ada County Sheriff's Office and Ada County Jail haven't had any acquisitions of new facilities or substantial expansions or modifications of the current Jail since August 20, 2015.

115.18(b) The Ada County Jail has both internal and external video camera monitoring. Cameras are positioned on all external entrances and exits from the building. Cameras internally are located in hallways, dayrooms, cells, holding cells, support services areas, and internal entrances into the building. Camera views of the toilets and shower areas have been blacked out so there can be no viewing on monitors.

During 2019, the video systems were upgraded by adding two viewing stations to the Jail Operation's Lieutenant's offices, one viewing station to the food service officer's office for monitoring inmate workers, one viewing station added for the Classification staff, and one viewing station for the Sergeant's office. Upgrades were done for the cameras and monitors for the day reporting center, a server, and the video storage so retention is now at 194 days.

Based on the information discovered in the facility's policies, documents received prior to the audit, observations made and documents reviewed during the onsite audit, as well as information obtained through staff interviews, the auditor has determined the facility meets the above standard.

POLICY, MATERIALS, INTERVIEWS AND OTHER EVIDENCE REVIEWED:

Completed Pre-Audit Questionnaire submitted by Sgt. Gary Grunewald
Interview with Capt. John Dilibert, Jail Administrator
Interview with Lt. Aaron Shepherd, PREA Coordinator
Interview with Sgt. Gary Grunewald, PREA Compliance Manager
Staffing Plan detailing work that was done on the cameras and video systems
Invoice for the work done on the cameras and video systems

RESPONSIVE PLANNING

Standard 115.21: Evidence protocol and forensic medical examinations

All Yes/No Questions Must Be Answered by the Auditor to Complete the Report

115.21 (a)

- If the agency is responsible for investigating allegations of sexual abuse, 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 conducting any form of criminal OR administrative sexual abuse investigations.)
☒ Yes ☐ No ☐ NA

115.21 (b)

- 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 ☐ No ☐ NA
- 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 ☐ No ☐ NA

115.21 (c)

- 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 ☐ No
- Are such examinations performed by Sexual Assault Forensic Examiners (SAFEs) or Sexual Assault Nurse Examiners (SANEs) where possible? ☒ Yes ☐ No
- 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 ☐ No
- Has the agency documented its efforts to provide SAFEs or SANEs? ☒ Yes ☐ No

115.21 (d)

- Does the agency attempt to make available to the victim a victim advocate from a rape crisis center? ☒ Yes ☐ No

- If a rape crisis center is not available to provide victim advocate services, does the agency make available to provide these services a qualified staff member from a community-based organization, or a qualified agency staff member? (N/A if the agency *always* makes a victim advocate from a rape crisis center available to victims.) ☒ Yes ☐ No ☐ NA
- Has the agency documented its efforts to secure services from rape crisis centers? ☒ Yes ☐ No

115.21 (e)

- As requested by the victim, does the victim advocate, qualified agency staff member, or qualified community-based organization staff member accompany and support the victim through the forensic medical examination process and investigatory interviews? ☒ Yes ☐ No
- As requested by the victim, does this person provide emotional support, crisis intervention, information, and referrals? ☒ Yes ☐ No

115.21 (f)

- If the agency itself is not responsible for investigating allegations of sexual abuse, has the agency requested that the investigating agency follow the requirements of paragraphs (a) through (e) of this section? (N/A if the agency/facility is responsible for conducting criminal AND administrative sexual abuse investigations.) ☐ Yes ☐ No ☒ NA

115.21 (g)

- Auditor is not required to audit this provision.

115.21 (h)

- If the agency uses a qualified agency staff member or a qualified community-based staff member for the purposes of this section, has the individual been screened for appropriateness to serve in this role and received education concerning sexual assault and forensic examination issues in general? (N/A if agency *always* makes a victim advocate from a rape crisis center available to victims.) ☒ Yes ☐ No ☐ NA

Auditor Overall Compliance Determination

- ☐ **Exceeds Standard** (*Substantially exceeds requirement of standards*)
- ☒ **Meets Standard** (*Substantial compliance; complies in all material ways with the standard for the relevant review period*)
- ☐ **Does Not Meet Standard** (*Requires Corrective Action*)

Instructions for Overall Compliance Determination Narrative

The narrative below must include a comprehensive discussion of all 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 the standard. These recommendations must be included in the Final Report, accompanied by information on specific corrective actions taken by the facility.

115.21(a - b) The Ada County Sheriff's Office and Jail follow the Ada County Sheriff's Office uniform evidence collection protocol, 7.1c.01, that contains details for obtaining physical evidence for administrative and criminal investigations of sexual abuse. This protocol is used by the Ada County Detective Division when conducting criminal investigations inside and outside the detention facility. The protocol is developmentally appropriate for youth. An interview with the County Prosecutor who is in charge of the FACES Center in Boise, confirmed that the hospitals have their own protocol for forensic exam evidence collection and the protocol is appropriate for youth.

115.21(c) Lt. Shepherd and Sgt. Grunewald explained that all victims of sexual abuse are offered access to forensic medical examinations where evidentiary or medically appropriate. There is no financial cost to the victim. The facility takes them to local hospital, normally the St. Alphonsus Hospital in Boise, Idaho for the exam. When possible, examinations are performed by Sexual Assault Forensic Examiners (SAFEs) or Sexual Assault Nurse Examiners (SANEs). When SANEs or SAFEs are not available, a qualified medical practitioner performs a forensic medical examination. Attempts to get a SAFE or SANE are documented. This information is based on the policy and interviews as there were no forensic medical examinations performed during the last twelve months.

115.21(d) The Ada County Jail has an MOU with Kim Keys, LLC, located in Boise, Idaho to provide rape trauma and counseling services to victims of sexual assault. Kim Keys can be contacted during business hours on Monday through Friday. At other times, messages can be left and she will get back to the person as soon as possible the next business day. If it is an emergency, she will contact the jail mental health provider or social workers to respond sooner. Kim Keys' contact information is given to each inmate on a poster hung in secured bulletin boards in the day rooms. The MOU clearly defines the responsibilities of both Kim Keys and the Ada County Jail in providing services to the inmates. Upon request for counseling, she will come to the jail to provide her services. She will not accompany the inmate through the investigation process but the jail has other resources for advocacy assistance. The Jail has social workers and a mental health practitioner on staff who can accompany the inmate when requested. Or, the detectives will contact a local victim witness coordinator from Ada County or from other agencies to provide advocacy services to the inmate. A phone interview with Kim Keys confirmed her services and added that she provides religious referrals also when the inmate needs spiritual support.

115.21(e) The Ada County Jail Policy ensures that a victim's advocate, upon request from the inmate, accompanies and supports the victim through the forensic medical examination process and investigatory interviews and provides emotional support, crisis intervention, information and referrals as warranted. Mental health counseling, when needed, will be provided by the Mental Health Provider and social workers who work for Ada County Jail. Kim Keys, LLC is trained in the trauma of sexual assault and has skills to assist the sexual assault survivor in healing from the trauma of the assault. There have been no forensic medical examinations done during the last twelve months and a victim's advocate has not been requested or used by inmates.

115.21(f) The Ada County Jail has twenty-two investigators who work inside the Jail to conduct administrative investigations. If the administrative investigation appears to involve criminal elements, the Jail Administration will refer the investigation to the Ada County Detective Division. All investigations

that allegedly involve staff are referred outside the agency to a law enforcement agency authorized by the Sheriff.

All people involved in the investigations have had the specialized training for investigators in a confinement center and all detectives have had training on sexual assault investigations. All PREA complaints are investigated for possible criminal activity and the Ada County Sheriff's Office maintains a close working relationship with the County Prosecutor. Once the criminal investigation is concluded by either the Detective Division or an outside law enforcement agency (if the allegation is staff related), the case will be referred back to the Ada County Jail for further administrative investigation, (excluding internal investigations of staff) and disciplinary sanctions, if warranted.

Based on the information discovered in the facility's policies, documents received prior to the audit, observations made and documents reviewed during the onsite audit, as well as information obtained through staff interviews, the auditor has determined the facility meets the above standard.

POLICY, MATERIALS, INTERVIEWS AND OTHER EVIDENCE REVIEWED:

Ada County Sheriff's Office Policy 7.1c.01
Completed Pre-Audit Questionnaire submitted by Sgt. Gary Grunewald
Interview with Chief Deputy Scott Johnson
Interview with Capt. John Dilibert, Jail Administrator
Interview with Lt. Aaron Shepherd, PREA Coordinator
Interview with Sgt. Gary Grunewald
Interviews with Ada County Sheriff's Office administrative and criminal investigators
Interview with Kim Keys in Boise, Idaho
Interview with County Prosecutor in charge of FACES of Hope Victim's Center
MOU with Kim Keys, LLC
Posters in dayrooms on how to contact Kim Keys
Investigator's PREA checklist
Ada County Sheriff's Uniform Evidence Collection Policy
Training certificates for all PREA investigators within the agency

Standard 115.22: Policies to ensure referrals of allegations for investigations

All Yes/No Questions Must Be Answered by the Auditor to Complete the Report

115.22 (a)

- Does the agency ensure an administrative or criminal investigation is completed for all allegations of sexual abuse? ☒ Yes ☐ No
- Does the agency ensure an administrative or criminal investigation is completed for all allegations of sexual harassment? ☒ Yes ☐ No

115.22 (b)

- Does the agency have a policy and practice in place to ensure that allegations of sexual abuse or sexual harassment are referred for investigation to an agency with the legal authority to conduct criminal investigations, unless the allegation does not involve potentially criminal behavior? ☒ Yes ☐ No
- Has the agency published such policy on its website or, if it does not have one, made the policy available through other means? ☒ Yes ☐ No
- Does the agency document all such referrals? ☒ Yes ☐ No

115.22 (c)

- If a separate entity is responsible for conducting criminal investigations, does the policy describe the responsibilities of both the agency and the investigating entity? (N/A if the agency/facility is responsible for criminal investigations. See 115.21(a).) ☐ Yes ☐ No ☒ NA

115.22 (d)

- Auditor is not required to audit this provision.

115.22 (e)

- Auditor is not required to audit this provision.

Auditor Overall Compliance Determination

- ☐ **Exceeds Standard** (*Substantially exceeds requirement of standards*)
- ☒ **Meets Standard** (*Substantial compliance; complies in all material ways with the standard for the relevant review period*)
- ☐ **Does Not Meet Standard** (*Requires Corrective Action*)

Instructions for Overall Compliance Determination Narrative

The narrative below must include a comprehensive discussion of all 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 the standard. These recommendations must be included in the Final Report, accompanied by information on specific corrective actions taken by the facility.

115.22(a - b) The Ada County Jail has twenty-two investigators who work inside the Jail to conduct administrative investigations. The investigators have a Work Flow Chart to follow when conducting an investigation. If the administrative investigation appears to involve criminal elements, the Ada County Jail Administration will refer the investigation to the Ada County Detective Division. There are fourteen detectives in the Ada County Detective Division who can investigate sexual abuse allegations in the

facility. All investigations that allegedly involve staff are referred to an outside law enforcement agency authorized by the Sheriff. All people involved in the investigations have had the specialized training for investigators in a confinement center and all detectives have had training on sexual assault investigations.

All PREA complaints are investigated for possible criminal activity and the Ada County Sheriff's Office maintains a close working relationship with the County Prosecutor. Once the criminal investigation is concluded by either the Detective Division or an outside law enforcement agency (if the allegation is staff related), the case will be referred back to Sheriff Bartlett and the Ada County Jail for further administrative investigation, (excluding internal investigations of staff) and disciplinary sanctions, if warranted. Documentation showed that ninety-six allegations of sexual abuse or sexual harassment were investigated with ninety-four of them administrative investigations and two others were referred for criminal investigation. Documentation was very detailed and easy to read.

Forty-five investigations were of sexual harassment allegations inmate-on-inmate and all were completed. Of these, eight were substantiated, seven were unsubstantiated, and thirty were unfounded. Nine administrative investigations were of sexual harassment allegations of staff related sexual harassment and all were completed. All nine of these were determined to be unfounded. Forty administrative investigations were of sexual abuse inmate-on inmate and all were completed. Four of these were substantiated, five were unsubstantiated, and thirty-three were unfounded. Two criminal investigations were of sexual abuse allegations inmate-on-inmate. One was determined to be unsubstantiated and one was determined to be unfounded. None of the abuse allegations required forensic exams.

Agency policy regarding the referral of allegations of sexual abuse and sexual harassment is published on the agency's website.

Based on the information discovered in the facility's policies, documents received prior to the audit, observations made and documents reviewed during the onsite audit, as well as information obtained through staff interviews, the auditor has determined the facility exceeds the above standard.

POLICY, MATERIALS, INTERVIEWS AND OTHER EVIDENCE REVIEWED:

Ada County Jail's PREA Policy 6B

Completed Pre-Audit Questionnaire submitted by Sgt. Gary Grunewald

Ada County Sheriff's Office website: www.adacounty.gov/sheriff/ada-county-jail/prea

Interview with Lt. Aaron Shepherd, PREA Coordinator

Interview with Sgt. Gary Grunewald, PREA Compliance Manager

Interviews with Ada County Sheriff's administrative investigators and criminal investigators

PREA Investigator training records for Ada County Investigators

PREA Work Flow Chart

Reports of sexual abuse and sexual harassment allegations and subsequent investigations

TRAINING AND EDUCATION

Standard 115.31: Employee training

All Yes/No Questions Must Be Answered by the Auditor to Complete the Report

115.31 (a)

- Does the agency train all employees who may have contact with inmates on its zero-tolerance policy for sexual abuse and sexual harassment? ☒ Yes ☐ No
- Does the agency train all employees who may have contact with inmates on how to fulfill their responsibilities under agency sexual abuse and sexual harassment prevention, detection, reporting, and response policies and procedures? ☒ Yes ☐ No
- Does the agency train all employees who may have contact with inmates on inmates' right to be free from sexual abuse and sexual harassment ☒ Yes ☐ No
- Does the agency train all employees who may have contact with inmates on the right of inmates and employees to be free from retaliation for reporting sexual abuse and sexual harassment? ☒ Yes ☐ No
- Does the agency train all employees who may have contact with inmates on the dynamics of sexual abuse and sexual harassment in confinement? ☒ Yes ☐ No
- Does the agency train all employees who may have contact with inmates on the common reactions of sexual abuse and sexual harassment victims? ☒ Yes ☐ No
- Does the agency train all employees who may have contact with inmates on how to detect and respond to signs of threatened and actual sexual abuse? ☒ Yes ☐ No
- Does the agency train all employees who may have contact with inmates on how to avoid inappropriate relationships with inmates? ☒ Yes ☐ No
- Does the agency train all employees who may have contact with inmates on how to communicate effectively and professionally with inmates, including lesbian, gay, bisexual, transgender, intersex, or gender nonconforming inmates? ☒ Yes ☐ No
- Does the agency train all employees who may have contact with inmates on how to comply with relevant laws related to mandatory reporting of sexual abuse to outside authorities? ☒ Yes ☐ No

115.31 (b)

- Is such training tailored to the gender of the inmates at the employee's facility? ☒ Yes ☐ No
- Have employees received additional training if reassigned from a facility that houses only male inmates to a facility that houses only female inmates, or vice versa? ☒ Yes ☐ No

115.31 (c)

- Have all current employees who may have contact with inmates received such training?
☒ Yes ☐ No
- Does the agency provide each employee with refresher training every two years to ensure that all employees know the agency's current sexual abuse and sexual harassment policies and procedures? ☒ Yes ☐ No
- In years in which an employee does not receive refresher training, does the agency provide refresher information on current sexual abuse and sexual harassment policies? ☒ Yes ☐ No

115.31 (d)

- Does the agency document, through employee signature or electronic verification, that employees understand the training they have received? ☒ Yes ☐ No

Auditor Overall Compliance Determination

- ☒ **Exceeds Standard** (*Substantially exceeds requirement of standards*)
- ☐ **Meets Standard** (*Substantial compliance; complies in all material ways with the standard for the relevant review period*)
- ☐ **Does Not Meet Standard** (*Requires Corrective Action*)

Instructions for Overall Compliance Determination Narrative

The narrative below must include a comprehensive discussion of all 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 the standard. These recommendations must be included in the Final Report, accompanied by information on specific corrective actions taken by the facility.

115.31(a) Ada County Jail's PREA Policy 6B requires that employees receive one hour of PREA training every year. Training is varied every year but the following is included every year in the training:

1. Training on policy and procedure.
2. Training during new employee orientation and/or during the FTO process.
3. Training on recognizing possible cases of victimization.
4. Training on classification procedures.
5. General training on recognition, prevention, and investigation of sexual misconduct and how to fulfill their responsibilities.
6. The agency's zero-tolerance policy for sexual harassment or sexual abuse.
7. Inmate's rights to be free from sexual harassment and sexual abuse.
8. The rights of inmates and staff to be free from retaliation for reporting sexual harassment or sexual abuse.
9. The dynamics of sexual harassment and sexual abuse in confinement.

10. The common reactions of sexually harassed or sexually abused victims.
11. How to detect and respond to signs of threatened or actual sexual abuse.
12. How to avoid inappropriate relationships with inmates.
13. How to communicate effectively and professionally with inmates, including lesbian, gay, bisexual, transgender, intersex or gender nonconforming inmates.
14. How to comply with relevant laws related to mandatory reporting of sexual abuse to outside authorities.

Documentation provided included a detailed power point presentation that was very comprehensive and covered all of the topics required by this standard and class rosters. Also included in the information was a T-Bar PREA curriculum. Ada County Sheriff's Office holds its own detention academy to certify its new hires and that training includes PREA training. Interviews with random staff revealed that the staff have extensive training on PREA and are very knowledgeable on the topics.

115.31(b) The training is tailored to the gender of the inmates at the Ada County Jail which houses both female and male inmates. There is only one facility so all employees are trained to work with both genders and there are no reassignments to care for one gender or the other.

115.31(c) The full PREA training is provided to employees every year instead of every other year and refresher training on policy and procedure is given to staff whenever policies or practices change. The auditor finds that the facility exceeds this part of the standard because of the extensive employee training.

115.31(d) Documentation confirmed through employee signatures that 100% have received this yearly training and that the employees understand the training they received. Interviews of random staff also reflected that all have extensive yearly training in PREA standards and practices and all were very knowledgeable about the PREA policies and practices.

Based on the information discovered in the facility's policies, documents received prior to the audit, observations made and documents reviewed during the onsite audit, as well as information obtained through staff interviews, the auditor has determined the facility exceeds the above standard.

POLICY, MATERIALS, INTERVIEWS AND OTHER EVIDENCE REVIEWED:

Ada County Jail's PREA Policy 6B
Completed Pre-Audit Questionnaire submitted by Sgt. Gary Grunewald
PREA Training Power Point
PREA T-Bar curriculum
Staff rosters and description of training received
PREA Acknowledgement form for employees
Interview with Lt. Aaron Shepherd, PREA Coordinator
Interview with Sgt. Gary Grunewald, PREA Compliance Manager
Interviews with random staff

Standard 115.32: Volunteer and contractor training

All Yes/No Questions Must Be Answered by the Auditor to Complete the Report

115.32 (a)

- Has the agency ensured that all volunteers and contractors who have contact with inmates have been trained on their responsibilities under the agency's sexual abuse and sexual harassment prevention, detection, and response policies and procedures? ☒ Yes ☐ No

115.32 (b)

- Have all volunteers and contractors who have contact with inmates been notified of the agency's zero-tolerance policy regarding sexual abuse and sexual harassment and informed how to report such incidents (the level and type of training provided to volunteers and contractors shall be based on the services they provide and level of contact they have with inmates)? ☒ Yes ☐ No

115.32 (c)

- Does the agency maintain documentation confirming that volunteers and contractors understand the training they have received? ☒ Yes ☐ No

Auditor Overall Compliance Determination

- ☐ **Exceeds Standard** (*Substantially exceeds requirement of standards*)
- ☒ **Meets Standard** (*Substantial compliance; complies in all material ways with the standard for the relevant review period*)
- ☐ **Does Not Meet Standard** (*Requires Corrective Action*)

Instructions for Overall Compliance Determination Narrative

The narrative below must include a comprehensive discussion of all 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 the standard. These recommendations must be included in the Final Report, accompanied by information on specific corrective actions taken by the facility.

115.32(a) Ada County Jail's Policy 6B requires all volunteers and contractors who may have contact with inmates be trained on PREA requirements. The training curriculum includes a very comprehensive power point presentation that covers all the required topics and their responsibilities under the PREA requirements. One hundred thirty-four volunteers and individual contractors who have contact with inmates have been trained in PREA requirements during the last twelve months. Five other volunteers are new and will have the training soon.

115.32(b) Contractors and volunteers have extensive training on the zero-tolerance policy, duty to report, warning signs, proper communication with all inmates, first responder duties, and several other aspects of the prevention, detection, and response policies and procedures. All volunteers and contractors receive the comprehensive training regardless of the level of services or contact with inmates.

115.32(c) All volunteers and contractors are required to sign that they have received the training and understand it. The facility maintains that documentation.

The auditor interviewed one volunteer available at the time of the audit and compliance was found with this standard.

Based on the information discovered in the facility's policies, documents received prior to the audit, observations made and documents reviewed during the onsite audit, as well as information obtained through staff interviews, the auditor has determined the facility meets the above standard.

POLICY, MATERIALS, INTERVIEWS AND OTHER EVIDENCE REVIEWED:

Ada County Jail's PREA Policy 6B
Completed Pre-Audit Questionnaire submitted by Sgt. Gary Grunewald
PREA Training Power Point
Volunteer and Contractor rosters and description of training received
Interview with Lt. Aaron Shepherd, PREA Coordinator
Interview with Sgt. Gary Grunewald, PREA Compliance Manager
Interview with volunteer

Standard 115.33: Inmate education

All Yes/No Questions Must Be Answered by the Auditor to Complete the Report

115.33 (a)

- During intake, do inmates receive information explaining the agency's zero-tolerance policy regarding sexual abuse and sexual harassment? ☒ Yes ☐ No
- During intake, do inmates receive information explaining how to report incidents or suspicions of sexual abuse or sexual harassment? ☒ Yes ☐ No

115.33 (b)

- Within 30 days of intake, does the agency provide comprehensive education to inmates either in person or through video regarding: Their rights to be free from sexual abuse and sexual harassment? ☒ Yes ☐ No

- Within 30 days of intake, does the agency provide comprehensive education to inmates either in person or through video regarding: Their rights to be free from retaliation for reporting such incidents? ☒ Yes ☐ No
- Within 30 days of intake, does the agency provide comprehensive education to inmates either in person or through video regarding: Agency policies and procedures for responding to such incidents? ☒ Yes ☐ No

115.33 (c)

- Have all inmates received the comprehensive education referenced in 115.33(b)? ☒ Yes ☐ No
- Do inmates receive education upon transfer to a different facility to the extent that the policies and procedures of the inmate's new facility differ from those of the previous facility? ☒ Yes ☐ No

115.33 (d)

- Does the agency provide inmate education in formats accessible to all inmates including those who are limited English proficient? ☒ Yes ☐ No
- Does the agency provide inmate education in formats accessible to all inmates including those who are deaf? ☒ Yes ☐ No
- Does the agency provide inmate education in formats accessible to all inmates including those who are visually impaired? ☒ Yes ☐ No
- Does the agency provide inmate education in formats accessible to all inmates including those who are otherwise disabled? ☒ Yes ☐ No
- Does the agency provide inmate education in formats accessible to all inmates including those who have limited reading skills? ☒ Yes ☐ No

115.33 (e)

- Does the agency maintain documentation of inmate participation in these education sessions? ☒ Yes ☐ No

115.33 (f)

- In addition to providing such education, does the agency ensure that key information is continuously and readily available or visible to inmates through posters, inmate handbooks, or other written formats? ☒ Yes ☐ No

Auditor Overall Compliance Determination

- ☐ **Exceeds Standard** (*Substantially exceeds requirement of standards*)
- ☒ **Meets Standard** (*Substantial compliance; complies in all material ways with the standard for the relevant review period*)
- ☐ **Does Not Meet Standard** (*Requires Corrective Action*)

Instructions for Overall Compliance Determination Narrative

The narrative below must include a comprehensive discussion of all 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 the standard. These recommendations must be included in the Final Report, accompanied by information on specific corrective actions taken by the facility.

115.33(a - c) The Ada County Jail reports that 15,093 inmates have been admitted in the past twelve months to the facility and all have been provided with comprehensive information during the intake, booking, and classification process. All inmates in the Ada County Jail receive a pamphlet at intake that explains their rights under PREA and how to report an incident. A deputy also explains the zero-tolerance policy to the inmate and explains how to report a sexual abuse or sexual harassment. The inmate signs that he or she has received this information. After booking is completed, inmates are shown an orientation video in the booking waiting area that explains the rules and operations of the Jail and explains the inmate's right to be free from sexual abuse and sexual harassment, the zero-tolerance policy, methods to report sexual abuse and sexual harassment, what to do if sexually abused or sexually harassed, and their right to be free from retaliation for reporting sexual abuse or sexual harassment. The auditor reviewed six inmate signatures and twelve that were sent prior to the audit and verified the inmates are signing electronically for the information.

Comprehensive PREA training is done in approximately 25-days from the date of booking with inmates by a Classification officer during their 25-day classification review and risk screening reassessment. The reviews and training are documented. Interviews with inmates confirm that PREA training is done frequently and the inmates were very knowledgeable about the PREA rules and how to report an incident.

115.33(d) The Ada County Jail ensures that key information is continuously available to inmates through posters, flyers, and inmate handbooks. PREA posters are displayed in secure bulletin boards in the dayrooms with the abuse hotline number by the phones. Posters and pamphlets are displayed in English and Spanish. Inmate handbooks can be viewed on the kiosk in the dayroom and the handbook is also available in a Spanish version. The facility provides translation services for all PREA educational materials for inmates with disabilities and limited English proficient.

A staff member will read the information on reporting and responding to sexual abuse or sexual harassment to inmates who have low vision or who are blind. Inmate handbooks are on the kiosk and can be expanded by the inmate to large print editions. There is also a flyer available in braille to the inmates. And, the jail provides reading glasses to inmates who cannot see clearly to read.

All staff receive yearly training on PREA compliant practices for inmates with disabilities and inmates with limited English proficiency in their annual PREA training. There are also some deputies who have been trained to communicate with inmates with disabilities.

The Ada County Jail has established procedures to provide inmates with limited English proficiency 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. Pamphlets explaining the inmate's right to be free from sexual abuse and sexual harassment are available in a Spanish version. Posters in both English and Spanish are hung on the wall of the housing unit and explain how to report a sexual abuse or sexual harassment. And, the inmate handbook is available in both English and Spanish on the kiosk. The agency also has an agreement with a language line that provides immediate translation services via the telephone. All detention staff have access to the language line and the instructions for its use are on the network servers. The facility also has access to the court interpreters, if needed. There are several detention deputies who speak fluent Spanish and do a lot of interpretation as well as PREA training to the inmates who are limited English proficient. The facility tries to make sure there are Spanish speaking deputies on each shift. Interviews with staff confirmed they were all very familiar with using the language line and a few stated they and other deputies have used it several times. Staff also stated they sometimes use Google translate on their cell phones to communicate with inmates who do not speak English.

A staff member will read the information in the training of the rules of sexual abuse or sexual harassment to inmates who have low vision or who are blind. Inmate handbooks can be given in large print editions. Interviews with random inmates revealed that the majority of inmates are retaining the information they are provided through the video, handbook, posters and flyers and twice a month training. All of the interviews with inmates confirmed that they received training and information on PREA at booking and receive it in the housing units at least twice a month. All stated that information is posted on the wall of the housing unit, and is in the inmate handbook on how to report a sexual abuse or sexual harassment. All knew they could access a hotline number on the phone. The majority of inmates knew that there was a counseling service available and it was a free call. Most knew there were ways to report an incident outside the facility such as the Idaho Sheriffs' Association, the counseling service, probation and parole, their attorneys, and friends or families.

Based on the information discovered in the facility's policies, documents received prior to the audit, observations made and documents reviewed during the onsite audit, as well as information obtained through staff and inmate interviews, the auditor has determined the facility meets the above standard.

POLICY, MATERIALS, INTERVIEWS AND OTHER EVIDENCE REVIEWED:

- Ada County Jail's PREA Policy 6B
- Completed Pre-Audit Questionnaire submitted by Sgt. Gary Grunewald
- PREA Inmate Acknowledgement Form and random signatures
- Inmate Handbook
- PREA pamphlets given to inmates
- PREA Posters displayed in dayrooms
- PREA video
- Interview with Lt. Aaron Shepherd, PREA Coordinator
- Interview with Sgt. Gary Grunewald, PREA Compliance Manager
- Interviews with random inmates
- Interviews with facility intake staff
- Interviews with random staff

Standard 115.34: Specialized training: Investigations

All Yes/No Questions Must Be Answered by the Auditor to Complete the Report

115.34 (a)

- In addition to the general training provided to all employees pursuant to §115.31, does the agency ensure that, to the extent the agency itself conducts sexual abuse investigations, its investigators receive 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 115.21(a).) ☒ Yes ☐ No ☐ NA

115.34 (b)

- 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 115.21(a).) ☒ Yes ☐ No ☐ NA
- 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 115.21(a).) ☒ Yes ☐ No ☐ NA
- Does this specialized training include sexual abuse evidence collection in confinement settings? (N/A if the agency does not conduct any form of administrative or criminal sexual abuse investigations. See 115.21(a).) ☒ Yes ☐ No ☐ NA
- 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 115.21(a).) ☒ Yes ☐ No ☐ NA

115.34 (c)

- 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 115.21(a).) ☒ Yes ☐ No ☐ NA

115.34 (d)

- Auditor is not required to audit this provision.

Auditor Overall Compliance Determination

- ☒ **Exceeds Standard** (*Substantially exceeds requirement of standards*)
- ☐ **Meets Standard** (*Substantial compliance; complies in all material ways with the standard for the relevant review period*)
- ☐ **Does Not Meet Standard** (*Requires Corrective Action*)

Instructions for Overall Compliance Determination Narrative

The narrative below must include a comprehensive discussion of all 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 the standard. These recommendations must be included in the Final Report, accompanied by information on specific corrective actions taken by the facility.

115.34(a) The Ada County Jail's PREA Policy 6B requires that all of its employees who investigate sexual abuse and sexual harassment allegations in the facility receive the specialized training for conducting such investigations in confinement settings. The investigators are required to take the online PREA Investigators course, "Investigating Sexual Abuse in a Confinement Setting" available through the PREA Resource Center and the National Institute of Corrections or the classroom course when it is available.

115.34(b) Specialized training includes techniques for interviewing sexual abuse 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. Detectives from the Ada County Sheriff's Detective Division have also had additional training in sexual abuse investigations for their job requirements and are very familiar with the proper use of Miranda and Garrity warning as they use them frequently in their job duties.

115.34(c) The auditor reviewed the training records for the fourteen investigators in the Detective Division and twenty administrative investigators in the Detention Center who took the investigator's specialized training. Two additional investigators in the Jail have been newly assigned but have not yet taken the training. Interviews with investigators confirmed that they have taken the NIC training. Records showed that all of the investigators have taken either the classroom or online class or both. In fact, training records showed that investigators have taken it more than once and interviews with Lt. Shepherd and Sgt. Grunewald confirmed that the investigators take the training at least every two years. Therefore, the auditor finds that the Ada County Jail exceeds this part of the standard.

Based on the information discovered in the facility's policies, documents received prior to the audit, observations made and documents reviewed during the onsite audit, as well as information obtained through staff interviews, the auditor has determined the facility meets the above standard.

POLICY, MATERIALS, INTERVIEWS AND OTHER EVIDENCE REVIEWED:

Ada County Jail's PREA Policy 6B

Completed Pre-Audit Questionnaire submitted by Sgt. Gary Grunewald

Objectives for the online and classroom course, "Investigating Sexual Abuse in a Confinement Setting"

Training documentation for investigators completing the specialized training

Interviews with facility administrative and criminal investigators

Interview with Lt. Aaron Shepherd, PREA Coordinator

Interview with Sgt. Gary Grunewald, PREA Compliance Manager

Standard 115.35: Specialized training: Medical and mental health care

All Yes/No Questions Must Be Answered by the Auditor to Complete the Report

115.35 (a)

- Does the agency ensure that all full- and part-time medical and mental health care practitioners who work regularly in its facilities have been trained in how to detect and assess signs of sexual abuse and sexual harassment? (N/A if the agency does not have any full- or part-time medical or mental health care practitioners who work regularly in its facilities.) ☒ Yes ☐ No ☐ NA
- Does the agency ensure that all full- and part-time medical and mental health care practitioners who work regularly in its facilities have been trained in how to preserve physical evidence of sexual abuse? (N/A if the agency does not have any full- or part-time medical or mental health care practitioners who work regularly in its facilities.) ☒ Yes ☐ No ☐ NA
- Does the agency ensure that all full- and part-time medical and mental health care practitioners who work regularly in its facilities have been trained in how to respond effectively and professionally to victims of sexual abuse and sexual harassment? (N/A if the agency does not have any full- or part-time medical or mental health care practitioners who work regularly in its facilities.) ☒ Yes ☐ No ☐ NA
- Does the agency ensure that all full- and part-time medical and mental health care practitioners who work regularly in its facilities have been trained in how and to whom to report allegations or suspicions of sexual abuse and sexual harassment? (N/A if the agency does not have any full- or part-time medical or mental health care practitioners who work regularly in its facilities.) ☒ Yes ☐ No ☐ NA

115.35 (b)

- If medical staff employed by the agency conduct forensic examinations, do such medical staff receive appropriate training to conduct such examinations? (N/A if agency medical staff at the facility do not conduct forensic exams or the agency does not employ medical staff.) ☒ Yes ☐ No ☐ NA

115.35 (c)

- Does the agency maintain documentation that medical and mental health practitioners have received the training referenced in this standard either from the agency or elsewhere? (N/A if

the agency does not have any full- or part-time medical or mental health care practitioners who work regularly in its facilities.) ☒ Yes ☐ No ☐ NA

115.35 (d)

- Do medical and mental health care practitioners employed by the agency also receive training mandated for employees by §115.31? (N/A if the agency does not have any full- or part-time medical or mental health care practitioners employed by the agency.)
☒ Yes ☐ No ☐ NA
- Do medical and mental health care practitioners contracted by or volunteering for the agency also receive training mandated for contractors and volunteers by §115.32? (N/A if the agency does not have any full- or part-time medical or mental health care practitioners contracted by or volunteering for the agency.) ☒ Yes ☐ No ☐ NA

Auditor Overall Compliance Determination

- ☐ **Exceeds Standard** (*Substantially exceeds requirement of standards*)
- ☒ **Meets Standard** (*Substantial compliance; complies in all material ways with the standard for the relevant review period*)
- ☐ **Does Not Meet Standard** (*Requires Corrective Action*)

Instructions for Overall Compliance Determination Narrative

The narrative below must include a comprehensive discussion of all 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 the standard. These recommendations must be included in the Final Report, accompanied by information on specific corrective actions taken by the facility.

115.35(a) The Ada County Sheriff's Office has medical staff, other than the Doctor, who are employees of the agency. The Doctor supervises the PA and the other medical staff. Nurses are on duty 24/7 and sick call is conducted daily. A Mental Health Provider is on duty six days a week. Interviews with a medical and mental health practitioner confirmed that they are provided in-depth training on their responsibilities under PREA, both online and in the classroom. Specialized training includes the four elements required by this PREA standard. The number of medical health practitioners who work regularly at the facility and have the training is forty-one which is 93% of the medical staff. The others are new and haven't had the training yet but will have it shortly.

115.35(b) Medical personnel do not conduct forensic exams at the Ada County Jail. Victims of sexual abuse are transported to one of the local hospitals, normally St. Alphonsus, in Boise, Idaho for the exam, when medically appropriate.

115.35(c - d) The agency maintains documentation that all medical and mental health practitioners who work at the facility have received specialized training provided by the facility and listed in (a) of this

standard. Medical and Mental Health staff take online training for PREA in a confinement setting and the full classroom course on PREA that other employees take.

Based on the information discovered in the facility's policies, documents received prior to the audit, observations made and documents reviewed during the onsite audit, as well as information obtained through staff interviews, the auditor has determined the facility meets the above standard.

POLICY, MATERIALS, INTERVIEWS AND OTHER EVIDENCE REVIEWED:

Ada County Jail's PREA Policy 6B
Completed Pre-Audit Questionnaire submitted by Sgt. Gary Grunewald
PREA Training Records for Medical Personnel
Training Curriculum
Interview with Medical Practitioner
Interview with Mental Health Provider
Interview with Lt. Aaron Shepherd, PREA Coordinator
Interview with Sgt. Gary Grunewald, PREA Compliance Manager

SCREENING FOR RISK OF SEXUAL VICTIMIZATION AND ABUSIVENESS

Standard 115.41: Screening for risk of victimization and abusiveness

All Yes/No Questions Must Be Answered by the Auditor to Complete the Report

115.41 (a)

- Are all inmates assessed during an intake screening for their risk of being sexually abused by other inmates or sexually abusive toward other inmates? ☒ Yes ☐ No
- Are all inmates assessed upon transfer to another facility for their risk of being sexually abused by other inmates or sexually abusive toward other inmates? ☒ Yes ☐ No

115.41 (b)

- Do intake screenings ordinarily take place within 72 hours of arrival at the facility?
☒ Yes ☐ No

115.41 (c)

- Are all PREA screening assessments conducted using an objective screening instrument?
☒ Yes ☐ No

115.41 (d)

- Does the intake screening consider, at a minimum, the following criteria to assess inmates for risk of sexual victimization: (1) Whether the inmate has a mental, physical, or developmental disability? ☒ Yes ☐ No
- Does the intake screening consider, at a minimum, the following criteria to assess inmates for risk of sexual victimization: (2) The age of the inmate? ☒ Yes ☐ No
- Does the intake screening consider, at a minimum, the following criteria to assess inmates for risk of sexual victimization: (3) The physical build of the inmate? ☒ Yes ☐ No
- Does the intake screening consider, at a minimum, the following criteria to assess inmates for risk of sexual victimization: (4) Whether the inmate has previously been incarcerated?
☒ Yes ☐ No
- Does the intake screening consider, at a minimum, the following criteria to assess inmates for risk of sexual victimization: (5) Whether the inmate's criminal history is exclusively nonviolent?
☒ Yes ☐ No

- Does the intake screening consider, at a minimum, the following criteria to assess inmates for risk of sexual victimization: (6) Whether the inmate has prior convictions for sex offenses against an adult or child? ☒ Yes ☐ No
- Does the intake screening consider, at a minimum, the following criteria to assess inmates for risk of sexual victimization: (7) Whether the inmate is or is perceived to be gay, lesbian, bisexual, transgender, intersex, or gender nonconforming (the facility affirmatively asks the inmate about his/her sexual orientation and gender identity AND makes a subjective determination based on the screener's perception whether the inmate is gender non-conforming or otherwise may be perceived to be LGBTI)? ☒ Yes ☐ No
- Does the intake screening consider, at a minimum, the following criteria to assess inmates for risk of sexual victimization: (8) Whether the inmate has previously experienced sexual victimization? ☒ Yes ☐ No
- Does the intake screening consider, at a minimum, the following criteria to assess inmates for risk of sexual victimization: (9) The inmate's own perception of vulnerability? ☒ Yes ☐ No
- Does the intake screening consider, at a minimum, the following criteria to assess inmates for risk of sexual victimization: (10) Whether the inmate is detained solely for civil immigration purposes? ☒ Yes ☐ No

115.41 (e)

- In assessing inmates for risk of being sexually abusive, does the initial PREA risk screening consider, as known to the agency, prior acts of sexual abuse? ☒ Yes ☐ No
- In assessing inmates for risk of being sexually abusive, does the initial PREA risk screening consider, as known to the agency, prior convictions for violent offenses? ☒ Yes ☐ No
- In assessing inmates for risk of being sexually abusive, does the initial PREA risk screening consider, as known to the agency, history of prior institutional violence or sexual abuse? ☒ Yes ☐ No

115.41 (f)

- Within a set time period not more than 30 days from the inmate's arrival at the facility, does the facility reassess the inmate's risk of victimization or abusiveness based upon any additional, relevant information received by the facility since the intake screening? ☒ Yes ☐ No

115.41 (g)

- Does the facility reassess an inmate's risk level when warranted due to a referral? ☒
Yes ☐ No
- Does the facility reassess an inmate's risk level when warranted due to a request? ☒
Yes ☐ No

- Does the facility reassess an inmate's risk level when warranted due to an incident of sexual abuse? ☒ Yes ☐ No
- Does the facility reassess an inmate's risk level when warranted due to receipt of additional information that bears on the inmate's risk of sexual victimization or abusiveness? ☒ Yes ☐ No

115.41 (h)

- Is it the case that inmates are not ever disciplined for refusing to answer, or for not disclosing complete information in response to, questions asked pursuant to paragraphs (d)(1), (d)(7), (d)(8), or (d)(9) of this section? ☒ Yes ☐ No

115.41 (i)

- Has the agency implemented appropriate controls on the dissemination within the facility of responses to questions asked pursuant to this standard in order to ensure that sensitive information is not exploited to the inmate's detriment by staff or other inmates? ☒ Yes ☐ No

Auditor Overall Compliance Determination

- ☒ **Exceeds Standard** (*Substantially exceeds requirement of standards*)
- ☐ **Meets Standard** (*Substantial compliance; complies in all material ways with the standard for the relevant review period*)
- ☐ **Does Not Meet Standard** (*Requires Corrective Action*)

Instructions for Overall Compliance Determination Narrative

The narrative below must include a comprehensive discussion of all 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 the standard. These recommendations must be included in the Final Report, accompanied by information on specific corrective actions taken by the facility.

115.41(a - b) Ada County Jail's PREA Policy 6B requires the Jail to complete an initial PREA risk assessment on inmates after they are booked into the facility. During the audit tour, the auditor interviewed an Intake Deputy who explained the booking process and the risk screening process. The risk screening is done in the Health Services Risk Screening Room which is a private room within the booking room where inmates have privacy answering the questions and the screenings are done by medical staff. The risk screening is done within 72 hours of booking and will normally be done within the first 24 hours. The Ada County Jail reported that 6101 inmates, with a length of stay in the facility for 72 hours or more, were screened for risk of sexual victimization or risk of sexually abusing other inmates within 72 hours of their entry into the facility.

115.41(c - d) The risk assessments are completed on an objective screening instrument that covers all of the ten topical areas of information as detailed in this standard plus a few extra. The auditor reviewed

six files of inmates and verified that the screening instrument is being used. Interviews with inmates confirmed they were given the risk screening shortly after booking.

115.41(e) The screening instrument considers prior acts of sexual abuse, prior convictions for violent offenses, and history of prior institutional violence or sexual abuse as known to the agency.

115.41(f) A reassessment of the inmate is conducted 25 days after intake by Classification Officers in their Classification reviews. Comprehensive training for the inmate is also done at this time.

115.41(g) Ada County Jail Policy 6B also requires that an inmate's risk level be reassessed when warranted due to a referral, request, incident of sexual abuse, or receipt of additional information that directly affects the inmate's risk of victimization or abusiveness.

115.41(h) The policy prohibits the Ada County Jail from disciplining inmates for refusing to answer or for not disclosing complete information on any of the screening questions listed in this standard. Because the Ada County Jail does not discipline inmates for refusing to answer or not disclose complete information on ANY of the questions for sexual victimization or abusiveness, the auditor finds that the Ada County Jail exceeds this part of the standard.

115.41(i) Policy states that information on the risk screening forms are used by others on a "need to know" basis. Policy states that the information will not be used to the detriment of the inmate.

The screening files are kept in a secure file in the jail management system where only Jail Deputies, Classification, and Administration have access to it. Lt. Shepherd and Sgt. Grunewald confirmed that it is only used for housing and classification purposes and only Jail Administration can authorize access by others.

Based on the information discovered in the facility's policies, documents received prior to the audit, observations made and documents reviewed during the onsite audit, as well as information obtained through staff and inmate interviews, the auditor has determined the facility exceeds the above standard.

POLICY, MATERIALS, INTERVIEWS AND OTHER EVIDENCE REVIEWED:

Ada County Jail's PREA Policy 6B
Completed Pre-Audit Questionnaire submitted by Sgt. Gary Grunewald
Objective Risk Screening Instrument
Interview with Classification Officer
Interview with Lt. Aaron Shepherd, PREA Coordinator
Interview with Sgt. Gary Grunewald, PREA Compliance Manager
Random Inmate Files

Standard 115.42: Use of screening information

All Yes/No Questions Must Be Answered by the Auditor to Complete the Report

115.42 (a)

- Does the agency use information from the risk screening required by § 115.41, with the goal of keeping separate those inmates at high risk of being sexually victimized from those at high risk of being sexually abusive, to inform: Housing Assignments? ☒ Yes ☐ No
- Does the agency use information from the risk screening required by § 115.41, with the goal of keeping separate those inmates at high risk of being sexually victimized from those at high risk of being sexually abusive, to inform: Bed assignments? ☒ Yes ☐ No
- Does the agency use information from the risk screening required by § 115.41, with the goal of keeping separate those inmates at high risk of being sexually victimized from those at high risk of being sexually abusive, to inform: Work Assignments? ☒ Yes ☐ No
- Does the agency use information from the risk screening required by § 115.41, with the goal of keeping separate those inmates at high risk of being sexually victimized from those at high risk of being sexually abusive, to inform: Education Assignments? ☒ Yes ☐ No
- Does the agency use information from the risk screening required by § 115.41, with the goal of keeping separate those inmates at high risk of being sexually victimized from those at high risk of being sexually abusive, to inform: Program Assignments? ☒ Yes ☐ No

115.42 (b)

- Does the agency make individualized determinations about how to ensure the safety of each inmate? ☒ Yes ☐ No

115.42 (c)

- When deciding whether to assign a transgender or intersex inmate to a facility for male or female inmates, does the **agency** consider, on a case-by-case basis whether a placement would ensure the inmate's health and safety, and whether a placement would present management or security problems (NOTE: if an agency by policy or practice assigns inmates to a male or female facility on the basis of anatomy alone, that agency is not in compliance with this standard)? ☒ Yes ☐ No
- When making housing or other program assignments for transgender or intersex inmates, does the agency consider on a case-by-case basis whether a placement would ensure the inmate's health and safety, and whether a placement would present management or security problems? ☒ Yes ☐ No

115.42 (d)

- Are placement and programming assignments for each transgender or intersex inmate reassessed at least twice each year to review any threats to safety experienced by the inmate?
☒ Yes ☐ No

115.42 (e)

- Are each transgender or intersex inmate's own views with respect to his or her own safety given serious consideration when making facility and housing placement decisions and programming assignments? ☒ Yes ☐ No

115.42 (f)

- Are transgender and intersex inmates given the opportunity to shower separately from other inmates? ☒ Yes ☐ No

115.42 (g)

- Unless placement is in a dedicated facility, unit, or wing established in connection with a consent decree, legal settlement, or legal judgment for the purpose of protecting lesbian, gay, bisexual, transgender, or intersex inmates, does the agency always refrain from placing: lesbian, gay, and bisexual inmates in dedicated facilities, units, or wings solely on the basis of such identification or status? (N/A if the agency has a dedicated facility, unit, or wing solely for the placement of LGBT or I inmates pursuant to a consent decree, legal settlement, or legal judgement.) ☒ Yes ☐ No ☐ NA
- Unless placement is in a dedicated facility, unit, or wing established in connection with a consent decree, legal settlement, or legal judgment for the purpose of protecting lesbian, gay, bisexual, transgender, or intersex inmates, does the agency always refrain from placing: transgender inmates in dedicated facilities, units, or wings solely on the basis of such identification or status? (N/A if the agency has a dedicated facility, unit, or wing solely for the placement of LGBT or I inmates pursuant to a consent decree, legal settlement, or legal judgement.) ☒ Yes ☐ No ☐ NA
- Unless placement is in a dedicated facility, unit, or wing established in connection with a consent decree, legal settlement, or legal judgment for the purpose of protecting lesbian, gay, bisexual, transgender, or intersex inmates, does the agency always refrain from placing: intersex inmates in dedicated facilities, units, or wings solely on the basis of such identification or status? (N/A if the agency has a dedicated facility, unit, or wing solely for the placement of LGBT or I inmates pursuant to a consent decree, legal settlement, or legal judgement.) ☒ Yes ☐ No ☐ NA

Auditor Overall Compliance Determination

- ☒ **Exceeds Standard** (*Substantially exceeds requirement of standards*)
- ☐ **Meets Standard** (*Substantial compliance; complies in all material ways with the standard for the relevant review period*)
- ☐ **Does Not Meet Standard** (*Requires Corrective Action*)

Instructions for Overall Compliance Determination Narrative

The narrative below must include a comprehensive discussion of all 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 the standard. These recommendations must be included in the Final Report, accompanied by information on specific corrective actions taken by the facility.

115.42(a) The Ada County Jail's PREA Policy 6B requires that all information gathered during the intake and assessment process be used to ensure appropriate classification and placement of inmates into housing, work programs, and regular programs as well as any necessary security or protective precautions required to ensure the inmate's safety. Ada County Jail uses the Northpointe Decision Tree to place all of the objective information in the tree to see where the inmate can be housed safely. The Classification Officer then looks at what programs would benefit the inmate and keep him or her safe.

115.42(b) Classification Officers conduct all of the classification assessments and reassessments of inmates in the facility to make individualized determinations of how to ensure the safety of each inmate. The policy states that security staff is also responsible for making individualized determinations of how to ensure the safety of each inmate.

115.42(c) The Ada County Jail policy requires the facility carefully consider, on a case-by-case basis, whether placement of a transgender or intersex inmate in a particular housing and bed assignment will ensure the inmate's health and safety and whether or not that placement would present management or security issues.

115.42(d) Policy 6B requires that the facility reassess the placement and program assignments of all transgender and intersex inmates at least every thirty days to review any threats to safety experienced by the inmate. Therefore, the auditor finds that the Ada County Jail exceeds this standard since the standard requires at least twice a year.

115.42(e) Transgender and intersex inmates are asked about their own view in respect to their safety while incarcerated in the facility and those considerations are given serious consideration when making housing, bed, and programming assignments.

115.42(f) Policy states that transgender and intersex inmates will be allowed to shower separately from other inmates, upon request.

115.42(g) The Ada County Jail's PREA Policy 6B prohibits placing lesbian, gay, bisexual, transgender or intersex inmates in a particular housing or bed assignment or other assignment based solely on such identifier or status.

The Ada County Jail reported that they haven't had any transgender or intersex inmates in the facility over the previous year.

Based on the information discovered in the facility's policies, documents received prior to the audit, observations made and documents reviewed during the onsite audit, as well as information obtained through staff interviews, the auditor has determined the facility exceeds the above standard.

POLICY, MATERIALS, INTERVIEWS AND OTHER EVIDENCE REVIEWED:

Ada County Jail's PREA Policy 6B
Completed Pre-Audit Questionnaire submitted by Sgt. Gary Grunewald
Objective Risk Screening Instrument
Northpointe Decision Tree
Interview with Classification Officer
Interview with Intake Officer
Interviews with random staff
Interview with Lt. Aaron Shepherd, PREA Coordinator
Interview with Sgt. Gary Grunewald, PREA Compliance Manager

Standard 115.43: Protective Custody

All Yes/No Questions Must Be Answered by the Auditor to Complete the Report

115.43 (a)

- Does the facility always refrain from placing inmates at high risk for sexual victimization in involuntary segregated housing unless an assessment of all available alternatives has been made, and a determination has been made that there is no available alternative means of separation from likely abusers? ☒ Yes ☐ No
- If a facility cannot conduct such an assessment immediately, does the facility hold the inmate in involuntary segregated housing for less than 24 hours while completing the assessment? ☒ Yes ☐ No

115.43 (b)

- Do inmates who are placed in segregated housing because they are at high risk of sexual victimization have access to: Programs to the extent possible? ☒ Yes ☐ No
- Do inmates who are placed in segregated housing because they are at high risk of sexual victimization have access to: Privileges to the extent possible? ☒ Yes ☐ No
- Do inmates who are placed in segregated housing because they are at high risk of sexual victimization have access to: Education to the extent possible? ☒ Yes ☐ No
- Do inmates who are placed in segregated housing because they are at high risk of sexual victimization have access to: Work opportunities to the extent possible? ☒ Yes ☐ No

- If the facility restricts any access to programs, privileges, education, or work opportunities, does the facility document the opportunities that have been limited? (N/A if the facility *never* restricts access to programs, privileges, education, or work opportunities.) ☒ Yes ☐ No ☐ NA
- If the facility restricts any access to programs, privileges, education, or work opportunities, does the facility document the duration of the limitation? (N/A if the facility *never* restricts access to programs, privileges, education, or work opportunities.) ☒ Yes ☐ No ☐ NA
- If the facility restricts any access to programs, privileges, education, or work opportunities, does the facility document the reasons for such limitations? (N/A if the facility *never* restricts access to programs, privileges, education, or work opportunities.) ☒ Yes ☐ No ☐ NA

115.43 (c)

- Does the facility assign inmates at high risk of sexual victimization to involuntary segregated housing only until an alternative means of separation from likely abusers can be arranged? ☒ Yes ☐ No
- Does such an assignment not ordinarily exceed a period of 30 days? ☒ Yes ☐ No

115.43 (d)

- If an involuntary segregated housing assignment is made pursuant to paragraph (a) of this section, does the facility clearly document the basis for the facility's concern for the inmate's safety? ☒ Yes ☐ No
- If an involuntary segregated housing assignment is made pursuant to paragraph (a) of this section, does the facility clearly document the reason why no alternative means of separation can be arranged? ☒ Yes ☐ No

115.43 (e)

- In the case of each inmate who is placed in involuntary segregation because he/she is at high risk of sexual victimization, does the facility afford a review to determine whether there is a continuing need for separation from the general population EVERY 30 DAYS? ☒ Yes ☐ No

Auditor Overall Compliance Determination

- ☐ **Exceeds Standard** (*Substantially exceeds requirement of standards*)
- ☒ **Meets Standard** (*Substantial compliance; complies in all material ways with the standard for the relevant review period*)
- ☐ **Does Not Meet Standard** (*Requires Corrective Action*)

Instructions for Overall Compliance Determination Narrative

The narrative below must include a comprehensive discussion of all 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 the standard. These recommendations must be included in the Final Report, accompanied by information on specific corrective actions taken by the facility.

115.43(a and d) The Ada County Jail's PREA Policy 6B prohibits the Jail from placing inmates at high risk for sexual victimization in involuntary restrictive housing unless the determination has been made that this housing assignment best protects the safety of the inmate and a review of other alternatives failed to provide adequate safety from likely abusers. The inmate may be placed in involuntary restrictive housing for a time period, not to exceed 24 hours, in order to complete the assessment and find appropriate housing. The policy details the procedures taken to maintain compliance with this standard. Lt. Shepherd and Sgt. Grunewald reported that over the twelve months prior to the audit, no inmates were placed in involuntary restrictive housing to protect them from sexual abuse.

115.43(b) The policy requires any inmates placed in involuntary restrictive housing have access to programs, privileges, education and work opportunities to the extent possible. If opportunities are restricted, the facility will document which opportunities have been limited, the duration of the limitation, and the reasons for the limitations.

115.43(c) If no alternative housing can be found immediately, the inmate may normally be held in involuntary restrictive housing for no more than 30 days. The Ada County Jail reported that no inmates were held in involuntary housing during the twelve months prior to the audit.

115.43(d) The involuntary restrictive housing of an inmate will be documented in the inmate's logs on the Jail Management System.

115.43(e) If an involuntary segregated housing assignment is made, an inmate file review will be completed every 30 days to determine if there is a continuing need to separate the inmate from the general population. All 30-day status reviews are documented.

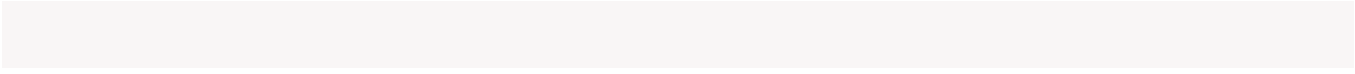
At the time of the audit, there were no inmates assigned to involuntary segregated housing to separate them from likely abusers and only four inmates were temporarily housed as stated above, in the twelve months prior to the audit.

Based on the information discovered in the facility's policies, documents received prior to the audit, observations made and documents reviewed during the onsite audit, as well as information obtained through staff interviews, the auditor has determined the facility meets the above standard.

POLICY, MATERIALS, INTERVIEWS AND OTHER EVIDENCE REVIEWED:

Ada County Jail's PREA Policy 6B
Completed Pre-Audit Questionnaire submitted by Sgt. Gary Grunewald
Objective Risk Assessment Instrument
Idaho Jail Standards
Interviews with random staff
Interview with Chief Deputy Scott Johnson
Interview with Capt. John Dilibert, Jail Administrator

Interview with Lt. Aaron Shepherd, PREA Coordinator
Interview with Sgt. Gary Grunewald, PREA Compliance Manager
Interview with Classification Officer



REPORTING

Standard 115.51: Inmate reporting

All Yes/No Questions Must Be Answered by the Auditor to Complete the Report

115.51 (a)

- Does the agency provide multiple internal ways for inmates to privately report sexual abuse and sexual harassment? ☒ Yes ☐ No
- Does the agency provide multiple internal ways for inmates to privately report retaliation by other inmates or staff for reporting sexual abuse and sexual harassment? ☒ Yes ☐ No
- Does the agency provide multiple internal ways for inmates to privately report staff neglect or violation of responsibilities that may have contributed to such incidents? ☒ Yes ☐ No

115.51 (b)

- Does the agency also provide at least one way for inmates to report sexual abuse or sexual harassment to a public or private entity or office that is not part of the agency? ☒ Yes ☐ No
- Is that private entity or office able to receive and immediately forward inmate reports of sexual abuse and sexual harassment to agency officials? ☒ Yes ☐ No
- Does that private entity or office allow the inmate to remain anonymous upon request?
☒ Yes ☐ No
- Are inmates detained solely for civil immigration purposes provided information on how to contact relevant consular officials and relevant officials at the Department of Homeland Security? (N/A if the facility *never* houses inmates detained solely for civil immigration purposes)
☒ Yes ☐ No ☐ NA

115.51 (c)

- Does staff accept reports of sexual abuse and sexual harassment made verbally, in writing, anonymously, and from third parties? ☒ Yes ☐ No
- Does staff promptly document any verbal reports of sexual abuse and sexual harassment?
☒ Yes ☐ No

115.51 (d)

- Does the agency provide a method for staff to privately report sexual abuse and sexual harassment of inmates? ☒ Yes ☐ No

Auditor Overall Compliance Determination

- ☐ **Exceeds Standard** (*Substantially exceeds requirement of standards*)
- ☒ **Meets Standard** (*Substantial compliance; complies in all material ways with the standard for the relevant review period*)
- ☐ **Does Not Meet Standard** (*Requires Corrective Action*)

Instructions for Overall Compliance Determination Narrative

The narrative below must include a comprehensive discussion of all 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 the standard. These recommendations must be included in the Final Report, accompanied by information on specific corrective actions taken by the facility.

115.51(a) The Ada County Jail clearly outlines multiple ways to privately report a sexual assault, sexual harassment, or retaliation from other inmates or staff for reporting sexual abuse or sexual harassment, and any staff neglect that may have contributed to sexual abuse or sexual harassment. Policy 6B gives the following ways to report within the facility:

1. The inmate may report it by telling Staff.
2. Submitting a grievance
3. Submitting a request slip
4. Medical
5. PREA Hotline

Policy further states that staff are to take reports from inmates any way that they choose to give them. The inmates are given the ways to report a sexual abuse or sexual harassment allegation through the flyers, posters, and the inmate handbook that are provided to them. Interviews with staff confirmed they will take action on a report any way an inmate wants to submit the report.

115.51(b) The Ada County Jail has made arrangements with the Idaho Sheriffs' Association in Boise, Idaho to take reports of sexual abuse or sexual harassment from inmates in the facility and report them to the Ada County Jail. The address of the Idaho Sheriffs' Association is given to the inmates on a poster in their housing units.

The facility also notifies inmates they can contact a family member, friend, attorney or anyone else outside the agency that they feel comfortable calling.

Inmates are never detained solely on civil immigration holds.

Inmates have access to phones in their dayrooms and policy allows for free phone calls to contact the reporting hotline and Kim Keys, LLC. Contact information for Kim Keys, LLC is on the wall of the housing units.

115.51(c) The Ada County Jail Policy 6B requires all staff to accept reports made verbally, in writing, anonymously, and from third parties. All allegations are documented promptly upon receipt and reported to a supervisor who will initiate the investigation.

115.51(d) Staff at the Ada County Jail can privately report sexual abuse and sexual harassment to anyone in the Chain of Command up to, and including, the Sheriff. This information is in the policy and all of the staff interviewed knew they could privately report to any of these people. Many of the staff expressed pride in the agency for the open-door policy of the Sheriff and his Administration.

Interviews with staff clearly demonstrate they are very knowledgeable about PREA and the variety of methods to report sexual abuse and sexual harassment.

Interviews with inmates clearly demonstrate they are very knowledgeable about how to report a sexual abuse or sexual harassment. All stated they had information given to them at booking, watched a video, were given comprehensive education twenty-five days after booking, there are posters and flyers posted in every housing unit and information is on the kiosk that explains how to report. All stated they could talk to a deputy or any staff in the Detention Center, and most knew they could report anonymously, verbally, in writing, or third party. All knew they could access a hotline number on the phone that is a free call and could contact family and friends to make a report. And, the majority knew they could call a counselor for support or to report an incident and that calls to her are free and unmonitored.

Based on the information discovered in the facility's policies, documents received prior to the audit, observations made and documents reviewed during the onsite audit, as well as information obtained through staff and inmate interviews, the auditor has determined the facility meets the above standard.

POLICY, MATERIALS, INTERVIEWS AND OTHER EVIDENCE REVIEWED:

Ada County Jail's PREA Policy 6B
Completed Pre-Audit Questionnaire submitted by Sgt. Gary Grunewald
PREA Inmate Acknowledgement Form and random signatures
Inmate Handbook
PREA flyer
PREA Posters displayed in dayrooms
Inmate Orientation Video
Interviews with random inmates
Interviews with staff who conduct bookings
Interviews with random staff
Reports of sexual harassment and sexual abuse allegations and investigations

Standard 115.52: Exhaustion of administrative remedies

All Yes/No Questions Must Be Answered by the Auditor to Complete the Report

115.52 (a)

- Is the agency exempt from this standard? NOTE: The agency is exempt ONLY if it does not have administrative procedures to address inmate grievances regarding sexual abuse. This does not mean the agency is exempt simply because an inmate does not have to or is not ordinarily expected to submit a grievance to report sexual abuse. This means that as a matter of

explicit policy, the agency does not have an administrative remedies process to address sexual abuse. ☒ Yes ☐ No

115.52 (b)

- Does the agency permit inmates to submit a grievance regarding an allegation of sexual abuse without any type of time limits? (The agency may apply otherwise-applicable time limits to any portion of a grievance that does not allege an incident of sexual abuse.) (N/A if agency is exempt from this standard.) ☐ Yes ☐ No ☒ NA
- Does the agency always refrain from requiring an inmate to use any informal grievance process, or to otherwise attempt to resolve with staff, an alleged incident of sexual abuse? (N/A if agency is exempt from this standard.) ☐ Yes ☐ No ☒ NA

115.52 (c)

- Does the agency ensure that: An inmate who alleges sexual abuse may submit a grievance without submitting it to a staff member who is the subject of the complaint? (N/A if agency is exempt from this standard.) ☐ Yes ☐ No ☒ NA
- Does the agency ensure that: Such grievance is not referred to a staff member who is the subject of the complaint? (N/A if agency is exempt from this standard.) ☐ Yes ☐ No ☒ NA

115.52 (d)

- Does the agency issue a final agency decision on the merits of any portion of a grievance alleging sexual abuse within 90 days of the initial filing of the grievance? (Computation of the 90-day time period does not include time consumed by inmates in preparing any administrative appeal.) (N/A if agency is exempt from this standard.) ☐ Yes ☐ No ☒ NA
- If the agency claims the maximum allowable extension of time to respond of up to 70 days per 115.52(d)(3) when the normal time period for response is insufficient to make an appropriate decision, does the agency notify the inmate in writing of any such extension and provide a date by which a decision will be made? (N/A if agency is exempt from this standard.) ☐ Yes ☐ No ☒ NA
- At any level of the administrative process, including the final level, if the inmate does not receive a response within the time allotted for reply, including any properly noticed extension, may an inmate consider the absence of a response to be a denial at that level? (N/A if agency is exempt from this standard.) ☐ Yes ☐ No ☒ NA

115.52 (e)

- Are third parties, including fellow inmates, staff members, family members, attorneys, and outside advocates, permitted to assist inmates in filing requests for administrative remedies relating to allegations of sexual abuse? (N/A if agency is exempt from this standard.) ☐ Yes ☐ No ☒ NA
- Are those third parties also permitted to file such requests on behalf of inmates? (If a third-party files such a request on behalf of an inmate, the facility may require as a condition of processing the request that the alleged victim agree to have the request filed on his or her behalf, and may

also require the alleged victim to personally pursue any subsequent steps in the administrative remedy process.) (N/A if agency is exempt from this standard.) ☐ Yes ☐ No ☒ NA

- If the inmate declines to have the request processed on his or her behalf, does the agency document the inmate's decision? (N/A if agency is exempt from this standard.) ☐ Yes ☐ No ☒ NA

115.52 (f)

- Has the agency established procedures for the filing of an emergency grievance alleging that an inmate is subject to a substantial risk of imminent sexual abuse? (N/A if agency is exempt from this standard.) ☐ Yes ☐ No ☒ NA
- After receiving an emergency grievance alleging an inmate is subject to a substantial risk of imminent sexual abuse, does the agency immediately forward the grievance (or any portion thereof that alleges the substantial risk of imminent sexual abuse) to a level of review at which immediate corrective action may be taken? (N/A if agency is exempt from this standard.) ☐ Yes ☐ No ☒ NA
- After receiving an emergency grievance described above, does the agency provide an initial response within 48 hours? (N/A if agency is exempt from this standard.) ☐ Yes ☐ No ☒ NA
- After receiving an emergency grievance described above, does the agency issue a final agency decision within 5 calendar days? (N/A if agency is exempt from this standard.) ☐ Yes ☐ No ☒ NA
- Does the initial response and final agency decision document the agency's determination whether the inmate is in substantial risk of imminent sexual abuse? (N/A if agency is exempt from this standard.) ☐ Yes ☐ No ☒ NA
- Does the initial response document the agency's action(s) taken in response to the emergency grievance? (N/A if agency is exempt from this standard.) ☐ Yes ☐ No ☒ NA
- Does the agency's final decision document the agency's action(s) taken in response to the emergency grievance? (N/A if agency is exempt from this standard.) ☐ Yes ☐ No ☒ NA

115.52 (g)

- If the agency disciplines an inmate for filing a grievance related to alleged sexual abuse, does it do so ONLY where the agency demonstrates that the inmate filed the grievance in bad faith? (N/A if agency is exempt from this standard.) ☐ Yes ☐ No ☒ NA

Auditor Overall Compliance Determination

- ☐ **Exceeds Standard** (*Substantially exceeds requirement of standards*)
- ☒ **Meets Standard** (*Substantial compliance; complies in all material ways with the standard for the relevant review period*)
- ☐ **Does Not Meet Standard** (*Requires Corrective Action*)

Instructions for Overall Compliance Determination Narrative

The narrative below must include a comprehensive discussion of all 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 the standard. These recommendations must be included in the Final Report, accompanied by information on specific corrective actions taken by the facility.

The Ada County Jail is exempt from this standard as it does not require an inmate to submit a grievance to report a sexual abuse or sexual harassment incident. If an inmate does submit a grievance, it is withdrawn from the grievance system and treated as a complaint rather than a grievance.

Based on the information discovered in the facility's policies, documents received prior to the audit, observations made and documents reviewed during the onsite audit, as well as information obtained through staff interviews, the auditor has determined the facility meets the above standard.

POLICY, MATERIALS, INTERVIEWS AND OTHER EVIDENCE REVIEWED:

Ada County Jail's PREA Policy 6B
Completed Pre-Audit Questionnaire submitted by Sgt. Gary Grunewald
Interview with Lt. Aaron Shepherd, PREA Coordinator
Interview with Sgt. Gary Grunewald, PREA Compliance Manager

Standard 115.53: Inmate access to outside confidential support services

All Yes/No Questions Must Be Answered by the Auditor to Complete the Report

115.53 (a)

- Does the facility provide inmates with access to outside victim advocates for emotional support services related to sexual abuse by giving inmates mailing addresses and telephone numbers, including toll-free hotline numbers where available, of local, State, or national victim advocacy or rape crisis organizations? ☒ Yes ☐ No

- Does the facility provide persons detained solely for civil immigration purposes mailing addresses and telephone numbers, including toll-free hotline numbers where available of local, State, or national immigrant services agencies? (N/A if the facility *never* has persons detained solely for civil immigration purposes.) ☒ Yes ☐ No ☐ NA
- Does the facility enable reasonable communication between inmates and these organizations and agencies, in as confidential a manner as possible? ☒ Yes ☐ No

115.53 (b)

- Does the facility inform inmates, prior to giving them access, of the extent to which such communications will be monitored and the extent to which reports of abuse will be forwarded to authorities in accordance with mandatory reporting laws? ☒ Yes ☐ No

115.53 (c)

- Does the agency maintain or attempt to enter into memoranda of understanding or other agreements with community service providers that are able to provide inmates with confidential emotional support services related to sexual abuse? ☒ Yes ☐ No
- Does the agency maintain copies of agreements or documentation showing attempts to enter into such agreements? ☒ Yes ☐ No

Auditor Overall Compliance Determination

- ☐ **Exceeds Standard** (*Substantially exceeds requirement of standards*)
- ☒ **Meets Standard** (*Substantial compliance; complies in all material ways with the standard for the relevant review period*)
- ☐ **Does Not Meet Standard** (*Requires Corrective Action*)

Instructions for Overall Compliance Determination Narrative

The narrative below must include a comprehensive discussion of all 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 the standard. These recommendations must be included in the Final Report, accompanied by information on specific corrective actions taken by the facility.

115.53(a - b) The Ada County Jail's Policy 6B requires the facility to provide inmates access to outside advocacy groups and counseling services by posting the information where the inmates can access it. This information is provided to the inmate via the PREA poster that is posted in the secure bulletin boards in each dayroom. Policy states "The facility shall enable reasonable communication between inmates and these agencies and organizations in as confidential a manner as possible."

The auditor relied on the policy and interviews with Lt. Shepherd and Sgt. Grunewald as there has not been an incident where an advocate or counselor has been needed or requested.

115.53(c) The Ada County Jail has an MOU with Kim Keys, LLC to provide in-person support services to a victim of sexual abuse. Kim provides counseling service, trauma counseling, and refers inmates for spiritual counseling, if needed. If an advocate is needed to accompany the inmate through the forensic exam and investigation, the Ada County Sheriff's Office will provide advocacy from a local Victim Witness Coordinator or from social workers or mental health practitioners in the Jail. Advocates provide support, crisis intervention, mental health counseling when needed, information and referral services to the victim. Information on how to contact Kim Keys is on a flyer that is posted in each housing unit.

An interview with Kim Keys confirmed she provides counseling and trauma services to inmates who have been victims of sexual abuse but has not had any incidents to date.

There have been no forensic medical examinations done during the past twelve months and a victim's advocate has not been requested or used by inmates so there was no documentation for the auditor to review.

The contact information for Kim Keys, LLC is posted in all of the housing units. Interviews of random inmates revealed that the majority knew that victim support services were available, knew how to access them, and knew that calls to the advocate were free.

Based on the information discovered in the facility's policies, documents received prior to the audit, observations made and documents reviewed during the onsite audit, as well as information obtained through staff and inmate interviews, the auditor has determined the facility meets the above standard.

POLICY, MATERIALS, INTERVIEWS AND OTHER EVIDENCE REVIEWED:

- Ada County Jail's PREA Policy 6B
- Completed Pre-Audit Questionnaire submitted by Sgt. Gary Grunewald
- MOU between Kim Keys, LLC and Ada County
- PREA Poster
- Inmate Handbook
- Acknowledgement Form and Signatures
- Interviews with random inmates
- Interview with Lt. Aaron Shepherd, PREA Coordinator
- Interview with Sgt. Gary Grunewald, PREA Compliance Manager
- Interview with a County Prosecutor
- Interview with Criminal Investigator
- Phone Interview with Kim Keys

Standard 115.54: Third-party reporting

All Yes/No Questions Must Be Answered by the Auditor to Complete the Report

115.54 (a)

- Has the agency established a method to receive third-party reports of sexual abuse and sexual harassment? ☒ Yes ☐ No
- Has the agency distributed publicly information on how to report sexual abuse and sexual harassment on behalf of an inmate? ☒ Yes ☐ No

Auditor Overall Compliance Determination

- ☐ **Exceeds Standard** (*Substantially exceeds requirement of standards*)
- ☒ **Meets Standard** (*Substantial compliance; complies in all material ways with the standard for the relevant review period*)
- ☐ **Does Not Meet Standard** (*Requires Corrective Action*)

Instructions for Overall Compliance Determination Narrative

The narrative below must include a comprehensive discussion of all 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 the standard. These recommendations must be included in the Final Report, accompanied by information on specific corrective actions taken by the facility.

115.54(a) The Ada County Jail allows third parties to report a sexual abuse or sexual harassment incident on behalf of an inmate. The agency provides information on its website, www.adacounty.id.gov/sheriff/ada-county-jail/prea/ on how to report a sexual abuse or sexual harassment of an inmate to the Jail. The information explains that all reports of sexual abuse and sexual harassment are taken seriously and will be investigated.

Based on the information discovered in the facility's policies, documents received prior to the audit, observations made and documents reviewed during the onsite audit, as well as information obtained through staff interviews, the auditor has determined the facility meets the above standard.

POLICY, MATERIALS, INTERVIEWS AND OTHER EVIDENCE REVIEWED:

Completed Pre-Audit Questionnaire completed by Sgt. Gary Grunewald
Ada County Sheriff Website: www.adacounty.id.gov/sheriff/ada-county-jail/prea/
Interview with Lt. Aaron Shepherd, PREA Coordinator
Interview with Sgt. Gary Grunewald, PREA Compliance Manager

OFFICIAL RESPONSE FOLLOWING AN INMATE REPORT

Standard 115.61: Staff and agency reporting duties

All Yes/No Questions Must Be Answered by the Auditor to Complete the Report

115.61 (a)

- 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 a facility, whether or not it is part of the agency? ☒ Yes ☐ No
- Does the agency require all staff to report immediately and according to agency policy any knowledge, suspicion, or information regarding retaliation against inmates or staff who reported an incident of sexual abuse or sexual harassment? ☒ Yes ☐ No
- 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 ☐ No

115.61 (b)

- Apart from reporting to designated supervisors or officials, does 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, investigation, and other security and management decisions? ☒ Yes ☐ No

115.61 (c)

- Unless otherwise precluded by Federal, State, or local law, are medical and mental health practitioners required to report sexual abuse pursuant to paragraph (a) of this section? ☒ Yes ☐ No
- Are medical and mental health practitioners required to inform inmates of the practitioner's duty to report, and the limitations of confidentiality, at the initiation of services? ☒ Yes ☐ No

115.61 (d)

- 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 ☐ No

115.61 (e)

- Does the facility report all allegations of sexual abuse and sexual harassment, including third-party and anonymous reports, to the facility's designated investigators? ☒ Yes ☐ No

Auditor Overall Compliance Determination

- ☐ **Exceeds Standard** (*Substantially exceeds requirement of standards*)
- ☒ **Meets Standard** (*Substantial compliance; complies in all material ways with the standard for the relevant review period*)
- ☐ **Does Not Meet Standard** (*Requires Corrective Action*)

Instructions for Overall Compliance Determination Narrative

The narrative below must include a comprehensive discussion of all 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 the standard. These recommendations must be included in the Final Report, accompanied by information on specific corrective actions taken by the facility.

115.61(a) The Ada County Jail's Policy 6B requires staff to immediately report any suspected or alleged sexual abuse, sexual harassment, retaliation or neglect that occurred in a facility whether or not it is part of the agency. Interviews with random staff confirmed that they are aware of this policy and all stated they would report any knowledge or suspicion of any of the three.

115.61(b) Policy 6B also prohibits staff from revealing any information related to a sexual abuse or sexual harassment report to anyone other than designated supervisors or officials and, to the extent necessary, to make treatment, investigation, and other security and management decisions.

115.61(c) Medical and mental health practitioners within the facility are required to report sexual abuse that is disclosed to them by inmates and, at the initiation of services, must inform the inmate of their duty to report the incident and the limitations of confidentiality. Interviews with medical and mental health practitioners revealed they knew the policy and also received the information in their PREA training. There were no incidents of sexual abuse reported to medical providers during the twelve months prior to the audit.

115.61(d) If the alleged victim is under the age of 18, the Ada County Detective Division reports the allegation of sexual abuse to the Idaho Department of Children and Family Services. If the alleged victim is a "vulnerable adult" the report will be made to Idaho Adult Protection Services.

115.61(e) All reports of allegations of sexual abuse and sexual harassment, including third-party and anonymous reports are submitted to the Shift Supervisor and Jail Administration who forwards them to the administrative investigators in the jail or the Ada County Detective Division depending on the type of allegation made.

Based on the information discovered in the facility's policies, documents received prior to the audit, observations made and documents reviewed during the onsite audit, as well as information obtained through staff interviews, the auditor has determined the facility meets the above standard.

POLICY, MATERIALS, INTERVIEWS AND OTHER EVIDENCE REVIEWED:

Ada County Jail's PREA Policy 6B
Completed Pre-Audit Questionnaire submitted by Sgt. Gary Grunewald
PREA training curriculum
Interviews with random staff
Interviews with a medical practitioner and a mental health practitioner
Interview with Capt. John Dilibert, Jail Administrator
Interview with Lt. Aaron Shepherd, PREA Coordinator
Interview with Sgt. Gary Grunewald, PREA Compliance Manager

Standard 115.62: Agency protection duties

All Yes/No Questions Must Be Answered by the Auditor to Complete the Report

115.62 (a)

- When the agency learns that an inmate is subject to a substantial risk of imminent sexual abuse, does it take immediate action to protect the inmate? ☐ Yes ☐ No

Auditor Overall Compliance Determination

- ☐ **Exceeds Standard** (*Substantially exceeds requirement of standards*)
- ☒ **Meets Standard** (*Substantial compliance; complies in all material ways with the standard for the relevant review period*)
- ☐ **Does Not Meet Standard** (*Requires Corrective Action*)

Instructions for Overall Compliance Determination Narrative

The narrative below must include a comprehensive discussion of all 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 the standard. These recommendations must be included in the Final Report, accompanied by information on specific corrective actions taken by the facility.

115.62(a) The Ada County Jail reports that there were no incidents in the past twelve months where the facility determined an inmate was subject to a substantial risk of imminent sexual abuse. Inmates at substantial risk of imminent sexual abuse are either removed from the housing unit and reassigned to other appropriate housing that ensures the inmate's safety or the perpetrator is reassigned to another housing unit, depending on the circumstances of the situation. There will be direct monitoring of the victim in most circumstances and the victim will, if needed, will be referred to a counselor for emotional or psychological support.

Based on the information discovered in the facility's policies, documents received prior to the audit, observations made and documents reviewed during the onsite audit, as well as information obtained through staff interviews, the auditor has determined the facility meets the above standard.

POLICY, MATERIALS, INTERVIEWS AND OTHER EVIDENCE REVIEWED:

Ada County Jail's PREA Policy 6B
Completed Pre-Audit Questionnaire submitted by Sgt. Gary Grunewald
Interviews with random staff
Interview with Chief Deputy Scott Johnson
Interview with Capt. John Dilibert, Jail Administrator
Interview with Lt. Aaron Shepherd, PREA Coordinator
Interview with Sgt. Gary Greenwald, PREA Compliance Manager

Standard 115.63: Reporting to other confinement facilities

All Yes/No Questions Must Be Answered by the Auditor to Complete the Report

115.63 (a)

- Upon receiving an allegation that an inmate 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 ☐ No

115.63 (b)

- Is such notification provided as soon as possible, but no later than 72 hours after receiving the allegation? ☒ Yes ☐ No

115.63 (c)

- Does the agency document that it has provided such notification? ☒ Yes ☐ No

115.63 (d)

- Does the facility head or agency office that receives such notification ensure that the allegation is investigated in accordance with these standards? ☒ Yes ☐ No

Auditor Overall Compliance Determination

- ☐ **Exceeds Standard** (*Substantially exceeds requirement of standards*)
- ☒ **Meets Standard** (*Substantial compliance; complies in all material ways with the standard for the relevant review period*)
- ☐ **Does Not Meet Standard** (*Requires Corrective Action*)

Instructions for Overall Compliance Determination Narrative

The narrative below must include a comprehensive discussion of all 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 the standard. These recommendations must be included in the Final Report, accompanied by information on specific corrective actions taken by the facility.

115.63(a) The Ada County Jail's PREA Policy 6B requires the facility to report any abuse allegation received regarding an inmate abused at another facility to the agency head, or appropriate officer, where the sexual abuse is alleged to have occurred.

115.63(b) Policy requires this notice to occur as soon as possible but no later than within 72 hours of receiving the allegation.

115.63(c) The notification from the Ada County Jail to the other agency is documented in the Jail Management System. The Ada County Jail reported there were thirty-six reports of this type during the twelve months prior to the audit. The facility notified the other agency's PREA Coordinators where the incidents allegedly occurred so they could be investigated.

115.63(d) Policy 2A.11.04 requires upon receiving notification from an outside facility that an inmate was sexually abused while in the custody of the Ada County Jail, the facility assures an investigation is done into the allegation. If a staff member was allegedly involved, the Sheriff or Chief Deputy will request an outside law enforcement agency do the investigation. The Ada County Jail reported there were two reports of inmates being sexually abused while in the custody of the Ada County Jail during the past twelve months. Both allegations were investigated by the Ada County Jail.

Based on the information discovered in the facility's policies, documents received prior to the audit, observations made and documents reviewed during the onsite audit, as well as information obtained through staff interviews, the auditor has determined the facility meets the above standard.

POLICY, MATERIALS, INTERVIEWS AND OTHER EVIDENCE REVIEWED:

Ada County Jail's PREA Policy 6B
Ada County Sheriff's Office Policy 2A.11.04
Completed Pre-Audit Questionnaire submitted by Sgt. Gary Grunewald
Interview with Chief Deputy Scott Johnson
Interview with Capt. John Dilibert, Jail Administrator
Interview with Lt. Aaron Shepherd, PREA Coordinator

Standard 115.64: Staff first responder duties

All Yes/No Questions Must Be Answered by the Auditor to Complete the Report

115.64 (a)

- Upon learning of an allegation that an inmate was sexually abused, is the first security staff member to respond to the report required to: Separate the alleged victim and abuser?
☒ Yes ☐ No
- Upon learning of an allegation that an inmate was sexually abused, is the first security 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 ☐ No
- Upon learning of an allegation that an inmate was sexually abused, is the first security 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 ☐ No
- Upon learning of an allegation that an inmate was sexually abused, is the first security 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 ☐ No

115.64 (b)

- If the first staff responder is not a security staff member, is the responder required to request that the alleged victim not take any actions that could destroy physical evidence, and then notify security staff? ☒ Yes ☐ No

Auditor Overall Compliance Determination

- ☐ **Exceeds Standard** (*Substantially exceeds requirement of standards*)
- ☒ **Meets Standard** (*Substantial compliance; complies in all material ways with the standard for the relevant review period*)
- ☐ **Does Not Meet Standard** (*Requires Corrective Action*)

Instructions for Overall Compliance Determination Narrative

The narrative below must include a comprehensive discussion of all 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 the standard. These recommendations must be included in the Final Report, accompanied by information on specific corrective actions taken by the facility.

115.64(a) The Ada County Jail's PREA Policy 6B outlines in policy the responsibilities of all staff members receiving an allegation of sexual abuse. Policy 6B also details the supervisor's duties in a sexual abuse incident. The policy details in depth the following guidelines for the first responder and includes much more:

- (1) Separate the alleged victim and abuser;
- (2) Preserve and protect any crime scene until appropriate steps can be taken to collect any evidence;
- (3) 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 actions that could destroy physical evidence, including, as appropriate, washing, brushing teeth, changing clothes, urinating, defecating, smoking, drinking, or eating; and
- (4) If the abuse occurred within a time period that still allows for the collection of physical evidence, 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.

The Ada County Jail reported that in the past twelve months, there were 42 allegations that an inmate was sexually abused in the facility.

115.64(b) Policy states that when the first staff responder is not a security staff member, he or she shall request that the alleged victim not take any actions that could destroy physical evidence and then notify security staff immediately. There were no incidents in which a non-security staff member was the first responder during the audit cycle.

Interviews with random staff and supervisors confirmed that staff are very knowledgeable in their duties as a first responder to a sexual abuse or sexual harassment incident and have received the training in their yearly PREA training.

Based on the information discovered in the facility's policies, documents received prior to the audit, observations made and documents reviewed during the onsite audit, as well as information obtained through staff and inmate interviews, the auditor has determined the facility exceeds the above standard.

POLICY, MATERIALS, INTERVIEWS AND OTHER EVIDENCE REVIEWED:

Ada County Jail's PREA Policy 6B
Completed Pre-Audit Questionnaire submitted by Sgt. Gary Grunewald
Interviews with random staff
Interview with a Medical Practitioner
Interview with Lt. Aaron Shepherd, PREA Coordinator
Interview with Sgt. Gary Grunewald, PREA Compliance Manager

Standard 115.65: Coordinated response

All Yes/No Questions Must Be Answered by the Auditor to Complete the Report

115.65 (a)

- Has the facility 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 an incident of sexual abuse? ☒ Yes ☐ No

Auditor Overall Compliance Determination

- ☒ **Exceeds Standard** (*Substantially exceeds requirement of standards*)
- ☐ **Meets Standard** (*Substantial compliance; complies in all material ways with the standard for the relevant review period*)
- ☐ **Does Not Meet Standard** (*Requires Corrective Action*)

Instructions for Overall Compliance Determination Narrative

The narrative below must include a comprehensive discussion of all 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 the standard. These recommendations must be included in the Final Report, accompanied by information on specific corrective actions taken by the facility.

115.65(a) The Ada County Jail's PREA Policy 6B requires a coordinated response plan that coordinates the actions of first responders, medical and mental health practitioners, investigators, and facility leadership. The plan is in the policy and outlines the responsibilities of first responders, shift supervisors, medical practitioners, mental health practitioners, Administration, and administrative and criminal investigators. There is also a detailed PREA Work Flowchart and a Protocol for Medical and Mental Health practitioners in the event of a sexual abuse. Because of the detailed coordinated response plan, the detailed Work Flowchart, and the Protocol for Medical and Mental Health practitioners in the event of a sexual abuse, the auditor finds the Ada County Jail exceeds this standard.

Based on the information discovered in the facility's policies, documents received prior to the audit, observations made and documents reviewed during the onsite audit, as well as information obtained through staff interviews, the auditor has determined the facility exceeds the above standard.

POLICY, MATERIALS, INTERVIEWS AND OTHER EVIDENCE REVIEWED:

Ada County Jail's PREA Policy 6B
Completed Pre-Audit Questionnaire submitted by Sgt. Gary Grunewald
Interviews with random staff
Interview with a Medical Practitioner

Interview with Capt. John Dilibert, Jail Administrator
Interview with Lt. Aaron Shepherd, PREA Coordinator
Interview with Sgt. Gary Grunewald, PREA Compliance Manager
PREA Work Flowchart
Medical and Mental Health Protocol in a Sexual Abuse

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

All Yes/No Questions Must Be Answered by the Auditor to Complete the Report

115.66 (a)

- 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 any inmates pending the outcome of an investigation or of a determination of whether and to what extent discipline is warranted? ☐ Yes ☐ No **NA**

115.66 (b)

- Auditor is not required to audit this provision.

Auditor Overall Compliance Determination

- ☐ **Exceeds Standard** (*Substantially exceeds requirement of standards*)
- ☒ **Meets Standard** (*Substantial compliance; complies in all material ways with the standard for the relevant review period*)
- ☐ **Does Not Meet Standard** (*Requires Corrective Action*)

Instructions for Overall Compliance Determination Narrative

The narrative below must include a comprehensive discussion of all 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 the standard. These recommendations must be included in the Final Report, accompanied by information on specific corrective actions taken by the facility.

The Ada County Sheriff's Office and Jail do not have any collective bargaining agreements in place and have not had any at any time. Ada County Sheriff's Office is non-union and, therefore, has no union collective bargaining agreements. Therefore, the auditor determined that this standard is not applicable to the Ada County Sheriff's Office and Jail.

Based on the information discovered in the facility's policies, documents received prior to the audit, observations made and documents reviewed during the onsite audit, as well as information obtained through staff interviews, the auditor has determined the facility meets the above standard.

POLICY, MATERIALS, INTERVIEWS AND OTHER EVIDENCE REVIEWED:

Completed Pre-Audit Questionnaire submitted by Sgt. Gary Grunewald
Interview with Chief Deputy Scott Johnson
Interview with Capt. John Dilibert, Jail Administrator
Interview with Lt. Aaron Shepherd, PREA Coordinator
Interview with Sgt. Gary Grunewald, PREA Compliance Manager

Standard 115.67: Agency protection against retaliation

All Yes/No Questions Must Be Answered by the Auditor to Complete the Report

115.67 (a)

- Has the agency established a policy to protect all inmates and staff who report sexual abuse or sexual harassment or cooperate with sexual abuse or sexual harassment investigations from retaliation by other inmates or staff? ☒ Yes ☐ No
- Has the agency designated which staff members or departments are charged with monitoring retaliation? ☒ Yes ☐ No

115.67 (b)

- Does the agency employ multiple protection measures, such as housing changes or transfers for inmate victims or abusers, removal of alleged staff or inmate abusers from contact with victims, and emotional support services, for inmates or staff who fear retaliation for reporting sexual abuse or sexual harassment or for cooperating with investigations? ☒ Yes ☐ No

115.67 (c)

- Except in instances where the agency determines that a report of sexual abuse is unfounded, for at least 90 days following a report of sexual abuse, does the agency: Monitor the conduct and treatment of inmates or staff who reported the sexual abuse to see if there are changes that may suggest possible retaliation by inmates or staff? ☒ Yes ☐ No
- Except in instances where the agency determines that a report of sexual abuse is unfounded, for at least 90 days following a report of sexual abuse, does the agency: Monitor the conduct and treatment of inmates who were reported to have suffered sexual abuse to see if there are changes that may suggest possible retaliation by inmates or staff? ☒ Yes ☐ No

- Except in instances where the agency determines that a report of sexual abuse is unfounded, for at least 90 days following a report of sexual abuse, does the agency: Act promptly to remedy any such retaliation? ☒ Yes ☐ No
- Except in instances where the agency determines that a report of sexual abuse is unfounded, for at least 90 days following a report of sexual abuse, does the agency: Monitor any inmate disciplinary reports? ☒ Yes ☐ No
- Except in instances where the agency determines that a report of sexual abuse is unfounded, for at least 90 days following a report of sexual abuse, does the agency: Monitor inmate housing changes? ☒ Yes ☐ No
- Except in instances where the agency determines that a report of sexual abuse is unfounded, for at least 90 days following a report of sexual abuse, does the agency: Monitor inmate program changes? ☒ Yes ☐ No
- Except in instances where the agency determines that a report of sexual abuse is unfounded, for at least 90 days following a report of sexual abuse, does the agency: Monitor negative performance reviews of staff? ☒ Yes ☐ No
- Except in instances where the agency determines that a report of sexual abuse is unfounded, for at least 90 days following a report of sexual abuse, does the agency: Monitor reassignments of staff? ☒ Yes ☐ No
- Does the agency continue such monitoring beyond 90 days if the initial monitoring indicates a continuing need? ☒ Yes ☐ No

115.67 (d)

- In the case of inmates, does such monitoring also include periodic status checks?
☒ Yes ☐ No

115.67 (e)

- 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 ☐ No

115.67 (f)

- Auditor is not required to audit this provision.

Auditor Overall Compliance Determination

- ☐ **Exceeds Standard** (*Substantially exceeds requirement of standards*)
- ☒ **Meets Standard** (*Substantial compliance; complies in all material ways with the standard for the relevant review period*)
- ☐ **Does Not Meet Standard** (*Requires Corrective Action*)

Instructions for Overall Compliance Determination Narrative

The narrative below must include a comprehensive discussion of all 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 the standard. These recommendations must be included in the Final Report, accompanied by information on specific corrective actions taken by the facility.

115.67(a and d) Ada County Jail's PREA Policy 10.4 prohibits retaliation against inmates or staff members who report sexual abuse or sexual harassment and requires monitoring of the inmate or staff member for retaliation. The PREA Compliance Manager is the Classification Sergeant and is responsible for monitoring anyone who reports a sexual abuse or sexual harassment allegation.

115.67(b) Policy states that the facility will protect inmates and staff who report sexual abuse or sexual harassment or cooperate with sexual abuse or sexual harassment investigations from retaliation by other inmates or staff. Monitoring will include periodic status checks on inmates. Such protections shall be afforded via housing changes to separate victims from abusers, removal of alleged staff members from contact with victims, and emotional support services for inmates or staff members who fear retaliation.

115.67(c) Ada County Jail's PREA Policy 6B requires monitoring the conduct and treatment of inmates and staff who report sexual abuse or sexual harassment and of inmates who were reported to have suffered sexual abuse for signs of changes that may suggest possible retaliation and shall act promptly to remedy any such retaliation. This monitoring is to continue for 90 days or longer if the initial monitoring indicates a need for further monitoring. An interview with Sgt. Grunewald confirmed the actions taken to conduct retaliation monitoring. However, while the retaliation monitoring is outlined in policy and is done in practice, no documentation has been kept of the monitoring. Therefore, the auditor finds the Ada County Jail does not meet this part of the standard.

115.67(d) Policy also requires the facility to take proper measures to protect any other individual who has cooperated with an investigation and expresses a fear of retaliation. The Ada County Jail reported there were no incidents of someone cooperating with an investigation that expressed a fear of retaliation.

Based on the information discovered in the facility's policies, documents received prior to the audit, observations made and documents reviewed during the onsite audit, as well as information obtained through staff interviews, the auditor has determined the facility meets the above standard.

POLICY, MATERIALS, INTERVIEWS AND OTHER EVIDENCE REVIEWED:

Ada County Jail's PREA Policy 6B
Completed Pre-Audit Questionnaire submitted by Sgt. Gary Grunewald
Interview with Chief Deputy Scott Johnson
Interview with Capt. John Dilibert, Jail Administrator
Interview with Lt. Aaron Shepherd, PREA Coordinator
Interview with Sgt. Gary Grunewald, PREA Compliance Manager

CORRECTIVE ACTION REQUIRED:

1. The Ada County Jail should document the retaliation monitoring of staff and inmates who report a sexual abuse in the facility.

The Ada County Jail will send documentation of retaliation monitoring to the auditor within 180 days of the date of this interim report.

VERIFICATION OF CORRECTIVE ACTION SINCE THE AUDIT:

On May 29, 2020, the Ada County Jail sent the auditor verification and copies of documentation that the corrective action noted in the PREA interim report has been corrected as follows:

1. The Ada County Jail has created a detailed retaliation spreadsheet to show compliance monitoring on all inmates and staff who report sexual abuse for possible retaliation. Documentation is placed on the spreadsheet every 25 days up to the 90 days and can be continued further, if more is needed.

The auditor has reviewed all of the documents that were sent and the Ada County Jail is now fully compliant with this standard.

Standard 115.68: Post-allegation protective custody

All Yes/No Questions Must Be Answered by the Auditor to Complete the Report

115.68 (a)

- Is any and all use of segregated housing to protect an inmate who is alleged to have suffered sexual abuse subject to the requirements of § 115.43? ☒ Yes ☐ No

Auditor Overall Compliance Determination

- ☐ **Exceeds Standard** (*Substantially exceeds requirement of standards*)
- ☒ **Meets Standard** (*Substantial compliance; complies in all material ways with the standard for the relevant review period*)
- ☐ **Does Not Meet Standard** (*Requires Corrective Action*)

Instructions for Overall Compliance Determination Narrative

The narrative below must include a comprehensive discussion of all 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 the standard. These recommendations must be included in the Final Report, accompanied by information on specific corrective actions taken by the facility.

115.68(a) The Ada County Jail's PREA Policy 6B prohibits the facility from placing inmates who allege to have suffered sexual abuse in involuntary restrictive housing unless the determination has been made that this housing assignment best protects the safety of the inmate and a review of other alternatives failed to provide adequate safety from likely abusers. When inmates are placed in involuntary restrictive housing in order to separate the victim from the abuser, the placement is only for the time needed to finish the investigation and find alternative housing. The policy details the procedures taken to maintain compliance with this standard. Interviews with staff revealed four incidents of involuntary housing being used for this purpose but the inmates were not in involuntary housing for more than 24 hours. There were no inmates in involuntary restrictive housing at the time of the audit for this purpose for the auditor to interview.

Based on the information discovered in the facility's policies, documents received prior to the audit, observations made and documents reviewed during the onsite audit, as well as information obtained through staff interviews, the auditor has determined the facility meets the above standard.

POLICY, MATERIALS, INTERVIEWS AND OTHER EVIDENCE REVIEWED:

Ada County Jail's PREA Policy 6B
Completed Pre-Audit Questionnaire submitted by Sgt. Gary Grunewald
Interviews with random staff
Interview with Chief Deputy Scott Johnson
Interview with Capt. John Dilibert, Jail Administrator
Interview with Lt. Aaron Shepherd, PREA Coordinator
Interview with Sgt. Gary Grunewald, PREA Compliance Manager

INVESTIGATIONS

Standard 115.71: Criminal and administrative agency investigations

All Yes/No Questions Must Be Answered by the Auditor to Complete the Report

115.71 (a)

- 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 115.21(a).] ☒ Yes ☐ No ☐ NA
- 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 115.21(a).] ☒ Yes ☐ No ☐ NA

115.71 (b)

- Where sexual abuse is alleged, does the agency use investigators who have received specialized training in sexual abuse investigations as required by 115.34? ☒ Yes ☐ No

115.71 (c)

- Do investigators gather and preserve direct and circumstantial evidence, including any available physical and DNA evidence and any available electronic monitoring data? ☒ Yes ☐ No
- Do investigators interview alleged victims, suspected perpetrators, and witnesses?
☒ Yes ☐ No
- Do investigators review prior reports and complaints of sexual abuse involving the suspected perpetrator? ☒ Yes ☐ No

115.71 (d)

- 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 ☐ No

115.71 (e)

- 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 inmate or staff? ☒ Yes ☐ No
- Does the agency investigate allegations of sexual abuse without requiring an inmate who alleges sexual abuse to submit to a polygraph examination or other truth-telling device as a condition for proceeding? ☒ Yes ☐ No

115.71 (f)

- Do administrative investigations include an effort to determine whether staff actions or failures to act contributed to the abuse? ☒ Yes ☐ No
- 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 ☐ No

115.71 (g)

- 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 ☐ No

115.71 (h)

- Are all substantiated allegations of conduct that appears to be criminal referred for prosecution? ☒ Yes ☐ No

115.71 (i)

- Does the agency retain all written reports referenced in 115.71(f) and (g) for as long as the alleged abuser is incarcerated or employed by the agency, plus five years? ☒ Yes ☐ No

115.71 (j)

- Does the agency ensure that the departure of an alleged abuser or victim from the employment or control of the agency does not provide a basis for terminating an investigation? ☒ Yes ☐ No

115.71 (k)

- Auditor is not required to audit this provision.

115.71 (l)

- When an outside entity investigates sexual abuse, does the facility 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 115.21(a).) ☒ Yes ☐ No ☐ NA

Auditor Overall Compliance Determination

- ☐ **Exceeds Standard** (*Substantially exceeds requirement of standards*)
- ☒ **Meets Standard** (*Substantial compliance; complies in all material ways with the standard for the relevant review period*)
- ☐ **Does Not Meet Standard** (*Requires Corrective Action*)

Instructions for Overall Compliance Determination Narrative

The narrative below must include a comprehensive discussion of all 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 the standard. These recommendations must be included in the Final Report, accompanied by information on specific corrective actions taken by the facility.

115.71(a) Ada County Jail's PREA policy 6B requires that investigators initiate an investigation promptly upon receiving an allegation of sexual abuse or sexual harassment. Administrative investigations are done by the Jail Investigators, criminal by the Ada County Detective Division, and, when staff are allegedly involved, the case is referred by the Sheriff an outside law enforcement agency. This is done promptly, thoroughly, and objectively for all allegations, including third-party and anonymous reports

115.71(b) There are twenty-two investigators assigned to investigate sexual abuse and sexual harassment in the Ada County Jail and fourteen investigators from the Ada County Detective Division. A review of training records confirmed that thirty-four of the investigators have had the specialized training for investigators and two others in the jail will be taking it shortly. This training was the NIC online training, "Investigating Sexual Abuse in a Confinement Setting" and the classroom training provided by the PREA Resource Center. This training included techniques for interviewing sexual abuse 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 referral to the prosecutor for criminal charges. In addition, all criminal allegations are investigated by detectives who have had extensive training on sexual abuse investigations and use Miranda and Garrity warnings frequently in their regular jobs.

115.71(c) Interviews with both administrative and criminal investigators confirmed that upon initiation of an investigation into a sexual abuse allegation, the investigators gather and preserve direct and circumstantial evidence, including any available physical and DNA evidence and any available electronic monitoring data, interview alleged victims, suspected perpetrators, and witnesses. and review prior complaints and reports of sexual abuse involving the suspected perpetrator. The facility has a detailed checklist for the investigators to refer to when necessary.

115.71(d) Unless the allegation is an immediately recognizable criminal investigation, investigations will be initiated as an administrative investigation. All administrative investigations are done by Ada County Jail investigators. If there is any indication that the investigation appears to support criminal prosecution, the Jail investigators will confer with prosecutors before using compelled interviews. However, it would be extremely rare for this to happen as the administrative investigators alert the supervisor if the investigation appears to have criminal elements and the case is referred to the Ada County Detective Division to initiate a criminal investigation. The Ada County Detectives are aware of when compelled

interviews are an obstacle to prosecution as they use them frequently in their regular job. However, if there is any question or concerns, they will confer with the prosecutor before taking any action.

115.71(e) Ada County Jail Policy 6B requires that the credibility of the alleged victim will be assessed on a case-by-case basis and shall not be determined by the person's status as an inmate. During interviews with investigators they confirmed that this was practice as well as policy. The investigator also stated that inmates will be treated humanely while receiving the same response to their allegations of sexual abuse or sexual harassment as someone from outside the facility would receive. Determination of credibility of all participants is based on facts and findings.

Inmates who allege sexual abuse are not required to submit to a polygraph examination or other truth-telling device as a condition for proceeding with the investigation.

115.71(f) Policy requires that a thorough report be written at the conclusion of an administrative investigation that includes a description of what evidence was collected or reviewed, the reasons behind any credibility assessments, and any facts and findings the investigator discovered in the investigation. Investigators will also consider whether staff actions or failures to act contributed to the incident of abuse.

115.71(g and h) Ada County Jail's PREA Policy 6B and interviews with criminal investigators confirm that comprehensive reports are written at the conclusion of criminal investigations and the reports fully describe any physical, testimonial, and documentary evidence gathered, considered, or relied on. The criminal investigator confirmed that, when it is practical, copies of documentary evidence are attached to the report. Substantiated criminal investigations are referred for prosecution, when warranted. During the twelve months prior to the audit, there have been two criminal abuse allegations or investigations in the facility. Both were inmate-on-inmate and one was unfounded and the second one was determined to be unsubstantiated.

The auditor was given copies of administrative and criminal investigation reports. There were no staff related criminal allegations, 9 staff related sexual harassment allegations, 2 criminal inmate-on-inmate abuse, 40 administrative inmate-on-inmate abuse allegations, and 45 administrative inmate-on-inmate sexual harassment allegations. Of the nine staff related sexual harassment allegations all were determined to be unfounded. Of the 40 administrative inmate-on-inmate abuse 4 were substantiated, 5 were unsubstantiated, and 30 were unfounded. Of the 45 administrative inmate-on-inmate sexual harassment allegations 8 were substantiated, 7 were unsubstantiated, and 30 were unfounded.

115.71(i) Ada County Jail's PREA Policy 6B requires all written reports referenced in 115.71(f and g) are retained for as long as the alleged abuser is incarcerated or employed by the agency, plus five years.

115.71(j) If an alleged abuser or victim leaves the facility or the employ of the agency, the investigation will continue and will not be terminated until it is officially closed with a determination. This practice was confirmed by interviews with investigators.

115.71(l) When an outside law enforcement agency is assigned to an investigation, the Ada County Sheriff's Office and Jail will cooperate fully with the investigators and will stay informed as to the progress of the investigation. Interviews with Ada County investigators explained that there is a very good working relationship between Ada County Sheriff's Office and the agencies that assist in investigations.

Based on the information discovered in the facility's policies, documents received prior to the audit, observations made and documents reviewed during the onsite audit, as well as information obtained through staff interviews, the auditor has determined the facility meets the above standard.

POLICY, MATERIALS, INTERVIEWS AND OTHER EVIDENCE REVIEWED:

Ada County Jail's PREA Policy 6B
Completed Pre-Audit Questionnaire submitted by Sgt. Gary Grunewald
Objectives for the online and classroom course, "Investigating Sexual Abuse in a Confinement Setting"
Training documentation for investigators completing the specialized training
Ada County Jail PREA Work Flow Chart
Interviews with administrative and criminal investigators
Interview with Lt. Aaron Shepherd, PREA Coordinator
Interview with Sgt. Gary Grunewald, PREA Compliance Manager

Standard 115.72: Evidentiary standard for administrative investigations

All Yes/No Questions Must Be Answered by the Auditor to Complete the Report

115.72 (a)

- 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 ☐ No

Auditor Overall Compliance Determination

- ☐ **Exceeds Standard** (*Substantially exceeds requirement of standards*)
- ☒ **Meets Standard** (*Substantial compliance; complies in all material ways with the standard for the relevant review period*)
- ☐ **Does Not Meet Standard** (*Requires Corrective Action*)

Instructions for Overall Compliance Determination Narrative

The narrative below must include a comprehensive discussion of all 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 the standard. These recommendations must be included in the Final Report, accompanied by information on specific corrective actions taken by the facility.

115.72(a) Ada County Jail's PREA Work Flow Chart requires the Ad County Sheriff's Office to impose no standard higher than a preponderance of evidence in determining whether allegations of sexual abuse or sexual harassment in administrative investigations are substantiated. Interviews with both administrative and criminal investigators confirmed this is the standard.

Based on the information discovered in the facility's policies, documents received prior to the audit, observations made and documents reviewed during the onsite audit, as well as information obtained through staff interviews, the auditor has determined the facility meets the above standard.

POLICY, MATERIALS, INTERVIEWS AND OTHER EVIDENCE REVIEWED:

Ada County Jail's PREA Work Flow Chart
Completed Pre-Audit Questionnaire submitted by Sgt. Gary Grunewald
Interviews with administrative and criminal investigators
Interview with Lt. Aaron Shepherd, PREA Coordinator
Interview with Sgt. Gary Grunewald, PREA Compliance Manager

Standard 115.73: Reporting to inmates

All Yes/No Questions Must Be Answered by the Auditor to Complete the Report

115.73 (a)

- Following an investigation into an inmate's allegation that he or she suffered sexual abuse in an agency facility, does the agency inform the inmate as to whether the allegation has been determined to be substantiated, unsubstantiated, or unfounded? ☒ Yes ☐ No

115.73 (b)

- If the agency did not conduct the investigation into an inmate's allegation of sexual abuse in an agency facility, does the agency request the relevant information from the investigative agency in order to inform the inmate? (N/A if the agency/facility is responsible for conducting administrative and criminal investigations.) ☒ Yes ☐ No ☐ NA

115.73 (c)

- Following an inmate's allegation that a staff member has committed sexual abuse against the inmate, unless the agency has determined that the allegation is unfounded, or unless the inmate has been released from custody, does the agency subsequently inform the inmate whenever: The staff member is no longer posted within the inmate's unit? ☒ Yes ☐ No
- Following an inmate's allegation that a staff member has committed sexual abuse against the inmate, unless the agency has determined that the allegation is unfounded, or unless the inmate has been released from custody, does the agency subsequently inform the inmate whenever: The staff member is no longer employed at the facility? ☒ Yes ☐ No
- Following an inmate's allegation that a staff member has committed sexual abuse against the inmate, unless the agency has determined that the allegation is unfounded, or unless the inmate has been released from custody, does the agency subsequently inform the inmate whenever: The agency learns that the staff member has been indicted on a charge related to sexual abuse in the facility? ☒ Yes ☐ No

- Following an inmate's allegation that a staff member has committed sexual abuse against the inmate, unless the agency has determined that the allegation is unfounded, or unless the inmate has been released from custody, does the agency subsequently inform the inmate whenever: The agency learns that the staff member has been convicted on a charge related to sexual abuse within the facility? ☒ Yes ☐ No

115.73 (d)

- Following an inmate's allegation that he or she has been sexually abused by another inmate, does the agency subsequently inform the alleged victim whenever: The agency learns that the alleged abuser has been indicted on a charge related to sexual abuse within the facility?
☒ Yes ☐ No
- Following an inmate's allegation that he or she has been sexually abused by another inmate, does the agency subsequently inform the alleged victim whenever: The agency learns that the alleged abuser has been convicted on a charge related to sexual abuse within the facility?
☒ Yes ☐ No

115.73 (e)

- Does the agency document all such notifications or attempted notifications? ☐ Yes ☐ No

115.73 (f)

- Auditor is not required to audit this provision.

Auditor Overall Compliance Determination

- ☐ **Exceeds Standard** (*Substantially exceeds requirement of standards*)
- ☒ **Meets Standard** (*Substantial compliance; complies in all material ways with the standard for the relevant review period*)
- ☐ **Does Not Meet Standard** (*Requires Corrective Action*)

Instructions for Overall Compliance Determination Narrative

The narrative below must include a comprehensive discussion of all 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 the standard. These recommendations must be included in the Final Report, accompanied by information on specific corrective actions taken by the facility.

115.73(a) Ada County Jail's PREA Policy 6B requires upon completion of any administrative or criminal investigation of sexual abuse or sexual harassment in the facility, the facility will inform the inmate as to whether the allegation was determined to be substantiated, unsubstantiated, or unfounded. The Ada County Jail reported that, at the time the Pre-Audit Questionnaire was filled out, only four inmates had

been notified of the findings of the investigation. At that time the documentation of the notifications was not being done and had just started. Over the last four months all inmates have been notified of the outcome of their allegations unless the inmate had left the facility prior to the completion of the investigation.

115.73(b) When an outside law enforcement agency is brought in to conduct an investigation, the inmate will be notified of the outcome when it is known. Outside investigations do not happen often, but it is in policy and on the checklist that the notification is made.

115.73(c) Ada County Jail's PREA Policy 6B is consistent with the standard for notification when an employee has sexually abused an inmate. The Ada County Jail reported that no allegations of this type were reported during the twelve months prior to the audit.

115.73(d) The policy is consistent with this standard. The Ada County Jail hasn't had any incidents of inmate-on-inmate sexual abuse that resulted in criminal charges or criminal convictions during the past twelve months.

115.73(e) Notifications to inmates are documented in the investigation findings.

115.73(f) The Ada County Jail's obligation to report under this standard terminates if the inmate is released from the facility before the investigation has been completed.

Based on the information discovered in the facility's policies, documents received prior to the audit, observations made and documents reviewed during the onsite audit, as well as information obtained through staff interviews, the auditor has determined the facility meets the above standard.

POLICY, MATERIALS, INTERVIEWS AND OTHER EVIDENCE REVIEWED:

Ada County Jail's PREA Policy 6B
Completed Pre-Audit Questionnaire submitted by Sgt. Gary Grunewald
Ada County Jail's PREA Work Flow Chart
Interview with administrative and criminal investigators
Interview with Lt. Aaron Shepherd, PREA Coordinator
Interview with Sgt. Gary Grunewald, PREA Compliance Manager

DISCIPLINE

Standard 115.76: Disciplinary sanctions for staff

All Yes/No Questions Must Be Answered by the Auditor to Complete the Report

115.76 (a)

- Are staff subject to disciplinary sanctions up to and including termination for violating agency sexual abuse or sexual harassment policies? ☒ Yes ☐ No

115.76 (b)

- Is termination the presumptive disciplinary sanction for staff who have engaged in sexual abuse? ☒ Yes ☐ No

115.76 (c)

- 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 ☐ No

115.76 (d)

- 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: Law enforcement agencies (unless the activity was clearly not criminal)? ☒ Yes ☐ No
- 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 ☐ No

Auditor Overall Compliance Determination

- ☐ **Exceeds Standard** (*Substantially exceeds requirement of standards*)
- ☒ **Meets Standard** (*Substantial compliance; complies in all material ways with the standard for the relevant review period*)
- ☐ **Does Not Meet Standard** (*Requires Corrective Action*)

Instructions for Overall Compliance Determination Narrative

The narrative below must include a comprehensive discussion of all 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 the standard. These recommendations must be included in the Final Report, accompanied by information on specific corrective actions taken by the facility.

115.76(a - c) Ada County Jail's PREA Policy 6B states, "Staff shall be subject to disciplinary sanctions up to and including termination for violating agency sexual misconduct policies." Progressive discipline considers the circumstances, the staff member's disciplinary history, and sanctions imposed for comparable offenses by other staff with similar histories when imposing sanctions. Termination is the presumptive disciplinary sanction for staff who have engaged in sexual abuse of an inmate.

The Ada County Jail reported that nine incidents of staff-on-inmate sexual harassment was reported and determined to be unfounded. No discipline was issued to the staff members as the allegation was unfounded.

115.76(d) 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, shall be reported to any relevant licensing bodies. All terminations and resignations are reported to Idaho P.O.S.T and, if the case involves possible criminal charges, an investigation is done by Idaho P.O.S.T as well.

The Ada County Jail reports that in the past twelve months, there has been no staff member from the facility who has been terminated (or resigned prior to termination) for violating agency sexual abuse or sexual harassment policies. Additionally, there has been no staff member in the past twelve months who has been disciplined for violations of the agency sexual abuse or sexual harassment policies. There has been no staff member that has been reported to law enforcement, Idaho P.O.S.T., or any other licensing boards for violating agency policies.

Based upon the information discovered in the facility's policies, documents received prior to the audit, observations made and documents reviewed during the onsite audit, as well as information obtained through staff interviews, the auditor has determined the facility meets the above standard.

POLICY, MATERIALS, INTERVIEWS AND OTHER EVIDENCE REVIEWED:

Ada County Jail's PREA Policy 6B
Completed Pre-Audit Questionnaire submitted by Sgt. Gary Grunewald
Interview with Lt. Aaron Shepherd, PREA Coordinator
Interview with Sgt. Gary Grunewald, PREA Compliance Manager

Standard 115.77: Corrective action for contractors and volunteers

All Yes/No Questions Must Be Answered by the Auditor to Complete the Report

115.77 (a)

- Is any contractor or volunteer who engages in sexual abuse prohibited from contact with inmates? ☒ Yes ☐ No
- Is any contractor or volunteer who engages in sexual abuse reported to: Law enforcement agencies (unless the activity was clearly not criminal)? ☒ Yes ☐ No
- Is any contractor or volunteer who engages in sexual abuse reported to: Relevant licensing bodies? ☒ Yes ☐ No

115.77 (b)

- 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 inmates? ☒ Yes ☐ No

Auditor Overall Compliance Determination

- ☐ **Exceeds Standard** (*Substantially exceeds requirement of standards*)
- ☒ **Meets Standard** (*Substantial compliance; complies in all material ways with the standard for the relevant review period*)
- ☐ **Does Not Meet Standard** (*Requires Corrective Action*)

Instructions for Overall Compliance Determination Narrative

The narrative below must include a comprehensive discussion of all 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 the standard. These recommendations must be included in the Final Report, accompanied by information on specific corrective actions taken by the facility.

115.77(a) The Ada County Jail's PREA Policy 6B prohibits contractors and volunteers who have engaged in sexual abuse from having contact with inmates. Violations are reported to any relevant licensing boards and if the abuse was criminal, the Ada County Sheriff's Office will seek prosecution.

115.77(b) In any violation of agency sexual abuse or sexual harassment policies by a contractor or volunteer, the agency will take appropriate remedial measures and will consider whether the volunteer or contractor will be retained, dismissed or prohibited from contact with inmates.

The auditor is relying on policy and interviews to make a determination of this standard as the Ada County Jail reported that there were no contractors or volunteers who were alleged to have violated the agency's sexual abuse or sexual harassment policies during the past twelve months.

Based on the information discovered in the facility's policies, documents received prior to the audit, observations made and documents reviewed during the onsite audit, as well as information obtained through staff interviews, the auditor has determined the facility meets the above standard.

POLICY, MATERIALS, INTERVIEWS AND OTHER EVIDENCE REVIEWED:

Ada County Jail's PREA Policy 6B
Completed Pre-Audit Questionnaire submitted by Sgt. Gary Grunewald
Interview with Capt. John Dilibert, Jail Administrator
Interview with Lt. Aaron Shepherd, PREA Coordinator
Interview with Sgt. Gary Grunewald, PREA Compliance Manager

Standard 115.78: Disciplinary sanctions for inmates

All Yes/No Questions Must Be Answered by the Auditor to Complete the Report

115.78 (a)

- Following an administrative finding that an inmate engaged in inmate-on-inmate sexual abuse, or following a criminal finding of guilt for inmate-on-inmate sexual abuse, are inmates subject to disciplinary sanctions pursuant to a formal disciplinary process? ☒ Yes ☐ No

115.78 (b)

- Are sanctions commensurate with the nature and circumstances of the abuse committed, the inmate's disciplinary history, and the sanctions imposed for comparable offenses by other inmates with similar histories? ☒ Yes ☐ No

115.78 (c)

- When determining what types of sanction, if any, should be imposed, does the disciplinary process consider whether an inmate's mental disabilities or mental illness contributed to his or her behavior? ☒ Yes ☐ No

115.78 (d)

- If the facility offers therapy, counseling, or other interventions designed to address and correct underlying reasons or motivations for the abuse, does the facility consider whether to require the offending inmate to participate in such interventions as a condition of access to programming and other benefits? ☒ Yes ☐ No

115.78 (e)

- Does the agency discipline an inmate for sexual contact with staff only upon a finding that the staff member did not consent to such contact? ☒ Yes ☐ No

115.78 (f)

- For the purpose of disciplinary action does a report of sexual abuse made in good faith based upon a reasonable belief that the alleged conduct occurred NOT constitute falsely reporting an incident or lying, even if an investigation does not establish evidence sufficient to substantiate the allegation? ☒ Yes ☐ No

115.78 (g)

- If the agency prohibits all sexual activity between inmates, does the agency always refrain from considering non-coercive sexual activity between inmates to be sexual abuse? (N/A if the agency does not prohibit all sexual activity between inmates.) ☒ Yes ☐ No ☐ NA

Auditor Overall Compliance Determination

- ☐ **Exceeds Standard** (*Substantially exceeds requirement of standards*)
- ☒ **Meets Standard** (*Substantial compliance; complies in all material ways with the standard for the relevant review period*)
- ☐ **Does Not Meet Standard** (*Requires Corrective Action*)

Instructions for Overall Compliance Determination Narrative

The narrative below must include a comprehensive discussion of all 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 the standard. These recommendations must be included in the Final Report, accompanied by information on specific corrective actions taken by the facility.

115.78(a) Ada County Jail has in place a comprehensive progressive inmate disciplinary process for rule and law violations by inmates. A formal disciplinary process will be given to inmates who have been found guilty in an administrative or criminal investigation of inmate-on-inmate sexual abuse or inmate-on-inmate sexual harassment. The auditor reviewed the inmate disciplinary policy.

115.78(b) If the inmate is found guilty in the disciplinary hearing, the sanctions imposed will consider the circumstances of the incident, the disciplinary history of the inmate, and the sanctions imposed on others for similar violations.

A review of the sexual harassment investigations showed that during the past twelve months, four incidents of inmate-on-inmate sexual abuse resulted in the abusers being sent through the disciplinary process.

115.78(c) Ada County Jail's PREA Policy 6B requires that the disciplinary process considers whether an inmate's mental disabilities or mental illness contributed to the behavior when determining what type of sanctions, if any, should be imposed.

115.78(d) The Ada County Jail does not provide therapy, counseling, or other interventions for inmate abusers.

115.78(e) The Ada County Jail disciplines an inmate for sexual contact with staff only upon a finding that the staff member did not consent to such contact. The Ada County Jail reported that there were no instances of this type of sexual abuse during the past twelve months.

115.78(f) Inmates of the Ada County Jail will not be disciplined for filing a false report of sexual abuse when the inmate believed the incident actually happened and filed the report in good faith.

115.78(f) Agency policy prohibits all sexual activity between inmates but doesn't deem such activity sexual abuse unless it is determined that the activity was coerced. Ada County Jail reported that, during the past twelve months, there were four instances where administrative or criminal investigations were substantiated for inmate-on-inmate sexual abuse, consensual or non-consensual.

Based upon the information discovered in the facility's policies, documents received prior to the audit, observations made and documents reviewed during the onsite audit, as well as information obtained through staff interviews, the auditor has determined the facility meets the above standard.

POLICY, MATERIALS, INTERVIEWS AND OTHER EVIDENCE REVIEWED:

Ada County Jail's PREA Policy 6B
Completed Pre-Audit Questionnaire submitted by Sgt. Gary Grunewald
Inmate Handbook
Inmate Disciplinary Policy
Investigation reports
Interview with Medical Practitioner
Interview with Capt. John Dilibert, Jail Administrator
Interview with Lt. Aaron Shepherd, PREA Coordinator
Interview with Sgt. Gary Grunewald, PREA Compliance Manager

MEDICAL AND MENTAL CARE

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

All Yes/No Questions Must Be Answered by the Auditor to Complete the Report

115.81 (a)

- If the screening pursuant to § 115.41 indicates that a prison inmate has experienced prior sexual victimization, whether it occurred in an institutional setting or in the community, do staff ensure that the inmate is offered a follow-up meeting with a medical or mental health practitioner within 14 days of the intake screening? (N/A if the facility is not a prison.)
☐ Yes ☐ No ☒ NA

115.81 (b)

- If the screening pursuant to § 115.41 indicates that a prison inmate has previously perpetrated sexual abuse, whether it occurred in an institutional setting or in the community, do staff ensure that the inmate is offered a follow-up meeting with a mental health practitioner within 14 days of the intake screening? (N/A if the facility is not a prison.) ☐ Yes ☐ No ☒ NA

115.81 (c)

- If the screening pursuant to § 115.41 indicates that a jail inmate has experienced prior sexual victimization, whether it occurred in an institutional setting or in the community, do staff ensure that the inmate is offered a follow-up meeting with a medical or mental health practitioner within 14 days of the intake screening? ☒ Yes ☐ No

115.81 (d)

- Is any information related to sexual victimization or abusiveness that occurred in an institutional setting strictly limited to medical and mental health practitioners and other staff as necessary to inform treatment plans and security management decisions, including housing, bed, work, education, and program assignments, or as otherwise required by Federal, State, or local law?
☒ Yes ☐ No

115.81 (e)

- Do medical and mental health practitioners obtain informed consent from inmates before reporting information about prior sexual victimization that did not occur in an institutional setting, unless the inmate is under the age of 18? ☒ Yes ☐ No

Auditor Overall Compliance Determination

- ☐ **Exceeds Standard** (*Substantially exceeds requirement of standards*)
- ☒ **Meets Standard** (*Substantial compliance; complies in all material ways with the standard for the relevant review period*)
- ☐ **Does Not Meet Standard** (*Requires Corrective Action*)

Instructions for Overall Compliance Determination Narrative

The narrative below must include a comprehensive discussion of all 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 the standard. These recommendations must be included in the Final Report, accompanied by information on specific corrective actions taken by the facility.

115.81(c) When an inmate discloses sexual abuse either at an institutional facility or in a community setting during the risk screening, Ada County Jail's PREA Policy 6B requires the staff member receiving the information offer a follow-up meeting with the Medical Provider to the inmate. Medical staff do the screening at intake so they will ask medical questions and will arrange for the inmate to see the Medical Provider or the Mental Health Provider.

Three inmates were interviewed who had disclosed sexual abuse outside the facility and two stated they talked to medical at the risk screening and one other said follow-up wasn't offered. That person was being seen by mental health at the time of the interview.

115.81(d) Information related to sexual victimization that occurred in an institutional setting is not strictly limited to medical and mental health practitioners. After booking, the information is used for classification of the inmate and is strictly limited to informing security and management decisions, including treatment plans, housing, work, bed, education, and program assignments.

115.81(e) Interviews with the Medical and Mental Health Practitioners verified that informed consent is required of the inmate before disclosing prior sexual victimization that did not happen in an institutional setting.

POLICY, MATERIALS, INTERVIEWS AND OTHER EVIDENCE REVIEWED:

Ada County Jail's PREA Policy 6B
Completed Pre-Audit Questionnaire submitted by Sgt. Gary Grunewald
Interviews with Medical and Mental Health Practitioners
Interview with Lt. Aaron Shepherd, PREA Coordinator
Interview with Sgt. Gary Grunewald, PREA Compliance Manager
Interviews with random inmates

Standard 115.82: Access to emergency medical and mental health services

All Yes/No Questions Must Be Answered by the Auditor to Complete the Report

115.82 (a)

- Do inmate victims of sexual abuse receive timely, unimpeded access to emergency medical treatment and crisis intervention services, the nature and scope of which are determined by medical and mental health practitioners according to their professional judgment?
☒ Yes ☐ No

115.82 (b)

- If no qualified medical or mental health practitioners are on duty at the time a report of recent sexual abuse is made, do security staff first responders take preliminary steps to protect the victim pursuant to § 115.62? ☒ Yes ☐ No
- Do security staff first responders immediately notify the appropriate medical and mental health practitioners? ☒ Yes ☐ No

115.82 (c)

- Are inmate victims of sexual abuse offered timely information about and timely access to emergency contraception and sexually transmitted infections prophylaxis, in accordance with professionally accepted standards of care, where medically appropriate? ☒ Yes ☐ No

115.82 (d)

- 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 ☐ No

Auditor Overall Compliance Determination

- ☐ **Exceeds Standard** (*Substantially exceeds requirement of standards*)
- ☒ **Meets Standard** (*Substantial compliance; complies in all material ways with the standard for the relevant review period*)
- ☐ **Does Not Meet Standard** (*Requires Corrective Action*)

Instructions for Overall Compliance Determination Narrative

The narrative below must include a comprehensive discussion of all 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 the standard. These recommendations must be included in the Final Report, accompanied by information on specific corrective actions taken by the facility.

115.82(a) Interviews with Medical and Mental Health Practitioners confirmed that inmate victims of sexual abuse receive timely, unimpeded access to emergency medical treatment and crisis intervention services. The Ada County Jail reported there were no inmate victims of sexual abuse in the last twelve months who needed emergency care so the auditor had no medical records to review.

115.82(b) Medical staff are on duty in the Ada County Jail 24/7 but do not perform forensic exams. When necessary, all victims are transported to a local hospital, normally St. Alphonsus Hospital in Boise, Idaho where SAFE or SANE exams are conducted. Inmates are offered a Victim Witness Coordinator from the County or, if there is a conflict of interest, from another agency to accompany them through the exam and subsequent investigation.

115.82(c) Interviews with a Medical Practitioner confirmed that inmate victims of sexual abuse are offered information about, and timely access to, emergency contraception and sexually transmitted infections prophylaxis, when appropriate. The Ada County Jail reported there haven't been any instances during the past twelve months where inmates have needed this information or care.

15.82(d) Interviews with Sgt. Grunewald and the Medical and Mental Health Practitioners confirmed that in all circumstances of sexual abuse within the facility, treatment and advocates are provided to the victim inmate free of charge.

Based on the information discovered in the facility's policies, documents received prior to the audit, observations made and documents reviewed during the onsite audit, as well as information obtained through staff interviews, the auditor has determined the facility meets the above standard.

POLICY, MATERIALS, INTERVIEWS AND OTHER EVIDENCE REVIEWED:

Ada County Jail's PREA Policy 6B
Completed Pre-Audit Questionnaire submitted by Sgt. Gary Grunewald
Phone interview with Kim Keys
Phone interview with County Prosecutor and Manager of FACES
Interviews with Medical and Mental Health Practitioners
Interview with Lt. Aaron Shepherd, PREA Coordinator
Interview with Sgt. Gary Grunewald, PREA Compliance Manager

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

All Yes/No Questions Must Be Answered by the Auditor to Complete the Report

115.83 (a)

- Does the facility offer medical and mental health evaluation and, as appropriate, treatment to all inmates who have been victimized by sexual abuse in any prison, jail, lockup, or juvenile facility? ☒ Yes ☐ No

115.83 (b)

- Does the evaluation and treatment of such victims include, as appropriate, follow-up services, treatment plans, and, when necessary, referrals for continued care following their transfer to, or placement in, other facilities, or their release from custody? ☒ Yes ☐ No

115.83 (c)

- Does the facility provide such victims with medical and mental health services consistent with the community level of care? ☒ Yes ☐ No

115.83 (d)

- Are inmate victims of sexually abusive vaginal penetration while incarcerated offered pregnancy tests? (N/A if “all-male” facility. *Note: in “all-male” facilities, there may be inmates who identify as transgender men who may have female genitalia. Auditors should be sure to know whether such individuals may be in the population and whether this provision may apply in specific circumstances.*) ☒ Yes ☐ No ☐ NA

115.83 (e)

- If pregnancy results from the conduct described in paragraph § 115.83(d), do such victims receive timely and comprehensive information about and timely access to all lawful pregnancy-related medical services? (N/A if “all-male” facility. *Note: in “all-male” facilities, there may be inmates who identify as transgender men who may have female genitalia. Auditors should be sure to know whether such individuals may be in the population and whether this provision may apply in specific circumstances.*) ☒ Yes ☐ No ☐ NA

115.83 (f)

- Are inmate victims of sexual abuse while incarcerated offered tests for sexually transmitted infections as medically appropriate? ☒ Yes ☐ No

115.83 (g)

- 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 ☐ No

115.83 (h)

- If the facility is a prison, does it attempt to conduct a mental health evaluation of all known inmate-on-inmate abusers within 60 days of learning of such abuse history and offer treatment when deemed appropriate by mental health practitioners? (NA if the facility is a jail.)
☒ Yes ☐ No ☐ NA

Auditor Overall Compliance Determination

- ☐ **Exceeds Standard** (*Substantially exceeds requirement of standards*)
- ☒ **Meets Standard** (*Substantial compliance; complies in all material ways with the standard for the relevant review period*)
- ☐ **Does Not Meet Standard** (*Requires Corrective Action*)

Instructions for Overall Compliance Determination Narrative

The narrative below must include a comprehensive discussion of all 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 the standard. These recommendations must be included in the Final Report, accompanied by information on specific corrective actions taken by the facility.

115.83(a - c) Ada County Jail's PREA Policy 6B requires medical evaluations and, as appropriate, treatment to all inmates who have been sexually abused in any correctional institution. Interviews with Medical and Mental Health practitioners confirmed that the care is consistent with the community level of care and they will offer referrals to the inmate for continuing care, when necessary, when the inmate leaves the facility. However, they will not make the appointment for the inmate.

115.83(d - f) Interviews with Medical Practitioners confirmed that female inmate victims of sexual abuse are offered pregnancy tests and information about timely access to all lawful pregnancy related medical services. The interviews also confirmed that inmates who have been sexually abused are offered tests for sexually transmitted infections, as medically appropriate. Medical practitioners will provide ongoing treatment to inmates, when needed. The Ada County Jail reported that, during the past twelve months, there have been no inmates who requested or showed a need for any of these services

115.83(g) Ada County Jail's Policy J-B-05 requires incidents of sexual abuse within the facility, treatment and advocates are provided to the victim inmate free of charge.

Based upon the information discovered in the facility's policies, documents received prior to the audit, observations made and documents reviewed during the onsite audit, as well as information obtained through staff interviews, the auditor has determined the facility meets the above standard.

POLICY, MATERIALS, INTERVIEWS AND OTHER EVIDENCE REVIEWED:

Ada County Jail's PREA Policy 6B

Ada County Jail Policy J-B-05

Completed Pre-Audit Questionnaire submitted by Sgt. Gary Grunewald

Interviews with Medical and Mental Health practitioners

Interview with Lt. Aaron Shepherd, PREA Coordinator

Interview with Sgt. Gary Grunewald, PREA Compliance Manager

DATA COLLECTION AND REVIEW

Standard 115.86: Sexual abuse incident reviews

All Yes/No Questions Must Be Answered by the Auditor to Complete the Report

115.86 (a)

- Does the facility conduct a sexual abuse incident review at the conclusion of every sexual abuse investigation, including where the allegation has not been substantiated, unless the allegation has been determined to be unfounded? ☒ Yes ☐ No

115.86 (b)

- Does such review ordinarily occur within 30 days of the conclusion of the investigation? ☒ Yes ☐ No

115.86 (c)

- Does the review team include upper-level management officials, with input from line supervisors, investigators, and medical or mental health practitioners? ☒ Yes ☐ No

115.86 (d)

- 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 ☐ No
- Does the review team: Consider whether the incident or allegation was motivated by race; ethnicity; gender identity; lesbian, gay, bisexual, transgender, or intersex identification, status, or perceived status; gang affiliation; or other group dynamics at the facility? ☒ Yes ☐ No
- Does the review team: Examine the area in the facility where the incident allegedly occurred to assess whether physical barriers in the area may enable abuse? ☒ Yes ☐ No
- Does the review team: Assess the adequacy of staffing levels in that area during different shifts? ☒ Yes ☐ No
- Does the review team: Assess whether monitoring technology should be deployed or augmented to supplement supervision by staff? ☒ Yes ☐ No
- Does the review team: Prepare a report of its findings, including but not necessarily limited to determinations made pursuant to §§ 115.86(d)(1) - (d)(5), and any recommendations for improvement and submit such report to the facility head and PREA compliance manager? ☒ Yes ☐ No

115.86 (e)

- Does the facility implement the recommendations for improvement, or document its reasons for not doing so? ☒ Yes ☐ No

Auditor Overall Compliance Determination

- ☐ **Exceeds Standard** (*Substantially exceeds requirement of standards*)
- ☒ **Meets Standard** (*Substantial compliance; complies in all material ways with the standard for the relevant review period*)
- ☐ **Does Not Meet Standard** (*Requires Corrective Action*)

Instructions for Overall Compliance Determination Narrative

The narrative below must include a comprehensive discussion of all 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 the standard. These recommendations must be included in the Final Report, accompanied by information on specific corrective actions taken by the facility.

115.86(a) Ada County Jail's PREA Policy 6B requires that a review team will review each incident of sexual abuse or sexual harassment that was investigated in the facility, unless the incident is unfounded.

115.86(b - c) The Review Team consists of Capt. Dilibert, the Jail Lieutenants, the PREA Coordinator, the Investigator, Medical and Medical health, Compliance Mgr. and a Sergeant. The review occurs within 30 days of the incident. Documentation of thirteen reviews done on December 4, 2019 was provided to the auditor and the reviews were very thorough.

115.86(d) The focus of the review is to determine if there are corrective actions required to prevent future incidents. The Ada County Jail has a very detailed checklist to do for the review. The review team will prepare a report of its finding, determinations, and suggestions for improvement and will forward the report to the Jail Administrator.

115.86(e) The Jail Administrator will implement the recommendations for improvement or document the reasons for not doing so.

Based upon the information discovered in the facility's policies, documents received prior to the audit, observations made and documents reviewed during the onsite audit, as well as information obtained through staff interviews, the auditor has determined the facility meets the above standard.

POLICY, MATERIALS, INTERVIEWS AND OTHER EVIDENCE REVIEWED:

Ada County Jail's PREA Policy 6B
Completed Pre-Audit Questionnaire submitted by Sgt. Gary Grunewald
Documentation of Incident Reviews
Interviews with investigative staff
Interview with Capt. John Dilibert, Jail Administrator
Interview with Lt. Aaron Shepherd, PREA Coordinator
Interview with Sgt. Gary Grunewald, PREA Compliance Manager

Standard 115.87: Data collection

All Yes/No Questions Must Be Answered by the Auditor to Complete the Report

115.87 (a)

- Does the agency collect accurate, uniform data for every allegation of sexual abuse at facilities under its direct control using a standardized instrument and set of definitions? ☒ Yes ☐ No

115.87 (b)

- Does the agency aggregate the incident-based sexual abuse data at least annually? ☒ Yes ☐ No

115.87 (c)

- Does the incident-based data include, at a minimum, the data necessary to answer all questions from the most recent version of the Survey of Sexual Violence conducted by the Department of Justice? ☒ Yes ☐ No

115.87 (d)

- 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 ☐ No

115.87 (e)

- Does the agency also obtain incident-based and aggregated data from every private facility with which it contracts for the confinement of its inmates? (N/A if agency does not contract for the confinement of its inmates.) ☒ Yes ☐ No ☐ NA

115.87 (f)

- 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.) ☒ Yes ☐ No ☐ NA

Auditor Overall Compliance Determination

- ☐ **Exceeds Standard** (*Substantially exceeds requirement of standards*)
- ☒ **Meets Standard** (*Substantial compliance; complies in all material ways with the standard for the relevant review period*)
- ☐ **Does Not Meet Standard** (*Requires Corrective Action*)

Instructions for Overall Compliance Determination Narrative

The narrative below must include a comprehensive discussion of all 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 the standard. These recommendations must be included in the Final Report, accompanied by information on specific corrective actions taken by the facility.

115.87(a) Ada County Jail's PREA Policy 6B requires that the agency collect accurate, uniform data for every allegation of sexual abuse at the facility and use a standardized instrument and set of definitions. The standardized instrument is the actual survey form and the auditor was able to review the data collected to date. The data is available on the agency's website.

115.87(b) Policy directs the facility and the Assessment Group to aggregate the data annually.

115.87(d) The Ada County Jail policy and practice requires the collection of the data in accordance with this standard.

115.87(f) The Ada County Jail has sent the information on the survey form to the Department of Justice in past years, when requested.

Based upon the information discovered in the facility's policies, documents received prior to the audit, observations made and documents reviewed during the onsite audit, as well as information obtained through staff interviews, the auditor has determined the facility meets the above standard.

POLICY, MATERIALS, INTERVIEWS AND OTHER EVIDENCE REVIEWED:

Ada County Jail's PREA Policy 6B
Completed Pre-Audit Questionnaire submitted by Sgt. Gary Grunewald
Ada County Sheriff's Office website: www.adacounty.id.gov/sheriff/ada-county-jail/prea/
Interview with Lt. Aaron Shepherd, PREA Coordinator
Interview with Sgt. Gary Grunewald, PREA Compliance Manager

Standard 115.88: Data review for corrective action

All Yes/No Questions Must Be Answered by the Auditor to Complete the Report

115.88 (a)

- Does the agency review data collected and aggregated pursuant to § 115.87 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 ☐ No
- Does the agency review data collected and aggregated pursuant to § 115.87 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 ☐ No

- Does the agency review data collected and aggregated pursuant to § 115.87 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 facility, as well as the agency as a whole? ☒ Yes ☐ No

115.88 (b)

- 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 ☐ No

115.88 (c)

- 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 ☐ No

115.88 (d)

- 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 facility? ☒ Yes ☐ No

Auditor Overall Compliance Determination

- ☐ **Exceeds Standard** (*Substantially exceeds requirement of standards*)
- ☒ **Meets Standard** (*Substantial compliance; complies in all material ways with the standard for the relevant review period*)
- ☐ **Does Not Meet Standard** (*Requires Corrective Action*)

Instructions for Overall Compliance Determination Narrative

The narrative below must include a comprehensive discussion of all 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 the standard. These recommendations must be included in the Final Report, accompanied by information on specific corrective actions taken by the facility.

115.88(a - b) An annual report for the year 2019 was in the process of being completed at the audit and will be placed on the website when it is done. An assessment group consisting of a Data Collection representative, Jail Bureau Command staff member, PREA Coordinator and the PREA Compliance Manager

115.88(c) An interview with Chief Deputy Scott Johnson confirmed that the annual report is approved by the Sheriff and the report is placed on the website when written.

Based upon the information discovered in the facility's policies, documents received prior to the audit, observations made and documents reviewed during the onsite audit, as well as information obtained through staff interviews, the auditor has determined the facility meets the above standard.

POLICY, MATERIALS, INTERVIEWS AND OTHER EVIDENCE REVIEWED:

Ada County Jail's PREA Policy 6B
Completed Pre-Audit Questionnaire submitted by Sgt. Gary Grunewald
Annual PREA aggregated data report for calendar year 2019
Interview with Chief Deputy Scott Johnson
Interview with Capt. John Dilibert, Jail Administrator
Interview with Lt. Aaron Shepherd, PREA Coordinator
Interview with Sgt. Gary Grunewald, PREA Compliance Manager

Standard 115.89: Data storage, publication, and destruction

All Yes/No Questions Must Be Answered by the Auditor to Complete the Report

115.89 (a)

- Does the agency ensure that data collected pursuant to § 115.87 are securely retained?
☒ Yes ☐ No

115.89 (b)

- Does the agency make all aggregated sexual abuse data, from facilities under its direct control and private facilities with which it contracts, readily available to the public at least annually through its website or, if it does not have one, through other means? ☒ Yes ☐ No

115.89 (c)

- Does the agency remove all personal identifiers before making aggregated sexual abuse data publicly available? ☒ Yes ☐ No

115.89 (d)

- Does the agency maintain sexual abuse data collected pursuant to § 115.87 for at least 10 years after the date of the initial collection, unless Federal, State, or local law requires otherwise? ☒ Yes ☐ No

Auditor Overall Compliance Determination

- ☐ **Exceeds Standard** (*Substantially exceeds requirement of standards*)
- ☒ **Meets Standard** (*Substantial compliance; complies in all material ways with the standard for the relevant review period*)
- ☐ **Does Not Meet Standard** (*Requires Corrective Action*)

Instructions for Overall Compliance Determination Narrative

The narrative below must include a comprehensive discussion of all 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 the standard. These recommendations must be included in the Final Report, accompanied by information on specific corrective actions taken by the facility.

115.89(a and d) Ada County Jail's PREA Policy 6B requires that data collected according to this standard is securely retained and will maintain sexual abuse data for at least 10 years after the date of the initial collection.

115.89(b - c) Data for 2018 is on the Sheriff's website and the data and annual report for 2019 are being compiled and written and will be put on the website as soon as finished. All personal identifiers are being removed before posting the report on the Ada County Sheriff's Office website. The report can be obtained on the website or through a public records request.

Based upon the information discovered in the facility's policies, documents received prior to the audit, observations made and documents reviewed during the onsite audit, as well as information obtained through staff interviews, the auditor has determined the facility meets the above standard.

POLICY, MATERIALS, INTERVIEWS AND OTHER EVIDENCE REVIEWED:

Ada County Jail's PREA Policy 6B
Completed Pre-Audit Questionnaire submitted by Sgt. Gary Grunewald
Annual PREA aggregated data reports for calendar years 2018 and one being done for 2019
Ada County Sheriff's Office website: www.adacounty.id.gov/sheriff/ada-county-jail/prea/
Interview with Chief Deputy Scott Johnson
Interview with Capt. John Dilibert, Jail Administrator
Interview with Lt. Aaron Shepherd, PREA Coordinator
Interview with Sgt. Gary Grunewald, PREA Compliance Manager

AUDITING AND CORRECTIVE ACTION

Standard 115.401: Frequency and scope of audits

All Yes/No Questions Must Be Answered by the Auditor to Complete the Report

115.401 (a)

- 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 ☐ No

115.401 (b)

- Is this the first year of the current audit cycle? (*Note: a "no" response does not impact overall compliance with this standard.*) ☒ Yes ☐ No
- 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.) ☐ Yes ☐ No ☒ 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.) ☐ Yes ☐ No ☒ NA

115.401 (h)

- Did the auditor have access to, and the ability to observe, all areas of the audited facility? ☒ Yes ☐ No

115.401 (i)

- Was the auditor permitted to request and receive copies of any relevant documents (including electronically stored information)? ☒ Yes ☐ No

115.401 (m)

- Was the auditor permitted to conduct private interviews with inmates, residents, and detainees? ☒ Yes ☐ No

115.401 (n)

- 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 ☐ No

Auditor Overall Compliance Determination

- ☐ **Exceeds Standard** (*Substantially exceeds requirement of standards*)
- ☒ **Meets Standard** (*Substantial compliance; complies in all material ways with the standard for the relevant review period*)
- ☐ **Does Not Meet Standard** (*Requires Corrective Action*)

Instructions for Overall Compliance Determination Narrative

The narrative below must include a comprehensive discussion of all 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 the standard. These recommendations must be included in the Final Report, accompanied by information on specific corrective actions taken by the facility.

The auditor finds that the Ada County Jail has corrective action in two of the PREA standards. The auditor reviewed policies and procedures, supporting documentation, inmate records, staff records, PREA investigation reports, training curriculums, risk screenings, classification records, and many more documents. The auditor also relied on random staff, specialty staff, special population inmates, and random inmate confidential interviews. The auditor also interviewed Kim Keys and a County Prosecutor who manages FACES in Boise, Idaho.

The auditor has written a comprehensive description of what was relied on to find the standards in compliance and the ones that need corrective action. This comprehensive description is throughout this entire report.

The Ada County Jail successfully corrected all corrective action and sent the supporting documentation to the auditor on May 29, 2020 so that this final report could be written.

Standard 115.403: Audit contents and findings

All Yes/No Questions Must Be Answered by the Auditor to Complete the Report

115.403 (f)

- 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 that there has never been a Final Audit Report issued.) ☒ Yes ☐ No ☐ NA

Auditor Overall Compliance Determination

- ☐ **Exceeds Standard** (*Substantially exceeds requirement of standards*)
- ☒ **Meets Standard** (*Substantial compliance; complies in all material ways with the standard for the relevant review period*)
- ☐ **Does Not Meet Standard** (*Requires Corrective Action*)

Instructions for Overall Compliance Determination Narrative

The narrative below must include a comprehensive discussion of all 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 the standard. These recommendations must be included in the Final Report, accompanied by information on specific corrective actions taken by the facility.

The auditor finds that the Ada County Jail has corrective action in two of the PREA standards. The auditor reviewed policies and procedures, supporting documentation, inmate records, staff records, PREA investigation reports, training curriculums, risk screenings, classification records, and many more documents. The auditor also relied on random staff, specialty staff, special population inmates, and random inmate confidential interviews. The auditor also interviewed Kim Keys and a County Prosecutor who manages FACES in Boise, Idaho.

The auditor has written a comprehensive description of what was relied on to find the standards in compliance and the ones that need corrective action. This comprehensive description is throughout this entire report.

The Ada County Jail successfully corrected all corrective action and sent the supporting documentation to the auditor on May 29, 2020 so that this final report could be written.

AUDITOR CERTIFICATION

I certify that:

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

Auditor Instructions:

Type your full name in the text box below for Auditor Signature. This will function as your official electronic signature. Auditors must deliver their final report to the PREA Resource Center as a searchable PDF format to ensure accessibility to people with disabilities. Save this report document into a PDF format prior to submission.¹ Auditors are not permitted to submit audit reports that have been scanned.² See the PREA Auditor Handbook for a full discussion of audit report formatting requirements.

Cynthia Malm

June 8, 2020

Auditor Signature

Date

¹ See additional instructions here: <https://support.office.com/en-us/article/Save-or-convert-to-PDF-d85416c5-7d77-4fd6-a216-6f4bf7c7c110>.

² See *PREA Auditor Handbook*, Version 1.0, August 2017; Pages 68-69.