

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

Date of report: 2/2/17

Auditor Information			
Auditor name: Cynthia Malm			
Address: 3100 Vista Ave., Ste. 203, Boise, ID 83705			
Email: cmalm@idahosheriffs.org			
Telephone number: 208-346-1065			
Date of facility visit: October 11 - 13, 2016			
Facility Information			
Facility name: Caribou County Detention Center			
Facility physical address: 475 E. 2 nd S, Soda Springs, ID 83276			
Facility mailing address: <i>(if different from above)</i> Same			
Facility telephone number: 208-547-3094			
The facility is:	<input type="checkbox"/> Federal	<input type="checkbox"/> State	<input checked="" type="checkbox"/> County
	<input type="checkbox"/> Military	<input type="checkbox"/> Municipal	<input type="checkbox"/> Private for profit
	<input type="checkbox"/> Private not for profit		
Facility type:	<input type="checkbox"/> Prison	<input checked="" type="checkbox"/> Jail	
Name of facility's Chief Executive Officer: Commander Brandy Bredehoft			
Number of staff assigned to the facility in the last 12 months: 20			
Designed facility capacity: 49			
Current population of facility: 25			
Facility security levels/inmate custody levels: Min/Med/Max			
Age range of the population: 19-62			
Name of PREA Compliance Manager: None		Title: Click here to enter text.	
Email address: Click here to enter text.		Telephone number: Click here to enter text.	
Agency Information			
Name of agency: Caribou County Sheriff's Office			
Governing authority or parent agency: <i>(if applicable)</i> Caribou County			
Physical address: 475 E. 2 nd S, Soda Springs, Idaho 83276			
Mailing address: <i>(if different from above)</i> Same			
Telephone number: 208-547-2561			
Agency Chief Executive Officer			
Name: Kelly Wells		Title: Sheriff	
Email address: k Wells@co.caribou.id.us		Telephone number: 208-547-2561	
Agency-Wide PREA Coordinator			
Name: Tami Shurtleff		Title: Deputy	
Email address: tshurtleff@co.caribou.id.us		Telephone number: 208-547-3094	

AUDIT FINDINGS

NARRATIVE

The Prison Rape Elimination Act (IPREA) on-site audit of the Caribou County Detention Center in Soda Springs, Idaho was conducted on October 11 - 13, 2016 by Cynthia Malm from Pocatello, 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 IPREA 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, posters, inmate handbooks, flyers, website information, and other IPREA related materials that were provided to demonstrate compliance with the IPREA 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 IPREA Coordinator at the on-site audit.

An entrance meeting was held with Capt. Tami Shurtleff, Jail Administrator and Sgt. Brandy Bredehoff, the PREA Coordinator at 8:30 a.m. on October 11. Sgt. Bredehoff 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. The auditor explained the process of the audit and answered any questions the agency had about the audit process.

During the three days of the on-site audit, the auditor was provided a private room in the facility from which to work and conduct confidential interviews of staff. The auditor was also provided a private interview room, within the security perimeter of the jail, to conduct confidential interviews with inmates. Formal personal interviews were conducted with facility staff, inmates, and contract employees. The auditor interviewed a total of ten inmates who were randomly selected from each of the seven housing units in the jail. There were no youthful, transgender, intersex, disabled, or non-English speaking inmates incarcerated 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. One inmate was interviewed who had reported a sexual abuse at intake. Inmates were interviewed using the recommended DOJ protocols that question their knowledge of a variety of IPREA protections, generally and specifically, their knowledge of reporting mechanisms available to residents to report abuse or harassment. All of the inmates I interviewed acknowledged that they had received training on IPREA at booking explaining their right to be free from sexual abuse and sexual harassment, their right to be free from retaliation for reporting a sexual abuse or sexual harassment, and how to report a sexual abuse or sexual harassment. All inmates received an inmate handbook that contained information on how to report a sexual assault or sexual harassment. The inmates all stated that they are shown a video two to three times a week and they are required to sit and view it. Sgt. Brandy Bredehoff, the IPREA Coordinator, goes into the housing units two to three times a week and talks to the inmates about IPREA. All inmates said they felt safe in the Caribou County Jail and the deputies respond quickly to any problems.

The auditor interviewed six staff members (all that were available) representing three shifts (1st shift 7:00 a.m. to 3:00 p.m., 2nd shift 3:00 p.m. to 11:00 p.m. and 11:pm to 7:00 a.m.). The auditor also interviewed seven specialty staff, including shift sergeants, medical and mental health (contract staff), investigative staff, intake and screening staff, first responders, and staff who supervise inmates in segregated housing. Also interviewed were the Sheriff, Jail Administrator, and IPREA Coordinator. Staff were interviewed using the DOJ protocols that question their IPREA 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 Caribou Memorial Hospital in Soda Springs, Idaho. All staff were very knowledgeable about IPREA 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 or hiring and the list of detention staff who have had background checks at a minimum of every five years after hire. Case files for four inmates in the facility were reviewed in the booking room to evaluate screening and intake procedures, inmate education, and inmate signatures of acknowledgement. Classification records of inmate education, risk assessments, and housing decisions were also reviewed.

Following the entrance meeting, the auditor toured the facility from 9:45 - 11:15 a.m. and was escorted by Sgt. Brandy Bredehoff, the IPREA Coordinator. During the tour, the auditor reviewed the booking process, observed the facility configuration, camera and mirror placement throughout the facility, blind spots, staff placement for supervision of inmates, toilet and shower areas, notices posted throughout the building and documentation to assist in determining compliance with the standards. The auditor noted that shower areas allow residents to shower separately and shower stalls are concrete walls with block frosted glass. Toilets are inside the housing units and have metal partitions providing privacy for inmates. The auditor reviewed the camera views in Central Control 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. 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. 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.

After the facility tour, the auditor reviewed questions noted on the auditor's compliance tool with Sgt. Brandy Bredehoft and reviewed additional documentation to verify compliance with the standards.

At the conclusion of the on-site visit, an exit meeting was held at 1:45 on October 13 between the auditor and Capt. Tami Shurtleff to discuss the audit findings and both discussed possible corrective actions that could be taken by the facility to achieve compliance with the standards that were not met.

DESCRIPTION OF FACILITY CHARACTERISTICS

The Caribou County Sheriff's Office operates the Caribou County Detention Center which is an indirect detention facility with a rated capacity of 49 beds. There are seven podular indirect housing units within the facility. The count on the day of the audit was 25 inmates.

The Caribou County Detention Center consists of one building that is attached to the Caribou County Sheriff's Office and is located at 475 East 2nd South, Soda Springs, Idaho. The detention center houses both male and female inmates. New arrests are brought into the jail via a secure sally port. The inmate is pat searched in the Pre-booking area before being placed into either Holding Cell 32 or Holding Cell 33. The inmate is then brought into the Booking Room to be processed. Attached to the Booking Room is the Medical exam room. To the North of the Booking Room is the Kitchen and Laundry Room. Past the Booking Room, to the West is North Hall. (This is the main hallway in the jail). The hallway winds around in a horseshoe pattern. At the beginning of North Hall, on the South side, are two visitation booths. Visitation B is used strictly for attorney visits, clergy visits, and bondsmen. Visitation A consists of two phones and is used for inmate visitation. The Control Center/Dispatch Center sits in the middle of the hallway and looks out into each housing unit in the horseshoe. The Control Center is the primary communication center in the facility. There are seven housing units in the jail. Currently four pods house male inmates and two pods house female inmates. These pods number from 700 to 100. Pod 100 has 14 beds, 200 has 10 beds, 300 has 4 beds, 400 has 4 beds, 500 has 8 beds, 600 has 8 beds, and 700 is a single cell. Male and female inmates are regularly moved around to different housing units based on the need of beds and population ratio.

The building is monitored and operated by the Central Control room. The Control room employs touch screen monitoring and security systems to monitor movement and operate outer doors to the housing areas, cameras, and intercoms throughout the facility. External cameras are strategically placed and monitor all entrances into the building and the recreation areas. Internal cameras monitor the main hallway, internal entrances, kitchen and laundry areas, and other areas within the secure perimeter. The Control Room is staffed at all times by one staff member and is the main contact for all safety, fire, and other emergency contacts.

SUMMARY OF AUDIT FINDINGS

During the past twelve months, the Caribou County Detention Center reported there were four allegations of IPREA complaints received:

- (1) One report of possible inmate-on-inmate abuse was an administrative investigation within the jail and was substantiated;
- (2) Two reports of possible inmate-on-inmate sexual harassment were referred for administrative investigation within the jail and were unsubstantiated.
- (3) One report of possible staff related abuse was referred for criminal investigation and was unfounded.

All administrative and criminal investigations are done by the patrol/detective division. Criminal investigations that allegedly involve staff-on-inmate abuse are referred to the Tri-County Investigators who are comprised of sheriff's office detectives from around the region so that criminal complaints can be taken outside the agency when needed.

All of the interviews with inmates reflected that they received training on IPREA during booking, watched a video before going back to housing, and the deputy explained IPREA. All stated that information is posted on the wall of the housing unit, in the handbook, and on the phones. All knew they could access a hotline number on the phone. The video is also shown a minimum of three times a week to the inmates and Sgt. Bredehoft, the IPREA Coordinator goes into the housing units two or three times a week to talk to the inmates about IPREA. The majority of inmates were able to explain to the auditor all the ways to report a sexual abuse or sexual harassment, including some outside sources. Most of the inmates did not know that advocates were available or how to contact them. They were also aware that they could report verbally, in writing, anonymously, and through a third party. All of the inmates said they felt safe in the Caribou County Detention Center and confirmed that the officers are very quick to respond to any possible sexual abuse or sexual harassment complaints in the facility.

All facility staff interviewed indicated they had received detailed IPREA training and could articulate the meaning of the agency's zero tolerance policy and what they were doing to achieve it. Staff was knowledgeable about their roles and responsibilities in the prevention, reporting, and response to sexual abuse and sexual harassment. Staff were able to explain the variety of reporting mechanisms for inmates and staff to use to report sexual abuse and sexual harassment. Staff were also aware of their responsibilities as a first responder to any IPREA incident and explained that they have a detailed checklist to follow to keep them on track during and after an incident.

In summary, after reviewing all pertinent information and after conducting inmate and staff interviews, the auditor found that the IPREA Coordinator and agency leadership have clearly made IPREA compliance a high priority and have devoted a significant amount of time and resources over the last few years to policy development, training of staff, and education of inmates on all aspects of IPREA. When confronted with the areas that do not meet standards, the IPREA Coordinator and agency leadership began working immediately to implement any corrective action plans that were agreed upon between the agency and the auditor. These immediate actions reinforced the agency's commitment to ensuring the safety of inmates and staff in the Caribou County Detention Center.

OVERALL COMPLIANCE AS REFLECTED IN INTERIM COMPLIANCE REPORT:

Number of standards exceeded: 7

Number of standards met: 31

Number of standards not met: 0

Number of standards not applicable: 3

Standard 115.11 Zero tolerance of sexual abuse and sexual harassment; PREA Coordinator

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

Auditor discussion, including the evidence relied upon in making the compliance or non-compliance determination, the auditor’s analysis and reasoning, and the auditor’s conclusions. This discussion must also include corrective action recommendations where the facility does not meet standard. These recommendations must be included in the Final Report, accompanied by information on specific corrective actions taken by the facility.

115.11(a) The Caribou County Detention Center has implemented a zero tolerance policy as detailed in Policy 15.1 and 15.2 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 and descriptions of the agency strategies and responses to sexual abuse and harassment. And, the policy details what sanctions are imposed for those found to have participated in prohibited behaviors. 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 IPREA Coordinator, Sgt. Brandy Bredehoft, to oversee policy and procedure development and operations in reference to sexual abuse and sexual harassment. The IPREA Coordinator reports directly to the Caribou County Jail Administrator, Capt. Tami Shurtleff, who, in turn, reports directly to the Caribou County Sheriff, Michael Haderlie. Sgt. Bredehoft indicated that she has sufficient time and authority to develop, implement, and oversee the agency’s efforts toward IPREA compliance and Sheriff Michael Haderlie confirmed that Capt. Shurtleff and Sgt. Bredehoft have full support of the Sheriff’s Office in all of their efforts to bring the Caribou County Jail into compliance with the IPREA standards.

115.11(c) The Caribou County Sheriff’s Office operates only one facility and, therefore, has not assigned an IPREA Compliance Manager to the facility.

POLICY, MATERIALS, INTERVIEWS AND OTHER EVIDENCE REVIEWED:

- Caribou County Detention Policy 15.1 and 15.2
- Caribou County Detention Center’s Organizational Chart
- Interview with Capt. Tami Shurtleff, Jail Administrator
- Interview with Sheriff Michael Haderlie
- Interview with Sgt. Brandy Bredehoft, IPREA Coordinator
- Completed Pre-Audit Questionnaire submitted by Sgt. Brandy Bredehoft

Standard 115.12 Contracting with other entities for the confinement of inmates

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

Auditor discussion, including the evidence relied upon in making the compliance or non-compliance determination, the auditor’s analysis and reasoning, and the auditor’s conclusions. This discussion must also include corrective action recommendations where the facility does not meet standard. These recommendations must be included in the Final Report, accompanied by information on specific corrective actions taken by the facility.

115.12(a-b) The Caribou County Detention Center 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 IPREA audit. This part of the standard is, therefore, not applicable to the Caribou County Detention Center.

POLICY, MATERIALS, INTERVIEWS AND OTHER EVIDENCE REVIEWED:

Completed Pre-Audit Questionnaire submitted by Sgt. Brandy Bredehoft
Interview with Capt. Tami Shurtleff, Jail Administrator
Interview with Sgt. Brandy Bredehoft, IPREA Coordinator

Standard 115.13 Supervision and monitoring

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

Auditor discussion, including the evidence relied upon in making the compliance or non-compliance determination, the auditor's analysis and reasoning, and the auditor's conclusions. This discussion must also include corrective action recommendations where the facility does not meet standard. These recommendations must be included in the Final Report, accompanied by information on specific corrective actions taken by the facility.

115.12(c) The Caribou County Detention Center 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 Caribou County Detention Center during the twelve months prior to the audit was 43 and the staffing plan was predicated on 48 inmates. The staffing plan requires a minimum of two detention staff on each shift. The facility tries to keep a supervisor on each shift but when one cannot be on shift there is a supervisory staff member on call for the facility. 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 IPREA 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.

Sgt. Bredehoft confirmed there were no deviations from the staffing plan over the 12 months prior to the audit and the facility has in place procedures to ensure all positions are covered with overtime personnel or on-shift supervisory positions, when necessary, to avoid deviations from the staffing plan. The deviation list showed that when a staff member takes off the shift, another staff member fills the shift. Sgt. Bredehoft and Capt. Shurtleff explained that the staffing plan allows for eleven positions but, at the time of the audit, there were only nine detention positions filled which includes the Captain and the Sergeants. The other two positions are in the process of being filled with new applicants.

115.12(d) The staffing plan is reviewed once a year to determine if it is still adequate to meet the needs of the Caribou County Detention Center and protect inmates from sexual abuse. The last review and implementation of the staffing plan was done two months prior to the audit. During the staffing analysis, Sheriff Michael Haderlie, Capt. Tami Shurtleff, and Sgt. Brandy Bredehoft 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. They also reviewed resources available to the facility to ensure adherence with the staffing plan. The current staffing plan of the Caribou County Detention Center requires a total of eleven full time detention deputies which the Caribou County Sheriff's Office has provided to the facility when it can be fully staffed.

115.12(e) The Caribou County Detention Center has detailed in Policy 15.1 the practice of having intermediate-level or higher level supervisors conduct and document unannounced rounds to identify and deter staff sexual abuse and sexual harassment. The policy states that unannounced supervisor rounds will be done once each shift, four times a week. A review of the documentation of unannounced supervisor rounds confirmed that the rounds are done randomly and frequently on all shifts. This was also verified through informal interviews with staff at their posts during the audit tour and through formal interviews with random staff and supervisors. Interviews also confirmed that the rounds are unannounced and staff are prohibited from alerting other staff that the rounds are taking place.

POLICY, MATERIALS, INTERVIEWS AND OTHER EVIDENCE REVIEWED:

- Caribou County Detention Policy 15.1
- Completed Pre-Audit Questionnaire submitted by Sgt. Brandy Bredehoft
- Idaho Jail Standards
- Caribou County Detention Center Staffing Plan
- Schematic plan of where the cameras are placed
- Documentation evidencing the conduct of unannounced supervisor rounds on every shift
- Informal interviews with staff during the audit tour
- Formal interviews with random staff and intermediate or higher level staff
- Interview with Capt. Tami Shurtleff, Jail Administrator
- Interview with Sgt. Brandy Bredehoft, IPREA Coordinator
- Caribou County Detention Center population report for 2015 and 2016

Standard 115.14 Youthful inmates

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

Auditor discussion, including the evidence relied upon in making the compliance or non-compliance determination, the auditor's analysis and reasoning, and the auditor's conclusions. This discussion must also include corrective action recommendations where the facility does not meet standard. These recommendations must be included in the Final Report, accompanied by information on specific corrective actions taken by the facility.

115.14(a) The Caribou County Detention Center has detailed in Policy 12.1 and 15.1 how a youthful inmate would be housed in the facility. Youthful inmates are rarely housed in the Caribou County Detention Center and, according to Sgt. Bredehoft, a youthful inmate has not been housed there for several years. The Caribou County Detention Center has kept the policies in place for the rare occasion that they may be required to house a youthful inmate in accordance with Idaho law. If a youthful inmate is placed in the Caribou County Detention Center, the Detention Center 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.

115.14(b) Referring to Policy 15.1, the Caribou County Detention Center 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 Caribou County Detention Center has detailed in Policy 15.1 that the Detention Center will make its best efforts to avoid placing a youthful inmate in segregation to comply with this standard. Absent exigent circumstances, the facility does not deny youthful inmates daily large-muscle exercise or any legally required special education services while in the facility. The policy states that the Jail Administrator will arrange for a tutor to come to the facility regularly to assist the youthful inmate. The policy states that youthful inmates are given access to other programs and work opportunities to the extent possible. There was no documentation to review as the Caribou County Detention Center has not housed any youthful inmates in the 12 months prior to the audit.

POLICY, MATERIALS, INTERVIEWS AND OTHER EVIDENCE REVIEWED:

Caribou County Detention Center Policy 12.1 and 15.1
Interview with Sgt. Brandy Bredehoft , IPREA Coordinator
Interviews with random staff
Completed Pre-Audit Questionnaire submitted by Sgt. Brandy Bredehoft
Caribou County Detention Center Population Report for 2015 and 2016

Standard 115.15 Limits to cross-gender viewing and searches

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

Auditor discussion, including the evidence relied upon in making the compliance or non-compliance determination, the auditor's analysis and reasoning, and the auditor's conclusions. This discussion must also include corrective action recommendations where the facility does not meet standard. These recommendations must be included in the Final Report, accompanied by information on specific corrective actions taken by the facility.

115.15(a) The Caribou County Detention Center's Policy 5.1 details that cross gender strip searches are prohibited except in exigent circumstances. Only medical practitioners can perform intrusive or invasive body cavity searches under all circumstances. There were no cross gender strip searches done in the 12 months prior to the audit for the auditor to review.

115.15(b) The Caribou County Detention Center's Policy 5.1 states that cross gender pat down searches are prohibited except in exigent circumstances. In the past 12 months, no cross gender searches of female inmates were done. The policy states that if a cross gender pat down search must be done, the staff member will obtain supervisory permission before conducting the pat down search. Policy 5.1 and interviews with 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 Caribou County Detention Center's Policy 5.1 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.

115.15(d) The Caribou County Detention Center's policy and practice 5.1 ensures that inmates are able to shower, perform bodily functions, and change clothing with privacy. The policy details the exigent circumstances that would be required for staff of the opposite gender to deviate from this policy. 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.

115.15(e) Caribou County Detention Center 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.

115.15(f) The Caribou County Detention Center has not provided any training on how to conduct cross gender pat down searches and searches of transgender and intersex inmates in a professional manner other than the training received by some of the deputies at the Idaho P.O.S.T. Academy. Therefore, the auditor finds that the Detention Center does not meet this standard.

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

POLICY, MATERIALS, INTERVIEWS AND OTHER EVIDENCE REVIEWED:

Caribou County Detention Center's Policy 5.1
Completed Pre-Audit Questionnaire submitted by Sgt. Brandy Bredehoft
Interview with Sgt. Brandy Bredehoft, IPREA Coordinator

Interviews with random inmates and staff
IPREA training curriculum

CORRECTIVE ACTION REQUIRED:

1. The Caribou County Detention Center should arrange to have all of the detention deputies trained on how to conduct cross gender pat down searches and searches of transgender and intersex inmates in a professional manner either through the PREA Resource Center online training or other acceptable training course.

VERIFICATION OF CORRECTIVE ACTION SINCE THE AUDIT:

On February 2, 2017, Capt. (Newly promoted) Brandy Bredehoff sent the auditor documentation to confirm that all of the detention deputies have taken the class on “Guidance in Cross-Gender and Transgender Pat Searches” from the PREA Resource Center. Therefore, the auditor finds that the Caribou County Detention Center now meets this standard.

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

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

Auditor discussion, including the evidence relied upon in making the compliance or non-compliance determination, the auditor’s analysis and reasoning, and the auditor’s conclusions. This discussion must also include corrective action recommendations where the facility does not meet standard. These recommendations must be included in the Final Report, accompanied by information on specific corrective actions taken by the facility.

115.16(a) The Caribou County Detention Center’s Policy 5.1 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 steps include, when necessary to ensure effective communication with inmates who are deaf or hard of hearing, giving them the information to read and, if they can’t read, providing access to interpretation through a phone app that can interpret effectively, accurately, and impartially. A staff member will read the information on reporting and responding to sexual abuse or sexual harassment to inmates who have low vision or are blind. The Caribou County Detention Center will locate someone who can effectively communicate with inmates with psychiatric, intellectual or speech disabilities through a Mental Health practitioner. All staff receive yearly training on IPREA compliant practices for inmates with disabilities and inmates with limited English proficiency. There were no 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.

The Caribou County Detention Center 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. Flyers explaining the inmate’s right to be free from sexual abuse and sexual harassment are available in a Spanish version. Posters are hung on the wall of the housing unit that explain how to report a sexual abuse or sexual harassment. 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 are trained to use it. Also, some of the deputies of the Caribou County Sheriff’s Office and Jail Division speak other languages and are able to interpret for the Detention Center, when needed. There were no limited English proficient inmates in the facility at the time of the audit.

115.16(b) Caribou County Detention Policy 15.1 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 Detention Center reports that there have been no instances in the past 12 months where inmate interpreters have been used to assist other inmates. 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 have been used.

POLICY, MATERIALS, INTERVIEWS AND OTHER EVIDENCE REVIEWED:

Caribou County Detention Policy 15.1
Completed Pre-Audit Questionnaire submitted by Sgt. Brandy Bredehoft
Interview with Sgt. Brandy Bredehoft, IPREA Coordinator
Interviews with random facility staff
Samples of IPREA posters and flyer translated into Spanish
Yearly IPREA training curriculum for staff

Standard 115.17 Hiring and promotion decisions

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

Auditor discussion, including the evidence relied upon in making the compliance or non-compliance determination, the auditor's analysis and reasoning, and the auditor's conclusions. This discussion must also include corrective action recommendations where the facility does not meet standard. These recommendations must be included in the Final Report, accompanied by information on specific corrective actions taken by the facility.

115.17(a) Caribou County Detention Policy 15.1 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 records 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 employee who will be attending the P.O.S.T Academy.

115.17(b) The Caribou 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.

115.17(c) In addition to conducting criminal background checks prior to hiring an applicant, the Caribou 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. In the past 12 months, one person has been hired who has contact with inmates and that person had an extensive background and criminal history check completed prior to hiring. All current staff who have contact with inmates have had the extensive background and criminal history check before being hired.

115.17(d) Caribou County Detention Policy 15.1 requires that a criminal background records check be completed before enlisting the services of any contractor who may have contact with inmates. In the past twelve months, the Caribou County Sheriff's Office has conducted criminal background record checks on all 4 contract employees who have been hired and have contact with inmates. Agency policy also requires a criminal background records check on all volunteers who may have contact with inmates.

115.17(e) Policy and procedures of the Caribou County Sheriff's Office require all employees of the Sheriff's Office have a criminal background records check done yearly. Therefore, the auditor finds that the Caribou County Sheriff's Office exceeds this standard.

115.17(f) The Caribou County Detention Center Policy 15.1 reflects the standard exactly but doesn't detail exactly when applicants or employees are asked about any prior sexual misconduct of the type specified in 115.17(a) of this section. And, an interview with Sgt. Brandy Bredehoft confirmed that there is no actual procedure in place for asking these questions. Therefore, the auditor finds that the Detention Center does not meet this standard. The Detention Center policy imposes upon employees a continuing affirmative duty to disclose any such misconduct.

115.17(g) The Caribou County Detention Center Policy 15.1 states that material omissions regarding such misconduct or provision of materially false information shall be grounds for termination.

115.17(h) Policy 15.1 requires the Caribou County Sheriff's Office 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 Caribou County Sheriff's Office does require that the requesting agency provides a signed release of information from

the applicant before giving the agency the requested information.

POLICY, MATERIALS, INTERVIEWS AND OTHER EVIDENCE REVIEWED:

Caribou County Detention Center Policy 15.1
Completed Pre-Audit Questionnaire submitted by Sgt. Brandy Bredehoft
Idaho P.O.S.T. IDAPA Rules
Idaho Jail Standards
Interview with Sgt. Brandy Bredehoft, IPREA Coordinator

CORRECTIVE ACTION REQUIRED:

1. The Caribou County Detention Center should clarify in its policy when applicants for hiring or promotions are asked about prior sexual misconduct.
2. The Caribou County Detention Center should develop procedures that will implement the amended policy into facility practice.

VERIFICATION OF CORRECTIVE ACTION SINCE THE AUDIT:

On January 13, 2017, Capt. Brandy Bredehoft, IPREA Coordinator sent the auditor confirmation that the policies and procedures have been amended to require the Jail Administrator send out an email a minimum of once a year to all Detention Deputies that requires them to report any sexual misconduct to the Jail Administrator. Therefore, the auditor finds that the Caribou County Detention Center successfully completed the corrective action now exceeds this standard because of 115.17(e) that confirms background investigations on current employees are done yearly instead of every five years.

Standard 115.18 Upgrades to facilities and technologies

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

Auditor discussion, including the evidence relied upon in making the compliance or non-compliance determination, the auditor's analysis and reasoning, and the auditor's conclusions. This discussion must also include corrective action recommendations where the facility does not meet standard. These recommendations must be included in the Final Report, accompanied by information on specific corrective actions taken by the facility.

115.18(a) The Caribou County Sheriff's Office and Caribou County Detention Center 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 Caribou County Detention Center 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, support services areas, and internal entrances into the building. Cameras are not placed in the sleeping areas and the shower or toilet areas. No new cameras have been added during the audit cycle.

This standard is not applicable to the Caribou County Detention Center this audit cycle as the answer to a and b was N/A.

POLICY, MATERIALS, INTERVIEWS AND OTHER EVIDENCE REVIEWED:

Completed Pre-Audit Questionnaire submitted by Sgt. Brandy Bredehoft
Caribou County Detention Center's schematic of camera placement throughout the facility and proposed new camera and monitoring system
Interview with Capt. Tami Shurtleff, Jail Administrator

Standard 115.21 Evidence protocol and forensic medical examinations

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

Auditor discussion, including the evidence relied upon in making the compliance or non-compliance determination, the auditor’s analysis and reasoning, and the auditor’s conclusions. This discussion must also include corrective action recommendations where the facility does not meet standard. These recommendations must be included in the Final Report, accompanied by information on specific corrective actions taken by the facility.

115.21(a - b) The Caribou County Sheriff’s Office and Detention Center follow the Idaho State Police uniform evidence collection protocol that contains details for obtaining physical evidence for administrative and criminal investigations of sexual abuse. This protocol is used by the Caribou County Detective Division and the Tri-County Investigators when conducting criminal investigations inside and outside the detention facility. The protocol is developmentally appropriate for youth but no youthful inmates are held in the facility. The Caribou County Detention Center also provided the uniform evidence collection protocol used by the Caribou Memorial Hospital for sexual assault exams.

115.21(c) Caribou County Detention Policy 15.2 states that all victims of sexual abuse are offered access to forensic medical examinations where evidentiary or medically appropriate. Sgt. Bredehoft explained that these exams will normally be done at Caribou Memorial Hospital in Soda Springs, Idaho. The policy states there is no financial cost to the victim. Also, a letter from Caribou Memorial Hospital verified that the hospital does not bill the victim but bills the Sexual Assault Examination Program. 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 as there were no forensic medical examinations performed during the last twelve months.

115.21(d) The Caribou County Detention Center has an MOU with Family Services Alliance of Southeast Idaho, located in Soda Springs, Idaho to provide rape crisis services to victims of sexual assault. Family Services Alliance has a 24/7 hour crisis line that inmates can call free of charge and the calls are not recorded. This information is given to inmates and interviews with the majority of inmates confirmed they know that counseling and therapy is available and is free of charge.

115.21(e) The Caribou County Detention Policy 15.2 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. 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 Caribou County Detention Center only has an outside agency conduct the investigation if the allegation involves staff. All investigations that allegedly involve staff are referred outside the agency, by Sheriff Michael Haderlie, to the Tri-County Investigations unit. All Caribou County Detectives who are involved in the investigations have had the specialized training for investigators in a confinement setting and all have had training on sexual assault investigations. All IPREA complaints are investigated for possible criminal activity and the Caribou County Sheriff’s Office and the Tri-County Investigations unit maintain a close working relationship with the County Prosecutor.

POLICY, MATERIALS, INTERVIEWS AND OTHER EVIDENCE REVIEWED:

- Caribou County Detention Center Policy 15.2
- Caribou Memorial Hospital Policy for uniform evidence collection
- Completed Pre-Audit Questionnaire submitted by Sgt. Brandy Bredehoft
- Interviews with Capt. Tami Shurtleff, Jail Administrator and Sgt. Brandy Bredehoft, IPREA Coordinator
- Interview with Sheriff Michael Haderlie
- Interviews with Caribou County Sheriff’s Office criminal investigators
- Letter from Caribou Memorial Hospital explaining billing

MOU with Family Services Alliance of Southeast Idaho
Flyers that list contact information for Family Services Alliance
Law Enforcement Mutual Assistance Compact between sheriffs participating in Tri-County Investigations
Idaho State Patrol Uniform Evidence Collection Protocol
Training certificates for all IPREA investigators within the agency

Standard 115.22 Policies to ensure referrals of allegations for investigations

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

Auditor discussion, including the evidence relied upon in making the compliance or non-compliance determination, the auditor’s analysis and reasoning, and the auditor’s conclusions. This discussion must also include corrective action recommendations where the facility does not meet standard. These recommendations must be included in the Final Report, accompanied by information on specific corrective actions taken by the facility.

115.22(a) The Caribou County Detention Center assigns a patrol officer/detective to conduct administrative and criminal investigations. Sheriff Michael Haderlie will refer an allegation to Tri-County Investigators when appropriate. All investigations that allegedly involve staff are referred outside the agency to the Tri-County Investigations unit. All detectives involved in the investigations have had the specialized training for investigators in a confinement setting and all detectives have had training in sexual assault investigations. All IPREA complaints are investigated for possible criminal activity and the Caribou County Sheriff’s Office and the Tri-County Investigations unit maintain a close working relationship with the County Prosecutor. Documentation showed that four allegations of sexual abuse or sexual harassment were investigated with one being an administrative investigation of inmate-on-inmate abuse, substantiated, two were administrative investigations of inmate-on inmate sexual harassment, unfounded, and one was a criminal investigation of staff involved abuse which was unfounded.

115.22(b) The policy regarding the referral of allegations of sexual abuse or sexual harassment for criminal investigation is on the website, cariboucountysheriff.com.

115.22(c) Caribou County Detention Policy 15.2 requires administrative investigations done by a staff member of the detention center or the sheriff’s office who is trained to do the investigations. The allegation is assigned to an investigator by the Jail Administrator.

POLICY, MATERIALS, INTERVIEWS AND OTHER EVIDENCE REVIEWED:

Caribou County Detention Center Policy 15.2
Completed Pre-Audit Questionnaire submitted by Sgt. Brandy Bredehoft
Caribou County Sheriff’s Website: cariboucountysheriff.com
Interview with Capt. Tami Shurtleff, Jail Administrator
Interview with Sgt. Brandy Bredehoft, IPREA Coordinator
Interview with Sheriff Michael Haderlie
Interviews with Caribou County Sheriff’s administrative and criminal investigators
PREA Investigator training certificates for Caribou County Investigators
Logs of sexual abuse and sexual harassment allegations and subsequent investigations

Standard 115.31 Employee training

- Exceeds Standard (substantially exceeds requirement of standard)
- Meets Standard (substantial compliance; complies in all material ways with the standard for the relevant review period)

- Does Not Meet Standard (requires corrective action)

Auditor discussion, including the evidence relied upon in making the compliance or non-compliance determination, the auditor's analysis and reasoning, and the auditor's conclusions. This discussion must also include corrective action recommendations where the facility does not meet standard. These recommendations must be included in the Final Report, accompanied by information on specific corrective actions taken by the facility.

115.31(a - b) The Caribou County Detention Policy 15.3 requires that employees receive one hour of IPREA refresher training a minimum of every two years that goes over all of the IPREA requirements. In years in which an employee does not receive refresher training, the agency shall provide refresher information on current sexual abuse and sexual harassment policies. Documentation provided included a lesson plan from the PREA Resource Center on each of the ten topics that was very comprehensive and covered all of the topics. Interviews with random staff revealed that the staff have extensive training on IPREA and are very knowledgeable on the topics.

115.31(c) The training is tailored to the gender of the inmates at the Caribou County Detention Center 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(d) IPREA refresher training that reviews all of the requirements of IPREA is provided to employees every year instead of every other year. Staff are also required to watch The PREA Resource Center PREA video every February and receive additional classroom training every April. Because the facility provides full and ongoing IPREA training yearly instead of every other year, the auditor finds that the facility exceeds this part of the standard.

115.31(e) 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.

POLICY, MATERIALS, INTERVIEWS AND OTHER EVIDENCE REVIEWED:

- Caribou County Detention Center Policy 15.3
- Completed Pre-Audit Questionnaire submitted by Sgt. Brandy Bredehoft
- PREA Training Curriculum from the PREA Resource Center
- Staff rosters and description of training received
- Staff signatures of receiving the training
- Interview with Sgt. Brandy Bredehoft, IPREA Coordinator
- Interviews with random staff

Standard 115.32 Volunteer and contractor training

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

Auditor discussion, including the evidence relied upon in making the compliance or non-compliance determination, the auditor's analysis and reasoning, and the auditor's conclusions. This discussion must also include corrective action recommendations where the facility does not meet standard. These recommendations must be included in the Final Report, accompanied by information on specific corrective actions taken by the facility.

115.32(a) The Caribou County Detention Policy 15.3 requires all volunteers and contractors who may have contact with inmates be trained on IPREA requirements. The training curriculum includes a very comprehensive video presentation that covers all the required topics and their responsibilities under the IPREA requirements. The training is done a minimum of twice a year. Ninety three volunteers and individual contractors who have contact with inmates have been trained in IPREA requirements during the last twelve months. This totals 100 % that have been trained.

115.32(b) The training curriculum was very detailed and showed that 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 they have had the training and the documentation is kept on file at the Caribou County Sheriff's Office.

There were no volunteers on site at the time of the audit. Two contractors were interviewed (medical and food services) and compliance was found with this standard.

POLICY, MATERIALS, INTERVIEWS AND OTHER EVIDENCE REVIEWED:

Caribou County Detention Center Policy 15.3
Completed Pre-Audit Questionnaire submitted by Sgt. Brandy Bredehoft
IPREA Training video for volunteer and contractors
IPREA Acknowledgement Form for volunteers and contractors
Interview with Sgt. Brandy Bredehoft, IPREA Coordinator
Interview with medical contractor
Interview with Food Services Contractor

Standard 115.33 Inmate education

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

Auditor discussion, including the evidence relied upon in making the compliance or non-compliance determination, the auditor's analysis and reasoning, and the auditor's conclusions. This discussion must also include corrective action recommendations where the facility does not meet standard. These recommendations must be included in the Final Report, accompanied by information on specific corrective actions taken by the facility.

115.33(a - c) The Caribou County Detention Center reports that 616 inmates have been admitted in the past twelve months to the facility and all have been provided with comprehensive information during booking, and training every 30 days with an IPREA video. All inmates in the Caribou County Detention Center receive IPREA orientation materials at intake and are shown a video explaining their right to be free from sexual abuse and sexual harassment and how to report such incidents. During the intake process, the booking deputy will provide verbal and written information about the facility's zero tolerance policy regarding sexual abuse and sexual harassment and how to report incidents or suspicions of sexual abuse or sexual harassment. The inmate is given a handbook, a pamphlet, and signs a medical questionnaire that provides information about IPREA and how to report an incident of sexual abuse and sexual harassment. The IPREA Coordinator meets with inmates in the housing units two or three times a week and talks about IPREA and inmates are encouraged to ask questions. An IPREA video also plays a minimum of three times a week in the indoor recreation room. Inmates are required to sign that they have received this information during intake and during the meetings with the IPREA Coordinator.

115.22(d - e) The Caribou County Detention Center ensures that key information is continuously available to inmates through posters, flyers, a video and inmate handbooks. IPREA posters are displayed in the dayrooms with a list of ways to report. IPREA flyers and handbooks are in English and Spanish and given to each inmate. The facility provides translation services for all IPREA educational materials for inmates with disabilities and limited English proficient through a language line. Large print editions of the handbook are also available upon request for inmates who are blind or visually impaired.

Interviews with random inmates revealed that the inmates are retaining the information they are provided through the video, handbook, posters and flyers. All of the interviews with inmates confirmed that they received training on IPREA at booking by the booking deputy and received a PREA pamphlet and inmate handbook that contained information on how to report a sexual assault or sexual harassment. All stated that information is posted on the wall of the housing unit, and is in the inmate handbook. All knew they could access a hotline number on the phone and some were aware that advocates were available. All inmates knew they could contact people on the outside to

report a sexual abuse or sexual harassment and that reports can be done verbally, in writing, anonymously and by third party. All inmates reported that Sgt. Bredehoft, the IPREA Coordinator, meets with them frequently to talk to them about their rights under IPREA. The majority of inmates stated they feel safe in Caribou County Detention Center and stated that deputies are quick to respond to any problems in the facility.

POLICY, MATERIALS, INTERVIEWS AND OTHER EVIDENCE REVIEWED:

Caribou County Detention Center Policy 15.3
Completed Pre-Audit Questionnaire submitted by Sgt. Brandy Bredehoft
IPREA Inmate Acknowledgement Form and random signatures
Inmate signatures on the Medical Screening Form
Inmate Handbook
IPREA flyers
IPREA Posters displayed in dayrooms
Interview with Sgt. Brandy Bredehoft, IPREA Coordinator
Interviews with random inmates
Interviews with random staff

Standard 115.34 Specialized training: Investigations

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

Auditor discussion, including the evidence relied upon in making the compliance or non-compliance determination, the auditor's analysis and reasoning, and the auditor's conclusions. This discussion must also include corrective action recommendations where the facility does not meet standard. These recommendations must be included in the Final Report, accompanied by information on specific corrective actions taken by the facility.

115.34(a) The Caribou County Detention Policy 15.3 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 on line 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.

Three criminal investigators in the Caribou County Sheriff's Office have taken this course and conduct all administrative and criminal investigations into allegations of sexual misconduct and sexual harassment in the detention center.

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 Caribou 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 Certificates of Completion for the investigators who took the investigator's specialized training.

POLICY, MATERIALS, INTERVIEWS AND OTHER EVIDENCE REVIEWED:

Caribou County Detention Center Policy 15.3
Completed Pre-Audit Questionnaire submitted by Sgt. Brandy Bredehoft
Objectives for the online course, "Investigating Sexual Abuse in a Confinement Setting"
Training documentation for investigators completing the specialized training
Interviews with facility administrative and criminal investigators

Standard 115.35 Specialized training: Medical and mental health care

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

Auditor discussion, including the evidence relied upon in making the compliance or non-compliance determination, the auditor’s analysis and reasoning, and the auditor’s conclusions. This discussion must also include corrective action recommendations where the facility does not meet standard. These recommendations must be included in the Final Report, accompanied by information on specific corrective actions taken by the facility.

115.35(a) The Caribou County Sheriff’s Office contracts with Badger Medical to provide on-site medical care at the facility. Nurses are on duty at different hours seven days a week and the medical provider comes to the facility once a week. A mental health practitioner comes into the facility once every two weeks to treat inmates and will skype with inmates at other times, as needed. Interviews with contract medical staff and the contract mental health practitioner confirmed that they are provided in-depth training on their responsibilities under IPREA, both through their agency and through the jail. Specialized training includes the four elements required by this IPREA standard. The number of medical and mental health practitioners who work regularly at the facility and have had the training is seven.

115.35(b) The medical contractor does not conduct forensic exams at the Caribou County Detention Center. Victims of sexual abuse are transported to Caribou Memorial Hospital in Soda Springs, 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 care practitioners also receive the training mandated for other employees of the facility.

POLICY, MATERIALS, INTERVIEWS AND OTHER EVIDENCE REVIEWED:

- Caribou County Detention Center Policy 15.3
- Completed Pre-Audit Questionnaire submitted by Sgt. Brandy Bredehoft
- IPREA Acknowledgement Form for Volunteers and Contractors
- Interview with Badger Medical nurse and Mental Health Practitioner
- Interview with Sgt. Brandy Bredehoft, IPREA Coordinator

Standard 115.41 Screening for risk of victimization and abusiveness

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

Auditor discussion, including the evidence relied upon in making the compliance or non-compliance determination, the auditor’s analysis and reasoning, and the auditor’s conclusions. This discussion must also include corrective action recommendations where the facility does not meet standard. These recommendations must be included in the Final Report, accompanied by information on specific corrective actions taken by the facility.

115.41(a - b) Caribou County Detention Policy 15.4 requires that all inmates will be assessed during their intake screening for their risk of being sexually abused by other inmates or being sexually abusive toward other inmates. During the audit tour, Sgt. Brandy Bredehoft explained that the assessment is normally done at booking but will wait if the inmate is severely intoxicated or uncooperative. But, under no circumstances, would it go over 72 hours to complete the risk assessment. The Caribou County Detention Center reported that 616 inmates have entered the facility within the past twelve months with a length of stay over 72 hours. All 616 inmates 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 ten topical areas of information as detailed in this standard. The auditor reviewed six random files of inmates and verified that the screening instrument is being used.

115.41(e) The screening instrument also 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(g) If the risk screening indicates that an inmate has experienced prior sexual victimization, whether it occurred in an institutional setting or in the community, staff will ensure that the inmate is offered a follow-up meeting with a medical or mental health practitioner within 14 days of intake. Caribou County Detention Center Policy 15.4 also requires that an inmate's risk level be reassessed within 30 days of intake by the IPREA Coordinator or 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 Caribou County Detention Center from disciplining inmates for refusing to answer any questions referring to sexual abuse or for not disclosing any information on the screening questions listed in this standard. Because of this policy and practice, the auditor finds that the Caribou County Detention Center exceeds this part of the standard.

115.41(i) Policy 15.4 states that information in the risk screening form contains sensitive information and staff are prohibited from using the information to the detriment of the inmate. The policy further states that staff will face disciplinary action if this happens. All detention deputies in the Caribou County Detention Center have access to the information as all of the deputies are classification deputies who need access to the information for making housing and program assignments. Access to those not in the detention division is prohibited.

POLICY, MATERIALS, INTERVIEWS AND OTHER EVIDENCE REVIEWED:

Caribou County Detention Center Policy 15.4
Completed Pre-Audit Questionnaire submitted by Sgt. Brandy Bredehoft
Objective Risk Screening Instrument
Interviews with random staff
Interview with Capt. Tami Shurtleff, Jail Administrator
Interview with Sgt. Brandy Bredehoft, IPREA Coordinator
Random Inmate Files

Standard 115.42 Use of screening information

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

Auditor discussion, including the evidence relied upon in making the compliance or non-compliance determination, the auditor's analysis and reasoning, and the auditor's conclusions. This discussion must also include corrective action recommendations where the facility does not meet standard. These recommendations must be included in the Final Report, accompanied by information on specific corrective actions taken by the facility.

115.42(a) The Caribou County Detention Center 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.

115.42(b) All detention deputies are classification deputies and conduct all of the assessments and reassessments of inmates in the facility to make individualized determinations of how to ensure the safety of each inmate.

115.42(c) The Caribou County Detention Policy 15.4 requires that Classification Officers 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 15.4 requires that at least every 30 days, beginning with the intake date, a reassessment will be completed on all transgender and intersex inmates to review any threats of safety experienced by the inmate. Because of the reassessment being done every thirty days, the auditor finds the Caribou County Detention Center exceeds this standard.

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 15.4 states that transgender and intersex inmates will be allowed to shower separately from other inmates.

115.42(g) The Caribou County Detention Center Policy 15.4 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 unless the placement is ordered by a consent decree, legal settlement, or legal judgment of which the intent is the protection of inmates. The Caribou County Detention Center is under no such legal restriction.

POLICY, MATERIALS, INTERVIEWS AND OTHER EVIDENCE REVIEWED:

Caribou County Detention Center Policy 15.4
Completed Pre-Audit Questionnaire submitted by Sgt. Brandy Bredehoft
Objective Screening Instrument
Interviews with random staff
Interview with Capt. Tami Shurtleff, Jail Administrator
Interview with Sgt. Brandy Bredehoft, IPREA Coordinator

Standard 115.43 Protective custody

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

Auditor discussion, including the evidence relied upon in making the compliance or non-compliance determination, the auditor's analysis and reasoning, and the auditor's conclusions. This discussion must also include corrective action recommendations where the facility does not meet standard. These recommendations must be included in the Final Report, accompanied by information on specific corrective actions taken by the facility.

115.43(a and d) The Caribou County Detention Policy 15.4 prohibits staff from placing inmates at high risk for sexual victimization in involuntary segregated 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 segregation for a time period, not to exceed 24 hours, in order to complete the assessment and find appropriate housing. Interviews with random staff and inmates revealed no incidents of involuntary housing being used for this purpose.

115.43(b) The policy requires any inmates placed in involuntary segregated housing have access to programs, privileges, education and work opportunities to the extent possible. If opportunities are restricted, staff 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 segregated housing for no more than 30 days.

115.43(d) The involuntary restricted housing of an inmate will be documented and will detail staff's basic concern for the inmate's safety, the reason why no alternative means of separation can be achieved, and the reason why the 30 days may need to be extended, if it does,.

115.43(e) If an involuntary segregated housing assignment is made, a status review of the inmate by the IPREA Coordinator 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.

POLICY, MATERIALS, INTERVIEWS AND OTHER EVIDENCE REVIEWED:

Caribou County Detention Center Policy 15.4
Completed Pre-Audit Questionnaire submitted by Sgt. Brandy Bredehoft
Objective Risk Assessment Instrument
Reassessment Form
Documentation of IPREA Restricted Housing Assignments over the last twelve months
Idaho Jail Standards
Interviews with random staff and inmates
Interview with Sgt. Brandy Bredehoft, IPREA Coordinator

Standard 115.51 Inmate reporting

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

Auditor discussion, including the evidence relied upon in making the compliance or non-compliance determination, the auditor's analysis and reasoning, and the auditor's conclusions. This discussion must also include corrective action recommendations where the facility does not meet standard. These recommendations must be included in the Final Report, accompanied by information on specific corrective actions taken by the facility.

115.51(a) The Caribou County Detention Center Policy 15.5 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. Six ways to report within the facility are explained to the inmates and there are four ways to report a sexual abuse or sexual harassment outside the agency listed in the policy. The reporting methods within the facility include verbally telling a staff member, medical staff, telling a volunteer, telling any department member, telling administration or submitting a request slip. The information is in the inmate handbook which is given to the inmate during intake, is on a pamphlet they receive at intake, and is written on posters in the dayroom of their housing unit.

115.51(b) The Caribou County Detention Center has provided several methods for inmates to report outside the facility. Inmates can report on a hotline on the inmate phones that goes to the phone company who contacts the agency when they get a report. The facility also notifies inmates they can contact a family member, friend, attorney or anyone else outside the agency that they feel comfortable calling. The Caribou County Detention Policy 15.5 lists four ways inmates can contact private or outside agencies to report a sexual abuse or sexual harassment. However, within the four, are listed the local police department and the State Police and Sgt. Brandy Bredehoft stated that there isn't actually a plan for how to contact these two agencies and nothing has actually been set up with the agencies to accept reports. Therefore, the auditor finds that the Caribou County Detention Center doesn't meet this standard as the policy contains information that is not being done or is not in place. Inmates are rarely detained solely on civil immigration holds, but the agency has in policy that these inmates are provided information on how to contact relevant consular officials and relevant officials of the Department of Homeland Security. Inmates have access to phones in their dayrooms and policy allows for free phone calls to contact the reporting hotline and the advocacy agency.

115.51(c) The Caribou County Detention Policy 15.5 requires all staff to accept reports made verbally, in writing, anonymously, and from PREA Audit Report

third parties. All allegations are documented promptly upon receipt and reported to a supervisor.

115.51(d) The Caribou County Detention Policy does not detail who staff can privately report an allegation of sexual abuse or sexual harassment to. Interviews with random staff confirmed that there is nothing in policy or training to indicate who they can privately report to. Therefore, the auditor finds that the Caribou County Detention Center does not meet this standard.

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

POLICY, MATERIALS, INTERVIEWS AND OTHER EVIDENCE REVIEWED:

Caribou County Detention Center Policy 15.5
Completed Pre-Audit Questionnaire submitted by Sgt. Brandy Bredehoft
IPREA Inmate Acknowledgement Form and random signatures
Inmate Handbook
IPREA flyers
IPREA Posters displayed in dayrooms
Interviews with random inmates and facility intake staff
Interview with Sgt. Brandy Bredehoft, IPREA Coordinator

CORRECTIVE ACTION REQUIRED:

1. The Caribou County Detention Center should remove from policy that inmates can contact the local police department or the State Police to report a sexual abuse or sexual harassment until this reporting mechanism is in place.
2. The Caribou County Detention Center should add to policy a method for staff to privately report a sexual abuse or sexual harassment.

VERIFICATION OF CORRECTIVE ACTION SINCE THE AUDIT:

On January 13, 2017, Capt. Brandy Bredehoft sent the auditor a revised Caribou County Detention Center policy and procedure that shows that the local police department and the Idaho State Police have been removed as one of the Detention Center offered ways to report.

Capt. Brandy Bredehoft also included in the documentation the policy addition that states the Caribou County Sheriff's Office has an open door policy and staff may privately report to any member of the Caribou County Sheriff's Office, up to and including the Sheriff. The policy further states that staff may also report sexual harassment and sexual abuse at the Caribou County Courthouse.

The auditor finds that the Caribou County Detention Center now meets the standard with the policy deletions and additions.

Standard 115.52 Exhaustion of administrative remedies

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

Auditor discussion, including the evidence relied upon in making the compliance or non-compliance determination, the auditor's analysis and reasoning, and the auditor's conclusions. This discussion must also include corrective action recommendations where the facility does not meet standard. These recommendations must be included in the Final Report, accompanied by information on specific corrective actions taken by the facility.

The Caribou County Detention Center 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.

Standard 115.53 Inmate access to outside confidential support services

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

Auditor discussion, including the evidence relied upon in making the compliance or non-compliance determination, the auditor’s analysis and reasoning, and the auditor’s conclusions. This discussion must also include corrective action recommendations where the facility does not meet standard. These recommendations must be included in the Final Report, accompanied by information on specific corrective actions taken by the facility.

115.53(a and c) The Caribou County Detention Center has an MOU with Family Services Alliance of Southeast Idaho to provide advocacy and in-person support services to a victim of sexual abuse through the forensic medical examination process as well as the investigatory interview process. The policy states that the inmate can request information about the advocacy services from medical or mental health, a detention deputy, or an investigator. However, nothing is posted in the housing units for the inmates to know that this information is available. Interviews with random inmates revealed that inmates were aware there were advocacy services available but had no idea who they were, how to contact them, or if the calls were free. Therefore, the auditor finds that the Caribou County Detention Center does not meet this part of the standard.

The Caribou County Detention Policy 15.5 enables communication between the advocate and the victim in as confidential manner as is possible.

115.53(b) Prior to giving the inmate access to the advocate, the Caribou County Detention Center Policy 15.5 states that the agency explains to the inmate the extent that the communication will be monitored. The advocate is offered free of charge to the inmate. The facility will also explain to the inmate that information may be relayed from the victim advocate in order to initiate and conduct an investigation into the sexual abuse allegation in accordance with mandatory reporting laws.

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.

POLICY, MATERIALS, INTERVIEWS AND OTHER EVIDENCE REVIEWED:

- Caribou County Detention Center Policy 15.5
- Completed Pre-Audit Questionnaire submitted by Sgt. Brandy Bredehoft
- MOU between Family Services Alliance of SE Idaho and the Caribou County Sheriff’s Office and Detention Center
- IPREA informational pamphlet
- Interviews with random inmates
- Interview with Sgt. Brandy Bredehoft, IPREA Coordinator

CORRECTIVE ACTION REQUIRED:

1. The Caribou County Detention Center should amend Policy 15.5 to list only outside contact agencies that have agreed to accept reports of allegations of sexual abuse and sexual harassment.
2. The Caribou County Detention Center should post in the housing unit all ways for inmates to report sexual abuse and sexual harassment to outside agencies and that the calls are free.
3. The Caribou County Detention Center should educate inmates about the services available for reporting sexual abuse and sexual harassment so that, upon request, the inmates will be able to explain the process to the auditor.

VERIFICATION OF CORRECTION ACTION SINCE THE AUDIT:

On January 13, 2017, Capt. Brandy Bredehoft sent documentation confirming that the Caribou County Detention Center posted information by the phones in the housing units that explained all reporting options, including Family Services Alliance of Southeast Idaho, and explained which calls are free and unmonitored.

On February 2, 2017, Capt. Brandy Bredehoft arranged to have five randomly selected inmates talk to the auditor on the telephone to answer questions about reporting sexual assault and sexual harassment in and outside the facility. The inmates were brought to the phone one at a time and were able to talk privately to the auditor. All five inmates could give the auditor several ways to report a sexual assault and sexual harassment. All five inmates knew that Family Services Alliance was an advocacy group they could contact and that the calls were free. All five inmates said the information for reporting is available throughout the jail, is detailed in the inmate handbook, is regularly relayed to them by the IPREA Coordinator, is shown regularly to them on a video and is posted directly by the phone in the housing unit. All five inmates stated that the Caribou County Detention Center gives them continuous information on IPREA and how to report and they felt that they were safe in the jail and the deputies would respond immediately to any reports. One inmate related an incident of a report of sexual abuse by an inmate in the housing unit and the inmate personally witnessed the deputies respond quickly and professionally to the incident. Therefore, the auditor finds that the Caribou County Detention Center now meets this standard.

Standard 115.54 Third-party reporting

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

Auditor discussion, including the evidence relied upon in making the compliance or non-compliance determination, the auditor's analysis and reasoning, and the auditor's conclusions. This discussion must also include corrective action recommendations where the facility does not meet standard. These recommendations must be included in the Final Report, accompanied by information on specific corrective actions taken by the facility.

115.54(a) The Caribou County Detention Center allows third parties to report a sexual abuse or sexual harassment incident on behalf of an inmate. The agency provides information on its website, cariboucountysheriff.com on how to report a sexual abuse or sexual harassment of an inmate.

POLICY, MATERIALS, INTERVIEWS AND OTHER EVIDENCE REVIEWED:

Completed Pre-Audit Questionnaire completed by Sgt. Brandy Bredehoft
Caribou County Sheriff's Website: cariboucountysheriff.com

Standard 115.61 Staff and agency reporting duties

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

Auditor discussion, including the evidence relied upon in making the compliance or non-compliance determination, the auditor's analysis and reasoning, and the auditor's conclusions. This discussion must also include corrective action recommendations where the facility does not meet standard. These recommendations must be included in the Final Report, accompanied by information on specific

corrective actions taken by the facility.

115.61(a) The Caribou County Detention Policy 15.6 requires staff to immediately report any suspected or alleged sexual abuse or sexual harassment that occurred in a facility whether or not it is part of the agency. The policy also states that staff are required to report to the Jail Administrator any retaliation against inmates or staff who report an incident and any staff neglect or violation of responsibilities that may have contributed to an incident or retaliation. Interviews with random staff confirmed that this information is taught to staff in the yearly IPREA training.

115.61(b) Policy 1.6 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. Interviews with random staff confirmed that this information is included in the yearly IPREA training.

115.61(c) Interviews with Medical and Mental Health practitioners within the facility confirmed they 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 practice and also received the information in their IPREA training.

115.61(d) If the alleged victim is under the age of 18, the Caribou County Detention Center reports the allegation of sexual abuse to the Idaho Department of Health and Social Services. If the alleged victim is a "vulnerable adult", the report will be made to Idaho Adult Protection Services. Interviews with random staff confirmed they were aware of this reporting requirement.

115.61(e) The Caribou County Detention Policy 15.6 states that all reports of allegations of sexual abuse and sexual harassment, including third-party and anonymous reports are referred to the facility's designated investigators.

POLICY, MATERIALS, INTERVIEWS AND OTHER EVIDENCE REVIEWED:

Caribou County Detention Center Policy 15.6
Completed Pre-Audit Questionnaire submitted by Sgt. Brandy Bredehoft
IPREA training curriculum
Interviews with random staff, medical practitioners, and mental health practitioners
Interview with Capt. Tami Shurtleff, Jail Administrator

Standard 115.62 Agency protection duties

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

Auditor discussion, including the evidence relied upon in making the compliance or non-compliance determination, the auditor's analysis and reasoning, and the auditor's conclusions. This discussion must also include corrective action recommendations where the facility does not meet standard. These recommendations must be included in the Final Report, accompanied by information on specific corrective actions taken by the facility.

115.62(a) The Caribou County Detention Center reports that there have been no situations 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 immediately removed from the housing unit and reassigned to other appropriate housing that ensures the inmate's safety or the perpetrator is immediately reassigned to another housing unit, depending on the circumstances of the situation.

POLICY, MATERIALS, INTERVIEWS AND OTHER EVIDENCE REVIEWED:

Caribou County Detention Center Policy 15.6
Completed Pre-Audit Questionnaire submitted by Sgt. Brandy Bredehoft
PREA Audit Report

Interviews with random staff
Interview with Sheriff Michael Haderlie
Interview with Capt. Tami Shurtleff, Jail Administrator

Standard 115.63 Reporting to other confinement facilities

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

Auditor discussion, including the evidence relied upon in making the compliance or non-compliance determination, the auditor's analysis and reasoning, and the auditor's conclusions. This discussion must also include corrective action recommendations where the facility does not meet standard. These recommendations must be included in the Final Report, accompanied by information on specific corrective actions taken by the facility.

115.63(a) The Caribou County Detention Policy 15.6 requires administration to report any sexual 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. The Caribou County Detention Center reports that one report of this type was received. The allegation was forwarded to the agency of the complaint who conducted an investigation into the allegation. The Caribou County Detention Center offered counseling services to the inmate who made the allegation.

115.63(b) Policy requires this notice to occur as soon as possible but, in no case, will the report be made later than 72 hours after the allegation has been received.

115.63(c) The notification from the Caribou County Detention Center to the other agency is documented.

115.53(d) Caribou County Detention Center policy and practice require that allegations received from another facility of an inmate being sexually abused or sexually harassed in the Caribou County Detention Center are investigated in accordance with the IPREA standards.

POLICY, MATERIALS, INTERVIEWS AND OTHER EVIDENCE REVIEWED:

Caribou County Detention Center Policy 15.6
Completed Pre-Audit Questionnaire submitted by Sgt. Brandy Bredehoff
Interview with Sheriff Michael Haderlie
Interview with Capt. Tami Shurtleff, Jail Administrator

Standard 115.64 Staff first responder duties

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

Auditor discussion, including the evidence relied upon in making the compliance or non-compliance determination, the auditor's analysis and reasoning, and the auditor's conclusions. This discussion must also include corrective action recommendations where the facility does not meet standard. These recommendations must be included in the Final Report, accompanied by information on specific corrective actions taken by the facility.

115.64(a) The Caribou County Detention Policy 15.6 outlines in policy and a detailed first responder checklist, the responsibilities of all staff members receiving an allegation of sexual abuse. The checklist and 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.

There was also a very detailed checklist of the supervisor's responsibilities when an allegation of sexual abuse is made. The checklist details what to do with both the alleged victim and alleged abuser. And the Caribou County Detention Center provided a detailed checklist for the investigator. Therefore, the auditor finds that with the creation and use of all of these detailed checklists, the facility exceeds this part of the standard. The Caribou County Detention Center reported that in the past twelve months, there were 4 allegations that an inmate was sexually abused or sexually harassed while in the facility. At the time of the audit there were no victims available in the facility for interview by the auditor.

115.64(b) The Caribou County Detention Center Policy 15.6 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, are familiar with the First Responder Checklist and the Supervisor's Checklist, and have received the training in their yearly IPREA training.

POLICY, MATERIALS, INTERVIEWS AND OTHER EVIDENCE REVIEWED:

Caribou County Detention Center Policy 15.6
Completed Pre-Audit Questionnaire submitted by Sgt. Brandy Bredehoft
First Responder's Checklist
Supervisor's Checklist
Investigator's Checklist
Interviews with random staff
Interviews with medical and mental health practitioners
Interview with Sgt. Brandy Bredehoft, IPREA Coordinator

Standard 115.65 Coordinated response

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

Auditor discussion, including the evidence relied upon in making the compliance or non-compliance determination, the auditor's analysis and reasoning, and the auditor's conclusions. This discussion must also include corrective action recommendations where the facility does not meet standard. These recommendations must be included in the Final Report, accompanied by information on specific corrective actions taken by the facility.

115.65(a) The Caribou County Detention Center has a very detailed written institutional plan to coordinate actions taken in response to an incident of sexual abuse among staff first responders, medical and mental health practitioners, investigators, and facility leadership. Also attached to the institutional response plan were several checklists to assure that all steps of the investigation process are covered completely. Therefore, the auditor finds that the Caribou County Detention Center exceeds this standard.

POLICY, MATERIALS, INTERVIEWS AND OTHER EVIDENCE REVIEWED:

Completed Pre-Audit Questionnaire submitted by Sgt. Brandy Bredehoft
Written institutional plan for coordinated response
Response checklists
Interviews with investigators and random staff
Interview with Capt. Tami Shurtleff, Jail Administrator

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

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

Auditor discussion, including the evidence relied upon in making the compliance or non-compliance determination, the auditor's analysis and reasoning, and the auditor's conclusions. This discussion must also include corrective action recommendations where the facility does not meet standard. These recommendations must be included in the Final Report, accompanied by information on specific corrective actions taken by the facility.

The Caribou County Sheriff's Office and Caribou County Detention Center do not have any collective bargaining agreements in place and have not had any at any time. Caribou 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 Caribou County Sheriff's Office and Caribou County Detention Center.

POLICY, MATERIALS, INTERVIEWS AND OTHER EVIDENCE REVIEWED:

Completed Pre-Audit Questionnaire submitted by Sgt. Brandy Bredehoft
Interview with Sheriff Michael Haderlie

Standard 115.67 Agency protection against retaliation

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

Auditor discussion, including the evidence relied upon in making the compliance or non-compliance determination, the auditor's analysis and reasoning, and the auditor's conclusions. This discussion must also include corrective action recommendations where the facility does not meet standard. These recommendations must be included in the Final Report, accompanied by information on specific corrective actions taken by the facility.

115.67(a and d) Caribou County Detention Policy 15.6 prohibits retaliation against inmates or staff members who report sexual abuse or sexual harassment and require monitoring of the inmate or staff member for retaliation. The agency reported that the IPREA Coordinator is charged with monitoring retaliation. The Caribou County Detention Center reported that there have been no incidents of retaliation against an inmate or a staff member for reporting a sexual abuse or sexual harassment. An interview with the IPREA Coordinator assigned to conduct the monitoring reflected that the monitoring occurs whenever a report of sexual abuse or sexual harassment is made. Policy states

that the monitoring will continue for a minimum of 90 days. Therefore, the auditor finds that the Caribou County Detention Center exceeds the standard as the policy is written to the higher PREA standard.

115.67(b) Caribou County Detention Center policy requires the facility to 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. 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) Caribou County Detention Policy 15.6 requires that, following a report of sexual abuse, the agency shall act promptly to remedy any allegation of retaliation against any inmate or staff member who reports sexual abuse or sexual harassment.

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. During the past twelve months, there have been no incidents where a person has expressed fear of retaliation and needed monitoring.

POLICY, MATERIALS, INTERVIEWS AND OTHER EVIDENCE REVIEWED:

Caribou County Detention Center Policy 15.6
Completed Pre-Audit Questionnaire submitted by Sgt. Brandy Bredehoft
Interview with Sheriff Michael Haderlie
Interview with Capt. Tami Shurtleff, Jail Administrator
Interview with Sgt. Brandy Bredehoft, IPREA Coordinator

Standard 115.68 Post-allegation protective custody

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

Auditor discussion, including the evidence relied upon in making the compliance or non-compliance determination, the auditor’s analysis and reasoning, and the auditor’s conclusions. This discussion must also include corrective action recommendations where the facility does not meet standard. These recommendations must be included in the Final Report, accompanied by information on specific corrective actions taken by the facility.

115.68(a) The Caribou County Detention Policy 15.4 prohibits staff from placing inmates who allege to have suffered sexual abuse in involuntary segregated 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 segregation 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 random staff and inmates revealed np incidents of involuntary segregated housing being used for this purpose.

POLICY, MATERIALS, INTERVIEWS AND OTHER EVIDENCE REVIEWED:

Caribou County Detention Center Policy 15.4
Completed Pre-Audit Questionnaire submitted by Sgt. Brandy Bredehoft
Interviews with random staff
Interview with Capt. Tami Shurtleff, Jail Administrator
Interview with Sgt. Brandy Bredehoft, IPREA Coordinator

Standard 115.71 Criminal and administrative agency investigations

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

Auditor discussion, including the evidence relied upon in making the compliance or non-compliance determination, the auditor's analysis and reasoning, and the auditor's conclusions. This discussion must also include corrective action recommendations where the facility does not meet standard. These recommendations must be included in the Final Report, accompanied by information on specific corrective actions taken by the facility.

115.71(a) Caribou County Detention Policy 15.7 requires that investigators initiate an investigation immediately upon receiving an allegation of sexual abuse or sexual harassment. Administrative and criminal investigations are done by the Caribou County detectives/patrol division, and when staff are allegedly involved, the case is turned over to Tri-County Investigators. This is done promptly, thoroughly, and objectively for all allegations, including third-party and anonymous reports.

115.71(b) There are three investigators assigned to investigate sexual abuse and sexual harassment in the Caribou County Detention Center. A review of training certificates and a training roster confirmed that all three investigators have had the specialized training for investigators. This training was the NIC online training for investigators, "Investigating Sexual Abuse in a Confinement Setting", available through 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 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. Neither of the two investigations during the audit cycle had any criminal evidence to gather or preserve.

115.71(d) Unless the allegation is an immediately recognizable criminal investigation, investigations will be initiated as an administrative investigation. All administrative and criminal investigations are done by Caribou County detectives/patrol division. If there is any indication that the investigation appears to involve staff, Sheriff Haderlie will assign the investigation to the Tri-County Investigations unit. The Caribou County Detectives and Tri-County Investigators are aware of when compelled interviews are an obstacle to prosecution as they use them frequently in their regular job duties.

115.71(e) Caribou County Detention Policy 15.7 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. Interviews with investigators stated that credibility is based on evidence, interviews, and the crime scene. 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) Caribou County Detention Policy 15.7 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. When it is practical, copies of documentary evidence are attached to the report. Substantiated criminal investigations are referred for prosecution, when warranted. During the past twelve months, there have not been any substantiated criminal abuse investigations in the facility.

115.71(i) 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.

115.71(l) When Tri-County investigators are assigned to an investigation, the Caribou County Sheriff's Office and Caribou County Detention Center will cooperate fully with the investigators and will stay informed as to the progress of the investigation. Interviews with Caribou County investigators explained that there is a very good working relationship between Tri-County investigators and the agencies they assist.

POLICY, MATERIALS, INTERVIEWS AND OTHER EVIDENCE REVIEWED:

Caribou County Detention Center Policy 15.7
Completed Pre-Audit Questionnaire submitted by Sgt. Brandy Bredehoft
Objectives for the NIC online course, "Investigating Sexual Abuse in a Confinement Setting"
Training documentation for investigators completing the specialized training
Interviews with Caribou County criminal investigators
Interview with Capt. Tami Shurtleff, Jail Administrator
Interview with Sgt. Brandy Bredehoft, IPREA Coordinator

Standard 115.72 Evidentiary standard for administrative investigations

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

Auditor discussion, including the evidence relied upon in making the compliance or non-compliance determination, the auditor's analysis and reasoning, and the auditor's conclusions. This discussion must also include corrective action recommendations where the facility does not meet standard. These recommendations must be included in the Final Report, accompanied by information on specific corrective actions taken by the facility.

115.72(a) Caribou County Detention Policy 15.7 requires the Caribou 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 investigators confirmed that this is the standard of determination of substantiation.

POLICY, MATERIALS, INTERVIEWS AND OTHER EVIDENCE REVIEWED:

Caribou County Detention Center Policy 15.7
Completed Pre-Audit Questionnaire submitted by Sgt. Brandy Bredehoft
Interviews with investigative staff
Interview with Sgt. Brandy Bredehoft, IPREA Coordinator

Standard 115.73 Reporting to inmates

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

Auditor discussion, including the evidence relied upon in making the compliance or non-compliance

determination, the auditor's analysis and reasoning, and the auditor's conclusions. This discussion must also include corrective action recommendations where the facility does not meet standard. These recommendations must be included in the Final Report, accompanied by information on specific corrective actions taken by the facility.

115.73(a) Caribou County Detention Center Policy 15.7 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.

115.73(b) When Tri-County is brought in for an investigation, the inmate will be notified of the outcome when it is known. There was one investigation of alleged inmate sexual abuse in the facility by outside investigators during the twelve months prior to the audit. The incident was determined to be unfounded.

115.73(c) Caribou County Detention Policy 15.7 is consistent with the standard for notification. There has been one allegation and investigation of a staff member allegedly being involved in sexual abuse misconduct. The incident was determined to be unfounded.

115.73(d) Caribou County Detention Policy 15.7 requires that all notifications to inmates described under this standard are documented. There is a very detailed form for notifications. The Caribou County Detention Center 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) The Caribou County Detention Center's obligation to report under this standard terminates if the inmate is released from the facility before the investigation has been completed.

POLICY, MATERIALS, INTERVIEWS AND OTHER EVIDENCE REVIEWED:

Caribou County Detention Center Policy 15.7
Completed Pre-Audit Questionnaire submitted by Sgt. Brandy Bredehoft
Caribou County Detention Center's Inmate Notification Form
Interview with Capt. Tami Shurtleff, Jail Administrator
Interview with Sgt. Brandy Bredehoft, IPREA Coordinator

Standard 115.76 Disciplinary sanctions for staff

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

Auditor discussion, including the evidence relied upon in making the compliance or non-compliance determination, the auditor's analysis and reasoning, and the auditor's conclusions. This discussion must also include corrective action recommendations where the facility does not meet standard. These recommendations must be included in the Final Report, accompanied by information on specific corrective actions taken by the facility.

115.76(a - c) Caribou County Detention Policy 15.8 requires any staff member found in violation of the agency sexual abuse or sexual harassment policies is subject to progressive discipline which includes sanctions up to and including termination. 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.

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 Caribou County Detention Center reports that in the past twelve months, there has been no staff member from the facility that has been terminated (or resigned prior to termination) for violating agency sexual abuse or sexual harassment policies. Additionally, there has been PREA Audit Report

no staff member in the past twelve months that 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.

POLICY, MATERIALS, INTERVIEWS AND OTHER EVIDENCE REVIEWED:

Caribou County Detention Center Policy 15.8
Completed Pre-Audit Questionnaire submitted by Sgt. Brandy Bredehoft
Interview with Capt. Tami Shurtleff, Jail Administrator
Interview with Sgt. Brandy Bredehoft, IPREA Coordinator

Standard 115.77 Corrective action for contractors and volunteers

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

Auditor discussion, including the evidence relied upon in making the compliance or non-compliance determination, the auditor's analysis and reasoning, and the auditor's conclusions. This discussion must also include corrective action recommendations where the facility does not meet standard. These recommendations must be included in the Final Report, accompanied by information on specific corrective actions taken by the facility.

115.77(a) The Caribou County Detention Policy 15.8 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 Caribou 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 Caribou County Detention Center 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.

POLICY, MATERIALS, INTERVIEWS AND OTHER EVIDENCE REVIEWED:

Caribou County Detention Center Policy 15.8
Completed Pre-Audit Questionnaire submitted by Sgt. Brandy Bredehoft
Interview with Capt. Tami Shurtleff, Jail Administrator

Standard 115.78 Disciplinary sanctions for inmates

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

Auditor discussion, including the evidence relied upon in making the compliance or non-compliance determination, the auditor's analysis and reasoning, and the auditor's conclusions. This discussion

must also include corrective action recommendations where the facility does not meet standard. These recommendations must be included in the Final Report, accompanied by information on specific corrective actions taken by the facility.

115.78(a) The Caribou County Detention Center 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.

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. .

The Caribou County Detention Center reported that during the past twelve months, one allegation of inmate-on-inmate sexual abuse was substantiated and two allegations of sexual harassment were unsubstantiated. No disciplinary process was done on any of the incidents.

115.78(c) Caribou County Detention Policy 15.8 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 facility does not provide therapy, counseling, or other interventions for inmate abusers.

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

115.78(f) Inmates of the Caribou County Detention Center 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.

115.79(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. Caribou County Detention Center reported that, during the past twelve months, there was one instance of coerced sexual activity between inmates that did not rise to a criminal investigation.

POLICY, MATERIALS, INTERVIEWS AND OTHER EVIDENCE REVIEWED:

Caribou County Detention Center Policy 15.8
Completed Pre-Audit Questionnaire submitted by Sgt. Brandy Bredehoft
Inmate Handbook
Interview with Capt. Tami Shurtleff, Jail Administrator
Interview with Sgt. Brandy Bredehoft, IPREA Coordinator

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

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

Auditor discussion, including the evidence relied upon in making the compliance or non-compliance determination, the auditor's analysis and reasoning, and the auditor's conclusions. This discussion must also include corrective action recommendations where the facility does not meet standard. These recommendations must be included in the Final Report, accompanied by information on specific corrective actions taken by the facility.

115.81(a and c) When an inmate discloses sexual abuse either at an institutional facility or in a community setting, Caribou County Detention Policy 15.9 requires the staff member receiving the information report this to the Medical Provider to ensure a follow-up meeting is done within 14 days with a medical practitioner and a mental health practitioner. The auditor interviewed an inmate who had been the victim of a sexual assault in the community prior to arrest and the inmate verified that follow-up counseling was done shortly after booking

by a mental health practitioner in the facility.

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 shared with staff is strictly limited to informing security and management decisions, including treatment plans, housing, work, bed, education, and program assignments. All detention deputies are assigned classification duties and must have access to the information

115.81(e) Interviews with Medical and Mental Health practitioners verified that informed consent disclosures, when needed, are provided by on-site by medical providers.

POLICY, MATERIALS, INTERVIEWS AND OTHER EVIDENCE REVIEWED:

Caribou County Detention Center Policy 15.9
Completed Pre-Audit Questionnaire submitted by Sgt. Brandy Bredehoft
Intake Risk Assessment Form
Interviews with Medical and Mental Health practitioners
Interview with Capt. Tami Shurtleff, Jail Administrator
Interview with Sgt. Brandy Bredehoft, IPREA Coordinator

Standard 115.82 Access to emergency medical and mental health services

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

Auditor discussion, including the evidence relied upon in making the compliance or non-compliance determination, the auditor’s analysis and reasoning, and the auditor’s conclusions. This discussion must also include corrective action recommendations where the facility does not meet standard. These recommendations must be included in the Final Report, accompanied by information on specific corrective actions taken by the facility.

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 Caribou County Detention Center 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) If no qualified medical or mental health practitioners are on duty at the time a report of recent sexual abuse, the First Responder will take preliminary steps to protect the inmate and will immediately notify the appropriate medical and mental health practitioners. When necessary, all victims are transported to Caribou Memorial Hospital where SAFE or SANE exams are conducted. Inmates are offered a victim’s advocate to accompany them through the exam and subsequent investigation.

115.82(c) Interviews with Medical practitioners 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 Caribou County Detention Center reported there haven’t been any instances during the past twelve months where inmates have needed this information or care.

115.82(d) In all circumstances of sexual abuse within the facility, treatment and advocates are provided to the victim inmate free of charge.

POLICY, MATERIALS, INTERVIEWS AND OTHER EVIDENCE REVIEWED:

Caribou County Detention Center Policy 15.9
Completed Pre-Audit Questionnaire submitted by Sgt. Brandy Bredehoft
MOU Between Family Services Alliance and the Caribou County Sheriff’s Office and Caribou County Jail
Interviews with Medical and Mental Health practitioners
Interview with Capt. Tami Shurtleff, Jail Administrator

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

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

Auditor discussion, including the evidence relied upon in making the compliance or non-compliance determination, the auditor’s analysis and reasoning, and the auditor’s conclusions. This discussion must also include corrective action recommendations where the facility does not meet standard. These recommendations must be included in the Final Report, accompanied by information on specific corrective actions taken by the facility.

115.83(a - c) Caribou County Detention Center Policy 15.9 requires health 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. The Caribou County Detention Center reported that, during the past twelve months, there have been no inmates that have requested referrals for continuing care upon release from the facility.

115.83(d -e) 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.

115.83(f) In all circumstances of sexual abuse within the facility, treatment and advocates are provided to the victim inmate free of charge.

POLICY, MATERIALS, INTERVIEWS AND OTHER EVIDENCE REVIEWED:

- Caribou County Detention Center Policy 15.9
- Completed Pre-Audit Questionnaire submitted by Sgt. Brandy Bredehoft
- Interviews with Medical and Mental Health practitioners
- Interview with Capt. Tami Shurtleff, Jail Administrator
- Interview with Sgt. Brandy Bredehoft, IPREA Coordinator

Standard 115.86 Sexual abuse incident reviews

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

Auditor discussion, including the evidence relied upon in making the compliance or non-compliance determination, the auditor’s analysis and reasoning, and the auditor’s conclusions. This discussion must also include corrective action recommendations where the facility does not meet standard. These recommendations must be included in the Final Report, accompanied by information on specific corrective actions taken by the facility.

115.86(a) Caribou County Detention Policy 15.10 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 - e) The review occurs within 30 days of the incident. Recommended improvements are implemented when made. The Caribou County Detention Center reports that there have been three incident reviews done at the time of the audit.

POLICY, MATERIALS, INTERVIEWS AND OTHER EVIDENCE REVIEWED:

Caribou County Detention Center Policy 15.10
Completed Pre-Audit Questionnaire submitted by Sgt. Brandy Bredehoft
Checklist form for a sexual abuse incident review
Interviews with investigative staff
Interview with Capt. Tami Shurtleff, Jail Administrator
Interview with Sgt. Brandy Bredehoft, IPREA Coordinator

Standard 115.87 Data collection

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

Auditor discussion, including the evidence relied upon in making the compliance or non-compliance determination, the auditor’s analysis and reasoning, and the auditor’s conclusions. This discussion must also include corrective action recommendations where the facility does not meet standard. These recommendations must be included in the Final Report, accompanied by information on specific corrective actions taken by the facility.

115.87(a) Caribou County Detention Policy 15.10 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 data collected will include, at a minimum, the data necessary to answer all of the questions from the most recent version of the Survey of Sexual Violence

115.87(b) Policy directs the IPREA Coordinator to aggregate the data annually and prepare a report.

115.87(d) The Caribou County Detention policy and practice require the collection of the data in accordance with this standard. The facility created its first annual report January 14, 2016.

POLICY, MATERIALS, INTERVIEWS AND OTHER EVIDENCE REVIEWED:

Caribou County Detention Center Policy 15.10
Completed Pre-Audit Questionnaire submitted by Sgt. Brandy Bredehoft
Interview with Capt. Tami Shurtleff, Jail Administrator
Interview with Sgt. Brandy Bredehoft, IPREA Coordinator

Standard 115.88 Data review for corrective action

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

Auditor discussion, including the evidence relied upon in making the compliance or non-compliance determination, the auditor’s analysis and reasoning, and the auditor’s conclusions. This discussion must also include corrective action recommendations where the facility does not meet standard. These recommendations must be included in the Final Report, accompanied by information on specific corrective actions taken by the facility.

This standard has been deleted for IPREA

Standard 115.89 Data storage, publication, and destruction

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

Auditor discussion, including the evidence relied upon in making the compliance or non-compliance determination, the auditor’s analysis and reasoning, and the auditor’s conclusions. This discussion must also include corrective action recommendations where the facility does not meet standard. These recommendations must be included in the Final Report, accompanied by information on specific corrective actions taken by the facility.

115.89(a - b) Caribou County Detention Policy 15.10 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.

POLICY, MATERIALS, INTERVIEWS AND OTHER EVIDENCE REVIEWED:

- Caribou County Detention Policy 15.10
- Completed Pre-Audit Questionnaire submitted by Sgt. Brandy Bredehoft
- Interview with Sheriff Michael Haderlie
- Interview with Capt. Tami Shurtleff, Jail Administrator
- Interview with Sgt. Brandy Bredehoft, IPREA Coordinator

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.

Cynthia Malm

12/30/16

Auditor Signature

Date