

# Renewal, Inc.

Prison Rape Elimination Act  
Annual Report 2018

# Prison Rape Elimination Act (PREA)

PREA was established in 2003 to address the problem of sexual abuse and sexual harassment of persons in the custody of U.S. correctional agencies. Major provisions of PREA include the development of standards for detection, prevention, reduction and punishment of prison/jail sexual assault/abuse and sexual harassment.

Renewal, Inc. continues to enforce zero tolerance on all issues pertaining to sexual abuse and sexual harassment involving our residents/clients and is working continuously to implement new policies, training requirements for staff and residents, and developing standards for detection, prevention, reduction and punishment of sexual assault and harassment.

# Zero Tolerance

## **ZERO Tolerance**

Renewal, Inc. takes every report of sexual misconduct seriously and will thoroughly, promptly, and objectively investigate all allegations.

Renewal, Inc. is committed to providing a safe and healthy environment for staff and offenders. Renewal, Inc. has a zero tolerance for sexual misconduct of any kind and will impose discipline for such misconduct, up to and including dismissal for staff and serious infractions for offenders who victimize other offenders. Incidents of sexual misconduct will also be referred to law enforcement when applicable. These policies will apply to employees, contractors, and volunteers.

# PREA Report Activity 2018

Review data collected and aggregated in order to assess and improve the effectiveness of our sexual abuse prevention, detection, and response policies, practices and training, including by:

1. Identifying problem areas
2. Taking corrective actions on an ongoing basis
3. Prepare an annual report of findings and corrective actions for our facilities.

# PREA Annual Report 2018

**Analysis:** Renewal, Inc. needs to maintain compliance with all applicable PREA standards.

**Corrective Action:** On May 23-26<sup>th</sup>, 2016, Renewal, Inc. had a PREA Audit conducted by a Department of Justice certified auditor. Renewal, Inc. was found in 100% compliance with all applicable PREA standards. The report of audit was placed on our web site. Renewal, Inc. shall utilize the PREA Audit format to internally audit itself throughout the calendar year with the goal of maintaining 100% compliance with all applicable standards. Renewal, Inc.; per required standards, has scheduled a re-certification PREA Audit with a Department of Justice certified auditor during the week of May 6, 2019.

**Analysis:** Continue PREA Compliance Facility tours for the purpose of PREA compliance.

**Corrective Action:** The PREA Compliance Managers continue to perform monthly PREA compliance tours using a standardized instrument for the purpose of maintaining compliance with PREA. The facility tours took place as scheduled throughout the 2018 calendar year. Additionally, Renewal, Inc.'s Safety Committee performs monthly tours looking at all aspects of facility safety, including PREA facility requirements.

# PREA Annual Report 2018

**Analysis:** Renewal, Inc. needs to increase staff and reentrant safety by developing a more comprehensive emergency response system.

**Corrective Action:** Last year, Renewal, Inc.'s emergency response system implemented "duress cards" which are badges worn by staff that when activated signal a silent alarm that notifies all staff of an emergency. Starting in 2019, Renewal is adding another layer of emergency response effectiveness. Renewal is contracting for a emergency response system utilizing all employees "smart phones". This system will be utilized for all aspects of our emergency response notification procedures.

# PREA Annual Report 2018

**Analysis:** Renewal, Inc. needs to continue to train all staff, volunteers, contract staff and specialized medical and mental health staff on PREA standards as related to their duties within the organization.

**Corrective Action:** Renewal, Inc.'s continues to provide PREA orientation training to all new staff and volunteers. This training takes place prior to new staff and volunteers assuming their duties. Additionally, comprehensive training takes place during annual refresher training for all staff. Medical and mental health staff receive specific training annually based on their duties. Staff training requirements were met in calendar year 2018. Staff training effectiveness is gauged via post training evaluation.

# Update 2018 Corrective Measures

- PREA refresher training has been occurring throughout the year for all staff. New staff receive PREA orientation during their first week of employment. Volunteers, contractors and interns are receiving PREA orientation as required by PREA standards.
- Renewal has scheduled our PREA re-certification audit for the week of May 6, 2019.
- Renewal, Inc. PREA Compliance tours are occurring monthly for the purpose of PREA compliance.
- Safety committee inspections are happening monthly to enhance PREA compliance and overall facility safety.
- Emergency response effectiveness is being enhanced in 2019 via an agreement for a new emergency response system.



# PREA Report Activity 2018

115.88 (C) The agency's report shall be approved by the agency head and made readily available to the public through its website or, if it does not have one, through other means.

Reported PREA Incidents:

There were no allegations of Reentrant on Reentrant Sexual Violence/Assault.

There were no allegations of Staff on Reentrant Sexual Violence/Assault.

There were no allegations of Reentrant on Reentrant sexual contact.

There was one unsubstantiated allegation and two substantiated allegations of Reentrant on Reentrant Sexual Harassment. Unsubstantiated meaning the incident was investigated and it could not be proven that it occurred.

There was one unsubstantiated allegation of Staff on Reentrant sexual contact. Unsubstantiated meaning the allegations were investigated and the findings were that they could not be proven to have occurred.

There was one unsubstantiated allegations of Staff on Reentrant sexual harassment. Unsubstantiated meaning the allegations were investigated and the findings were that they could not be proven to have occurred.

## PREA Reentrant on Reentrant Allegations 2018

| <b>Allegation Type</b>                   | <b>Unfounded</b> | <b>Unsubstantiated</b> | <b>Substantiated</b> |
|--|------------------|------------------------|----------------------|
| Allegation of Sexual Contact             | 0                | 0                      | 0                    |
| Allegation of Non-Consensual Sexual Acts | 0                | 0                      | 0                    |
| Allegation of Sexual Harassment          | 0                | 1                      | 2                    |

## PREA Staff on Reentrant Allegations 2018

| <b>Allegation Type</b>                   | <b>Unfounded</b> | <b>Unsubstantiated</b> | <b>Substantiated</b> |
|--|------------------|------------------------|----------------------|
| Allegation of Sexual Contact             | 0                | 1                      | 0                    |
| Allegation of Non-Consensual Sexual Acts | 0                | 0                      | 0                    |
| Allegation of Sexual Harassment          | 0                | 1                      | 0                    |

# Reporting a PREA Incident

If you know or someone you know has experienced sexual assault in our facility , or elsewhere, GET HELP. You can report an incident on the PA Crime Stopper Tip Line at 1-800-472-8477 or online at [www.tipsubmit.com](http://www.tipsubmit.com).