



**ANNUAL PRISON RAPE ELIMINATION ACT (PREA) REPORT  
7/01/2022 TO 6/30/2023**

The Federal Prison Rape Elimination Act (PREA) of 2003 was established to address the sexual abuse and sexual harassment of offenders in confinement settings. On August 20, 2012, the PREA Standards Final Rule was released to help prevent, detect, and respond to sexual violence, staff sexual misconduct, and sexual harassment in community confinement facilities.

Gaudenzia DRC is committed to adhering to all PREA standards as well as state regulations. Our goals are to provide a safe environment for all clients and staff members and secure treatment for any clients wanting or needing our services.

Gaudenzia DRC PREA policy establishes zero tolerance for sexual abuse, staff sexual misconduct, and sexual harassment and provides guidelines for the prevention, detection, response, investigation, and tracking of allegations against sexual offenders.

To ensure that all facilities are in alignment with the act, Gaudenzia DRC conducts the following:

1. Annual review of the PREA zero-tolerance policy of sexual harassment and abuse to evaluate the language to reflect practices and documentation required by the Act. [**§ 115.211 Zero tolerance of sexual abuse and sexual harassment; PREA coordinator**]
2. Individualized PREA Screening Tool (PRAT) tailored to the needs of Gaudenzia's unique population and setting. [**§ 115.241 Screening for risk of victimization and abusiveness.**]
3. Staff specialized training on how to use PRAT scores in housing decisions and daily operations, etc. In addition, in-person and online group and individual training of staff members on the proper use of PRAT, appropriate PREA screening techniques and PREA standards of the Act [ **§ 115.231 Employee training; § 115.232 Volunteer and contractor; § 115.234 Specialized training**]
4. Client and staff education on the protections offered by PREA and their right to be protected against retaliation for reporting and the requirement to report in good faith suspicious behavior. PREA pamphlets and posters are widely known and easily accessible to clients and staff members in all facilities at Gaudenzia. [**§ 115.233 Resident education; § 115.251 Resident reporting.**]
5. Proper supervision and monitoring by staff including a close look at the physical plant of the facilities (being aware of the blind spots, heightening supervision where needed, etc.) [ **§ 115.213 Supervision and monitoring**]
6. Periodic PREA facility audits are done by external auditors and also internal quarterly CQI audits to include a comprehensive physical plan audit.
7. New and revised PREA training on RELIAS – include that with some detailed information regarding the scope of the training. This is also reiterated in Gaudenzia Corporate Compliance Plan. [ **§ 115.231 Employee training; § 115.232 Volunteer and contractor**]
8. Gaudenzia DRC remains diligent in investigating all allegations of sexual abuse, staff sexual misconduct, and sexual harassment against offenders. Staff and offenders are educated on the



agency's zero tolerance policy and provided information on the multiple ways to report an allegation, to include third-party reporting.

#### **DEFINITIONS PER §115.5 AND §115.6:**

**Substantiated allegation:** an allegation that was investigated and determined to have occurred.

**Unsubstantiated allegation:** an allegation that was investigated and insufficient evidence was obtained to determine if the allegation did or did not occur.

**Unfounded allegation:** an allegation that was investigated and proven not to have occurred.

**Ongoing investigation:** the investigation was initiated and is continuous.

**Sexual abuse by a resident:** as defined in § 115.6 Definitions related to sexual abuse.

**Sexual abuse by a staff member:** as defined in § 115.6 Definitions related to sexual abuse.

**Sexual harassment:** as defined in § 115.6 Definitions related to sexual abuse.

#### **REPORTING MECHANISMS:**

Since 2015, Gaudenzia DRC has worked consistently to educate and guide its subsidiaries, affiliates, our employees, volunteers, officers, vendors, and clients about the duty to immediately report any suspicions and/or incidents of sexual harassment and sexual abuse. The education of non-retaliatory practices and policy of Gaudenzia DRC regarding reports in good faith is also emphasized. Any employee, volunteer, officer, vendor, client, or external party can anonymously report instances of sexual abuse or sexual harassment by either:

1. Emailing the Corporate PREA-specific email address at: **PREA@Gaudenzia.org**.
2. Emailing the Corporate Complaint hotline at: **GLine@Gaudenzia.org**.
3. Calling the Corporate Complaint hotline at: **844-293-5090**.
4. Writing a letter to Gaudenzia's Compliance Department located at **106 West Main Street, Norristown, Pennsylvania 19401**.
5. Submitting a **written report** to any employee of Gaudenzia.
6. Making **verbal reports** to any employee of Gaudenzia. In addition, reports can be made by contacting:
  - 717-728-2573 PREA Coordinator for the Pennsylvania Department of Corrections.
  - 410-585-3391 PREA Coordinator for Maryland Department of Corrections.
  - 302-857-5345 PREA Coordinator for the Delaware Department of Corrections.

#### **STATISTICS:**

Data is collected, compiled, and reviewed according to PREA standards: **§ 115.286 Sexual abuse incident reviews. § 115.287 Data collection. § 115.288 Data review for corrective action** for the time period 7/01/2021 to 6/30/2022.

The following are categories of reported allegations within Gaudenzia DRC:

1. **Client to Client (C/C) sexual abuse**
2. **Client to Client sexual harassment**
3. **Staff to Client (S/C) sexual abuse**
4. **Staff to Client sexual harassment**

**TOTAL NUMBER OF ALL PREA ALLEGATIONS BY OUTCOME**

Gaudenzia Facility		Total Allegations	Substantiated	Unsubstantiated	Unfounded	Ongoing Investigation
PA	DRC	7	1	6	0	0

**TOTAL NUMBER OF ALL PREA ALLEGATIONS BY CATEGORY**

Gaudenzia Facility	Total Allegations	C/C Abuse	C/C Harassment	S/C Abuse	S/C Harassment
DRC	7	3		1	3

**BELOW IS AN ANALYSIS OF THE ALLEGATIONS PRESENTED:**

<p><u>Unsubstantiated Allegation:</u></p> <ul style="list-style-type: none"> <li>A report was submitted that revealed two (2) reentrants engaged in sexual intercourse.</li> <li>Law enforcement (PSP) was notified, and an incident number was generated.</li> <li>Due to insufficient evidence, the investigator was unable to verify the claim presented.</li> </ul>
<p><u>Unsubstantiated Allegation:</u></p> <ul style="list-style-type: none"> <li>A sexual harassment claim against a reentrant was submitted by a staff member. Derogatory statements via phone calls were asserted.</li> <li>Due to insufficient evidence, the investigator was unable to verify the claim presented.</li> </ul>
<p><u>Unsubstantiated Allegation:</u></p> <ul style="list-style-type: none"> <li>A sexual harassment complaint was submitted by a reentrant against another reentrant.</li> <li>The alleged perpetrator made sexual innuendos, touched, and engaged in oral sexual intercourse with the alleged victim.</li> <li>Due to insufficient evidence, the investigator was unable to verify the claim presented.</li> </ul>
<p><u>Unsubstantiated Allegation:</u></p> <ul style="list-style-type: none"> <li>A sexual harassment complaint was submitted by a reentrant against another reentrant.</li> <li>The alleged perpetrator climbed in bed with the alleged victim and attempted to grope the alleged victim. The alleged victim did not report the initial incident.</li> <li>When the alleged perpetrator was transferred back into the facility, the alleged victim reported that he felt unsafe.</li> <li>Due to insufficient evidence, the investigator was unable to verify the claim presented.</li> </ul>
<p><u>Unsubstantiated Allegation:</u></p> <ul style="list-style-type: none"> <li>A sexual harassment claim was submitted by a reentrant claiming a staff member made sexual innuendos and offered oral sexual intercourse in exchange for allowing the reentrant to bring contraband in the facility.</li> <li>Due to insufficient evidence, the investigator was unable to verify the claim presented.</li> </ul>
<p><u>Unsubstantiated Allegation:</u></p> <ul style="list-style-type: none"> <li>A sexual harassment claim was submitted by a reentrant claiming a female staff member was offering to have sexual intercourse with him and other reentrants for money.</li> </ul>

- Due to insufficient evidence, the investigator was unable to verify the claim presented.

Substantiated Allegation:

- An anonymous call was made to Gaudenzia's G-Line. This is a venue for internal/external stakeholders to submit complaints, grievances, and concerns.
- The caller reported that an employee engaged in oral sexual intercourse with a reentrant.
- The reentrant involved provided photographic evidence to the investigator that substantiated the information presented was factual.

**CONCLUSION:**

Upon the completion of seven (7) PREA investigations, six (6) outcomes warranted no further action. One (1) investigation resulted in law enforcement being notified, and the case is pending within the criminal justice system. Gaudenzia DRC takes PREA allegations very seriously. Gaudenzia's Corporate Compliance, Human Resources Departments and Program Leadership strictly follow PREA regulatory standards to respond to PREA allegations in a timely and efficient manner.

To demonstrate compliance with PREA:

1. At least annually, one third of our PREA facilities are audited by a certified third-party vendor for compliance with PREA standards annually. All audits conducted at our facilities have confirmed that Gaudenzia DRC is in full compliance with PREA standards.
2. Gaudenzia DRC collects data on every allegation of sexual abuse and harassment at its facilities. Each allegation is reported to all applicable regulatory bodies in a timely manner as required.
3. A comprehensive investigation is conducted either by the Compliance Department, or designee.
4. Following the outcome of the investigation, the Compliance Department and facility leadership meet to debrief on the outcome of the investigation and determine if any change is needed in the policy or practice to better prevent, detect and/or respond to sexual abuse and sexual harassment. In addition, all appropriate external stakeholders will be notified per DOC/PREA regulations.
5. Gaudenzia DRC aggregates all the data collected for further review, discussion, recommendations, and opportunities for improvement. This is done at quality improvement and leadership meetings at least on a quarterly basis.
6. Gaudenzia DRC has developed its own PREA Risk Assessment Tool (PRAT) to screen for sexual victimization and sexual aggression scores. This information is examined by Program Leadership and used in decisions related to housing, daily operations, supervision, and monitoring. Continuous education is available in-person, in groups or online via Relias.
7. Our facilities have camera systems installed which are regularly assessed for placement, operation, and effectiveness and reviewed in the process of investigations.
8. Consistently, our staff members receive specialized training in the proper use of Gaudenzia DRC's PRAT tool and the proper applicability of the PRAT scores.
9. Gaudenzia DRC has increased communication between DRC management, DOC, Parole/Probation, and enhanced collaboration efforts to ensure safety and security are maintained.

There were a total number of **seven (7)** PREA allegations reported for the time frame of 07/01/2022 to 06/30/2023. It is important to note that there was one (1) PREA allegation that was deemed as

substantiated. This is a decrease from twenty-one (21) to seven (7), which represents a safer community to grow and develop as a client at Gaudenzia DRC.

Contributing factors to the overall decline in PREA allegations and PREA substantiated cases could be:

- the elevated level of awareness of residents' rights and responsibility to report any suspicious behavior,
- the fortified efforts of Gaudenzia staff members to prevent, detect, and timely respond to reported allegations,
- Gaudenzia's zero-tolerance policy to sexual abuse and harassment is widely known across the agency and the promise of non-retaliation,
- mandatory PREA education, posters, and pamphlets, and;
- a robust treatment schedule with enhanced clinical services that are person-centered and an integrated treatment model utilizing evidenced based approaches that are gender, culture, and trauma informed to promote individual recovery and resiliency.

"Gaudenzia has a zero-tolerance policy for sexual harassment and sexual abuse. The safety of our clients, staff, contractors, and interns are our top priority. All interactions with clients, staff, and external stakeholders must reflect the highest standards of conduct."

***Gaudenzia Chief of Staff, Patricia McKernan, DSW, LSW***

Gaudenzia continually strives to ensure the overall health and safety of our clients. To provide a safe and nurturing environment for all clients, Gaudenzia reports and thoroughly investigates all allegations of sexual victimization.

**A special thank you to frontline staff members for their tireless commitment and endless efforts to keep our clients safe at all times but also to our executive team for assuring the best efforts Gaudenzia, Inc. could possibly make to improve the quality of our services to clients!**