

Appendix 1 - Headlines from Media Sources

In just the past five years, newspapers are full of reports of allegations within correctional institutions and jails. The following handout gives just a brief list of some of the incidents throughout the country that have appeared in newspapers and articles.

"In prison, sex abuse is prevalent" - Journal-Bulletin 4/13/95
"The 'Dirty Little Secret'" - William and Mary Law Review Oct. 1988
"Abuse of Female Prisoners in U.S. is Routine" - Washington Post 3/4/99
"Officers Having Sex with Inmates" - Corrections Technology & Management Jan/Feb 1999
"Sex Abuse of Women Found in Prison" - Washington Post 7/22/99
"Inmate Forced to Striptease Wins Suit" - Washington Post 7/2/99
"Grant Officials to do Time for Jail Sex Acts" - Charleston Gazette 10/16/97
"Jailhouse Blues: State Prison Guard Investigated for Sexual Misconduct" - newtimes.com 1998
"Guard is Dismissed After Sex Complaint" - St. Petersburg Times 11/19/98
"Arlington to Pay Inmates Who Alleged Sex Abuse" - Washington Post 3/19/99
"Maryland Juvenile Center's Superintendent Demoted" - Washington Post 7/18/99
"Psychiatrist Investigate in Prison Break" - Washington Post 5/22/99
"Guard Pleads Guilty: Prison Sgt. Admits to Sex w/ Inmates" - N.C. 1991
"Sexual Abuse Rises as More Women Do Time" - Christian Science Monitor
"More Cases Arise Alleging that Officers Sexually Abuse Inmates" - Corrections Law Reporter - Jun/Jul 1997
"Sex Abuse in Prison Case Settled" - Contra Costa Times 3/4/98
"Feds Will Probe Prisoners' Claim of Sexual Slavery" - Valley Times 10/2/96
"Sex Slave Victims' Case Forces U.S. Prison Reform" - Reuters News 3/4/98
"Corrections Officer Charged with Sexually Assaulting Inmate" - Assoc. Press, Mass. 3/25/98
"Dade Prison Guard Admits to Having Sex with Four Inmates" - Miami Herald
"Jail Guards Accused of Sex Plot" - Assoc. Press 4/28/98
"Jailer Pleads Guilty to Sex with Inmate" - UPI, San Diego 4/14/98
"Hardwick Sex Scandal Changed System" - Macon Telegraph 8/12/97
"Ex-prison Chaplain Charged with Sexually Abusing Inmate" - Star-Telegram 4/27/97
"Calif. Youth Authority Staff Accused of Cover-up: State Senators Question Officials' Investigation and Documentation of Alleged Rape of Ward at Camarillo Facility" - L.A. Times 11/25/97
"Judge Sentences Deputy Warden, Guard to Jail for Inmate Sex" - Assoc. Press, Conn. 4/1/98
"Guard Charged, Big Spring Prison, gets 1.5 years For Abusive Sexual Conduct" - Assoc. Press 1/9/98
"INS Worker Charged in Sex Attack" - UPI 11/1/0/97
"Two Guards Accuse Prison of Allowing Harassment" - Assoc. Press, Fl.
"Woman Awarded \$5.3 Million for Forced D.C. Jail Striptease" - Washington Post
"3 Guards Fired on Charges of Having Sex with Inmate" - Boston Globe 8/28/99
"Inmates say they had sex with guards: Work Release Center plagued with problems" - Miami Herald 8/10/99
"Guard is Dismissed after sex complaint" - St. Petersburg Times 11/19/98
"Susan Smith alleged to have had sex in prison, guard suspended" - The State (S.C.) 8/30/00
"INS Frees women amid allegations of rapes at Krome" - Miami Herald 8/26/00
"Love Behind Bars"- New Times, Broward County Florida 6/8/00

Appendix 2 - Additional Definitions - examples

Parties within the institution – These definitions should include all persons having access to an institution, its grounds, the persons within the institution, and its property. They should at least include:

Employee – any person compensated by the agency for working full-time, part-time, or by paid internship.

Contractors – any person, other than an employee, providing any service to the agency for an agreed upon form of compensation from the agency.

Professional Visitors – any person having access to the any of the agency's facilities, who provides a professional service to inmates or staff, including but not limited to, attorneys, para-legals, para-professionals, bail bondsmen, private medical professionals, investigators, polygraph examiners, clergy, unpaid interns, researchers, etc.

Visitors – any person having access to any of the agency's facilities for personal and/or official reasons.

Volunteer – any person who, by mutual agreement with the agency, provides the agency with any service without compensation, or who voluntarily assists inmates or the agency in the course of their official duties.

Inmate – any person committed to the care and custody of the ...[state]...Department of Corrections by any court or judicial sanction.

Inmate's family – a legal spouse, parent, step-parent, child, step-child, legally adopted child, siblings, grandparents, aunts, uncles or in-laws.

Parties within a grievance, complaint or report – These include staff and inmates who are part of the process that occurs when allegations of staff sexual misconduct are made. They should at least include the following:

Respondent or Subject – the person accused of a violation.

Complainant – the person alleged to be the victim of the violation.

APPENDIX 3 – Elements of a Good Law

What makes a good law concerning this issue?

- First, there has to BE a law. There are still some jurisdictions that do not have laws against staff sexual misconduct.
- The law should address both the more serious offenses, such as sexual assault, and also the less serious but just as dangerous offenses of sexual contact and inappropriate violation of privacy and harassment issues.
- The law should cover not only the prison or jail setting, but also other related treatment settings, and limited incarceration or sanction settings, such as mental health facilities, halfway houses, probation and parole, etc.
- The law should specifically define who is covered, such as “entrusted to the defendant by authority of law” (AL), “under the care and supervision of the Department of Corrections” (AZ), etc.
- The law should set appropriate penalties and denote the classification of certain acts (misdemeanor, felony).

Appendix 4 - Rape Trauma Syndrome

The acute phase: the period when the victim may experience a major change and sense of disorganization to their normal lifestyle. During this phase, the victim may display noticeable physical symptoms, and some prominent emotional symptoms such as fear and anxiety.

The physical symptoms may include the following:

- Muscle tension, headaches, fatigue, sleep disturbance, weeping, edginess and jumpiness over minor incidents;
- Gastrointestinal problems, including stomach aches and pains, excessive nausea, appetite changes, a distaste for certain foods not experienced before, changes in bowel habits;
- Gynecological problems – bleeding, infections, pain and discomfort.

Emotional symptoms may include the following:

- Fear, humiliation and embarrassment;
- Anger;
- Revenge;
- Self-blame, self-hatred, self-doubt, and in some extreme cases, self-mutilation and self-injury.

The long-term reorganization phase: this period is characterized by the victim's attempt to reorganize and alter their lifestyle. This will generally occur 2 to 3 weeks after the event, but will vary.

During this phase, some of the symptoms that may occur include, but are not limited to:

- Sudden change in friends
- Sudden change in family contacts
- Increased or decreased need to communicate with family
- A strong desire to be moved from one dormitory or housing unit to another
- Frequent nightmares
- Prolonged sleep problems
- Development of new phobias and neuroses, such as a fear of being alone, of being outdoors or indoors, fear of groups, fear of someone sneaking up behind

For victims who have previously experienced physical or sexual abuse, and statistics indicate that more than half of all female inmates have, symptoms in reaction to sexual assault can be extreme. They may include:

- Severe depression
- Suicide attempts
- Psychosomatic illnesses and complaints
- Increased sexual activity
- Increased drug, alcohol or other substance abuse, even in the form of overeating
- Psychotic behavior

Appendix 5 - Red Flags – Are We Paying Attention to Staff?

The National Institute of Corrections has conducted training for several years entitled “Staff Sexual Misconduct with Inmates.” At the conclusion of that training, participants are asked to list those behaviors that they now see as **RED FLAGS** -- events, actions or activities that should have tipped them off sooner to the possibility of staff sexual misconduct. Here are a sample of participants’ comments.

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| • Over-identifying with the inmate (“my inmate”) or their issues (i.e. blind to inmate’s actions | • Staff having sole involvement with a particular inmate |
| • Horse-play, sexual interaction between staff and inmates | • Indispensable inmate: “Only one who can do this job.” |
| • Inmates knowing personal information about staff | • High/low number of inmate grievances |
| • Isolation from other staff | • Inmate wanting to go to work early or volunteering to stay late |
| • Inmates has letters or photos of staff | • Staff confronting staff over an inmate |
| • Staff granting special requests or showing favoritism | • Staff intercepting inmate disciplinary infractions or editing infractions |
| • Inmates in an unauthorized area, or repeatedly out of their assigned place | • Staff tracking outside inmate calls (number and content of call) |
| • Staff spending an unexplainable amount of time with an inmate | • Inmate improving his/her appearance, dress, make-up, hair |
| • Telephone calls to and from staff/inmates | • Isolated posts/positions/work assignments |
| • Inmate grape-vine, inmate snitches, inmate/staff rumors | • Staff can’t account for time |
| • Staff in the facility during “off hours” | • Staff’s family being involved with inmate’s family |
| • Pregnancy or a diagnosis of STD | • Increase in contraband in an area |
| • Staff overly concerned about an inmate | • Staff working in a secluded area with inmate(s) |
| • Drastic behavior change on the part of an inmate or staff | • Staff taking inmates out of cell at unusual times |
| | • Staff in personal crisis (divorce, ill health, bankruptcy, death in family) |

- Staff who consistently work more overtime than peers and who volunteers to work overtime
- Unusual balance, or activity, in an inmate's commissary account
- Staff having excessive knowledge about an inmate and his/her family
- Staff intervening, or helping with the inmate's personal life, legal affairs
- Staff sharing food or snacks with inmates
- Staff testifying for an inmate, requesting special treatment for an inmate
- Staff delegating their duties to inmates (supervisor of cleaning, assignments)
- Staff bringing in large amounts of food, soda, snacks
- Overhead conversations between staff and inmates which is sexualized in nature, or refers to the physical attributes of staff or inmates
- Inmate sexual activity

APPENDIX 7

Agency Name

Agency Address

Property/Evidence Receipt

Investigating Unit/Agency:

Case #:	Date Received:	Time Received:
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Respondent Name: _____ Address or Assignment/Post: _____

Property/Evidence Found by: _____ Address or Assignment/Post: _____

Victim or Complainant Name: _____ Address or Assignment/Post/Location: _____

Item No.	No. of items	Description	Where found

I hereby acknowledge the above list to represent all of the evidence/property located and collected by me:

Signature: _____ Dept.: _____

Date: _____ Time: _____ Location items delivered to: _____