



# CALIFORNIA DEPARTMENT *of* **CORRECTIONS AND REHABILITATION**

## **Prison Rape Elimination Act Annual Report – Calendar Year 2024**

The Federal Prison Rape Elimination Act (PREA) of 2003 was established to address the Sexual Abuse and Sexual Harassment of Incarcerated Persons in confinement settings. On August 20, 2012, the federal Department of Justice (DOJ) released PREA Standards Final Rule, to help Prevent, Detect, and Respond to Sexual Violence, Staff Sexual Misconduct, and Sexual Harassment of Incarcerated Persons was released, prompting the revision of the California Department of Corrections and Rehabilitation (CDCR) PREA policy. This Annual Report is available to the public pursuant to PREA Federal Standards 28 Code of Federal Regulations (C.F.R.) 115.87 and 115.88.

CDCR's 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 made by CDCR Incarcerated Persons. A further purpose of this policy is to provide guidelines for the successful community re-entry of Incarcerated Persons.

Staff and Incarcerated Persons are educated on CDCR's zero tolerance policy and provided information on the multiple ways to report an allegation, to include third-party reporting. CDCR continues to remain diligent in investigating all allegations of sexual abuse, staff sexual misconduct, and sexual harassment against Incarcerated Persons. The following are definitions of allegations by allegation type:

- **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.

### **STATISTICS:**

The following are statistics of the total reported allegations within CDCR adult institutions, as of August 28, 2025:

	2019	2020	2021	2022	2023	2024
Substantiated	31	32	51	64	57	46
Unsubstantiated	627	650	787	922	1311	644
Unfounded	319	400	260	179	211	193
Ongoing investigation	0	10	38	94	404	1054
Total:	977	1092	1136	1259	1983	1937

The following are statistics of reported allegations within CDCR adult institutions, by category:

#### **Incarcerated Person on Incarcerated Person Nonconsensual Sexual Acts**

	2019	2020	2021	2022	2023	2024
Substantiated	7	8	5	3	9	14
Unsubstantiated	171	140	163	149	176	149
Unfounded	59	71	56	20	44	23
Ongoing investigation	0	3	3	8	20	87
Total:	237	222	227	180	249	273

Incarcerated Person on Incarcerated Person Nonconsensual Sex Acts is defined as, contact of an Incarcerated Person by another Incarcerated Person without their consent, or by coercion, or contact of an Incarcerated Person who is unable to consent or refuse and contact between the penis and vagina or the penis and anus including penetration, however slight; or contact between the mouth and the penis, vagina, or anus or penetration of the anal or genital opening of another person by the hand, finger, or other object.

In 2023, the number of allegations for Incarcerated Person-on-Incarcerated Person Nonconsensual Sex Acts was 249. In 2024, the number of allegations for Incarcerated Person-on-Incarcerated Person Nonconsensual Sex Acts was 273, which equates to an increase of 10 percent.

#### **Incarcerated Person on Incarcerated Person Abusive Sexual Contact**

	2019	2020	2021	2022	2023	2024
Substantiated	5	3	4	6	11	17
Unsubstantiated	124	89	131	146	200	209
Unfounded	39	36	20	16	18	52
Ongoing investigation	0	1	6	4	15	57
Total:	168	129	161	172	244	335

Incarcerated Person on Incarcerated Person Abusive Sexual Contact is defined as contact of an Incarcerated Person by another Incarcerated Person without his or her consent, or by coercion, or contact of an Incarcerated Person who is unable to consent or refuse and intentional touching, either directly or through the clothing, of the genitalia, anus, groin, breast, inner thigh, or buttocks of any person.

In 2023, the number of allegations for Incarcerated Person-on-Incarcerated Person Abusive Sexual Contact was 244. In 2024, the number of allegations for Incarcerated Person-on-Incarcerated Person Abusive Sexual Contact was 335, which equates to an increase of 37 percent.

### **Incarcerated Person on Incarcerated Person Sexual Harassment**

	2019	2020	2021	2022	2023	2024
Substantiated	1	6	13	2	11	7
Unsubstantiated	71	91	97	94	102	71
Unfounded	16	23	15	14	12	4
Ongoing investigation	0	2	7	13	29	43
Total:	88	122	132	123	154	125

Incarcerated Person on Incarcerated Person Sexual Harassment is defined as repeated and unwelcome sexual advances, requests for sexual favors, or verbal comments, gestures, or actions of a derogatory or offensive sexual nature by an Incarcerated Person toward another Incarcerated Person. This definition was added to CDCR's policy in response to its inclusion in the PREA Standards.

In 2023, the number of allegations for Incarcerated Person-on-Incarcerated Person Sexual Harassment was 154. In 2024, the number of allegations for Incarcerated Person-on-Incarcerated Person Sexual Harassment was 125, which equates to a decrease of 19 percent.

### **Staff on Incarcerated Person Sexual Misconduct**

	2019	2020	2021	2022	2023	2024
Substantiated	16	12	19	37	13	4
Unsubstantiated	152	165	202	264	434	137
Unfounded	157	136	95	55	92	35
Ongoing investigation	0	2	9	31	259	648
Total:	325	315	325	387	798	824

Staff on Incarcerated Person Sexual Misconduct is defined as threatened, coerced, attempted, or completed sexual contact, assault, or battery of an Incarcerated Person by staff. Staff is inclusive of employees, volunteers, and independent contractors assigned to an institution, community correctional facility, conservation camp, parole, or headquarters. CDCR's zero tolerance policy holds all staff accountable when it is proven they have violated the policy. The legal concept of "consent" does not exist between staff and Incarcerated Person; any sexual behavior between them constitutes sexual misconduct and subjects the staff member to disciplinary action and/or to prosecution under the law.

In 2023, the number of allegations for Staff Sexual Misconduct was 798. In 2024, the number of allegations for Staff Sexual Misconduct was 824, which equates to an increase of three percent.

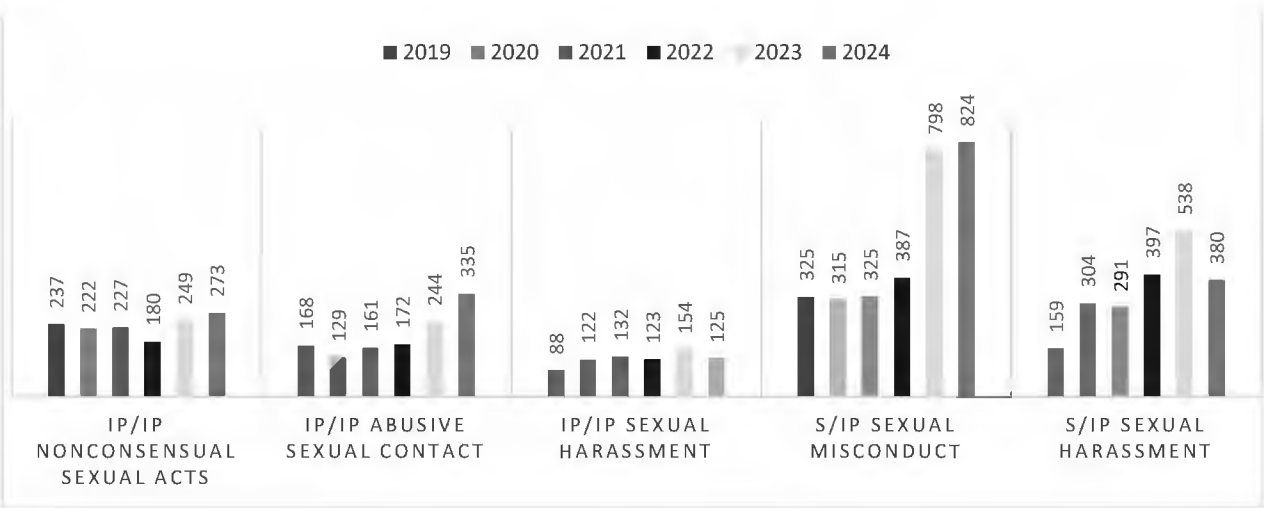
Staff on Incarcerated Person Sexual Harassment

	2019	2020	2021	2022	2023	2024
Substantiated	2	3	10	16	13	4
Unsubstantiated	109	165	194	269	399	78
Unfounded	48	134	74	74	45	79
Ongoing investigation	0	2	13	38	81	219
Total:	159	304	291	397	538	380

Staff on Incarcerated Person Sexual Harassment is defined as, repeated verbal comments or gestures of a sexual nature, including demeaning references to gender, sexually suggestive derogatory comments about body or clothing, or obscene language or gestures to an Incarcerated Person by a staff member, contractor, or volunteer.

In 2023, the number of allegations for Staff Sexual Harassment was 538. In 2024, the number of allegations for Staff Sexual Harassment was 380, which equates to a decrease of 35 percent.

Total Number of all PREA Allegations by Year and Type



[I/P = Incarcerated Person on Incarcerated Person; S/IP = Staff on Incarcerated Person]

SUMMARY

In 2024, CDCR had a total of 46 substantiated allegations of sexual harassment, sexual violence, or staff sexual misconduct, with eight of them involving staff. In 2023 there were 57 substantiated allegations with 16 involving staff.

The total number of combined allegations decreased from 1,983 in 2023 to 1,937 in 2024, a total decrease of two percent. Based on population results from December 31, 2023, to December 31, 2024, CDCR saw a population decrease of 2,830 Incarcerated Persons, approximately one percent.

CDCR made a significant effort to increase PREA education to include reporting options to the incarcerated population in 2024 and this is believed to have led to an increase in reports of Incarcerated Person-on-Incarcerated Person nonconsensual sexual acts and Incarcerated Person-on-Incarcerated Person abusive sexual contact allegations.

A contributing factor to the decrease in staff sexual harassment allegations is associated with training provided to screening staff at the Centralized Screening Team (CST) to ensure understanding of what meets the definition of a sexual harassment allegation, as well as training with Institution staff to better understand the staff grievance process, and what is required to be classified as a sexual harassment allegation. While there was a slight increase in staff sexual misconduct allegations, this is related to ongoing litigation submitted on behalf of many incarcerated and formally incarcerated people.

Some of the changes the Department has implemented during the previous year include:

- Updated emotional support service (victim advocate) phone numbers to a direct dial number that does not require the incarcerated person to enter their Personal Identification Number. Incarcerated people can now dial \*4357# (\*HELP#) to contact the local emotional support provider via the direct dial number.
- Updated the emotional support service provider (Rape Crisis Center/Victim Advocate) poster, to include direct dial number.
- Training provided to CST screeners related to Staff Sexual Misconduct and Staff Sexual Harassment allegations.
- PREA related educational material uploaded to the incarcerated population tablets. Information uploaded included:
  - PREA Reporting posters
  - PREA Emotional Support posters
  - PREA Orientation handbook
  - Senate Bill 132 – The Transgender Respect, Agency and Dignity Act Brochure
  - Sexual Violence Awareness pamphlet
  - Sexual Abuse/Assault Prevention & Intervention Brochure
- Annual PREA Learning Management System (LMS) Online training updated

Some of the changes each institution has implemented during the previous calendar year also include:

#### **Avenal State Prison**

- Provided updated one-hour mandatory training on PREA to all staff. The training refreshed staff in understanding how to prevent, detect, evaluate, respond to, and investigate complaints, threats, or signs of sexual violence, staff sexual misconduct, and sexual harassment against Incarcerated Persons.
- Successfully demonstrated compliance with all PREA Federal Standards during a Department of Justice PREA audit.

#### **California City Correctional Facility**

- California City Correctional Facility closed as of November 2023.

### **Calipatria State Prison**

- Provided updated one-hour mandatory training on PREA to all staff. The training refreshed staff in understanding how to prevent, detect, evaluate, respond to, and investigate complaints, threats, or signs of sexual violence, staff sexual misconduct, and sexual harassment against Incarcerated Persons.
- Audio Video Surveillance System (AVSS) installed and activated on all yards, clinics, Restricted housing unit (RHU), Minimum Support Facility, and Outpatient Housing Unit (OHU).

### **California Correctional Institution**

- Provided updated one-hour mandatory training on PREA to all staff. The training refreshed staff in understanding how to prevent, detect, evaluate, respond to, and investigate complaints, threats, or signs of sexual violence, staff sexual misconduct, and sexual harassment against Incarcerated Persons.
- Added modesty barriers in work change areas to prevent cross-gender viewing.
- Provided training to correctional counselor staff regarding reassessment of risk responsibilities.
- Added modesty barrier to Receiving & Release holding cell windows to prevent cross-gender viewing.

### **Centinela State Prison**

- Provided updated one-hour mandatory training on PREA to all staff. The training refreshed staff in understanding how to prevent, detect, evaluate, respond to, and investigate complaints, threats, or signs of sexual violence, staff sexual misconduct, and sexual harassment against Incarcerated Persons.
- Audio Video Surveillance System (AVSS) installed and activated institution wide.

### **California Health Care Facility**

- Provided updated one-hour mandatory training on PREA to all staff. The training refreshed staff in understanding how to prevent, detect, evaluate, respond to, and investigate complaints, threats, or signs of sexual violence, staff sexual misconduct, and sexual harassment against Incarcerated Persons.
- Training provided to Incident Commanders and Response Supervisors regarding incident response requirements.

### **California Institution for Men**

- Provided updated one-hour mandatory training on PREA to all staff. The training refreshed staff in understanding how to prevent, detect, evaluate, respond to, and investigate complaints, threats, or signs of sexual violence, staff sexual misconduct, and sexual harassment against Incarcerated Persons.
- Successfully demonstrated compliance with all PREA Federal Standards during a Department of Justice PREA audit.

### **California Institution for Women**

- Provided updated one-hour mandatory training on PREA to all staff. The training refreshed staff in understanding how to prevent, detect, evaluate, respond to, and

investigate complaints, threats, or signs of sexual violence, staff sexual misconduct, and sexual harassment against Incarcerated Persons.

- Implementation of a full-time PREA Compliance Correctional Lieutenant responsible for monitoring and ensuring ongoing PREA Compliance throughout the facility.
- Provided additional PREA education via peer educators in a one-hour orientation group setting.
- Partnership with Just Detention International to assist CIW in remaining up to date with PREA education.

#### **California Men's Colony**

- Provided updated one-hour mandatory training on PREA to all staff. The training refreshed staff in understanding how to prevent, detect, evaluate, respond to, and investigate complaints, threats, or signs of sexual violence, staff sexual misconduct, and sexual harassment against Incarcerated Persons.
- Modesty barriers installed in all Restricted Housing Unit and Correctional Treatment Center Small Management Yards to prevent cross-gender viewing.

#### **California Medical Facility**

- Provided updated one-hour mandatory training on PREA to all staff. The training refreshed staff in understanding how to prevent, detect, evaluate, respond to, and investigate complaints, threats, or signs of sexual violence, staff sexual misconduct, and sexual harassment against Incarcerated Persons.

#### **California Rehabilitation Center**

- Provided updated one-hour mandatory training on PREA to all staff. The training refreshed staff in understanding how to prevent, detect, evaluate, respond to, and investigate complaints, threats, or signs of sexual violence, staff sexual misconduct, and sexual harassment against Incarcerated Persons.

#### **California State Prison, Corcoran**

- Provided updated one-hour mandatory training on PREA to all staff. The training refreshed staff in understanding how to prevent, detect, evaluate, respond to, and investigate complaints, threats, or signs of sexual violence, staff sexual misconduct, and sexual harassment against Incarcerated Persons.
- Successfully demonstrated compliance with all PREA Federal Standards during a Department of Justice PREA audit.

#### **California State Prison, Los Angeles County**

- Provided updated one-hour mandatory training on PREA to all staff. The training refreshed staff in understanding how to prevent, detect, evaluate, respond to, and investigate complaints, threats, or signs of sexual violence, staff sexual misconduct, and sexual harassment against Incarcerated Persons.
- Modesty barriers installed around the outside recreation toilets to prevent cross-gender viewing.

#### **Central California Women's Facility**

- Provided updated one-hour mandatory training on PREA to all staff. The training refreshed staff in understanding how to prevent, detect, evaluate, respond to, and investigate complaints, threats, or signs of sexual violence, staff sexual misconduct, and sexual harassment against Incarcerated Persons.
- Implementation of a full-time PREA Compliance Correctional Lieutenant responsible for monitoring and ensuring ongoing PREA compliance throughout the facility.
- Activation of Peer Support Specialist Program (PSSP) which is operated by the incarcerated population. The PSSP assignments are to perform non-clinical functions and to provide peer support to the incarcerated population, by providing education and support to their peers who are managing major changes in their lives as well as support for PREA victims.
- Partnered with Prevail, an outside agency providing confidential emotional support services to any incarcerated persons who has been a victim of sexual assault or abuse during or before incarceration. Prevail will be conducting a regular class/group for the Reception Center Population, a class/group with the General Population, and individual victim advocacy support sessions upon request.

#### **Chuckwalla Valley State Prison**

- Chuckwalla Valley State Prison closed in December 2024.

#### **Correctional Training Facility**

- Provided updated one-hour mandatory training on PREA to all staff. The training refreshed staff in understanding how to prevent, detect, evaluate, respond to, and investigate complaints, threats, or signs of sexual violence, staff sexual misconduct, and sexual harassment against Incarcerated Persons.
- Provided training to Receiving & Release and Correctional Counseling staff regarding initial PREA Screening, and PREA reassessments.
- Successfully demonstrated compliance with all PREA Federal Standards during a Department of Justice PREA audit.

#### **Division of Rehabilitative Programs (DRP)**

- Provided updated one-hour mandatory training on PREA to all staff. The training refreshed staff in understanding how to prevent, detect, evaluate, respond to, and investigate complaints, threats, or signs of sexual violence, staff sexual misconduct, and sexual harassment against Incarcerated Persons.
- Provided mandatory training for all staff to include: PREA V3.1, Female Offenders (female facilities only), Working Successfully with Transgender, Intersex and Non-Binary Inmates, Office of the Inspector General Private Reporting Options, Mailroom Correspondence Instructions and Coordinated Response Plan/First Responder Duties.
- Provided training to all intake staff regarding PREA screening, education and reassessment responsibilities.
- DRP Local Operating Procedure for PREA Intake Screening Procedures for Male Community Reentry Program (MCRP)/Female Community Reentry Program (FCRP) finalized and implemented.
- PREA Hiring and Promotion Decisions and Volunteer and Contractor Training Memo dated 10-4-24 disseminated to ensure compliance with standards 28 C.F.R. 115.217 & 115.232.



- Updated Shine the Light and Rape Crisis Center PREA posters placed throughout program in all common areas to educate participants on the hotline and contact information.
- FCRP Los Angeles: New laundry room built with a camera maintained to provide 24-hour surveillance for continuous monitoring and supervision of participants.
- FCRP Sacramento: Camera system updated and installed 6 additional cameras. Showers were remodeled with PREA standards met.
- FCRP San Diego: Dormitory showers repaired to fix plumbing issues in the internal walls and ensure cross-gender barriers were in place.
- FCRP Stockton: 17 new cameras installed for enhanced video surveillance. Staff bathroom lock was changed so that only staff can utilize.
- MCRP Los Angeles 1: Mirror installed in Kitchen/Pantry area; identified as a blind spot during the PREA audit.
- MCRP Los Angeles 3: One additional camera installed in the electric room.

#### **Folsom State Prison**

- Provided updated one-hour mandatory training on PREA to all staff. The training refreshed staff in understanding how to prevent, detect, evaluate, respond to, and investigate complaints, threats, or signs of sexual violence, staff sexual misconduct, and sexual harassment against Incarcerated Persons.
- Installation of extensive audio-visual surveillance system monitoring technology in the 4th quarter of 2024.
- Several minor modifications to physical plant design were made. Said modifications included:
  - Removing unnecessary window coverings
  - General, supplemental PREA training and specialized, job specific training was provided to institutional staff prior to the audit.

#### **High Desert State Prison**

- Provided updated one-hour mandatory training on PREA to all staff. The training refreshed staff in understanding how to prevent, detect, evaluate, respond to, and investigate complaints, threats, or signs of sexual violence, staff sexual misconduct, and sexual harassment against Incarcerated Persons.
- Modesty barriers added to lower section showers to prevent cross-gender viewing for transgender incarcerated persons.
- Modesty barrier added in education and visiting, correctional treatment center, and work change to prevent cross-gender viewing.
- Mirrors added to firehouse, visiting and warehouse to enhance supervision and monitoring of identified blind spots.

#### **Ironwood State Prison**

- Provided updated one-hour mandatory training on PREA to all staff. The training refreshed staff in understanding how to prevent, detect, evaluate, respond to, and investigate complaints, threats, or signs of sexual violence, staff sexual misconduct, and sexual harassment against Incarcerated Persons.

#### **Kern Valley State Prison**

- Provided updated one-hour mandatory training on PREA to all staff. The training refreshed staff in understanding how to prevent, detect, evaluate, respond to, and investigate complaints, threats, or signs of sexual violence, staff sexual misconduct, and sexual harassment against Incarcerated Persons.

#### **Mule Creek State Prison**

- Provided updated one-hour mandatory training on PREA to all staff. The training refreshed staff in understanding how to prevent, detect, evaluate, respond to, and investigate complaints, threats, or signs of sexual violence, staff sexual misconduct, and sexual harassment against Incarcerated Persons.
- Expanded metal to the bottom of each upper tier shower to prevent cross-gender viewing.
- Expanded metal added to the yard bathrooms and to prevent cross-gender viewing.
- Installed swinging doors to each Restricted Housing Unit walk alone yard bathroom to prevent cross-gender viewing.
- Successfully demonstrated compliance with all PREA Federal Standards during a Department of Justice PREA audit.

#### **North Kern State Prison**

- Provided updated one-hour mandatory training on PREA to all staff. The training refreshed staff in understanding how to prevent, detect, evaluate, respond to, and investigate complaints, threats, or signs of sexual violence, staff sexual misconduct, and sexual harassment against Incarcerated Persons.

#### **Pelican Bay State Prison**

- Provided updated one-hour mandatory training on PREA to all staff. The training refreshed staff in understanding how to prevent, detect, evaluate, respond to, and investigate complaints, threats, or signs of sexual violence, staff sexual misconduct, and sexual harassment against Incarcerated Persons.
- A work order has been submitted to either add a window to a solid door or replace it with a door that has a window to the janitors closet in the Correctional Treatment Center to prevent a hiding place for the incarcerated person assigned to that area.

#### **Pleasant Valley State Prison**

- Provided updated one-hour mandatory training on PREA to all staff. The training refreshed staff in understanding how to prevent, detect, evaluate, respond to, and investigate complaints, threats, or signs of sexual violence, staff sexual misconduct, and sexual harassment against Incarcerated Persons.
- Training provided to all custody staff regarding minimizing cross-gender viewing, via opposite gender announcements when entering living areas.
- Successfully demonstrated compliance with all PREA Federal Standards during a Department of Justice PREA audit.

#### **Richard J. Donovan Correctional Facility**

- Provided updated one-hour mandatory training on PREA to all staff. The training refreshed staff in understanding how to prevent, detect, evaluate, respond to, and

investigate complaints, threats, or signs of sexual violence, staff sexual misconduct, and sexual harassment against Incarcerated Persons.

**California State Prison, Sacramento**

- Provided updated one-hour mandatory training on PREA to all staff. The training refreshed staff in understanding how to prevent, detect, evaluate, respond to, and investigate complaints, threats, or signs of sexual violence, staff sexual misconduct, and sexual harassment against Incarcerated Persons.
- Implemented Body Worn Cameras for custody staff.

**Substance Abuse Treatment Facility and State Prison**

- Provided updated one-hour mandatory training on PREA to all staff. The training refreshed staff in understanding how to prevent, detect, evaluate, respond to, and investigate complaints, threats, or signs of sexual violence, staff sexual misconduct, and sexual harassment against Incarcerated Persons.
- Training provided to all staff regarding Working Successfully with Transgender, Intersex and Non-Binary Incarcerated Persons.

**Sierra Conservation Center**

- Provided updated one-hour mandatory training on PREA to all staff. The training refreshed staff in understanding how to prevent, detect, evaluate, respond to, and investigate complaints, threats, or signs of sexual violence, staff sexual misconduct, and sexual harassment against Incarcerated Persons.
- Modesty barrier installed between toilets in dorms, to prevent cross-gender viewing.
- Barrier added to the facility C showers to prevent cross-gender viewing through the cuff port.

**California State Prison, Solano**

- Provided updated one-hour mandatory training on PREA to all staff. The training refreshed staff in understanding how to prevent, detect, evaluate, respond to, and investigate complaints, threats, or signs of sexual violence, staff sexual misconduct, and sexual harassment against Incarcerated Persons.

**Salinas Valley State Prison**

- Provided updated one-hour mandatory training on PREA to all staff. The training refreshed staff in understanding how to prevent, detect, evaluate, respond to, and investigate complaints, threats, or signs of sexual violence, staff sexual misconduct, and sexual harassment against Incarcerated Persons.
- Implementation of incarcerated person tablets, with PREA reporting and emotional support information available on the tablet.

**San Quentin Rehabilitation Center (formally San Quentin State Prison)**

- Provided updated one-hour mandatory training on PREA to all staff. The training refreshed staff in understanding how to prevent, detect, evaluate, respond to, and

investigate complaints, threats, or signs of sexual violence, staff sexual misconduct, and sexual harassment against Incarcerated Persons.

- Provided training to correctional counseling staff regarding 30-day PREA reassessments.
- Provided training to investigative staff to ensure protection against retaliation monitoring includes a face-to-face interview with the victim.
- Modesty barriers added in the hospital building holding cells and waiting rooms to provide barriers to prevent cross-gender viewing.

#### **Valley State Prison**

- Provided updated one-hour mandatory training on PREA to all staff. The training refreshed staff in understanding how to prevent, detect, evaluate, respond to, and investigate complaints, threats, or signs of sexual violence, staff sexual misconduct, and sexual harassment against Incarcerated Persons.
- Successfully demonstrated compliance with all PREA Federal Standards during a Department of Justice PREA audit.

#### **Wasco State Prison**

- Provided updated one-hour mandatory training on PREA to all staff. The training refreshed staff in understanding how to prevent, detect, evaluate, respond to, and investigate complaints, threats, or signs of sexual violence, staff sexual misconduct, and sexual harassment against Incarcerated Persons.

CDCR continues to progress in addressing sexual abuse by continually monitoring all allegations of sexual abuse, staff sexual misconduct, and sexual harassment. Each allegation is investigated by trained investigators and reviewed by the institution's hiring authority. If any issues or trends are identified, they are immediately addressed. This may include modifications to existing policy, procedures, education, or training, and consideration to physical plant limitations and possible upgrades, and the need for video monitoring equipment.

Approved for posting.

DocuSigned by:  
**Jeff Macomber**  
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JEFF MACOMBER  
Secretary

September 15, 2025

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Date

